

## Report by Demographics

(40) I recommend my organization as a good place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.3%</b>	<b>22.1%</b>	<b>21.0%</b>	<b>40.7%</b>	<b>40.6%</b>	<b>41.1%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>5.9%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>400,013</b>	<b>412,958</b>	<b>383,760</b>
<b>Work Location</b>																		
Headquarters	25.2%	24.3%	22.8%	40.5%	40.4%	40.7%	19.5%	20.2%	21.0%	9.3%	9.6%	10.0%	5.5%	5.5%	5.4%	155,747	156,528	143,011
Field	22.5%	21.1%	20.2%	40.8%	40.6%	41.1%	20.2%	21.1%	21.5%	10.4%	11.1%	11.2%	6.1%	6.1%	5.9%	229,747	240,382	222,460
<b>Supervisory Status</b>																		
Non-Supervisor	22.0%	20.7%	19.7%	40.2%	40.1%	40.5%	21.0%	21.7%	22.3%	10.4%	10.9%	11.1%	6.4%	6.5%	6.3%	253,309	261,272	241,341
Team Leader	21.1%	20.6%	19.9%	41.9%	41.2%	41.7%	20.6%	21.5%	21.9%	10.7%	11.2%	11.3%	5.7%	5.6%	5.2%	49,508	53,382	49,628
Supervisor	26.8%	25.5%	24.2%	42.3%	43.3%	43.2%	17.9%	18.0%	18.9%	8.7%	9.3%	9.4%	4.2%	3.8%	4.3%	52,254	52,523	48,656
Manager	35.0%	33.5%	31.2%	41.4%	40.4%	41.5%	12.8%	14.9%	15.5%	7.0%	7.6%	8.3%	3.8%	3.7%	3.5%	24,724	24,341	21,610
Senior Leader	48.0%	46.6%	44.7%	33.8%	34.4%	35.3%	9.6%	10.5%	11.7%	4.6%	5.3%	5.3%	3.9%	3.2%	3.0%	8,089	8,055	7,045
<b>Sex</b>																		
Male	24.1%	22.7%	21.5%	40.4%	40.3%	40.9%	19.4%	20.3%	20.9%	10.0%	10.6%	10.9%	6.1%	6.1%	5.8%	196,848	205,364	188,919
Female	22.9%	22.0%	21.0%	41.3%	41.1%	41.3%	20.5%	21.1%	21.7%	9.9%	10.3%	10.5%	5.5%	5.5%	5.6%	185,317	188,941	175,133
<b>Hispanic or Latino</b>																		
Yes	25.0%	23.3%	22.6%	38.6%	38.3%	38.7%	19.8%	21.3%	21.7%	9.8%	10.0%	10.2%	6.7%	7.2%	6.8%	33,604	33,968	30,802
No	23.5%	22.3%	21.2%	41.0%	40.9%	41.4%	19.8%	20.6%	21.2%	9.9%	10.5%	10.7%	5.7%	5.7%	5.5%	344,651	356,508	329,472
<b>Race</b>																		
American Indian/ Alaska Native	19.8%	19.8%	17.2%	37.2%	38.3%	39.9%	24.6%	24.0%	25.2%	10.3%	10.7%	10.9%	8.2%	7.1%	6.9%	7,834	8,371	7,553
Asian	27.7%	26.2%	25.5%	42.0%	43.5%	42.8%	19.2%	19.3%	20.6%	7.0%	6.7%	7.0%	4.1%	4.3%	4.1%	19,556	18,681	17,102
Black/African American	24.4%	23.5%	22.8%	40.2%	40.3%	40.7%	20.3%	21.3%	21.5%	8.7%	8.7%	8.6%	6.4%	6.3%	6.5%	58,004	60,258	56,108
Native Hawaiian/ Pacific Islander	23.0%	23.0%	20.7%	39.6%	37.9%	38.8%	20.6%	25.2%	25.6%	10.5%	8.8%	8.3%	6.2%	5.1%	6.6%	2,212	2,481	2,332
White	23.9%	22.5%	21.2%	41.2%	41.0%	41.5%	19.2%	19.9%	20.6%	10.2%	11.0%	11.3%	5.5%	5.6%	5.3%	264,468	274,106	253,271
Two or more races (Not Hispanic/ Latino)	19.7%	18.1%	18.8%	36.4%	36.6%	36.7%	22.8%	24.1%	24.4%	12.1%	12.7%	12.4%	9.0%	8.5%	7.7%	14,389	14,493	13,070

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.3%</b>	<b>22.1%</b>	<b>21.0%</b>	<b>40.7%</b>	<b>40.6%</b>	<b>41.1%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>5.9%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>400,013</b>	<b>412,958</b>	<b>383,760</b>
<b>Age Group</b>																		
25 and under	29.3%	25.4%	25.6%	43.1%	45.2%	40.7%	15.1%	16.5%	20.4%	7.8%	9.1%	8.9%	4.8%	3.7%	4.4%	2,736	2,668	2,687
26-29	23.7%	21.4%	19.7%	43.1%	42.9%	41.9%	18.6%	19.0%	21.6%	9.0%	10.1%	10.6%	5.6%	6.7%	6.1%	11,200	12,374	12,518
30-39	22.4%	20.7%	19.8%	41.2%	41.4%	41.2%	19.7%	20.3%	21.1%	10.1%	11.0%	11.4%	6.6%	6.6%	6.5%	74,642	73,073	65,614
40-49	22.7%	21.8%	20.4%	40.6%	40.2%	41.1%	20.1%	20.9%	21.5%	10.2%	10.6%	11.0%	6.4%	6.4%	6.0%	104,239	108,707	102,471
50-59	23.6%	22.5%	21.3%	40.6%	40.2%	41.0%	20.3%	21.4%	21.7%	10.0%	10.5%	10.6%	5.5%	5.4%	5.3%	143,849	150,165	139,779
60+	24.5%	23.7%	23.1%	39.9%	40.4%	40.7%	21.1%	21.5%	21.9%	9.7%	9.7%	9.8%	4.9%	4.8%	4.5%	62,073	64,208	57,946
<b>Level of Education</b>																		
Less than High School	25.8%	30.7%	27.7%	39.3%	37.2%	37.6%	24.3%	20.1%	24.0%	2.9%	4.7%	5.5%	7.6%	7.3%	5.2%	364	413	395
H.S. Diploma/ GED or equiv	25.5%	23.5%	23.8%	41.2%	41.5%	41.4%	19.9%	21.1%	21.0%	8.3%	8.7%	8.7%	5.1%	5.2%	5.0%	16,324	19,394	19,115
Trade/Technical Certificate	22.0%	22.2%	19.8%	41.1%	39.8%	42.0%	21.2%	23.2%	23.2%	10.1%	9.5%	9.8%	5.5%	5.2%	5.2%	8,215	9,603	9,033
Some College (no degree)	22.1%	21.2%	20.4%	39.2%	39.6%	39.7%	22.0%	22.2%	23.0%	10.0%	10.7%	10.7%	6.6%	6.4%	6.1%	52,918	60,318	58,047
Associate's Degree	22.5%	21.2%	20.0%	40.2%	40.5%	40.8%	21.2%	21.7%	22.7%	9.9%	10.6%	10.6%	6.1%	6.0%	5.9%	27,894	31,411	29,543
Bachelor's Degree	22.8%	21.6%	20.5%	41.3%	41.0%	41.8%	19.5%	20.6%	21.1%	10.6%	10.7%	10.9%	5.8%	6.1%	5.6%	132,426	135,945	125,173
Master's Degree	24.3%	23.2%	21.6%	41.1%	40.9%	41.1%	19.2%	19.7%	20.4%	9.8%	10.6%	11.0%	5.6%	5.6%	5.9%	101,911	98,272	87,695
Doctoral/ Professional Degree	28.1%	26.7%	25.6%	40.3%	40.3%	40.2%	17.2%	17.9%	18.4%	9.1%	10.0%	11.0%	5.4%	5.0%	4.8%	44,209	41,046	36,674
<b>Pay Category</b>																		
Federal Wage System	19.2%	19.3%	18.6%	41.0%	41.1%	40.2%	21.5%	23.3%	23.7%	10.8%	10.3%	11.4%	7.5%	5.9%	6.1%	9,602	12,688	12,315
GS 1-6	22.9%	22.1%	21.5%	39.6%	39.8%	39.5%	21.9%	22.4%	23.7%	9.4%	9.5%	9.4%	6.2%	6.2%	5.9%	18,752	22,001	22,078
GS 7-12	22.3%	20.9%	19.9%	41.2%	40.8%	41.5%	20.6%	21.4%	22.0%	10.1%	10.6%	10.8%	5.9%	6.2%	5.9%	153,607	166,744	158,080
GS 13-15	26.3%	25.0%	23.7%	41.0%	40.7%	41.4%	18.0%	18.7%	19.2%	9.6%	10.3%	10.7%	5.1%	5.3%	5.0%	169,760	162,567	144,237
SES	57.8%	53.7%	52.3%	29.4%	31.0%	31.4%	7.5%	8.2%	9.1%	3.4%	4.5%	4.6%	1.9%	2.7%	2.5%	5,768	5,715	4,892
SL/ST	32.2%	30.4%	29.2%	39.7%	38.4%	38.5%	14.7%	19.1%	19.7%	10.1%	8.5%	9.2%	3.4%	3.7%	3.3%	1,572	1,539	1,385
Other	20.3%	19.9%	18.8%	38.7%	39.9%	40.6%	21.5%	21.5%	21.9%	11.6%	12.1%	11.9%	7.9%	6.6%	6.8%	25,899	25,658	23,102

SOURCE: Federal Employee Viewpoint Survey

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

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	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.3%</b>	<b>22.1%</b>	<b>21.0%</b>	<b>40.7%</b>	<b>40.6%</b>	<b>41.1%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>5.9%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>400,013</b>	<b>412,958</b>	<b>383,760</b>
<b>Time in Federal Government</b>																		
< 1 year	39.8%	37.3%	32.7%	41.6%	42.7%	45.7%	11.2%	13.0%	14.7%	5.2%	4.7%	4.6%	2.3%	2.3%	2.3%	6,861	6,035	3,161
1-3 years	28.6%	26.8%	25.9%	42.6%	42.7%	42.0%	16.9%	17.9%	19.3%	7.9%	8.6%	8.8%	3.9%	4.0%	4.0%	29,982	28,289	32,899
4-5 years	23.6%	21.6%	20.7%	41.6%	41.6%	42.0%	19.7%	20.8%	21.2%	9.5%	10.4%	10.7%	5.6%	5.5%	5.4%	30,160	41,163	43,382
6-10 years	21.5%	20.5%	19.9%	40.6%	40.9%	40.3%	20.9%	21.3%	22.1%	10.5%	11.0%	11.2%	6.5%	6.4%	6.4%	91,992	87,979	73,499
11-14 years	21.1%	20.1%	18.8%	39.6%	39.8%	40.4%	21.5%	21.6%	22.4%	10.9%	11.6%	11.9%	6.9%	6.9%	6.4%	55,005	56,871	51,447
15-20 years	21.7%	20.9%	19.6%	39.7%	39.3%	40.5%	20.6%	21.7%	21.6%	11.3%	11.1%	11.6%	6.8%	6.9%	6.6%	51,881	48,849	40,085
> 20 years	24.4%	23.4%	21.8%	40.7%	40.0%	41.0%	19.7%	20.8%	21.2%	9.7%	10.3%	10.5%	5.5%	5.5%	5.4%	119,873	128,555	122,295
<b>Time with Current Agency</b>																		
< 1 year	36.3%	34.8%	31.2%	40.5%	41.2%	43.6%	13.4%	14.3%	15.9%	6.3%	5.9%	5.7%	3.5%	3.7%	3.6%	13,182	11,910	6,508
1-3 years	27.2%	25.2%	24.4%	41.0%	41.0%	40.4%	17.9%	18.9%	20.0%	8.8%	9.6%	9.9%	5.1%	5.3%	5.3%	47,797	44,621	49,950
4-5 years	22.1%	20.8%	19.5%	40.8%	40.7%	41.3%	20.5%	21.4%	21.8%	10.3%	10.9%	11.2%	6.4%	6.2%	6.2%	38,221	50,021	51,884
6-10 years	20.3%	19.8%	19.6%	40.3%	40.3%	40.0%	21.5%	21.7%	22.4%	11.1%	11.3%	11.5%	6.8%	6.8%	6.5%	98,314	96,005	81,103
11-20 years	21.5%	20.6%	19.5%	40.0%	40.1%	40.9%	21.0%	21.6%	22.1%	10.9%	11.2%	11.4%	6.6%	6.5%	6.2%	98,991	99,185	86,556
> 20 years	25.9%	24.3%	22.6%	41.8%	41.1%	42.2%	19.0%	20.3%	20.6%	8.9%	9.7%	10.0%	4.5%	4.6%	4.5%	87,930	94,752	89,551
<b>Leaving</b>																		
No	31.0%	29.4%	28.1%	46.1%	46.3%	46.8%	15.6%	16.6%	17.2%	5.3%	5.7%	5.8%	2.1%	2.1%	2.1%	259,929	263,866	240,872
Yes, to retire	20.4%	20.0%	18.2%	39.5%	38.8%	40.1%	22.4%	23.8%	23.8%	11.9%	11.8%	12.4%	5.8%	5.6%	5.6%	22,370	24,184	23,109
Yes, to other job in Govt	8.5%	7.9%	7.6%	31.1%	30.5%	30.5%	28.8%	28.8%	29.8%	18.8%	19.7%	19.7%	12.8%	13.1%	12.4%	70,856	73,653	68,309
Yes, to other job outside Govt	5.8%	5.4%	4.9%	24.0%	23.2%	24.4%	27.4%	27.8%	28.1%	24.4%	25.3%	25.7%	18.4%	18.3%	17.0%	13,816	15,889	15,649
Yes, other	6.1%	5.8%	5.7%	25.1%	25.0%	25.2%	30.4%	31.1%	30.9%	21.3%	21.8%	22.5%	17.0%	16.3%	15.7%	18,065	19,375	18,104
<b>Retiring</b>																		
Within 1 year	20.0%	19.4%	18.0%	37.9%	36.6%	38.1%	22.0%	22.9%	22.5%	12.3%	13.5%	13.8%	7.7%	7.7%	7.6%	13,624	14,911	14,017
Between 1-3 years	21.1%	20.8%	20.0%	40.5%	39.8%	40.0%	21.7%	22.7%	23.2%	11.0%	10.9%	11.4%	5.6%	5.7%	5.3%	38,113	40,070	36,451
Between 3-5 years	22.6%	21.1%	20.4%	40.0%	40.3%	41.2%	21.4%	22.0%	22.0%	10.8%	11.0%	11.3%	5.4%	5.6%	5.2%	42,325	43,583	39,776
5 or more years	24.2%	22.9%	21.7%	41.1%	41.1%	41.4%	19.3%	20.1%	20.9%	9.6%	10.2%	10.3%	5.8%	5.8%	5.7%	288,273	295,234	272,280

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*(40) I recommend my organization as a good place to work.*

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.3%</b>	<b>22.1%</b>	<b>21.0%</b>	<b>40.7%</b>	<b>40.6%</b>	<b>41.1%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>5.9%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>400,013</b>	<b>412,958</b>	<b>383,760</b>
<b>Self-Identify as:</b>																		
Heterosexual	24.9%	23.5%	22.3%	41.5%	41.3%	41.9%	19.0%	19.9%	20.5%	9.3%	9.9%	10.2%	5.3%	5.3%	5.2%	307,449	318,480	294,816
LGBT*	23.1%	22.8%	20.9%	38.0%	37.6%	37.6%	20.2%	19.7%	20.7%	11.5%	12.1%	12.9%	7.1%	7.8%	7.8%	11,364	11,064	9,834
Prefer not to say	16.2%	15.3%	15.0%	36.1%	36.9%	37.0%	25.3%	25.5%	26.2%	13.7%	13.6%	13.7%	8.8%	8.7%	8.1%	47,145	48,239	43,917
<b>Military Service</b>																		
No Prior Military Service	23.7%	22.6%	21.5%	41.7%	41.4%	41.6%	19.5%	20.4%	20.9%	9.6%	10.1%	10.5%	5.5%	5.5%	5.4%	278,445	281,951	258,424
Currently in Guard/Reserves	25.2%	22.7%	21.6%	39.7%	39.9%	39.9%	17.3%	19.3%	20.5%	10.8%	11.5%	11.3%	7.0%	6.6%	6.7%	6,172	7,012	6,534
Retired Separated/Discharged	26.3%	24.7%	23.5%	40.8%	41.6%	42.2%	19.5%	20.2%	20.5%	8.9%	9.0%	9.5%	4.4%	4.4%	4.3%	39,725	43,424	41,745
<b>Disability</b>																		
Yes	22.2%	21.1%	19.7%	37.2%	36.7%	37.4%	21.6%	22.3%	23.4%	11.0%	12.0%	11.9%	7.9%	7.9%	7.7%	51,794	53,641	49,137
No	23.9%	22.6%	21.6%	41.5%	41.4%	41.8%	19.5%	20.3%	20.9%	9.7%	10.1%	10.5%	5.4%	5.5%	5.3%	329,598	339,669	313,785

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(41) I believe the results of this survey will be used to make my agency a better place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.5%</b>	<b>13.3%</b>	<b>12.6%</b>	<b>26.4%</b>	<b>25.7%</b>	<b>25.5%</b>	<b>26.8%</b>	<b>27.5%</b>	<b>28.5%</b>	<b>16.9%</b>	<b>17.8%</b>	<b>18.1%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.2%</b>	<b>370,195</b>	<b>379,647</b>	<b>350,655</b>	<b>30,395</b>	<b>33,765</b>	<b>33,370</b>
<b>Work Location</b>																					
Headquarters	16.0%	15.1%	14.1%	27.4%	27.1%	26.8%	26.4%	26.9%	27.8%	15.8%	16.7%	17.4%	14.4%	14.3%	14.0%	144,402	144,264	130,975	11,565	12,428	12,156
Field	13.6%	12.3%	11.8%	25.9%	24.9%	24.7%	26.8%	27.7%	28.7%	17.5%	18.4%	18.7%	16.2%	16.6%	16.1%	212,664	220,807	203,186	17,413	19,828	19,404
<b>Supervisory Status</b>																					
Non-Supervisor	14.2%	13.1%	12.5%	26.2%	25.6%	25.3%	26.7%	27.3%	28.3%	16.8%	17.7%	17.9%	16.1%	16.4%	16.0%	232,236	237,958	218,464	21,391	23,601	23,024
Team Leader	11.9%	11.6%	11.2%	25.6%	24.6%	24.4%	26.9%	28.1%	28.4%	18.8%	19.4%	20.3%	16.9%	16.4%	15.8%	45,768	48,933	45,423	3,816	4,499	4,257
Supervisor	15.5%	13.8%	12.9%	27.6%	27.1%	26.8%	27.6%	28.0%	29.4%	16.5%	17.6%	17.8%	12.8%	13.5%	13.2%	49,516	49,509	45,442	2,823	3,072	3,247
Manager	19.3%	16.9%	15.4%	29.1%	27.3%	27.3%	25.6%	27.4%	28.0%	14.2%	16.2%	16.9%	11.7%	12.2%	12.5%	23,785	23,304	20,558	986	1,074	1,079
Senior Leader	30.7%	28.4%	26.2%	29.1%	27.8%	29.2%	21.5%	22.7%	22.8%	10.6%	11.9%	12.8%	8.2%	9.2%	8.9%	7,897	7,797	6,802	215	261	249
<b>Sex</b>																					
Male	13.5%	12.1%	11.5%	24.8%	24.0%	24.0%	27.0%	27.7%	28.5%	17.4%	18.5%	18.8%	17.3%	17.7%	17.2%	183,128	190,114	173,984	13,936	15,437	15,046
Female	16.0%	15.2%	14.5%	28.9%	28.3%	27.8%	26.3%	27.1%	28.1%	15.9%	16.6%	17.1%	12.8%	12.7%	12.6%	170,938	172,672	159,016	14,713	16,487	16,262
<b>Hispanic or Latino</b>																					
Yes	20.9%	19.9%	19.3%	27.6%	26.7%	26.2%	22.6%	23.8%	25.2%	13.3%	13.3%	14.2%	15.6%	16.3%	15.1%	31,295	31,373	28,484	2,334	2,623	2,338
No	13.9%	12.7%	12.1%	26.5%	25.8%	25.7%	27.2%	27.8%	28.7%	17.1%	18.2%	18.5%	15.3%	15.4%	15.1%	319,226	328,012	301,136	25,934	28,870	28,569
<b>Race</b>																					
American Indian/ Alaska Native	17.0%	16.8%	14.8%	25.0%	24.6%	27.2%	25.5%	25.5%	27.4%	14.2%	15.9%	14.8%	18.3%	17.1%	16.0%	7,218	7,700	6,894	624	687	652
Asian	26.2%	24.8%	24.5%	35.1%	36.3%	36.2%	20.4%	20.8%	21.9%	9.6%	9.2%	9.0%	8.6%	8.9%	8.4%	18,348	17,424	15,918	1,212	1,289	1,191
Black/African American	19.3%	18.5%	18.0%	30.2%	29.5%	30.1%	25.4%	26.7%	27.3%	12.3%	12.3%	12.2%	12.8%	12.9%	12.3%	53,586	55,410	51,092	4,563	4,937	5,094
Native Hawaiian/ Pacific Islander	23.5%	20.9%	20.8%	27.7%	30.1%	28.2%	24.9%	23.1%	26.8%	11.6%	11.9%	11.0%	12.2%	14.0%	13.1%	2,061	2,283	2,167	155	195	164
White	12.6%	11.4%	10.6%	25.5%	24.6%	24.1%	27.6%	28.2%	29.2%	18.3%	19.7%	20.2%	15.9%	16.1%	15.9%	245,644	252,583	232,156	19,180	21,765	21,278
Two or more races (Not Hispanic/ Latino)	12.5%	12.1%	11.7%	22.6%	21.4%	21.2%	25.6%	27.2%	27.2%	18.3%	18.6%	18.7%	21.0%	20.6%	21.2%	13,056	13,096	11,743	1,345	1,399	1,333

## Report by Demographics

*(41) I believe the results of this survey will be used to make my agency a better place to work.*

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.5%</b>	<b>13.3%</b>	<b>12.6%</b>	<b>26.4%</b>	<b>25.7%</b>	<b>25.5%</b>	<b>26.8%</b>	<b>27.5%</b>	<b>28.5%</b>	<b>16.9%</b>	<b>17.8%</b>	<b>18.1%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.2%</b>	<b>370,195</b>	<b>379,647</b>	<b>350,655</b>	<b>30,395</b>	<b>33,765</b>	<b>33,370</b>
<b>Age Group</b>																					
25 and under	21.8%	18.8%	19.3%	31.6%	30.7%	27.7%	21.2%	23.3%	22.7%	13.6%	14.7%	18.4%	11.8%	12.4%	11.8%	2,500	2,452	2,447	240	224	240
26-29	15.8%	14.1%	13.5%	27.5%	26.0%	25.5%	22.4%	23.2%	23.8%	19.2%	19.9%	19.4%	15.0%	16.9%	17.7%	10,337	11,333	11,378	872	1,034	1,148
30-39	14.0%	12.8%	12.4%	25.4%	24.3%	24.1%	23.4%	24.3%	25.0%	18.9%	19.7%	20.0%	18.4%	18.9%	18.6%	68,920	66,931	59,821	5,791	6,215	5,875
40-49	14.2%	13.0%	12.4%	25.4%	25.2%	24.8%	26.1%	26.7%	27.8%	17.3%	18.1%	18.7%	17.0%	16.9%	16.3%	96,607	100,024	93,911	7,779	8,808	8,616
50-59	14.2%	13.2%	12.3%	26.9%	25.9%	25.9%	28.7%	29.5%	30.5%	16.0%	17.1%	17.4%	14.1%	14.3%	13.9%	133,368	138,434	127,827	10,722	11,925	12,052
60+	15.3%	14.1%	13.3%	27.9%	27.9%	27.9%	29.8%	30.7%	31.9%	15.1%	15.6%	15.6%	11.9%	11.7%	11.3%	57,272	58,834	52,746	4,907	5,435	5,222
<b>Level of Education</b>																					
Less than High School	27.9%	29.7%	23.3%	23.9%	28.6%	33.1%	27.6%	16.9%	21.3%	11.8%	10.2%	9.6%	8.8%	14.7%	12.7%	341	386	367	20	28	30
H.S. Diploma/ GED or equiv	18.1%	16.3%	16.2%	27.5%	27.5%	27.5%	27.7%	28.5%	29.7%	13.4%	14.3%	14.5%	13.3%	13.4%	12.1%	15,243	18,089	17,771	1,094	1,317	1,345
Trade/Technical Certificate	14.2%	13.5%	13.5%	26.8%	24.5%	24.1%	28.3%	30.4%	30.3%	15.4%	16.3%	16.8%	15.3%	15.2%	15.3%	7,563	8,823	8,236	660	784	796
Some College (no degree)	14.6%	13.7%	13.4%	24.6%	24.7%	24.4%	28.5%	28.9%	29.7%	15.9%	16.4%	16.6%	16.4%	16.3%	15.9%	48,865	55,462	53,139	4,132	4,899	4,932
Associate's Degree	14.8%	13.5%	12.8%	24.6%	25.3%	24.7%	28.0%	28.3%	29.8%	16.4%	17.2%	16.9%	16.2%	15.8%	15.9%	25,734	28,869	27,011	2,198	2,569	2,537
Bachelor's Degree	14.1%	12.9%	12.3%	27.2%	25.8%	25.8%	26.1%	27.0%	27.7%	17.2%	18.5%	18.9%	15.4%	15.9%	15.3%	123,045	125,233	114,735	9,560	10,851	10,531
Master's Degree	14.3%	13.2%	11.9%	26.9%	26.5%	26.0%	25.7%	26.3%	27.2%	17.8%	18.7%	19.5%	15.3%	15.4%	15.5%	94,908	90,767	80,440	7,187	7,647	7,359
Doctoral/ Professional Degree	15.0%	13.3%	12.3%	28.4%	26.7%	26.3%	25.3%	26.8%	27.6%	17.1%	18.3%	19.1%	14.3%	14.8%	14.5%	40,308	37,108	32,739	3,958	3,994	3,973
<b>Pay Category</b>																					
Federal Wage System	12.5%	12.4%	11.7%	22.3%	23.0%	22.9%	28.5%	28.0%	30.0%	17.3%	18.6%	17.8%	19.3%	18.0%	17.6%	8,875	11,664	11,380	730	1,024	929
GS 1-6	18.8%	18.5%	18.2%	28.2%	27.3%	28.1%	24.8%	26.4%	26.1%	13.8%	13.7%	13.6%	14.4%	14.1%	13.9%	17,077	20,030	20,075	1,678	2,015	2,008
GS 7-12	14.1%	13.0%	12.3%	26.2%	25.6%	25.1%	27.1%	27.9%	28.7%	16.9%	17.4%	18.1%	15.6%	16.1%	15.8%	141,026	152,067	143,303	12,786	14,818	14,895
GS 13-15	14.3%	12.6%	11.7%	27.5%	26.3%	26.0%	26.6%	27.2%	28.4%	17.2%	18.9%	19.5%	14.4%	15.0%	14.4%	158,871	150,920	133,010	11,173	11,824	11,346
SES	38.9%	33.6%	31.5%	31.4%	29.4%	29.2%	16.4%	20.1%	20.0%	7.7%	10.3%	11.8%	5.6%	6.6%	7.6%	5,645	5,550	4,746	137	168	149
SL/ST	18.0%	17.2%	13.6%	30.6%	25.1%	30.6%	21.2%	25.6%	26.8%	18.3%	19.3%	18.4%	11.9%	12.8%	10.6%	1,466	1,439	1,268	109	102	119
Other	13.1%	12.0%	11.8%	24.7%	24.9%	24.7%	26.1%	27.2%	27.9%	18.1%	19.1%	19.1%	18.0%	16.8%	16.4%	23,663	23,453	21,007	2,274	2,251	2,109

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(41) I believe the results of this survey will be used to make my agency a better place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.5%</b>	<b>13.3%</b>	<b>12.6%</b>	<b>26.4%</b>	<b>25.7%</b>	<b>25.5%</b>	<b>26.8%</b>	<b>27.5%</b>	<b>28.5%</b>	<b>16.9%</b>	<b>17.8%</b>	<b>18.1%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.2%</b>	<b>370,195</b>	<b>379,647</b>	<b>350,655</b>	<b>30,395</b>	<b>33,765</b>	<b>33,370</b>
<b>Time in Federal Government</b>																					
< 1 year	26.4%	26.7%	23.7%	35.2%	33.8%	38.2%	20.7%	22.8%	21.5%	11.5%	10.1%	10.5%	6.3%	6.6%	6.1%	6,141	5,358	2,779	732	695	388
1-3 years	20.0%	18.2%	17.2%	30.0%	29.2%	29.4%	24.8%	25.6%	26.3%	14.0%	15.3%	15.8%	11.2%	11.7%	11.3%	27,355	25,712	29,726	2,651	2,619	3,185
4-5 years	14.6%	12.7%	12.3%	26.4%	26.0%	25.5%	26.3%	27.2%	27.2%	17.6%	18.5%	19.3%	15.1%	15.6%	15.6%	27,718	37,730	39,455	2,468	3,469	3,965
6-10 years	13.3%	12.4%	12.0%	25.4%	24.7%	24.2%	26.0%	26.4%	27.6%	18.0%	18.9%	18.8%	17.3%	17.6%	17.4%	85,176	80,724	67,230	6,935	7,296	6,325
11-14 years	12.9%	12.2%	11.6%	24.6%	24.1%	23.9%	26.6%	27.1%	27.8%	18.3%	18.9%	19.7%	17.7%	17.8%	17.0%	51,011	52,465	47,086	4,067	4,472	4,404
15-20 years	13.2%	12.5%	11.9%	25.0%	24.4%	24.3%	27.5%	27.4%	28.8%	16.9%	18.2%	18.0%	17.3%	17.5%	17.0%	48,182	44,965	36,661	3,756	3,954	3,441
> 20 years	14.2%	12.9%	12.1%	27.3%	26.4%	25.8%	28.4%	29.6%	30.6%	15.9%	17.0%	17.5%	14.1%	14.2%	14.0%	111,751	118,921	112,423	8,366	9,794	9,968
<b>Time with Current Agency</b>																					
< 1 year	24.8%	24.6%	22.1%	33.5%	31.9%	33.8%	21.9%	24.1%	23.3%	11.6%	11.2%	12.6%	8.2%	8.2%	8.2%	11,879	10,632	5,762	1,332	1,300	757
1-3 years	18.7%	16.9%	16.3%	28.8%	28.0%	28.1%	25.2%	25.7%	26.5%	14.7%	15.9%	16.5%	12.6%	13.5%	12.6%	43,751	40,687	45,301	4,087	3,988	4,672
4-5 years	14.0%	12.7%	11.7%	25.8%	25.4%	24.9%	26.4%	26.9%	27.6%	17.9%	18.6%	19.3%	16.0%	16.4%	16.5%	35,326	45,854	47,211	2,928	4,207	4,714
6-10 years	12.7%	11.9%	11.8%	24.9%	24.6%	24.2%	26.3%	26.9%	28.0%	18.3%	18.8%	18.7%	17.8%	17.8%	17.3%	91,130	88,182	74,263	7,300	7,880	6,904
11-20 years	13.0%	12.2%	11.7%	25.0%	24.4%	24.2%	27.3%	27.7%	28.6%	17.6%	18.6%	18.7%	17.1%	17.2%	16.7%	91,922	91,539	79,207	7,198	7,772	7,392
> 20 years	14.0%	12.7%	11.7%	27.7%	26.4%	25.9%	28.8%	30.0%	30.9%	15.9%	17.3%	18.0%	13.6%	13.6%	13.5%	82,114	87,818	82,484	6,024	7,054	7,139
<b>Leaving</b>																					
No	18.0%	16.6%	15.8%	30.7%	30.0%	29.6%	27.6%	28.5%	29.4%	13.9%	14.8%	15.2%	9.8%	10.2%	9.9%	242,033	244,023	221,480	18,298	20,142	19,553
Yes, to retire	12.5%	11.8%	10.1%	26.6%	25.6%	25.5%	29.7%	30.9%	32.5%	16.7%	17.7%	18.0%	14.5%	14.1%	13.9%	20,833	22,416	21,218	1,565	1,797	1,901
Yes, to other job in Govt	8.0%	7.3%	7.0%	18.5%	18.0%	17.9%	24.9%	24.9%	25.8%	22.6%	23.6%	23.9%	26.0%	26.1%	25.3%	64,830	66,964	61,797	6,098	6,746	6,557
Yes, to other job outside Govt	4.7%	4.4%	4.6%	12.7%	12.0%	12.9%	20.2%	21.5%	21.2%	26.0%	27.4%	27.6%	36.4%	34.8%	33.8%	12,707	14,566	14,231	1,132	1,341	1,432
Yes, other	6.1%	5.4%	5.5%	14.5%	14.1%	14.1%	23.8%	24.8%	25.5%	23.9%	24.1%	24.2%	31.7%	31.6%	30.7%	16,333	17,259	16,065	1,750	2,126	2,059
<b>Retiring</b>																					
Within 1 year	12.5%	10.7%	9.3%	25.6%	24.5%	24.9%	29.3%	30.5%	30.9%	16.4%	18.1%	18.4%	16.2%	16.2%	16.5%	12,686	13,845	12,862	949	1,079	1,155
Between 1-3 years	12.3%	12.1%	10.8%	26.8%	25.7%	25.3%	29.7%	30.9%	32.8%	17.2%	17.6%	17.9%	14.0%	13.8%	13.1%	35,432	36,978	33,445	2,763	3,130	3,019
Between 3-5 years	13.0%	11.9%	11.6%	26.6%	25.7%	25.6%	29.6%	30.5%	31.3%	16.6%	17.4%	18.0%	14.1%	14.5%	13.6%	39,388	40,270	36,515	3,001	3,365	3,274
5 or more years	15.1%	13.8%	13.2%	26.5%	25.9%	25.6%	25.8%	26.5%	27.3%	16.8%	17.8%	18.2%	15.7%	16.0%	15.7%	266,853	271,318	248,834	21,813	24,222	23,669

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(41) I believe the results of this survey will be used to make my agency a better place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.5%</b>	<b>13.3%</b>	<b>12.6%</b>	<b>26.4%</b>	<b>25.7%</b>	<b>25.5%</b>	<b>26.8%</b>	<b>27.5%</b>	<b>28.5%</b>	<b>16.9%</b>	<b>17.8%</b>	<b>18.1%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.2%</b>	<b>370,195</b>	<b>379,647</b>	<b>350,655</b>	<b>30,395</b>	<b>33,765</b>	<b>33,370</b>
<b>Self-Identify as:</b>																					
Heterosexual	15.3%	14.1%	13.3%	27.8%	26.9%	26.5%	26.9%	27.5%	28.6%	16.1%	17.1%	17.5%	14.0%	14.4%	14.1%	285,431	293,724	270,296	22,445	25,082	24,701
LGBT*	16.0%	13.8%	13.2%	23.8%	22.1%	23.0%	23.7%	25.6%	24.4%	17.5%	19.3%	19.3%	19.1%	19.2%	20.1%	10,591	10,247	9,040	783	827	805
Prefer not to say	10.5%	9.7%	9.6%	20.1%	20.2%	20.2%	26.1%	27.3%	27.7%	20.4%	20.7%	21.0%	23.0%	22.1%	21.4%	43,140	43,769	39,563	4,091	4,521	4,404
<b>Military Service</b>																					
No Prior Military Service	15.2%	14.1%	13.6%	28.2%	27.5%	27.0%	26.1%	26.8%	27.7%	16.4%	17.3%	17.7%	14.0%	14.3%	14.1%	258,133	259,377	236,284	20,703	22,870	22,341
Currently in Guard/Reserves	14.5%	13.2%	11.9%	24.7%	23.8%	23.4%	25.9%	24.9%	25.7%	17.4%	18.9%	20.1%	17.6%	19.2%	18.9%	5,730	6,421	6,037	442	593	503
Retired Separated/Discharged	13.8%	12.3%	11.8%	25.0%	24.3%	24.3%	30.0%	30.8%	31.7%	16.6%	17.8%	17.8%	14.7%	14.9%	14.4%	37,028	40,321	38,421	2,777	3,149	3,348
	12.9%	11.9%	10.7%	22.4%	21.7%	22.0%	26.3%	27.5%	28.7%	18.1%	18.9%	19.4%	20.3%	20.0%	19.2%	51,422	54,691	50,357	4,537	5,095	4,922
<b>Disability</b>																					
Yes	14.7%	13.6%	12.4%	23.1%	22.3%	22.2%	26.2%	27.5%	28.7%	16.7%	17.4%	17.7%	19.4%	19.1%	19.1%	47,751	49,196	44,810	4,114	4,519	4,370
No	14.6%	13.4%	12.8%	27.3%	26.6%	26.3%	26.8%	27.4%	28.3%	16.8%	17.7%	18.1%	14.5%	14.9%	14.5%	305,619	312,727	287,189	24,463	27,275	26,814



## Report by Demographics

(42) My supervisor supports my need to balance work and other life issues.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.1%</b>	<b>37.4%</b>	<b>36.2%</b>	<b>39.2%</b>	<b>40.4%</b>	<b>41.1%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>397,533</b>	<b>410,015</b>	<b>380,621</b>	<b>2,147</b>	<b>2,468</b>	<b>2,306</b>
<b>Work Location</b>																					
Headquarters	42.2%	40.9%	39.2%	38.2%	39.4%	40.4%	9.9%	10.0%	10.3%	4.9%	4.8%	5.1%	4.9%	4.9%	5.0%	155,193	155,766	142,314	737	916	824
Field	37.8%	35.9%	35.0%	39.7%	40.9%	41.4%	11.1%	11.5%	11.8%	5.7%	5.9%	6.1%	5.8%	5.8%	5.7%	228,772	239,300	221,268	1,252	1,397	1,322
<b>Supervisory Status</b>																					
Non-Supervisor	38.6%	36.9%	35.9%	38.8%	40.0%	40.6%	11.1%	11.6%	11.7%	5.5%	5.6%	5.8%	6.0%	5.9%	6.0%	251,999	259,811	239,869	1,573	1,779	1,640
Team Leader	40.0%	38.0%	37.3%	39.4%	40.5%	41.4%	10.0%	10.5%	10.7%	5.6%	5.8%	5.9%	5.0%	5.2%	4.8%	49,399	53,176	49,449	180	251	233
Supervisor	39.2%	38.2%	36.0%	41.5%	42.7%	43.5%	10.1%	9.9%	10.9%	5.2%	5.1%	5.4%	4.1%	4.0%	4.2%	52,175	52,378	48,488	160	197	204
Manager	44.2%	41.9%	40.8%	38.8%	40.5%	40.6%	8.4%	9.0%	9.8%	4.7%	4.8%	5.0%	3.8%	3.8%	3.8%	24,684	24,315	21,564	76	79	64
Senior Leader	51.1%	49.7%	45.4%	32.8%	34.3%	37.3%	8.4%	8.1%	9.7%	4.2%	4.3%	4.5%	3.6%	3.6%	3.1%	8,091	8,024	7,016	22	33	36
<b>Sex</b>																					
Male	39.3%	37.6%	36.3%	39.8%	41.1%	41.9%	10.6%	11.1%	11.4%	5.1%	5.2%	5.5%	5.1%	5.1%	4.9%	196,099	204,543	188,039	938	1,051	998
Female	39.5%	37.8%	36.8%	38.3%	39.4%	39.9%	10.5%	10.9%	11.1%	5.7%	5.9%	6.1%	5.9%	6.0%	6.2%	184,588	187,928	174,165	1,001	1,220	1,118
<b>Hispanic or Latino</b>																					
Yes	37.0%	35.6%	34.7%	37.2%	37.6%	38.1%	12.0%	12.8%	12.8%	6.5%	6.8%	7.0%	7.4%	7.3%	7.4%	33,469	33,797	30,642	172	213	193
No	39.8%	37.9%	36.7%	39.3%	40.7%	41.4%	10.4%	10.7%	11.1%	5.3%	5.4%	5.6%	5.2%	5.2%	5.2%	343,332	354,859	327,825	1,735	2,040	1,882
<b>Race</b>																					
American Indian/ Alaska Native	29.0%	29.9%	27.8%	37.4%	37.9%	39.5%	15.6%	15.1%	16.1%	7.8%	7.8%	7.5%	10.1%	9.3%	9.1%	7,802	8,323	7,517	46	69	46
Asian	38.6%	36.7%	35.3%	39.5%	42.1%	42.3%	12.3%	11.8%	12.5%	4.6%	4.7%	5.0%	5.0%	4.7%	4.9%	19,444	18,606	16,969	124	121	138
Black/African American	37.2%	35.2%	34.1%	39.1%	39.9%	40.6%	11.5%	12.2%	12.2%	5.3%	5.7%	5.9%	6.9%	7.0%	7.1%	57,735	59,857	55,761	387	473	399
Native Hawaiian/ Pacific Islander	35.5%	32.1%	30.8%	36.6%	40.2%	40.6%	12.0%	14.3%	15.1%	7.5%	5.2%	5.7%	8.4%	8.1%	7.8%	2,206	2,464	2,315	12	16	24
White	40.9%	39.1%	37.9%	39.2%	40.6%	41.2%	9.8%	10.2%	10.4%	5.3%	5.4%	5.6%	4.8%	4.7%	4.8%	263,614	273,086	252,185	1,133	1,312	1,268
Two or more races (Not Hispanic/ Latino)	36.4%	35.4%	35.0%	37.8%	37.8%	38.8%	12.0%	13.1%	13.4%	6.2%	6.2%	5.7%	7.6%	7.5%	7.2%	14,289	14,374	12,976	113	125	104

## Report by Demographics

(42) My supervisor supports my need to balance work and other life issues.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.1%</b>	<b>37.4%</b>	<b>36.2%</b>	<b>39.2%</b>	<b>40.4%</b>	<b>41.1%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>397,533</b>	<b>410,015</b>	<b>380,621</b>	<b>2,147</b>	<b>2,468</b>	<b>2,306</b>
<b>Age Group</b>																					
25 and under	45.0%	43.7%	41.6%	34.9%	35.9%	37.0%	9.9%	9.4%	9.9%	4.8%	5.0%	5.8%	5.3%	6.1%	5.8%	2,707	2,651	2,658	21	16	19
26-29	44.7%	41.7%	41.8%	35.3%	37.1%	37.0%	8.6%	9.2%	9.7%	5.4%	6.0%	5.5%	6.0%	6.0%	6.0%	11,126	12,277	12,412	53	53	65
30-39	42.7%	41.1%	40.1%	36.6%	37.6%	38.4%	9.1%	9.3%	9.8%	5.5%	5.7%	5.9%	6.1%	6.2%	5.9%	74,167	72,555	65,145	319	359	310
40-49	40.2%	38.4%	37.3%	38.5%	39.6%	40.6%	9.9%	10.7%	10.6%	5.6%	5.4%	5.7%	5.8%	5.9%	5.7%	103,648	108,033	101,699	481	573	498
50-59	37.1%	35.3%	33.8%	40.9%	42.1%	42.7%	11.6%	11.9%	12.5%	5.3%	5.6%	5.8%	5.1%	5.0%	5.3%	143,016	149,070	138,622	779	965	896
60+	34.7%	33.0%	31.8%	41.7%	43.5%	43.8%	13.4%	13.5%	14.1%	5.5%	5.4%	5.7%	4.6%	4.5%	4.6%	61,605	63,680	57,361	481	490	504
<b>Level of Education</b>																					
Less than High School	25.9%	29.4%	26.6%	40.0%	38.3%	42.6%	18.7%	18.3%	18.2%	5.8%	4.0%	6.7%	9.6%	10.1%	5.9%	357	405	391	5	8	7
H.S. Diploma/ GED or equiv	34.1%	32.0%	31.3%	42.3%	42.4%	42.7%	12.3%	13.4%	14.2%	5.6%	6.1%	6.1%	5.7%	6.2%	5.7%	16,269	19,328	19,006	70	101	111
Trade/Technical Certificate	32.6%	29.7%	27.8%	40.9%	41.8%	43.1%	13.4%	14.5%	15.1%	6.2%	6.7%	6.6%	6.9%	7.3%	7.3%	8,192	9,552	8,967	38	57	67
Some College (no degree)	34.6%	33.4%	32.1%	39.9%	40.6%	41.1%	12.5%	13.0%	13.3%	6.2%	6.5%	6.7%	6.7%	6.4%	6.8%	52,695	60,005	57,697	304	386	388
Associate's Degree	34.7%	33.0%	32.4%	39.3%	40.6%	41.4%	12.9%	12.9%	12.7%	6.4%	6.7%	7.0%	6.7%	6.9%	6.5%	27,749	31,254	29,396	191	203	174
Bachelor's Degree	40.6%	39.1%	38.2%	39.1%	40.7%	41.3%	10.0%	10.1%	10.2%	5.3%	5.0%	5.3%	5.1%	5.1%	4.9%	131,912	135,334	124,592	661	738	671
Master's Degree	43.5%	41.8%	40.6%	38.4%	39.7%	40.3%	8.9%	9.2%	9.6%	4.6%	4.8%	4.9%	4.6%	4.5%	4.6%	101,578	97,870	87,307	456	522	463
Doctoral/ Professional Degree	43.7%	42.2%	40.9%	37.3%	38.6%	39.0%	9.6%	9.7%	10.1%	5.0%	5.0%	5.5%	4.4%	4.4%	4.5%	44,012	40,825	36,457	237	277	249
<b>Pay Category</b>																					
Federal Wage System	28.2%	27.3%	26.7%	42.0%	43.2%	43.1%	15.0%	14.7%	15.1%	7.3%	7.2%	7.8%	7.5%	7.6%	7.3%	9,542	12,626	12,226	61	79	89
GS 1-6	33.6%	31.3%	30.2%	38.3%	39.4%	40.2%	13.4%	14.3%	14.2%	6.8%	6.9%	7.0%	7.9%	8.2%	8.4%	18,617	21,829	21,889	141	214	208
GS 7-12	38.3%	36.6%	35.8%	39.7%	40.9%	41.5%	10.9%	11.2%	11.4%	5.5%	5.6%	5.7%	5.6%	5.7%	5.6%	152,902	165,823	157,222	898	1,106	971
GS 13-15	45.7%	44.2%	42.8%	38.3%	39.6%	40.5%	8.2%	8.5%	8.8%	4.2%	4.2%	4.3%	3.7%	3.6%	3.6%	169,270	162,020	143,661	706	723	676
SES	58.1%	53.3%	50.3%	30.6%	33.2%	35.2%	6.5%	7.9%	8.7%	3.0%	3.0%	3.8%	1.7%	2.7%	2.1%	5,772	5,701	4,878	11	19	15
SL/ST	40.2%	39.8%	36.5%	39.2%	39.7%	39.2%	12.4%	8.6%	12.4%	3.9%	6.5%	6.5%	4.2%	5.4%	5.4%	1,568	1,534	1,375	4	7	11
Other	32.8%	32.0%	30.9%	39.1%	40.0%	40.4%	12.6%	13.2%	13.6%	7.5%	7.5%	7.9%	8.0%	7.2%	7.2%	25,782	25,523	22,952	156	167	170

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(42) My supervisor supports my need to balance work and other life issues.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.1%</b>	<b>37.4%</b>	<b>36.2%</b>	<b>39.2%</b>	<b>40.4%</b>	<b>41.1%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>397,533</b>	<b>410,015</b>	<b>380,621</b>	<b>2,147</b>	<b>2,468</b>	<b>2,306</b>
<b>Time in Federal Government</b>																					
< 1 year	51.2%	47.8%	43.4%	34.9%	37.7%	39.4%	8.0%	8.6%	9.6%	3.1%	3.4%	4.0%	2.8%	2.5%	3.5%	6,830	6,003	3,131	43	52	35
1-3 years	44.0%	41.6%	42.0%	36.4%	38.2%	38.2%	9.9%	10.3%	9.9%	4.6%	4.9%	5.2%	5.1%	5.0%	4.7%	29,872	28,163	32,737	132	170	163
4-5 years	41.2%	40.0%	39.5%	38.3%	39.8%	40.3%	9.5%	9.8%	10.1%	5.4%	5.3%	5.4%	5.4%	5.1%	4.7%	30,046	41,015	43,207	135	183	201
6-10 years	39.7%	37.5%	35.7%	38.6%	39.5%	40.4%	10.1%	10.9%	11.3%	5.7%	6.0%	6.3%	5.9%	6.0%	6.3%	91,642	87,570	73,178	440	475	385
11-14 years	36.7%	35.3%	34.2%	39.3%	40.8%	41.1%	11.3%	11.8%	12.0%	6.3%	5.9%	6.5%	6.4%	6.2%	6.2%	54,787	56,604	51,162	288	342	334
15-20 years	36.5%	35.1%	33.7%	40.2%	40.9%	41.4%	11.3%	11.7%	12.5%	6.0%	6.1%	6.1%	6.0%	6.2%	6.3%	51,675	48,634	39,870	265	291	241
> 20 years	38.4%	36.9%	35.4%	40.8%	41.9%	42.8%	11.3%	11.4%	11.8%	5.0%	5.1%	5.2%	4.6%	4.8%	4.9%	119,377	127,913	121,601	692	803	791
<b>Time with Current Agency</b>																					
< 1 year	48.9%	46.9%	43.4%	35.2%	37.1%	38.3%	8.6%	9.2%	9.7%	3.8%	3.5%	4.6%	3.5%	3.4%	4.1%	13,109	11,839	6,453	97	99	71
1-3 years	43.2%	40.8%	41.0%	36.8%	38.1%	38.3%	9.8%	10.2%	10.2%	4.9%	5.3%	5.3%	5.4%	5.5%	5.2%	47,627	44,422	49,733	205	255	234
4-5 years	40.3%	39.0%	38.0%	38.1%	39.9%	40.8%	10.0%	10.2%	10.4%	5.5%	5.4%	5.7%	6.1%	5.5%	5.1%	38,093	49,845	51,636	157	220	277
6-10 years	38.3%	36.7%	35.0%	39.2%	39.9%	40.8%	10.6%	11.3%	11.5%	5.8%	6.0%	6.4%	6.0%	6.2%	6.3%	97,896	95,522	80,705	514	554	453
11-20 years	36.1%	35.0%	33.7%	40.1%	41.2%	41.5%	11.6%	11.8%	12.5%	6.2%	6.0%	6.2%	6.0%	5.9%	6.1%	98,599	98,724	86,076	516	592	538
> 20 years	39.5%	37.3%	36.0%	41.0%	42.4%	43.3%	10.8%	11.1%	11.4%	4.6%	4.9%	4.9%	4.0%	4.3%	4.4%	87,594	94,301	89,058	500	587	571
<b>Leaving</b>																					
No	45.8%	43.6%	42.2%	39.1%	40.6%	41.2%	8.6%	9.2%	9.5%	3.8%	3.8%	4.1%	2.7%	2.9%	3.0%	259,173	262,962	239,879	1,110	1,256	1,187
Yes, to retire	32.1%	31.4%	29.6%	43.0%	44.4%	44.9%	13.7%	13.2%	14.0%	6.3%	6.2%	6.3%	5.0%	4.8%	5.1%	22,287	24,063	22,976	127	150	166
Yes, to other job in Govt	27.8%	26.8%	26.6%	39.5%	40.3%	40.7%	13.6%	13.8%	14.0%	8.6%	8.9%	8.7%	10.5%	10.2%	10.0%	70,457	73,130	67,836	456	565	484
Yes, to other job outside Govt	25.2%	25.8%	25.9%	37.1%	37.6%	39.1%	14.8%	14.4%	13.7%	9.5%	9.9%	9.5%	13.3%	12.3%	11.9%	13,716	15,788	15,551	113	118	111
Yes, other	22.4%	21.7%	21.6%	36.1%	36.5%	37.3%	17.0%	17.4%	17.7%	9.6%	10.2%	10.7%	15.0%	14.2%	12.8%	17,894	19,163	17,923	174	219	194
<b>Retiring</b>																					
Within 1 year	32.0%	31.7%	29.5%	41.7%	43.0%	44.0%	13.9%	12.8%	13.7%	6.2%	6.5%	6.6%	6.3%	5.9%	6.3%	13,556	14,811	13,928	79	112	98
Between 1-3 years	33.8%	32.2%	31.5%	42.5%	43.9%	44.1%	13.0%	13.2%	14.0%	5.9%	5.8%	5.9%	4.9%	4.8%	4.5%	37,981	39,879	36,211	230	229	269
Between 3-5 years	35.9%	33.5%	32.1%	41.6%	43.0%	43.7%	12.1%	12.8%	12.9%	5.5%	5.7%	6.0%	4.9%	5.0%	5.3%	42,140	43,412	39,502	239	243	289
5 or more years	41.0%	39.2%	38.2%	38.3%	39.5%	40.2%	9.9%	10.4%	10.5%	5.3%	5.4%	5.6%	5.5%	5.5%	5.5%	287,170	293,877	271,045	1,401	1,687	1,436

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(42) My supervisor supports my need to balance work and other life issues.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.1%</b>	<b>37.4%</b>	<b>36.2%</b>	<b>39.2%</b>	<b>40.4%</b>	<b>41.1%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>397,533</b>	<b>410,015</b>	<b>380,621</b>	<b>2,147</b>	<b>2,468</b>	<b>2,306</b>
<b>Self-Identify as:</b>																					
Heterosexual	40.6%	38.7%	37.4%	39.0%	40.5%	41.1%	10.1%	10.5%	10.8%	5.2%	5.3%	5.6%	5.1%	5.1%	5.2%	306,408	317,201	293,498	1,409	1,620	1,530
LGBT*	41.3%	38.9%	37.8%	35.9%	37.0%	38.8%	9.4%	10.2%	10.0%	7.0%	6.8%	5.9%	6.5%	7.2%	7.4%	11,313	11,015	9,776	56	69	64
Prefer not to say	31.8%	30.7%	30.5%	39.9%	40.6%	41.0%	14.1%	14.2%	14.4%	6.8%	6.9%	7.1%	7.3%	7.7%	7.1%	46,834	47,852	43,576	373	463	379
<b>Military Service</b>																					
No Prior Military Service	40.4%	38.7%	37.7%	38.7%	39.9%	40.5%	10.2%	10.5%	10.7%	5.4%	5.5%	5.7%	5.3%	5.4%	5.5%	277,363	280,599	257,132	1,413	1,664	1,490
Currently in Guard/Reserves	40.0%	37.5%	37.3%	37.5%	39.6%	40.4%	9.9%	11.0%	9.3%	5.8%	5.7%	6.5%	6.8%	6.2%	6.5%	6,146	6,977	6,512	29	41	28
Retired Separated/Discharged	40.0%	37.5%	36.6%	40.9%	43.3%	43.2%	11.0%	10.9%	11.4%	4.2%	4.6%	5.0%	3.9%	3.7%	3.8%	39,608	43,287	41,565	177	191	202
	36.1%	34.5%	32.6%	39.4%	40.0%	41.4%	11.6%	12.4%	13.2%	6.2%	6.3%	6.4%	6.7%	6.7%	6.5%	55,642	59,431	54,931	315	363	359
<b>Disability</b>																					
Yes	36.4%	34.1%	33.0%	37.2%	38.8%	39.3%	12.3%	12.6%	13.2%	6.2%	6.7%	6.9%	8.0%	7.8%	7.6%	51,513	53,336	48,847	320	380	334
No	40.1%	38.4%	37.2%	39.5%	40.7%	41.3%	10.2%	10.6%	10.9%	5.2%	5.3%	5.5%	4.9%	5.0%	5.0%	328,388	338,148	312,230	1,629	1,884	1,770

SOURCE: Federal Employee Viewpoint Survey

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\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>29.9%</b>	<b>28.5%</b>	<b>27.1%</b>	<b>36.3%</b>	<b>36.9%</b>	<b>37.2%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>9.5%</b>	<b>9.8%</b>	<b>10.1%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>396,644</b>	<b>409,471</b>	<b>380,066</b>	<b>2,033</b>	<b>2,240</b>	<b>2,012</b>
<b>Work Location</b>																					
Headquarters	32.1%	30.9%	29.2%	35.6%	36.2%	36.6%	16.0%	16.5%	17.0%	9.1%	9.2%	9.7%	7.1%	7.2%	7.5%	154,804	155,582	142,127	716	848	691
Field	29.0%	27.6%	26.4%	36.6%	37.3%	37.3%	17.0%	17.4%	18.1%	9.6%	10.0%	10.3%	7.8%	7.7%	7.9%	228,341	239,006	220,987	1,191	1,239	1,173
<b>Supervisory Status</b>																					
Non-Supervisor	26.2%	24.7%	23.5%	34.6%	35.4%	35.3%	19.6%	20.0%	20.7%	10.9%	11.1%	11.6%	8.7%	8.7%	9.0%	251,291	259,299	239,380	1,642	1,790	1,596
Team Leader	33.9%	32.9%	31.7%	39.7%	40.1%	41.0%	12.3%	12.8%	13.2%	7.7%	8.1%	8.1%	6.3%	6.1%	6.0%	49,341	53,216	49,460	127	144	135
Supervisor	37.4%	36.5%	34.3%	41.0%	41.7%	42.5%	10.7%	11.2%	11.9%	6.1%	6.1%	6.5%	4.8%	4.5%	4.9%	52,126	52,370	48,482	107	129	109
Manager	46.0%	44.5%	43.2%	37.2%	37.7%	38.2%	8.2%	8.6%	8.6%	4.7%	5.4%	5.7%	3.9%	3.8%	4.3%	24,683	24,309	21,551	30	34	40
Senior Leader	55.6%	55.2%	52.0%	29.7%	29.9%	31.7%	6.5%	7.0%	8.8%	3.7%	3.9%	3.9%	4.4%	4.0%	3.6%	8,069	8,028	7,035	21	15	18
<b>Sex</b>																					
Male	30.2%	28.9%	27.5%	37.4%	37.8%	38.3%	16.4%	16.9%	17.7%	8.9%	9.2%	9.3%	7.1%	7.1%	7.2%	195,750	204,305	187,861	864	941	851
Female	30.1%	28.7%	27.2%	34.8%	35.7%	35.6%	17.0%	17.3%	17.7%	10.1%	10.3%	11.0%	8.0%	8.0%	8.4%	184,096	187,641	173,859	1,011	1,149	1,004
<b>Hispanic or Latino</b>																					
Yes	29.8%	28.1%	27.3%	33.5%	34.2%	34.3%	17.3%	18.0%	18.3%	10.0%	10.3%	10.2%	9.5%	9.4%	10.0%	33,393	33,804	30,595	160	154	177
No	30.3%	28.9%	27.4%	36.6%	37.2%	37.5%	16.5%	17.0%	17.6%	9.3%	9.6%	10.0%	7.3%	7.3%	7.5%	342,581	354,352	327,377	1,693	1,901	1,647
<b>Race</b>																					
American Indian/ Alaska Native	23.3%	23.7%	21.4%	32.8%	33.4%	34.8%	20.2%	20.3%	20.8%	11.6%	11.5%	11.8%	12.1%	11.2%	11.2%	7,788	8,315	7,474	41	58	58
Asian	30.8%	29.1%	27.9%	38.3%	40.1%	38.8%	17.8%	17.6%	19.1%	7.1%	7.1%	7.2%	6.1%	6.1%	6.9%	19,335	18,503	16,920	190	186	160
Black/African American	30.9%	29.3%	27.4%	35.2%	36.1%	36.3%	16.3%	16.5%	17.1%	8.9%	9.3%	9.6%	8.7%	8.9%	9.6%	57,631	59,851	55,759	296	351	258
Native Hawaiian/ Pacific Islander	29.4%	27.1%	24.7%	35.7%	37.0%	38.3%	15.3%	19.0%	20.1%	9.4%	7.7%	8.5%	10.2%	9.3%	8.4%	2,198	2,464	2,311	10	12	12
White	30.8%	29.3%	27.9%	36.7%	37.3%	37.6%	16.2%	16.7%	17.3%	9.4%	9.8%	10.2%	6.9%	6.8%	7.0%	263,073	272,708	251,835	1,119	1,242	1,167
Two or more races (Not Hispanic/ Latino)	26.8%	25.5%	25.4%	33.6%	33.7%	34.2%	18.1%	19.9%	19.5%	10.8%	10.8%	11.0%	10.7%	10.1%	9.8%	14,252	14,363	12,962	116	98	82

## Report by Demographics

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>29.9%</b>	<b>28.5%</b>	<b>27.1%</b>	<b>36.3%</b>	<b>36.9%</b>	<b>37.2%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>9.5%</b>	<b>9.8%</b>	<b>10.1%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>396,644</b>	<b>409,471</b>	<b>380,066</b>	<b>2,033</b>	<b>2,240</b>	<b>2,012</b>
<b>Age Group</b>																					
25 and under	33.0%	31.2%	28.3%	38.6%	39.4%	38.7%	15.5%	15.2%	16.0%	8.0%	8.2%	10.0%	4.9%	6.1%	7.0%	2,697	2,648	2,645	26	15	25
26-29	31.8%	30.5%	27.8%	36.4%	37.6%	37.4%	15.8%	15.2%	16.7%	9.1%	9.5%	10.5%	6.8%	7.2%	7.7%	11,093	12,250	12,377	58	70	75
30-39	31.5%	30.0%	28.8%	36.0%	36.9%	36.9%	15.2%	15.2%	15.9%	9.4%	10.0%	10.3%	7.8%	7.9%	8.1%	73,964	72,445	65,028	404	385	329
40-49	30.9%	29.8%	28.4%	35.9%	36.5%	37.1%	15.7%	16.3%	16.7%	9.5%	9.5%	10.0%	7.9%	7.9%	7.9%	103,449	107,868	101,536	446	558	475
50-59	29.1%	27.7%	26.1%	36.9%	37.2%	37.5%	17.2%	18.0%	18.7%	9.3%	9.8%	10.1%	7.4%	7.3%	7.7%	142,700	148,921	138,490	713	813	734
60+	26.8%	25.3%	24.3%	35.6%	36.8%	37.0%	20.6%	21.1%	21.5%	9.9%	10.0%	10.2%	7.0%	6.8%	7.0%	61,472	63,588	57,267	380	389	365
<b>Level of Education</b>																					
Less than High School	17.8%	25.2%	24.7%	39.3%	40.4%	38.2%	24.6%	17.3%	21.1%	8.9%	9.2%	8.2%	9.5%	8.0%	7.8%	355	405	386	9	8	7
H.S. Diploma/ GED or equiv	27.3%	25.5%	24.6%	38.1%	38.7%	38.7%	19.0%	20.1%	20.9%	8.8%	8.7%	8.9%	6.8%	7.0%	6.8%	16,187	19,248	18,939	87	119	122
Trade/Technical Certificate	23.9%	22.2%	20.9%	36.0%	37.1%	36.0%	20.6%	20.5%	22.9%	10.4%	11.4%	11.3%	9.0%	8.7%	9.0%	8,170	9,540	8,962	31	51	48
Some College (no degree)	26.6%	25.7%	24.2%	35.2%	35.9%	35.7%	19.4%	19.5%	20.4%	10.1%	10.6%	11.1%	8.7%	8.3%	8.7%	52,544	59,926	57,624	276	329	290
Associate's Degree	25.8%	25.4%	23.7%	35.5%	35.4%	36.4%	19.3%	20.0%	19.8%	10.5%	10.4%	11.0%	8.8%	8.7%	9.1%	27,699	31,185	29,311	159	193	173
Bachelor's Degree	30.5%	29.2%	28.0%	37.3%	38.0%	38.8%	16.2%	16.4%	16.7%	9.1%	9.3%	9.5%	6.9%	7.1%	7.0%	131,664	135,187	124,401	657	704	644
Master's Degree	33.9%	32.3%	30.9%	36.0%	37.0%	36.8%	14.0%	14.4%	15.1%	8.9%	9.2%	9.7%	7.2%	7.0%	7.4%	101,365	97,777	87,267	457	449	375
Doctoral/ Professional Degree	34.4%	33.2%	31.9%	34.7%	35.1%	34.6%	14.7%	15.1%	15.9%	9.5%	9.5%	10.1%	6.7%	7.1%	7.5%	43,936	40,805	36,448	218	229	210
<b>Pay Category</b>																					
Federal Wage System	21.9%	22.9%	21.7%	36.6%	37.0%	36.4%	19.9%	19.5%	20.1%	11.6%	10.9%	12.0%	10.1%	9.7%	9.8%	9,539	12,611	12,226	40	54	64
GS 1-6	23.2%	21.7%	20.7%	31.4%	31.8%	32.6%	22.2%	23.4%	22.8%	12.2%	12.2%	12.8%	11.0%	10.9%	11.1%	18,522	21,750	21,787	174	241	216
GS 7-12	27.5%	26.1%	24.9%	36.2%	36.8%	37.0%	18.2%	18.4%	19.3%	10.1%	10.5%	10.7%	8.0%	8.1%	8.1%	152,451	165,523	156,858	940	1,081	961
GS 13-15	37.2%	35.6%	34.2%	37.2%	38.1%	38.6%	12.7%	13.2%	13.4%	7.5%	7.6%	8.1%	5.4%	5.4%	5.7%	169,049	161,913	143,625	598	591	502
SES	64.3%	61.0%	57.9%	25.5%	26.9%	29.2%	5.3%	6.4%	6.4%	2.6%	3.0%	3.4%	2.4%	2.7%	3.0%	5,762	5,694	4,890	3	9	7
SL/ST	38.2%	38.3%	33.1%	34.0%	32.7%	34.5%	15.0%	14.6%	18.3%	8.0%	7.0%	8.3%	4.9%	7.5%	5.8%	1,565	1,533	1,374	4	7	9
Other	27.2%	26.6%	25.5%	38.4%	38.8%	38.7%	16.7%	17.2%	17.9%	9.4%	10.0%	10.0%	8.3%	7.3%	7.9%	25,732	25,534	22,954	139	120	115

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>29.9%</b>	<b>28.5%</b>	<b>27.1%</b>	<b>36.3%</b>	<b>36.9%</b>	<b>37.2%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>9.5%</b>	<b>9.8%</b>	<b>10.1%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>396,644</b>	<b>409,471</b>	<b>380,066</b>	<b>2,033</b>	<b>2,240</b>	<b>2,012</b>
<b>Time in Federal Government</b>																					
< 1 year	37.2%	34.2%	32.1%	35.1%	37.0%	37.7%	16.9%	18.2%	18.1%	7.3%	6.9%	7.5%	3.4%	3.8%	4.5%	6,777	5,951	3,098	81	98	61
1-3 years	32.7%	30.5%	30.7%	34.0%	36.4%	35.7%	17.7%	17.2%	17.2%	8.8%	9.3%	9.8%	6.8%	6.6%	6.6%	29,756	28,120	32,686	184	168	178
4-5 years	30.8%	29.6%	27.6%	35.8%	36.4%	37.3%	16.0%	16.7%	17.0%	9.7%	10.2%	10.6%	7.7%	7.1%	7.4%	29,980	40,919	43,109	149	212	215
6-10 years	29.6%	28.2%	26.7%	36.4%	36.6%	36.3%	16.3%	16.6%	17.4%	9.7%	10.3%	10.8%	8.0%	8.3%	8.8%	91,469	87,512	73,115	421	432	323
11-14 years	29.0%	27.5%	26.4%	36.2%	36.9%	37.1%	16.4%	17.2%	17.8%	10.2%	10.2%	10.3%	8.3%	8.3%	8.4%	54,681	56,566	51,117	246	264	251
15-20 years	28.6%	27.5%	26.1%	35.9%	36.7%	36.6%	16.8%	17.4%	18.1%	10.3%	10.1%	10.5%	8.4%	8.4%	8.8%	51,590	48,582	39,836	215	256	200
> 20 years	30.2%	29.1%	27.1%	37.4%	37.7%	38.3%	17.0%	17.5%	18.4%	8.6%	8.8%	9.2%	6.9%	6.8%	7.0%	119,157	127,742	121,435	612	681	654
<b>Time with Current Agency</b>																					
< 1 year	36.2%	34.3%	32.5%	34.6%	35.4%	35.9%	16.8%	18.1%	18.3%	7.6%	7.2%	8.2%	4.8%	5.0%	5.0%	13,000	11,730	6,392	181	184	114
1-3 years	32.1%	30.2%	29.8%	34.3%	35.5%	34.9%	17.2%	17.0%	17.6%	9.1%	9.7%	10.3%	7.3%	7.5%	7.4%	47,449	44,387	49,627	268	234	255
4-5 years	30.1%	28.9%	26.8%	35.2%	36.0%	36.9%	16.3%	17.0%	17.3%	9.8%	10.3%	11.0%	8.5%	7.8%	8.0%	37,997	49,753	51,577	170	228	243
6-10 years	28.5%	27.7%	26.2%	36.6%	36.4%	36.5%	16.6%	16.9%	17.7%	10.0%	10.5%	10.8%	8.3%	8.5%	8.8%	97,783	95,452	80,646	417	491	378
11-20 years	28.6%	27.4%	26.3%	36.5%	37.4%	37.4%	16.7%	17.3%	17.8%	10.2%	9.9%	10.2%	7.9%	7.9%	8.3%	98,407	98,650	85,982	440	469	419
> 20 years	31.6%	29.8%	27.9%	37.9%	38.8%	39.4%	16.5%	16.9%	17.9%	8.0%	8.4%	8.5%	6.1%	6.1%	6.3%	87,462	94,187	88,946	423	487	464
<b>Leaving</b>																					
No	36.3%	34.6%	32.9%	38.4%	39.1%	39.6%	14.9%	15.6%	16.1%	6.7%	6.9%	7.2%	3.7%	3.8%	4.2%	258,509	262,533	239,520	1,200	1,299	1,118
Yes, to retire	24.8%	24.0%	22.5%	38.0%	38.3%	38.4%	20.2%	21.1%	21.5%	10.0%	9.9%	10.4%	7.1%	6.7%	7.2%	22,189	23,993	22,912	135	128	141
Yes, to other job in Govt	18.6%	17.5%	17.0%	31.6%	32.6%	32.0%	19.6%	19.4%	20.1%	15.2%	15.8%	15.9%	14.9%	14.7%	15.0%	70,367	73,096	67,807	362	443	362
Yes, to other job outside Govt	16.4%	16.8%	16.1%	31.4%	32.3%	31.3%	18.2%	17.7%	19.2%	16.2%	15.7%	17.1%	17.9%	17.5%	16.3%	13,743	15,790	15,527	65	94	94
Yes, other	14.8%	14.0%	13.9%	29.3%	28.9%	29.2%	22.0%	22.6%	22.1%	15.1%	15.9%	16.7%	18.8%	18.5%	18.1%	17,895	19,204	17,920	131	141	152
<b>Retiring</b>																					
Within 1 year	24.8%	24.3%	22.8%	36.5%	36.8%	36.8%	19.8%	19.9%	20.8%	10.4%	10.6%	10.9%	8.6%	8.4%	8.7%	13,510	14,785	13,895	81	85	75
Between 1-3 years	26.4%	25.2%	23.9%	37.8%	37.9%	38.7%	19.3%	20.3%	20.8%	9.4%	9.8%	9.9%	7.0%	6.7%	6.6%	37,860	39,796	36,180	223	213	209
Between 3-5 years	27.8%	26.0%	24.9%	37.3%	38.0%	38.2%	18.3%	18.8%	19.3%	9.6%	10.2%	10.3%	7.0%	7.0%	7.4%	42,101	43,348	39,510	163	194	192
5 or more years	31.2%	29.9%	28.4%	36.0%	36.7%	36.9%	16.0%	16.3%	17.0%	9.3%	9.5%	10.0%	7.5%	7.6%	7.8%	286,560	293,542	270,630	1,401	1,587	1,355

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>29.9%</b>	<b>28.5%</b>	<b>27.1%</b>	<b>36.3%</b>	<b>36.9%</b>	<b>37.2%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>9.5%</b>	<b>9.8%</b>	<b>10.1%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>396,644</b>	<b>409,471</b>	<b>380,066</b>	<b>2,033</b>	<b>2,240</b>	<b>2,012</b>
<b>Self-Identify as:</b>																					
Heterosexual	31.3%	29.8%	28.2%	36.5%	37.3%	37.4%	16.1%	16.6%	17.3%	9.0%	9.3%	9.8%	7.1%	7.0%	7.3%	305,742	316,825	293,087	1,363	1,465	1,354
LGBT*	32.3%	29.7%	29.4%	33.6%	34.6%	33.6%	15.2%	15.0%	15.8%	10.4%	10.9%	11.2%	8.6%	9.7%	10.0%	11,274	10,988	9,763	63	72	52
Prefer not to say	23.3%	22.3%	21.8%	34.7%	35.0%	35.7%	20.2%	20.4%	20.9%	11.6%	11.8%	11.6%	10.2%	10.5%	10.0%	46,744	47,816	43,519	353	393	335
<b>Military Service</b>																					
No Prior Military Service	30.8%	29.4%	28.1%	36.8%	37.6%	37.6%	16.2%	16.5%	17.1%	9.2%	9.4%	9.9%	7.0%	7.1%	7.4%	276,745	280,202	256,704	1,367	1,567	1,380
Currently in Guard/Reserves	30.7%	28.5%	27.6%	35.0%	36.5%	37.1%	16.6%	16.4%	16.0%	9.0%	9.7%	11.0%	8.7%	8.9%	8.4%	6,130	6,981	6,509	28	28	20
Retired Separated/Discharged	32.1%	30.5%	29.4%	36.6%	36.7%	37.2%	16.6%	17.4%	17.9%	8.3%	9.1%	9.3%	6.3%	6.2%	6.3%	39,550	43,249	41,543	150	143	137
	26.8%	25.7%	23.9%	34.4%	34.8%	35.6%	18.1%	19.0%	19.7%	10.8%	11.0%	11.1%	9.9%	9.5%	9.7%	55,552	59,385	54,892	294	308	288
<b>Disability</b>																					
Yes	27.1%	25.6%	24.4%	32.0%	32.5%	32.6%	18.5%	19.1%	19.9%	11.1%	11.6%	11.9%	11.3%	11.2%	11.3%	51,372	53,232	48,728	328	351	320
No	30.8%	29.5%	28.0%	37.1%	37.8%	38.0%	16.3%	16.7%	17.3%	9.1%	9.3%	9.7%	6.7%	6.7%	7.1%	327,731	337,768	311,877	1,535	1,704	1,515



## Report by Demographics

### (44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.1%</b>	<b>26.7%</b>	<b>25.5%</b>	<b>35.3%</b>	<b>35.8%</b>	<b>36.1%</b>	<b>18.2%</b>	<b>18.7%</b>	<b>19.2%</b>	<b>9.7%</b>	<b>10.2%</b>	<b>10.4%</b>	<b>8.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>391,835</b>	<b>404,650</b>	<b>375,309</b>	<b>4,496</b>	<b>4,783</b>	<b>4,317</b>
<b>Work Location</b>																					
Headquarters	30.1%	29.0%	27.4%	34.8%	35.3%	35.8%	17.5%	17.8%	18.4%	9.3%	9.8%	9.7%	8.3%	8.1%	8.6%	152,861	153,523	140,264	1,778	1,973	1,657
Field	27.2%	25.8%	24.8%	35.6%	36.0%	36.2%	18.3%	18.9%	19.3%	9.9%	10.4%	10.7%	9.1%	8.8%	9.1%	225,676	236,497	218,392	2,496	2,524	2,381
<b>Supervisory Status</b>																					
Non-Supervisor	26.8%	25.4%	24.2%	34.8%	35.4%	35.7%	18.8%	19.2%	19.7%	10.0%	10.6%	10.6%	9.6%	9.4%	9.8%	248,400	256,385	236,563	3,146	3,317	2,979
Team Leader	29.0%	28.2%	27.1%	35.9%	35.7%	36.7%	17.0%	18.1%	17.9%	9.9%	10.1%	10.3%	8.2%	7.9%	7.9%	48,707	52,548	48,787	466	504	468
Supervisor	30.1%	29.3%	27.5%	37.7%	38.1%	37.9%	16.9%	17.3%	18.3%	8.8%	9.0%	9.5%	6.6%	6.3%	6.8%	51,482	51,755	47,893	428	464	374
Manager	35.9%	33.6%	33.5%	35.5%	36.5%	35.5%	14.9%	15.8%	15.9%	8.0%	8.5%	9.0%	5.7%	5.6%	6.0%	24,325	23,991	21,240	209	196	207
Senior Leader	45.5%	44.5%	41.4%	31.2%	31.3%	33.1%	12.3%	13.2%	14.7%	5.2%	5.8%	5.9%	5.9%	5.2%	5.0%	7,976	7,947	6,938	61	56	58
<b>Sex</b>																					
Male	28.0%	26.8%	25.5%	36.2%	36.6%	37.0%	18.0%	18.7%	19.1%	9.3%	9.8%	9.9%	8.5%	8.2%	8.4%	193,466	202,094	185,534	1,925	2,008	1,864
Female	28.8%	27.3%	26.1%	34.1%	34.8%	34.9%	17.9%	18.3%	18.8%	10.1%	10.7%	10.8%	9.1%	8.9%	9.5%	181,865	185,356	171,760	2,272	2,434	2,139
<b>Hispanic or Latino</b>																					
Yes	28.4%	27.0%	25.9%	32.5%	32.8%	33.6%	18.6%	19.7%	19.8%	10.0%	10.4%	10.0%	10.5%	10.1%	10.8%	33,015	33,392	30,228	349	376	366
No	28.4%	27.0%	25.8%	35.7%	36.2%	36.4%	17.8%	18.4%	18.9%	9.6%	10.1%	10.3%	8.5%	8.3%	8.6%	338,505	350,346	323,374	3,793	4,010	3,599
<b>Race</b>																					
American Indian/ Alaska Native	23.1%	23.4%	20.7%	31.2%	32.5%	34.1%	21.4%	20.6%	21.8%	11.4%	11.4%	11.4%	12.9%	12.0%	11.9%	7,688	8,198	7,404	83	104	79
Asian	30.4%	28.6%	27.6%	37.2%	40.0%	39.3%	18.7%	17.9%	18.5%	7.0%	7.0%	7.2%	6.6%	6.5%	7.4%	19,201	18,335	16,779	225	247	192
Black/African American	29.6%	28.2%	26.6%	34.9%	35.2%	35.6%	17.2%	17.8%	18.2%	8.6%	9.4%	9.2%	9.8%	9.4%	10.3%	56,994	59,174	55,001	612	676	620
Native Hawaiian/ Pacific Islander	28.7%	26.9%	24.2%	34.1%	33.0%	36.3%	18.7%	21.6%	21.1%	8.0%	8.4%	8.8%	10.5%	10.1%	9.7%	2,176	2,448	2,309	22	22	20
White	28.5%	27.1%	25.9%	35.7%	36.1%	36.3%	17.6%	18.3%	18.8%	9.9%	10.5%	10.7%	8.2%	8.0%	8.3%	259,875	269,604	248,735	2,787	2,919	2,679
Two or more races (Not Hispanic/ Latino)	26.5%	24.4%	24.9%	31.6%	32.0%	33.7%	19.5%	21.1%	20.5%	10.5%	11.3%	10.3%	11.9%	11.2%	10.7%	14,043	14,170	12,786	240	213	185

## Report by Demographics

(44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.1%</b>	<b>26.7%</b>	<b>25.5%</b>	<b>35.3%</b>	<b>35.8%</b>	<b>36.1%</b>	<b>18.2%</b>	<b>18.7%</b>	<b>19.2%</b>	<b>9.7%</b>	<b>10.2%</b>	<b>10.4%</b>	<b>8.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>391,835</b>	<b>404,650</b>	<b>375,309</b>	<b>4,496</b>	<b>4,783</b>	<b>4,317</b>
<b>Age Group</b>																					
25 and under	34.5%	32.8%	33.0%	38.9%	39.8%	37.1%	14.1%	13.9%	15.1%	6.7%	7.0%	7.4%	5.7%	6.5%	7.4%	2,662	2,619	2,616	46	36	47
26-29	32.5%	30.3%	28.9%	34.9%	35.4%	35.2%	16.3%	15.6%	16.3%	8.3%	10.3%	10.1%	8.1%	8.5%	9.5%	10,976	12,117	12,226	132	153	178
30-39	29.8%	28.4%	27.0%	34.7%	34.7%	35.3%	16.3%	17.0%	17.2%	9.9%	10.6%	10.7%	9.4%	9.3%	9.7%	73,110	71,652	64,373	908	908	728
40-49	28.6%	27.5%	26.4%	34.8%	35.3%	35.6%	17.5%	17.9%	18.5%	9.8%	10.3%	10.5%	9.4%	9.0%	9.1%	102,186	106,681	100,328	1,101	1,184	1,110
50-59	27.0%	25.7%	24.2%	35.7%	36.1%	36.4%	19.1%	19.7%	20.4%	9.8%	10.3%	10.4%	8.5%	8.3%	8.6%	140,932	147,050	136,643	1,589	1,720	1,543
60+	25.7%	24.0%	23.1%	36.2%	37.5%	37.5%	21.0%	21.4%	22.1%	9.5%	9.7%	9.7%	7.6%	7.4%	7.5%	60,712	62,818	56,444	708	747	673
<b>Level of Education</b>																					
Less than High School	21.9%	24.3%	22.9%	33.2%	40.3%	39.6%	25.7%	20.0%	19.5%	8.9%	8.3%	10.0%	10.3%	7.1%	8.0%	344	397	388	13	9	6
H.S. Diploma/ GED or equiv	27.1%	25.3%	25.0%	37.0%	37.8%	38.4%	19.2%	19.7%	19.8%	8.9%	9.2%	9.1%	7.8%	7.9%	7.6%	16,057	19,065	18,781	136	182	168
Trade/Technical Certificate	24.3%	22.3%	21.0%	36.0%	35.6%	35.8%	19.7%	22.0%	22.8%	9.9%	10.9%	10.7%	10.1%	9.2%	9.8%	8,064	9,447	8,873	79	73	91
Some College (no degree)	26.4%	25.6%	24.1%	34.7%	34.8%	35.2%	19.5%	20.1%	20.3%	9.8%	10.3%	10.4%	9.6%	9.2%	10.0%	52,018	59,244	56,900	546	679	614
Associate's Degree	25.8%	25.1%	23.5%	35.4%	35.0%	35.2%	18.5%	19.8%	20.5%	10.3%	10.6%	10.9%	10.0%	9.4%	9.8%	27,357	30,872	28,957	325	333	334
Bachelor's Degree	28.5%	27.1%	26.1%	36.0%	36.5%	37.1%	17.6%	18.1%	18.5%	9.4%	10.0%	10.1%	8.5%	8.2%	8.2%	130,042	133,671	122,895	1,476	1,491	1,385
Master's Degree	30.2%	28.7%	27.4%	34.6%	35.6%	35.7%	17.0%	17.1%	17.8%	9.7%	10.2%	10.5%	8.4%	8.3%	8.7%	100,059	96,553	86,120	1,161	1,172	961
Doctoral/ Professional Degree	31.5%	29.9%	29.1%	34.3%	35.4%	34.7%	16.9%	16.9%	17.6%	9.7%	9.8%	10.2%	7.7%	8.1%	8.5%	43,403	40,284	35,955	507	528	472
<b>Pay Category</b>																					
Federal Wage System	21.8%	21.5%	20.6%	35.3%	35.6%	35.3%	20.4%	20.7%	21.4%	10.9%	11.7%	12.0%	11.6%	10.6%	10.7%	9,433	12,455	12,070	94	129	122
GS 1-6	25.9%	24.3%	23.3%	34.4%	34.3%	35.0%	19.1%	20.8%	20.3%	9.7%	10.5%	10.1%	10.9%	10.2%	11.2%	18,279	21,544	21,569	315	288	315
GS 7-12	27.4%	26.1%	25.0%	35.3%	35.7%	36.1%	18.4%	18.9%	19.3%	9.7%	10.3%	10.5%	9.1%	9.0%	9.2%	150,846	163,718	155,139	1,728	2,007	1,784
GS 13-15	31.9%	30.4%	29.2%	35.5%	36.4%	36.4%	16.6%	16.9%	17.7%	9.0%	9.4%	9.6%	7.0%	6.9%	7.2%	166,883	159,940	141,689	1,727	1,703	1,469
SES	51.1%	46.4%	43.8%	28.5%	30.5%	32.5%	11.8%	13.1%	13.1%	5.0%	5.6%	6.8%	3.7%	4.4%	4.0%	5,693	5,645	4,816	39	32	38
SL/ST	32.7%	31.1%	26.4%	34.1%	34.7%	39.4%	16.5%	18.4%	17.8%	10.7%	8.0%	9.0%	6.0%	7.8%	7.4%	1,540	1,509	1,357	16	18	16
Other	24.2%	24.2%	23.1%	35.8%	36.3%	36.6%	19.1%	19.2%	19.7%	11.0%	11.3%	11.0%	9.9%	9.1%	9.5%	25,366	25,210	22,623	335	307	301

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.1%</b>	<b>26.7%</b>	<b>25.5%</b>	<b>35.3%</b>	<b>35.8%</b>	<b>36.1%</b>	<b>18.2%</b>	<b>18.7%</b>	<b>19.2%</b>	<b>9.7%</b>	<b>10.2%</b>	<b>10.4%</b>	<b>8.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>391,835</b>	<b>404,650</b>	<b>375,309</b>	<b>4,496</b>	<b>4,783</b>	<b>4,317</b>
<b>Time in Federal Government</b>																					
< 1 year	41.0%	39.1%	35.0%	36.7%	37.8%	39.2%	12.8%	14.7%	15.0%	5.9%	4.6%	6.1%	3.7%	3.8%	4.7%	6,615	5,838	3,023	208	184	117
1-3 years	33.7%	31.5%	31.8%	35.3%	36.3%	36.4%	16.1%	16.2%	16.4%	7.6%	8.9%	8.3%	7.3%	7.1%	7.1%	29,444	27,811	32,316	373	329	370
4-5 years	29.7%	28.6%	27.1%	35.5%	35.7%	36.1%	16.8%	17.4%	18.0%	9.2%	10.2%	10.2%	8.8%	8.1%	8.6%	29,637	40,443	42,636	323	478	488
6-10 years	28.1%	26.7%	25.3%	34.8%	35.1%	35.0%	17.7%	18.3%	18.5%	10.1%	10.6%	11.2%	9.3%	9.3%	10.0%	90,413	86,510	72,219	1,007	1,002	797
11-14 years	26.1%	25.0%	23.5%	34.6%	35.2%	35.9%	18.6%	19.0%	19.7%	10.6%	11.2%	10.9%	10.0%	9.5%	9.9%	54,020	55,958	50,508	569	588	544
15-20 years	26.1%	25.0%	24.0%	34.7%	35.0%	35.7%	18.8%	19.4%	19.5%	10.5%	11.1%	11.0%	9.9%	9.5%	9.8%	50,978	48,013	39,361	507	571	403
> 20 years	27.1%	25.8%	24.4%	36.2%	36.8%	36.8%	19.1%	19.8%	20.5%	9.5%	9.7%	10.1%	8.1%	7.9%	8.2%	117,706	126,251	119,864	1,277	1,359	1,332
<b>Time with Current Agency</b>																					
< 1 year	38.7%	37.2%	34.2%	35.6%	36.0%	37.9%	14.1%	16.1%	16.4%	6.6%	5.9%	6.3%	5.0%	4.8%	5.2%	12,664	11,459	6,207	456	395	255
1-3 years	32.6%	30.6%	30.3%	34.8%	35.3%	35.7%	16.4%	16.5%	17.0%	8.3%	9.6%	9.0%	7.9%	8.0%	8.1%	46,984	43,858	49,056	514	507	549
4-5 years	28.8%	27.7%	26.0%	34.9%	35.3%	36.1%	17.1%	17.7%	18.2%	9.6%	10.4%	10.5%	9.6%	9.0%	9.2%	37,577	49,167	50,997	370	531	545
6-10 years	26.7%	26.0%	24.8%	34.9%	35.0%	34.9%	18.2%	18.7%	19.0%	10.4%	10.8%	11.3%	9.7%	9.4%	10.0%	96,636	94,415	79,691	1,022	1,063	859
11-20 years	25.7%	24.7%	23.5%	35.1%	35.4%	35.8%	19.0%	19.5%	20.0%	10.5%	11.0%	11.0%	9.6%	9.3%	9.7%	97,289	97,578	84,939	953	1,056	902
> 20 years	28.0%	26.0%	24.7%	36.7%	37.8%	37.7%	18.9%	19.6%	20.4%	9.1%	9.4%	9.7%	7.3%	7.2%	7.5%	86,379	93,131	87,826	931	949	935
<b>Leaving</b>																					
No	34.2%	32.5%	31.1%	38.3%	38.9%	39.2%	15.9%	16.6%	17.1%	6.9%	7.4%	7.6%	4.6%	4.6%	4.9%	255,621	259,709	236,796	2,577	2,654	2,327
Yes, to retire	22.5%	21.6%	20.0%	36.5%	37.3%	37.3%	21.8%	23.0%	23.4%	11.1%	10.4%	11.1%	8.1%	7.7%	8.2%	21,961	23,758	22,619	229	242	261
Yes, to other job in Govt	17.2%	16.5%	15.9%	29.1%	29.4%	29.8%	21.6%	21.8%	21.8%	15.1%	16.2%	15.8%	16.9%	16.2%	16.7%	69,362	72,132	66,837	974	1,058	943
Yes, to other job outside Govt	14.7%	14.6%	14.3%	26.7%	28.3%	28.1%	20.7%	20.5%	21.4%	17.3%	16.6%	17.2%	20.7%	20.0%	19.1%	13,552	15,554	15,337	186	230	215
Yes, other	13.9%	13.4%	13.2%	26.9%	26.7%	26.8%	23.1%	23.0%	23.9%	15.1%	16.4%	16.2%	21.0%	20.5%	19.8%	17,620	18,908	17,658	288	325	282
<b>Retiring</b>																					
Within 1 year	22.6%	21.7%	20.0%	34.9%	35.9%	35.7%	21.0%	21.9%	22.8%	11.9%	10.8%	11.6%	9.6%	9.7%	9.9%	13,349	14,648	13,753	150	140	133
Between 1-3 years	24.1%	22.7%	21.6%	36.7%	37.3%	37.9%	21.1%	21.8%	22.6%	10.0%	10.5%	10.3%	8.0%	7.7%	7.6%	37,413	39,341	35,651	406	434	406
Between 3-5 years	25.4%	23.6%	22.9%	36.7%	37.2%	36.7%	19.9%	20.8%	21.2%	10.0%	10.2%	10.6%	8.0%	8.2%	8.5%	41,493	42,800	38,929	454	467	451
5 or more years	29.5%	28.2%	27.0%	35.0%	35.5%	35.9%	17.2%	17.7%	18.1%	9.4%	10.1%	10.2%	8.8%	8.5%	8.9%	283,217	290,204	267,463	3,203	3,392	2,983

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.1%</b>	<b>26.7%</b>	<b>25.5%</b>	<b>35.3%</b>	<b>35.8%</b>	<b>36.1%</b>	<b>18.2%</b>	<b>18.7%</b>	<b>19.2%</b>	<b>9.7%</b>	<b>10.2%</b>	<b>10.4%</b>	<b>8.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>391,835</b>	<b>404,650</b>	<b>375,309</b>	<b>4,496</b>	<b>4,783</b>	<b>4,317</b>
<b>Self-Identify as:</b>																					
Heterosexual	29.4%	27.9%	26.6%	35.7%	36.3%	36.4%	17.4%	18.0%	18.5%	9.3%	9.8%	10.1%	8.2%	8.0%	8.4%	302,166	313,241	289,550	3,206	3,356	3,081
LGBT*	29.5%	28.0%	27.4%	33.1%	33.2%	32.9%	16.9%	17.0%	17.9%	10.4%	11.9%	10.2%	10.1%	10.0%	11.6%	11,155	10,872	9,661	134	144	95
Prefer not to say	21.8%	20.7%	20.4%	33.0%	33.4%	34.4%	21.5%	21.9%	22.1%	11.8%	12.3%	11.5%	11.9%	11.6%	11.5%	46,123	47,230	42,944	647	691	599
<b>Military Service</b>																					
No Prior Military Service	28.6%	27.2%	26.2%	35.7%	36.4%	36.4%	17.7%	18.0%	18.5%	9.6%	10.1%	10.2%	8.4%	8.2%	8.7%	273,437	277,042	253,705	3,092	3,264	2,861
Currently in Guard/Reserves	29.6%	27.6%	26.3%	33.8%	35.7%	35.4%	16.4%	17.6%	18.1%	9.4%	9.7%	10.1%	10.7%	9.4%	10.1%	6,060	6,883	6,412	68	86	74
Retired Separated/Discharged	30.2%	28.7%	27.4%	35.6%	35.8%	36.7%	18.4%	19.5%	19.4%	8.6%	9.1%	9.4%	7.3%	7.0%	7.0%	39,092	42,699	40,968	375	413	392
Disability																					
Yes	27.0%	25.5%	24.4%	32.3%	32.3%	32.6%	18.3%	19.6%	20.2%	10.2%	11.0%	11.1%	12.1%	11.7%	11.7%	50,809	52,607	48,131	627	645	588
No	28.6%	27.3%	26.0%	36.0%	36.5%	36.7%	17.8%	18.3%	18.8%	9.5%	10.0%	10.2%	8.0%	7.9%	8.3%	323,756	333,894	308,050	3,565	3,775	3,390

## Report by Demographics

(45) My supervisor is committed to a workforce representative of all segments of society.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.6%</b>	<b>29.0%</b>	<b>27.7%</b>	<b>37.3%</b>	<b>37.9%</b>	<b>38.4%</b>	<b>21.7%</b>	<b>22.4%</b>	<b>23.1%</b>	<b>4.7%</b>	<b>5.0%</b>	<b>4.9%</b>	<b>5.8%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>365,376</b>	<b>376,582</b>	<b>349,672</b>	<b>32,531</b>	<b>34,337</b>	<b>31,868</b>
<b>Work Location</b>																					
Headquarters	32.9%	31.6%	30.1%	36.6%	37.5%	38.2%	20.6%	20.9%	21.7%	4.4%	4.6%	4.3%	5.5%	5.4%	5.6%	143,096	143,434	130,880	12,222	12,714	11,803
Field	29.6%	27.9%	26.8%	37.7%	38.1%	38.5%	22.0%	22.9%	23.5%	4.8%	5.1%	5.3%	6.0%	6.0%	6.0%	210,010	219,601	203,332	19,083	20,270	18,590
<b>Supervisory Status</b>																					
Non-Supervisor	28.9%	27.2%	26.0%	36.5%	37.3%	37.7%	23.1%	23.7%	24.3%	5.0%	5.2%	5.3%	6.6%	6.6%	6.7%	228,248	234,873	217,279	24,230	25,761	23,428
Team Leader	31.1%	29.8%	29.0%	38.3%	38.0%	38.9%	20.9%	22.1%	22.4%	4.6%	5.1%	4.8%	5.0%	5.0%	4.9%	45,410	49,090	45,452	3,977	4,182	4,106
Supervisor	33.1%	32.4%	30.6%	41.0%	41.1%	41.6%	18.1%	18.8%	19.8%	3.9%	4.1%	4.1%	3.9%	3.6%	3.8%	49,730	49,961	46,249	2,411	2,461	2,294
Manager	41.7%	39.6%	38.7%	37.5%	39.3%	39.6%	14.1%	14.7%	15.4%	3.4%	3.3%	3.1%	3.3%	3.1%	3.2%	23,923	23,630	20,892	760	685	677
Senior Leader	53.3%	50.2%	48.8%	30.4%	32.5%	32.2%	10.5%	11.2%	13.2%	2.4%	2.9%	2.7%	3.5%	3.1%	3.1%	7,971	7,879	6,912	124	142	119
<b>Sex</b>																					
Male	31.0%	29.4%	28.1%	38.1%	38.6%	39.4%	21.5%	22.2%	22.9%	4.2%	4.6%	4.4%	5.2%	5.2%	5.1%	180,375	187,955	172,957	15,925	17,032	15,583
Female	30.6%	29.1%	27.9%	36.3%	37.0%	37.2%	21.4%	22.1%	22.7%	5.2%	5.4%	5.6%	6.5%	6.4%	6.8%	170,050	173,057	160,261	14,755	15,355	14,386
<b>Hispanic or Latino</b>																					
Yes	30.4%	29.0%	27.3%	34.2%	34.6%	35.7%	22.0%	22.4%	23.2%	5.8%	6.1%	6.0%	7.7%	7.9%	7.8%	31,246	31,526	28,607	2,237	2,336	2,119
No	31.0%	29.3%	28.1%	37.7%	38.3%	38.8%	21.3%	22.1%	22.7%	4.5%	4.8%	4.8%	5.5%	5.5%	5.6%	315,830	326,210	301,381	27,917	29,529	27,345
<b>Race</b>																					
American Indian/ Alaska Native	24.3%	23.7%	21.6%	32.7%	33.8%	34.6%	25.2%	24.9%	26.7%	7.1%	7.4%	7.6%	10.7%	10.2%	9.5%	7,386	7,910	7,093	416	444	444
Asian	30.6%	29.3%	27.7%	39.1%	40.7%	40.6%	20.5%	20.5%	21.1%	4.4%	4.3%	4.7%	5.4%	5.2%	5.8%	18,276	17,428	15,940	1,215	1,221	1,102
Black/African American	30.0%	27.8%	26.9%	35.3%	35.8%	36.2%	21.2%	22.4%	22.8%	5.7%	6.2%	6.0%	7.8%	7.8%	8.1%	54,110	56,232	52,288	3,721	3,858	3,634
Native Hawaiian/ Pacific Islander	29.2%	27.3%	24.5%	34.5%	34.9%	37.2%	21.5%	23.2%	23.7%	6.1%	7.0%	6.5%	8.8%	7.7%	8.0%	2,081	2,346	2,217	125	128	114
White	31.7%	30.1%	28.8%	38.2%	38.8%	39.3%	21.1%	21.8%	22.4%	4.3%	4.4%	4.5%	4.8%	4.8%	4.9%	241,733	250,070	231,008	22,106	23,494	21,765
Two or more races (Not Hispanic/ Latino)	29.5%	27.7%	27.4%	33.0%	33.9%	34.2%	23.7%	23.9%	25.5%	5.3%	6.2%	5.4%	8.6%	8.3%	7.5%	13,026	13,084	11,814	1,328	1,353	1,244

## Report by Demographics

(45) My supervisor is committed to a workforce representative of all segments of society.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.6%</b>	<b>29.0%</b>	<b>27.7%</b>	<b>37.3%</b>	<b>37.9%</b>	<b>38.4%</b>	<b>21.7%</b>	<b>22.4%</b>	<b>23.1%</b>	<b>4.7%</b>	<b>5.0%</b>	<b>4.9%</b>	<b>5.8%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>365,376</b>	<b>376,582</b>	<b>349,672</b>	<b>32,531</b>	<b>34,337</b>	<b>31,868</b>
<b>Age Group</b>																					
25 and under	34.9%	34.1%	32.9%	40.0%	39.8%	40.0%	17.7%	16.0%	18.7%	3.3%	4.4%	3.3%	4.1%	5.7%	5.1%	2,525	2,470	2,415	192	187	248
26-29	32.5%	31.1%	30.3%	39.3%	39.0%	38.0%	18.6%	18.9%	20.8%	3.9%	5.5%	4.7%	5.7%	5.6%	6.3%	10,220	11,141	11,124	905	1,143	1,294
30-39	32.0%	30.5%	29.1%	37.0%	37.0%	38.3%	20.2%	21.1%	21.3%	4.5%	5.1%	5.0%	6.3%	6.3%	6.3%	67,442	65,642	58,950	6,773	7,004	6,291
40-49	31.1%	29.8%	28.5%	36.7%	37.5%	37.8%	21.3%	21.7%	22.8%	4.6%	4.9%	5.0%	6.2%	6.2%	5.9%	95,200	99,253	93,486	8,443	8,965	8,356
50-59	29.9%	28.1%	26.7%	37.3%	37.9%	38.5%	22.3%	23.6%	24.1%	4.9%	5.0%	5.0%	5.6%	5.5%	5.7%	131,944	137,618	128,310	11,221	11,832	10,747
60+	28.4%	26.8%	25.7%	37.9%	39.6%	39.6%	23.8%	24.0%	24.9%	5.0%	4.9%	4.8%	4.9%	4.7%	4.9%	56,869	58,855	52,893	4,898	5,050	4,698
<b>Level of Education</b>																					
Less than High School	20.6%	23.0%	21.8%	35.2%	39.0%	42.0%	31.9%	24.3%	23.5%	5.7%	6.4%	5.4%	6.6%	7.4%	7.4%	340	385	371	24	26	21
H.S. Diploma/ GED or equiv	26.8%	25.3%	24.8%	39.9%	39.4%	40.1%	22.5%	23.6%	23.8%	5.1%	5.7%	5.6%	5.6%	6.0%	5.6%	15,392	18,258	17,964	853	1,062	1,058
Trade/Technical Certificate	25.0%	22.9%	20.9%	36.8%	37.7%	37.2%	25.0%	25.6%	27.7%	6.0%	6.5%	6.8%	7.1%	7.2%	7.4%	7,679	8,978	8,436	503	594	571
Some College (no degree)	27.6%	26.5%	25.0%	36.0%	36.4%	37.0%	24.0%	24.7%	25.1%	5.6%	5.8%	5.8%	6.9%	6.6%	7.1%	49,228	56,049	53,996	3,527	4,119	3,912
Associate's Degree	26.9%	26.3%	24.6%	36.7%	36.5%	37.1%	23.1%	24.4%	25.1%	6.1%	5.7%	5.9%	7.1%	7.1%	7.2%	25,838	29,136	27,415	1,971	2,200	2,034
Bachelor's Degree	31.1%	29.5%	28.6%	37.9%	39.0%	39.7%	21.4%	21.5%	22.2%	4.2%	4.6%	4.4%	5.3%	5.4%	5.1%	121,097	123,847	113,856	10,997	11,798	11,046
Master's Degree	33.9%	32.4%	31.2%	37.4%	38.1%	38.7%	19.2%	20.3%	20.6%	4.1%	4.3%	4.3%	5.3%	5.0%	5.3%	92,956	89,458	79,818	8,687	8,628	7,703
Doctoral/ Professional Degree	36.8%	34.8%	33.9%	36.2%	37.4%	37.1%	18.7%	19.3%	20.3%	3.8%	3.8%	4.0%	4.4%	4.6%	4.7%	39,719	36,749	32,766	4,376	4,211	3,841
<b>Pay Category</b>																					
Federal Wage System	22.1%	22.1%	20.4%	36.9%	36.8%	36.9%	25.2%	25.9%	27.1%	7.3%	7.1%	7.3%	8.4%	8.1%	8.3%	8,948	11,854	11,591	621	797	694
GS 1-6	26.3%	24.9%	23.6%	35.7%	36.3%	37.0%	23.6%	24.2%	24.6%	6.0%	6.5%	6.4%	8.4%	8.1%	8.4%	17,426	20,442	20,439	1,227	1,505	1,556
GS 7-12	28.9%	27.6%	26.4%	37.5%	37.9%	38.5%	22.5%	23.0%	23.7%	4.9%	5.2%	5.2%	6.2%	6.2%	6.2%	140,359	152,041	144,143	12,762	14,268	13,512
GS 13-15	36.3%	34.6%	33.4%	37.6%	38.5%	39.3%	18.7%	19.5%	19.8%	3.5%	3.5%	3.6%	3.8%	3.9%	3.9%	155,336	148,378	131,626	14,065	13,875	12,327
SES	62.4%	58.7%	56.2%	26.3%	29.1%	30.1%	8.1%	8.6%	9.5%	1.2%	1.8%	2.5%	1.9%	1.8%	1.7%	5,695	5,588	4,802	69	104	81
SL/ST	41.0%	37.3%	32.6%	33.9%	34.8%	40.8%	18.3%	18.6%	19.9%	2.9%	4.5%	3.2%	3.9%	4.8%	3.5%	1,461	1,446	1,309	106	91	74
Other	27.3%	26.0%	26.0%	37.9%	38.5%	38.2%	23.0%	23.8%	24.6%	5.1%	5.6%	5.1%	6.7%	6.0%	6.1%	23,585	23,429	20,985	2,231	2,188	2,060

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(45) My supervisor is committed to a workforce representative of all segments of society.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.6%</b>	<b>29.0%</b>	<b>27.7%</b>	<b>37.3%</b>	<b>37.9%</b>	<b>38.4%</b>	<b>21.7%</b>	<b>22.4%</b>	<b>23.1%</b>	<b>4.7%</b>	<b>5.0%</b>	<b>4.9%</b>	<b>5.8%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>365,376</b>	<b>376,582</b>	<b>349,672</b>	<b>32,531</b>	<b>34,337</b>	<b>31,868</b>
<b>Time in Federal Government</b>																					
< 1 year	42.1%	39.7%	34.8%	37.5%	40.3%	43.0%	15.1%	14.3%	16.3%	2.8%	2.8%	3.3%	2.6%	2.8%	2.7%	6,260	5,452	2,828	585	584	332
1-3 years	34.8%	33.0%	33.3%	37.2%	38.2%	38.4%	19.5%	19.4%	19.8%	3.5%	4.4%	3.9%	4.9%	4.9%	4.5%	27,604	25,889	30,019	2,268	2,357	2,776
4-5 years	31.8%	30.6%	29.7%	37.7%	37.9%	38.4%	20.6%	21.5%	21.9%	4.4%	4.7%	4.4%	5.7%	5.3%	5.6%	27,519	37,449	39,349	2,562	3,623	3,944
6-10 years	30.4%	28.8%	27.3%	37.0%	37.3%	37.6%	21.5%	22.3%	22.9%	4.7%	5.3%	5.6%	6.3%	6.2%	6.6%	83,793	79,911	66,971	7,971	7,839	6,365
11-14 years	28.8%	27.7%	25.9%	36.8%	37.8%	38.4%	22.8%	22.8%	24.1%	5.3%	5.4%	5.3%	6.4%	6.4%	6.3%	50,274	51,881	47,002	4,583	4,854	4,340
15-20 years	29.1%	27.0%	25.9%	36.6%	37.6%	37.5%	22.3%	23.5%	24.4%	5.2%	5.4%	5.4%	6.7%	6.5%	6.7%	47,546	44,865	36,746	4,181	3,916	3,249
> 20 years	30.2%	28.7%	27.2%	38.0%	38.3%	39.1%	21.9%	23.0%	23.5%	4.7%	4.6%	4.8%	5.2%	5.3%	5.5%	110,501	118,455	112,586	9,014	9,762	9,364
<b>Time with Current Agency</b>																					
< 1 year	40.8%	38.5%	35.5%	36.7%	38.4%	40.6%	16.1%	16.2%	16.5%	3.1%	3.4%	3.5%	3.3%	3.6%	3.8%	12,000	10,810	5,827	1,157	1,077	669
1-3 years	34.2%	32.4%	32.1%	36.5%	37.3%	37.8%	19.8%	20.0%	20.3%	3.9%	4.7%	4.3%	5.6%	5.6%	5.5%	44,018	40,867	45,694	3,612	3,681	4,132
4-5 years	30.8%	29.7%	28.6%	37.2%	37.7%	38.2%	20.8%	21.8%	22.6%	4.7%	4.8%	4.7%	6.5%	6.0%	6.0%	34,955	45,590	47,179	3,158	4,306	4,591
6-10 years	29.2%	28.2%	26.8%	37.0%	37.1%	37.6%	22.2%	22.9%	23.4%	5.0%	5.4%	5.7%	6.5%	6.4%	6.5%	89,595	87,322	74,001	8,475	8,433	6,914
11-20 years	28.4%	27.1%	25.7%	37.3%	38.1%	38.2%	22.7%	23.4%	24.5%	5.4%	5.2%	5.3%	6.3%	6.2%	6.3%	90,731	90,857	79,278	7,954	8,122	7,085
> 20 years	31.2%	29.1%	27.7%	38.5%	39.2%	39.9%	21.8%	22.7%	23.2%	4.2%	4.4%	4.4%	4.3%	4.7%	4.8%	81,008	87,324	82,381	6,690	7,212	6,893
<b>Leaving</b>																					
No	36.2%	34.3%	32.9%	39.2%	39.8%	40.3%	18.6%	19.6%	20.3%	3.2%	3.4%	3.4%	2.8%	2.9%	3.1%	240,601	244,053	222,637	18,690	19,275	17,687
Yes, to retire	25.7%	24.4%	22.7%	39.0%	39.6%	40.4%	24.6%	25.4%	25.8%	5.5%	5.5%	5.6%	5.2%	5.0%	5.4%	20,582	22,307	21,210	1,699	1,801	1,833
Yes, to other job in Govt	20.5%	19.3%	18.8%	33.1%	33.7%	34.2%	26.9%	27.2%	27.6%	7.9%	8.3%	8.0%	11.7%	11.6%	11.4%	63,661	65,972	61,374	6,945	7,472	6,759
Yes, to other job outside Govt	19.1%	19.1%	18.6%	32.6%	34.0%	34.2%	26.3%	26.1%	27.5%	7.9%	7.7%	7.9%	14.1%	13.2%	11.8%	12,168	13,922	13,757	1,620	1,939	1,855
Yes, other	16.6%	15.6%	15.8%	30.5%	31.2%	31.2%	29.2%	29.6%	29.5%	8.0%	8.8%	9.3%	15.7%	14.8%	14.2%	15,864	16,959	15,921	2,139	2,365	2,127
<b>Retiring</b>																					
Within 1 year	26.0%	24.8%	22.7%	37.8%	38.9%	38.7%	24.2%	24.2%	26.5%	5.7%	5.8%	5.5%	6.3%	6.3%	6.7%	12,523	13,739	12,828	1,031	1,142	1,143
Between 1-3 years	27.0%	25.5%	24.7%	38.6%	39.6%	40.5%	24.2%	24.8%	24.8%	5.1%	5.2%	5.2%	5.0%	4.9%	4.9%	35,030	36,871	33,499	3,007	3,067	2,834
Between 3-5 years	28.6%	26.4%	25.3%	38.1%	39.0%	39.2%	23.0%	24.4%	24.7%	5.1%	4.8%	5.2%	5.1%	5.3%	5.7%	39,069	40,244	36,738	3,139	3,246	2,928
5 or more years	31.9%	30.4%	29.1%	37.0%	37.5%	38.1%	20.8%	21.4%	22.1%	4.5%	4.8%	4.8%	5.8%	5.8%	5.8%	263,850	269,570	248,690	23,639	25,038	23,018

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(45) My supervisor is committed to a workforce representative of all segments of society.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.6%</b>	<b>29.0%</b>	<b>27.7%</b>	<b>37.3%</b>	<b>37.9%</b>	<b>38.4%</b>	<b>21.7%</b>	<b>22.4%</b>	<b>23.1%</b>	<b>4.7%</b>	<b>5.0%</b>	<b>4.9%</b>	<b>5.8%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>365,376</b>	<b>376,582</b>	<b>349,672</b>	<b>32,531</b>	<b>34,337</b>	<b>31,868</b>
<b>Self-Identify as:</b>																					
Heterosexual	31.7%	30.0%	28.7%	37.7%	38.4%	38.8%	20.6%	21.6%	22.2%	4.5%	4.7%	4.8%	5.4%	5.4%	5.5%	283,832	293,485	271,676	22,873	24,282	22,501
LGBT*	33.0%	31.2%	30.1%	33.9%	33.9%	35.1%	20.5%	21.1%	21.0%	5.3%	6.6%	5.4%	7.3%	7.3%	8.5%	10,425	10,164	9,018	898	890	793
Prefer not to say	24.8%	23.9%	23.1%	35.0%	35.5%	36.5%	26.3%	26.6%	27.0%	5.9%	5.8%	5.7%	8.0%	8.2%	7.7%	41,783	42,824	38,858	5,199	5,322	4,954
<b>Military Service</b>																					
No Prior Military Service	31.0%	29.4%	28.4%	37.8%	38.3%	38.7%	21.1%	21.9%	22.4%	4.6%	4.9%	4.9%	5.5%	5.5%	5.7%	254,568	257,245	235,660	23,083	24,030	22,116
Currently in Guard/Reserves	31.9%	29.8%	28.6%	37.4%	38.1%	38.3%	19.4%	20.7%	21.2%	4.7%	4.6%	5.2%	6.6%	6.9%	6.7%	5,762	6,512	6,109	385	485	419
Retired Separated/Discharged	33.2%	31.6%	30.1%	37.8%	38.7%	39.3%	20.6%	21.3%	21.9%	3.9%	4.2%	4.1%	4.4%	4.2%	4.5%	37,221	40,711	39,143	2,413	2,647	2,518
	28.4%	27.2%	25.4%	35.3%	36.1%	36.8%	23.3%	23.8%	25.1%	5.6%	5.7%	5.7%	7.4%	7.2%	7.1%	51,116	54,525	50,432	4,654	5,079	4,721
<b>Disability</b>																					
Yes	29.8%	28.0%	26.5%	33.9%	34.3%	35.2%	22.2%	23.1%	23.6%	5.5%	6.0%	6.0%	8.6%	8.6%	8.6%	47,749	49,472	45,377	3,882	4,025	3,660
No	31.1%	29.5%	28.3%	38.0%	38.6%	39.0%	21.2%	22.0%	22.6%	4.5%	4.7%	4.7%	5.1%	5.2%	5.3%	302,028	310,710	286,925	26,691	28,207	26,128



## Report by Demographics

(46) My supervisor provides me with constructive suggestions to improve my job performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.3%</b>	<b>24.9%</b>	<b>23.6%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>36.9%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.4%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.8%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>395,581</b>	<b>408,296</b>	<b>379,197</b>	<b>2,285</b>	<b>2,452</b>	<b>2,159</b>
<b>Work Location</b>																					
Headquarters	28.4%	26.9%	25.3%	35.4%	36.0%	36.5%	18.4%	19.1%	19.6%	10.0%	10.4%	10.6%	7.8%	7.6%	8.0%	154,410	155,090	141,769	885	971	805
Field	25.5%	24.1%	23.0%	36.5%	36.7%	37.0%	19.2%	20.1%	20.5%	10.4%	10.8%	11.0%	8.5%	8.3%	8.5%	227,780	238,450	220,661	1,281	1,320	1,187
<b>Supervisory Status</b>																					
Non-Supervisor	25.3%	23.8%	22.6%	35.6%	36.1%	36.4%	19.7%	20.3%	20.7%	10.5%	11.0%	11.1%	8.9%	8.8%	9.1%	250,921	258,813	239,141	1,593	1,726	1,496
Team Leader	26.6%	25.3%	24.3%	36.7%	36.2%	37.5%	18.0%	20.1%	19.9%	10.7%	10.8%	10.7%	7.9%	7.5%	7.6%	49,131	53,001	49,272	233	252	232
Supervisor	28.2%	27.2%	25.5%	38.5%	39.1%	38.9%	17.5%	18.2%	19.2%	9.4%	9.5%	10.0%	6.3%	5.9%	6.3%	51,897	52,139	48,355	222	235	165
Manager	33.5%	31.7%	30.6%	36.5%	36.8%	36.6%	16.0%	17.0%	17.7%	8.5%	9.0%	9.6%	5.5%	5.5%	5.5%	24,571	24,217	21,474	103	78	89
Senior Leader	42.4%	41.4%	38.9%	32.7%	32.9%	33.5%	13.2%	14.2%	15.9%	5.9%	7.0%	7.1%	5.8%	4.5%	4.5%	8,047	7,989	6,989	33	33	35
<b>Sex</b>																					
Male	26.4%	25.0%	23.6%	37.2%	37.4%	38.1%	18.9%	19.8%	20.4%	9.7%	10.1%	10.2%	7.8%	7.7%	7.7%	195,363	203,820	187,565	946	1,003	877
Female	26.9%	25.3%	24.2%	34.9%	35.3%	35.4%	18.7%	19.6%	19.8%	10.9%	11.3%	11.6%	8.7%	8.5%	9.0%	183,553	187,131	173,466	1,183	1,260	1,112
<b>Hispanic or Latino</b>																					
Yes	27.5%	26.3%	24.7%	33.7%	33.5%	34.5%	18.2%	19.8%	20.0%	10.6%	10.8%	10.4%	10.0%	9.6%	10.3%	33,293	33,695	30,485	172	185	208
No	26.6%	25.0%	23.8%	36.5%	36.9%	37.2%	18.9%	19.7%	20.1%	10.1%	10.6%	10.8%	8.0%	7.8%	8.0%	341,776	353,491	326,801	1,928	2,048	1,755
<b>Race</b>																					
American Indian/ Alaska Native	22.0%	22.7%	20.0%	31.6%	32.3%	33.9%	21.5%	21.7%	21.9%	12.0%	11.0%	12.3%	12.8%	12.4%	11.9%	7,753	8,292	7,494	47	51	40
Asian	29.0%	27.2%	26.1%	38.0%	40.4%	39.7%	19.5%	18.8%	20.0%	7.2%	7.0%	7.1%	6.4%	6.5%	7.0%	19,340	18,496	16,948	145	157	111
Black/African American	28.3%	26.7%	25.1%	36.1%	36.5%	36.9%	17.3%	18.1%	18.6%	9.0%	9.6%	9.8%	9.3%	9.2%	9.6%	57,514	59,719	55,602	313	334	278
Native Hawaiian/ Pacific Islander	28.6%	24.6%	23.8%	35.0%	35.1%	36.4%	17.3%	21.0%	22.6%	8.8%	9.1%	7.9%	10.4%	10.2%	9.4%	2,198	2,460	2,312	10	14	13
White	26.5%	25.0%	23.7%	36.5%	36.7%	37.1%	18.8%	19.9%	20.2%	10.6%	11.0%	11.2%	7.7%	7.5%	7.7%	262,374	271,954	251,322	1,380	1,460	1,317
Two or more races (Not Hispanic/ Latino)	24.8%	23.6%	23.5%	33.5%	33.1%	34.1%	19.8%	21.1%	21.6%	10.9%	12.0%	10.7%	11.1%	10.2%	10.1%	14,227	14,334	12,932	119	106	94

## Report by Demographics

(46) My supervisor provides me with constructive suggestions to improve my job performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.3%</b>	<b>24.9%</b>	<b>23.6%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>36.9%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.4%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.8%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>395,581</b>	<b>408,296</b>	<b>379,197</b>	<b>2,285</b>	<b>2,452</b>	<b>2,159</b>
<b>Age Group</b>																					
25 and under	33.4%	29.9%	30.3%	40.2%	39.8%	38.7%	12.8%	15.3%	14.7%	8.5%	8.3%	9.7%	5.2%	6.7%	6.5%	2,701	2,642	2,645	18	15	22
26-29	30.6%	28.7%	26.3%	36.6%	36.6%	37.2%	16.3%	16.2%	16.9%	9.2%	10.6%	11.0%	7.3%	7.9%	8.6%	11,074	12,229	12,332	55	65	82
30-39	28.0%	26.5%	25.6%	36.0%	36.6%	36.6%	16.6%	16.8%	17.8%	10.6%	11.4%	10.9%	8.8%	8.6%	9.1%	73,737	72,224	64,911	437	439	343
40-49	27.1%	25.8%	24.5%	35.6%	36.0%	36.5%	18.2%	19.1%	19.4%	10.5%	10.6%	11.2%	8.6%	8.6%	8.3%	103,116	107,503	101,249	556	606	542
50-59	25.3%	23.7%	22.3%	36.4%	36.5%	37.1%	20.2%	21.3%	21.8%	10.1%	10.7%	10.7%	8.0%	7.8%	8.1%	142,301	148,450	138,112	848	937	808
60+	23.5%	22.2%	21.0%	36.3%	37.2%	37.3%	22.8%	23.7%	24.2%	10.2%	9.9%	10.3%	7.2%	7.0%	7.2%	61,385	63,504	57,248	367	378	340
<b>Level of Education</b>																					
Less than High School	20.6%	24.0%	24.8%	34.2%	39.5%	37.5%	27.6%	20.3%	23.5%	8.0%	6.7%	6.1%	9.6%	9.4%	8.0%	357	403	386	6	6	6
H.S. Diploma/ GED or equiv	25.4%	24.0%	23.9%	39.1%	38.9%	39.3%	19.5%	21.1%	20.8%	8.9%	8.6%	8.9%	7.1%	7.4%	7.2%	16,185	19,255	18,939	64	90	102
Trade/Technical Certificate	23.2%	21.3%	19.7%	37.3%	36.0%	36.6%	20.0%	22.2%	22.8%	10.2%	11.4%	11.4%	9.3%	9.0%	9.5%	8,156	9,514	8,961	39	40	40
Some College (no degree)	25.3%	23.9%	22.7%	35.1%	36.0%	35.9%	20.2%	20.9%	21.3%	10.5%	10.6%	10.9%	8.9%	8.6%	9.2%	52,487	59,826	57,562	282	339	311
Associate's Degree	24.4%	23.9%	22.0%	35.6%	35.4%	36.0%	19.8%	20.8%	21.5%	10.7%	10.9%	11.1%	9.5%	9.0%	9.4%	27,636	31,124	29,314	167	175	140
Bachelor's Degree	26.4%	25.2%	24.1%	37.1%	37.1%	37.9%	18.5%	19.3%	19.6%	10.0%	10.6%	10.8%	7.9%	7.8%	7.6%	131,340	134,801	124,125	722	771	700
Master's Degree	28.3%	26.3%	25.0%	35.4%	36.4%	36.6%	18.0%	18.7%	19.2%	10.3%	10.9%	11.1%	8.0%	7.7%	8.1%	101,022	97,417	86,996	594	612	467
Doctoral/ Professional Degree	29.2%	27.5%	26.6%	35.1%	35.8%	35.3%	18.1%	18.7%	19.6%	10.4%	10.4%	10.6%	7.2%	7.6%	7.9%	43,803	40,709	36,364	272	250	226
<b>Pay Category</b>																					
Federal Wage System	20.4%	20.8%	19.4%	36.0%	35.6%	35.4%	20.7%	21.4%	22.7%	12.0%	11.8%	12.1%	10.8%	10.4%	10.3%	9,519	12,598	12,206	49	54	71
GS 1-6	24.9%	23.3%	22.0%	34.6%	35.1%	35.9%	20.1%	21.0%	21.0%	10.3%	10.6%	10.5%	10.1%	9.9%	10.6%	18,534	21,770	21,821	142	162	166
GS 7-12	25.8%	24.4%	23.2%	36.3%	36.4%	36.8%	19.0%	20.0%	20.4%	10.3%	10.7%	10.9%	8.6%	8.5%	8.7%	152,286	165,209	156,741	876	1,061	878
GS 13-15	29.6%	27.7%	26.5%	36.1%	36.9%	37.4%	17.8%	18.6%	19.1%	9.8%	10.2%	10.4%	6.7%	6.5%	6.6%	168,416	161,309	143,150	893	856	701
SES	47.8%	42.8%	40.7%	30.7%	32.7%	33.6%	12.7%	14.4%	14.8%	5.5%	6.5%	7.2%	3.2%	3.6%	3.7%	5,743	5,677	4,861	18	16	19
SL/ST	28.4%	30.6%	23.4%	35.7%	34.6%	39.0%	19.0%	18.4%	20.0%	9.9%	8.8%	10.9%	6.9%	7.6%	6.7%	1,557	1,523	1,377	9	11	8
Other	23.1%	22.6%	21.9%	37.3%	37.7%	37.7%	20.1%	20.2%	20.8%	10.6%	11.3%	11.3%	9.0%	8.2%	8.4%	25,631	25,448	22,874	168	138	163

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(46) My supervisor provides me with constructive suggestions to improve my job performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.3%</b>	<b>24.9%</b>	<b>23.6%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>36.9%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.4%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.8%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>395,581</b>	<b>408,296</b>	<b>379,197</b>	<b>2,285</b>	<b>2,452</b>	<b>2,159</b>
<b>Time in Federal Government</b>																					
< 1 year	39.8%	36.2%	32.6%	35.1%	40.1%	40.9%	14.5%	12.9%	13.9%	6.9%	7.0%	7.9%	3.7%	3.9%	4.6%	6,775	5,950	3,108	79	82	50
1-3 years	32.3%	30.4%	29.8%	36.0%	36.5%	37.3%	16.2%	17.0%	16.9%	8.6%	9.5%	9.2%	6.9%	6.6%	6.8%	29,731	28,083	32,650	153	148	158
4-5 years	27.9%	26.7%	25.4%	36.9%	36.9%	37.1%	17.1%	18.2%	18.8%	10.0%	10.5%	10.6%	8.1%	7.7%	8.0%	29,902	40,850	43,049	158	220	221
6-10 years	26.4%	24.9%	23.5%	35.8%	36.1%	36.2%	18.3%	19.3%	19.6%	10.7%	11.0%	11.5%	8.8%	8.8%	9.3%	91,222	87,225	72,925	488	508	385
11-14 years	24.6%	23.4%	22.0%	35.6%	36.3%	36.6%	19.7%	19.8%	20.8%	11.0%	11.6%	11.5%	9.0%	9.0%	9.1%	54,551	56,388	51,015	303	305	290
15-20 years	24.3%	23.0%	22.0%	35.9%	35.7%	36.1%	19.5%	21.1%	21.0%	11.0%	11.1%	11.8%	9.3%	9.1%	9.1%	51,443	48,443	39,770	274	285	206
> 20 years	25.0%	23.7%	22.2%	36.8%	36.9%	37.4%	20.7%	21.7%	22.3%	9.9%	10.2%	10.4%	7.7%	7.5%	7.8%	118,844	127,409	121,189	709	760	706
<b>Time with Current Agency</b>																					
< 1 year	37.7%	35.3%	31.9%	34.5%	37.4%	38.9%	15.4%	14.7%	16.0%	7.4%	7.8%	7.8%	5.0%	4.8%	5.4%	12,987	11,716	6,389	181	173	108
1-3 years	31.2%	29.2%	28.6%	35.5%	35.8%	36.5%	16.7%	17.4%	17.5%	9.0%	10.1%	9.8%	7.6%	7.6%	7.6%	47,423	44,259	49,578	225	249	224
4-5 years	26.9%	25.9%	24.2%	36.6%	36.3%	37.0%	17.5%	18.7%	19.3%	10.3%	10.6%	10.8%	8.7%	8.5%	8.6%	37,903	49,647	51,501	185	243	266
6-10 years	25.0%	24.2%	23.1%	35.9%	35.9%	35.9%	18.9%	19.6%	20.1%	11.1%	11.3%	11.6%	9.1%	8.9%	9.3%	97,469	95,164	80,444	515	552	423
11-20 years	24.1%	22.9%	21.6%	36.0%	36.2%	36.6%	20.0%	20.9%	21.2%	10.9%	11.3%	11.6%	9.0%	8.8%	8.9%	98,190	98,387	85,814	534	544	484
> 20 years	25.6%	23.7%	22.4%	37.3%	37.9%	38.1%	20.7%	21.8%	22.4%	9.5%	9.9%	10.0%	6.9%	6.7%	7.1%	87,197	93,945	88,763	509	534	506
<b>Leaving</b>																					
No	32.1%	30.2%	28.8%	39.0%	39.3%	39.9%	16.9%	18.1%	18.4%	7.7%	8.0%	8.2%	4.4%	4.4%	4.7%	257,911	261,879	239,042	1,332	1,360	1,181
Yes, to retire	20.1%	19.8%	17.9%	37.0%	37.0%	37.2%	24.0%	24.7%	25.6%	11.1%	11.1%	11.5%	7.8%	7.4%	7.9%	22,145	23,953	22,898	140	135	136
Yes, to other job in Govt	16.4%	15.5%	15.0%	30.3%	30.7%	30.8%	22.1%	22.2%	22.5%	15.4%	16.2%	16.1%	15.7%	15.3%	15.6%	70,160	72,873	67,668	456	540	420
Yes, to other job outside Govt	13.9%	14.0%	13.3%	28.8%	29.9%	29.5%	21.2%	21.6%	22.8%	17.2%	16.6%	17.1%	18.8%	18.0%	17.3%	13,681	15,732	15,516	89	112	95
Yes, other	13.4%	12.7%	12.4%	27.7%	28.5%	28.4%	24.0%	23.9%	24.2%	15.6%	16.3%	16.7%	19.3%	18.5%	18.3%	17,858	19,137	17,891	139	163	158
<b>Retiring</b>																					
Within 1 year	20.0%	19.6%	18.0%	35.7%	35.5%	34.9%	23.4%	23.9%	25.8%	11.6%	11.7%	12.0%	9.3%	9.1%	9.3%	13,485	14,747	13,884	84	93	78
Between 1-3 years	22.0%	20.6%	19.6%	37.2%	37.7%	38.3%	22.8%	24.0%	24.1%	10.4%	10.3%	10.9%	7.6%	7.4%	7.0%	37,784	39,732	36,149	229	225	193
Between 3-5 years	23.8%	21.8%	20.9%	37.0%	37.5%	37.2%	21.2%	22.4%	22.7%	10.3%	10.7%	11.1%	7.7%	7.6%	8.1%	41,995	43,246	39,404	226	241	233
5 or more years	27.8%	26.4%	25.1%	36.0%	36.3%	36.8%	17.9%	18.7%	19.1%	10.1%	10.6%	10.7%	8.2%	8.1%	8.4%	285,835	292,737	270,107	1,593	1,716	1,457

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(46) My supervisor provides me with constructive suggestions to improve my job performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.3%</b>	<b>24.9%</b>	<b>23.6%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>36.9%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.4%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.8%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>395,581</b>	<b>408,296</b>	<b>379,197</b>	<b>2,285</b>	<b>2,452</b>	<b>2,159</b>
<b>Self-Identify as:</b>																					
Heterosexual	27.6%	25.9%	24.5%	36.5%	37.0%	37.3%	18.3%	19.3%	19.8%	9.9%	10.2%	10.5%	7.7%	7.5%	7.9%	305,037	315,937	292,522	1,556	1,687	1,466
LGBT*	28.4%	26.6%	25.6%	32.8%	33.2%	33.5%	18.0%	17.5%	17.7%	11.1%	13.0%	12.3%	9.6%	9.7%	10.8%	11,244	10,978	9,744	63	66	56
Prefer not to say	20.3%	19.7%	19.1%	34.5%	34.0%	34.8%	21.8%	22.9%	23.4%	12.2%	12.4%	11.9%	11.2%	11.0%	10.7%	46,625	47,709	43,480	390	385	328
<b>Military Service</b>																					
No Prior Military Service	26.6%	25.2%	24.2%	36.7%	37.1%	37.3%	18.7%	19.5%	19.7%	10.2%	10.5%	10.8%	7.8%	7.7%	8.1%	275,983	279,458	256,219	1,626	1,710	1,456
Currently in Guard/Reserves	27.9%	25.4%	24.8%	35.4%	36.8%	36.4%	17.1%	17.3%	18.7%	9.9%	11.1%	11.2%	9.7%	9.4%	8.9%	6,116	6,940	6,498	31	32	29
Retired Separated/Discharged	28.3%	26.8%	25.2%	36.1%	36.2%	37.0%	19.2%	20.4%	21.1%	9.3%	9.8%	9.9%	7.1%	6.7%	6.8%	39,473	43,108	41,429	169	194	194
	25.1%	23.8%	22.0%	34.7%	34.8%	35.6%	19.2%	20.3%	21.1%	11.0%	11.4%	11.4%	10.1%	9.7%	9.9%	55,455	59,295	54,850	288	307	267
<b>Disability</b>																					
Yes	26.3%	24.4%	22.9%	32.6%	33.1%	33.4%	19.1%	20.2%	21.3%	10.6%	11.1%	11.2%	11.5%	11.2%	11.3%	51,288	53,116	48,704	340	355	302
No	26.7%	25.3%	24.1%	36.9%	37.2%	37.6%	18.8%	19.6%	20.0%	10.1%	10.5%	10.7%	7.5%	7.4%	7.7%	326,892	336,866	311,234	1,784	1,899	1,663

## Report by Demographics

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.0%</b>	<b>26.1%</b>	<b>24.7%</b>	<b>37.5%</b>	<b>38.2%</b>	<b>38.4%</b>	<b>17.8%</b>	<b>18.5%</b>	<b>19.3%</b>	<b>8.6%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>392,465</b>	<b>404,801</b>	<b>375,678</b>	<b>6,120</b>	<b>6,499</b>	<b>6,028</b>
<b>Work Location</b>																					
Headquarters	30.7%	28.7%	27.0%	37.3%	38.1%	38.2%	16.6%	17.4%	18.2%	7.9%	8.3%	8.5%	7.6%	7.5%	8.0%	153,239	153,806	140,586	2,325	2,458	2,168
Field	26.8%	25.0%	23.7%	37.7%	38.2%	38.4%	18.2%	18.9%	19.5%	9.0%	9.4%	9.6%	8.4%	8.5%	8.7%	225,972	236,381	218,509	3,505	3,711	3,487
<b>Supervisory Status</b>																					
Non-Supervisor	26.5%	24.6%	23.2%	36.0%	36.5%	36.8%	18.9%	19.7%	20.2%	9.4%	9.8%	10.0%	9.2%	9.3%	9.7%	248,166	255,900	236,287	4,811	5,005	4,562
Team Leader	27.6%	26.1%	25.2%	38.5%	39.0%	38.8%	17.3%	18.1%	19.0%	8.6%	9.1%	9.1%	7.9%	7.7%	7.9%	48,886	52,643	48,933	581	675	621
Supervisor	31.4%	29.7%	27.5%	42.8%	44.0%	44.4%	15.0%	15.2%	16.4%	6.1%	6.4%	6.9%	4.7%	4.7%	4.7%	51,862	52,061	48,176	333	397	400
Manager	38.7%	36.3%	34.5%	42.6%	43.6%	43.9%	10.7%	11.7%	12.7%	4.4%	5.0%	5.4%	3.6%	3.4%	3.5%	24,612	24,221	21,448	94	97	114
Senior Leader	50.5%	45.5%	44.1%	34.2%	37.5%	37.4%	7.9%	9.7%	10.7%	4.1%	4.2%	4.1%	3.3%	3.0%	3.9%	8,051	7,987	6,995	40	40	37
<b>Sex</b>																					
Male	28.1%	26.3%	24.7%	38.4%	39.0%	39.2%	17.6%	18.2%	19.1%	8.3%	8.7%	9.0%	7.7%	7.8%	7.9%	194,023	202,417	186,094	2,549	2,615	2,468
Female	28.5%	26.5%	25.3%	36.5%	37.2%	37.3%	17.6%	18.5%	18.9%	8.9%	9.3%	9.5%	8.5%	8.6%	9.0%	182,035	185,272	171,677	3,109	3,431	3,122
<b>Hispanic or Latino</b>																					
Yes	28.2%	25.8%	24.5%	33.4%	34.1%	35.0%	18.7%	19.7%	19.4%	9.2%	9.9%	10.0%	10.5%	10.6%	11.1%	33,009	33,362	30,276	533	555	473
No	28.4%	26.5%	25.1%	38.0%	38.7%	38.8%	17.4%	18.2%	18.9%	8.5%	8.8%	9.1%	7.7%	7.8%	8.1%	339,258	350,631	323,817	5,028	5,386	5,033
<b>Race</b>																					
American Indian/ Alaska Native	22.1%	21.9%	19.2%	31.6%	32.5%	33.7%	22.3%	21.1%	22.1%	11.2%	11.4%	11.4%	12.8%	13.1%	13.6%	7,665	8,197	7,388	145	160	142
Asian	30.2%	28.7%	27.0%	39.3%	40.5%	39.8%	17.0%	17.3%	18.7%	6.7%	6.9%	7.2%	6.7%	6.6%	7.3%	19,205	18,392	16,806	291	281	258
Black/African American	28.4%	26.6%	25.3%	36.5%	36.5%	37.2%	17.8%	18.8%	18.9%	8.0%	8.5%	8.6%	9.2%	9.6%	10.0%	56,927	59,065	54,956	983	1,046	992
Native Hawaiian/ Pacific Islander	28.4%	24.6%	22.1%	34.0%	33.3%	35.8%	19.1%	22.8%	22.5%	7.9%	8.8%	9.9%	10.6%	10.5%	9.8%	2,183	2,433	2,302	28	38	27
White	28.8%	26.7%	25.3%	38.2%	39.1%	39.1%	17.0%	17.8%	18.5%	8.6%	8.9%	9.3%	7.4%	7.4%	7.7%	260,708	269,996	249,317	3,537	3,807	3,559
Two or more races (Not Hispanic/ Latino)	25.6%	23.7%	22.8%	33.8%	33.9%	35.0%	19.0%	20.4%	21.3%	10.0%	10.9%	10.0%	11.6%	11.1%	10.9%	14,077	14,167	12,810	292	302	241

## Report by Demographics

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.0%</b>	<b>26.1%</b>	<b>24.7%</b>	<b>37.5%</b>	<b>38.2%</b>	<b>38.4%</b>	<b>17.8%</b>	<b>18.5%</b>	<b>19.3%</b>	<b>8.6%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>392,465</b>	<b>404,801</b>	<b>375,678</b>	<b>6,120</b>	<b>6,499</b>	<b>6,028</b>
<b>Age Group</b>																					
25 and under	37.2%	33.4%	32.7%	39.6%	40.5%	40.7%	11.7%	13.6%	14.1%	6.6%	5.8%	6.0%	5.0%	6.6%	6.5%	2,706	2,637	2,643	22	25	27
26-29	33.6%	30.6%	28.3%	36.9%	37.6%	37.5%	14.7%	15.0%	16.6%	7.7%	8.4%	9.0%	7.2%	8.4%	8.6%	11,048	12,196	12,292	99	94	141
30-39	30.0%	27.8%	26.7%	36.6%	37.3%	37.3%	15.9%	16.4%	17.2%	9.0%	9.4%	9.4%	8.6%	9.0%	9.5%	73,525	71,948	64,541	826	814	741
40-49	28.3%	26.8%	25.2%	36.6%	37.4%	37.8%	17.7%	18.1%	18.8%	8.7%	9.0%	9.4%	8.7%	8.8%	8.8%	102,482	106,792	100,525	1,410	1,544	1,415
50-59	26.9%	24.8%	23.3%	38.3%	38.8%	39.0%	18.4%	19.7%	20.3%	8.5%	9.1%	9.3%	7.9%	7.7%	8.1%	140,976	147,020	136,662	2,390	2,562	2,410
60+	25.3%	23.5%	22.6%	38.9%	39.8%	39.9%	20.6%	21.2%	21.8%	8.4%	8.7%	8.7%	6.8%	6.8%	7.0%	60,471	62,474	56,319	1,358	1,434	1,259
<b>Level of Education</b>																					
Less than High School	23.6%	22.5%	21.4%	28.9%	42.6%	40.0%	28.7%	18.8%	22.1%	9.8%	6.1%	7.4%	9.0%	10.0%	9.1%	350	394	384	12	16	13
H.S. Diploma/ GED or equiv	25.7%	23.4%	23.1%	37.8%	38.3%	39.2%	20.6%	21.4%	21.0%	8.6%	8.8%	8.7%	7.3%	8.0%	8.0%	16,033	19,067	18,762	245	284	274
Trade/Technical Certificate	23.2%	20.3%	19.2%	35.8%	36.2%	35.6%	21.8%	22.2%	23.5%	10.0%	10.9%	11.3%	9.2%	10.4%	10.4%	8,053	9,433	8,848	132	145	153
Some College (no degree)	25.0%	23.5%	22.2%	35.0%	35.9%	35.8%	20.8%	21.2%	21.5%	9.6%	10.1%	10.4%	9.5%	9.4%	10.1%	51,983	59,148	56,969	859	1,021	961
Associate's Degree	24.9%	23.5%	21.9%	36.6%	36.0%	36.3%	18.3%	20.6%	21.1%	10.4%	10.0%	10.5%	9.8%	9.9%	10.2%	27,374	30,858	28,975	468	511	490
Bachelor's Degree	28.4%	26.8%	25.5%	38.7%	39.3%	39.7%	17.1%	17.5%	18.2%	8.1%	8.6%	8.8%	7.7%	7.7%	7.7%	130,401	133,743	123,065	1,911	2,021	1,907
Master's Degree	31.4%	29.1%	27.5%	38.3%	39.4%	39.8%	15.3%	16.0%	16.9%	7.8%	8.3%	8.4%	7.2%	7.2%	7.4%	100,478	96,799	86,341	1,357	1,387	1,228
Doctoral/ Professional Degree	32.7%	30.7%	29.3%	37.5%	38.7%	38.4%	15.1%	15.9%	17.0%	7.8%	7.7%	8.2%	6.9%	7.0%	7.2%	43,411	40,301	35,992	746	708	612
<b>Pay Category</b>																					
Federal Wage System	19.7%	19.4%	18.2%	34.8%	34.9%	34.4%	21.6%	21.8%	23.0%	12.0%	11.7%	12.2%	12.0%	12.2%	12.1%	9,426	12,474	12,133	144	171	150
GS 1-6	25.1%	22.4%	21.7%	32.9%	34.3%	34.4%	20.7%	21.6%	21.9%	10.1%	10.7%	10.2%	11.1%	10.9%	11.9%	18,285	21,503	21,518	406	466	485
GS 7-12	26.6%	24.9%	23.6%	37.1%	37.3%	37.8%	18.4%	19.3%	19.7%	9.1%	9.6%	9.7%	8.8%	8.8%	9.0%	150,892	163,591	155,170	2,528	2,863	2,593
GS 13-15	33.1%	30.8%	29.3%	39.8%	41.2%	41.3%	14.9%	15.3%	16.3%	6.7%	7.1%	7.4%	5.5%	5.6%	5.6%	167,372	160,242	142,012	2,258	2,186	1,999
SES	59.2%	53.5%	50.3%	32.4%	35.8%	36.4%	5.3%	6.3%	7.7%	1.6%	2.5%	3.2%	1.5%	1.9%	2.4%	5,755	5,675	4,869	15	26	16
SL/ST	33.2%	33.0%	27.6%	40.1%	38.6%	41.9%	14.1%	13.3%	18.1%	7.2%	8.8%	6.7%	5.4%	6.4%	5.7%	1,548	1,501	1,354	21	37	24
Other	24.6%	24.1%	22.9%	38.0%	38.2%	38.7%	18.9%	19.8%	19.9%	9.2%	9.3%	9.6%	9.2%	8.7%	8.9%	25,469	25,234	22,651	390	388	398

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.0%</b>	<b>26.1%</b>	<b>24.7%</b>	<b>37.5%</b>	<b>38.2%</b>	<b>38.4%</b>	<b>17.8%</b>	<b>18.5%</b>	<b>19.3%</b>	<b>8.6%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>392,465</b>	<b>404,801</b>	<b>375,678</b>	<b>6,120</b>	<b>6,499</b>	<b>6,028</b>
<b>Time in Federal Government</b>																					
< 1 year	42.8%	39.6%	35.6%	36.8%	39.4%	40.3%	12.0%	13.2%	13.8%	5.1%	4.4%	5.8%	3.3%	3.5%	4.6%	6,747	5,906	3,070	116	133	84
1-3 years	33.8%	31.3%	31.0%	36.1%	38.0%	37.8%	15.9%	15.9%	16.0%	7.5%	7.9%	8.1%	6.8%	6.9%	7.1%	29,591	27,898	32,450	344	356	387
4-5 years	29.5%	27.7%	26.2%	36.8%	37.7%	38.0%	16.7%	17.7%	18.3%	8.9%	8.8%	9.2%	8.1%	8.0%	8.3%	29,785	40,634	42,731	360	486	574
6-10 years	27.7%	25.7%	24.2%	36.7%	37.0%	37.0%	17.5%	18.4%	18.8%	9.2%	9.7%	10.2%	8.9%	9.2%	9.8%	90,674	86,658	72,404	1,226	1,201	990
11-14 years	26.0%	24.3%	22.7%	37.0%	37.6%	37.8%	18.7%	19.1%	20.2%	9.3%	10.0%	9.9%	9.0%	9.0%	9.4%	54,162	55,923	50,566	794	882	773
15-20 years	25.7%	24.2%	22.7%	37.3%	37.5%	37.9%	18.2%	19.5%	20.0%	9.5%	9.9%	9.9%	9.4%	8.9%	9.5%	50,972	48,007	39,369	844	800	644
> 20 years	27.4%	25.6%	23.9%	39.6%	40.0%	40.2%	18.3%	19.0%	20.1%	7.7%	8.1%	8.5%	7.0%	7.2%	7.3%	117,593	125,998	119,783	2,100	2,303	2,229
<b>Time with Current Agency</b>																					
< 1 year	40.8%	38.4%	34.9%	35.7%	37.9%	38.8%	13.3%	13.9%	14.9%	5.8%	5.3%	5.9%	4.3%	4.5%	5.5%	12,903	11,619	6,330	275	281	167
1-3 years	32.6%	30.3%	29.5%	36.1%	37.2%	37.3%	16.1%	16.4%	16.8%	7.7%	8.4%	8.6%	7.6%	7.7%	7.9%	47,120	43,986	49,218	592	585	637
4-5 years	28.3%	26.6%	25.0%	36.4%	37.5%	37.8%	17.1%	18.0%	18.8%	9.3%	9.2%	9.5%	8.9%	8.8%	8.9%	37,749	49,345	51,062	448	622	742
6-10 years	26.4%	24.9%	23.7%	36.9%	36.9%	37.0%	18.0%	18.9%	19.3%	9.5%	10.0%	10.2%	9.2%	9.4%	9.8%	96,837	94,463	79,765	1,365	1,387	1,192
11-20 years	25.5%	24.1%	22.5%	37.6%	38.1%	38.1%	18.8%	19.4%	20.4%	9.3%	9.6%	9.9%	8.8%	8.7%	9.1%	97,326	97,470	85,008	1,549	1,600	1,366
> 20 years	28.3%	25.8%	24.3%	40.5%	41.3%	41.5%	17.9%	18.7%	19.7%	7.2%	7.8%	8.0%	6.1%	6.4%	6.5%	86,299	92,932	87,781	1,521	1,665	1,553
<b>Leaving</b>																					
No	34.4%	32.0%	30.4%	40.3%	41.3%	41.5%	15.3%	16.2%	16.9%	5.9%	6.4%	6.7%	4.1%	4.2%	4.6%	256,275	260,016	237,089	3,408	3,524	3,325
Yes, to retire	22.7%	21.5%	19.8%	40.2%	40.4%	40.9%	20.9%	22.0%	22.4%	8.9%	9.1%	9.6%	7.3%	7.0%	7.3%	21,872	23,626	22,579	436	486	470
Yes, to other job in Govt	16.5%	15.3%	14.7%	31.6%	31.7%	31.8%	22.1%	22.2%	22.8%	14.1%	14.6%	14.4%	15.7%	16.2%	16.4%	69,529	72,188	66,994	1,229	1,354	1,196
Yes, to other job outside Govt	14.8%	14.5%	14.1%	30.5%	30.9%	30.7%	19.8%	20.8%	21.6%	15.2%	15.0%	15.6%	19.8%	18.7%	17.9%	13,553	15,598	15,371	264	274	248
Yes, other	13.3%	12.7%	12.1%	28.9%	28.6%	29.2%	23.2%	24.2%	24.7%	14.2%	14.6%	14.9%	20.4%	19.9%	19.0%	17,608	18,852	17,664	416	487	395
<b>Retiring</b>																					
Within 1 year	23.0%	21.5%	20.0%	38.4%	38.9%	39.5%	20.8%	21.6%	22.0%	9.4%	9.5%	9.8%	8.4%	8.5%	8.7%	13,321	14,566	13,689	252	299	284
Between 1-3 years	24.1%	22.1%	21.3%	40.2%	41.1%	41.2%	20.2%	20.9%	21.8%	8.2%	8.9%	9.0%	7.3%	7.0%	6.8%	37,266	39,211	35,651	782	768	695
Between 3-5 years	25.5%	23.2%	22.3%	39.2%	39.7%	39.4%	19.7%	20.6%	21.0%	8.3%	8.9%	9.6%	7.2%	7.5%	7.8%	41,546	42,751	38,971	695	754	685
5 or more years	29.4%	27.5%	26.0%	37.0%	37.7%	38.0%	16.8%	17.6%	18.3%	8.6%	8.9%	9.1%	8.2%	8.3%	8.6%	284,092	290,700	267,985	3,942	4,207	3,871

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>28.0%</b>	<b>26.1%</b>	<b>24.7%</b>	<b>37.5%</b>	<b>38.2%</b>	<b>38.4%</b>	<b>17.8%</b>	<b>18.5%</b>	<b>19.3%</b>	<b>8.6%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>392,465</b>	<b>404,801</b>	<b>375,678</b>	<b>6,120</b>	<b>6,499</b>	<b>6,028</b>
<b>Self-Identify as:</b>																					
Heterosexual	29.3%	27.2%	25.7%	38.0%	38.7%	38.8%	17.0%	17.8%	18.6%	8.2%	8.7%	8.9%	7.5%	7.6%	8.0%	302,999	313,597	290,159	4,117	4,447	4,096
LGBT*	30.0%	27.8%	26.8%	34.0%	35.7%	34.8%	16.8%	16.5%	17.0%	9.6%	9.8%	10.0%	9.6%	10.2%	11.4%	11,202	10,879	9,703	144	167	122
Prefer not to say	21.6%	20.3%	19.7%	35.3%	35.7%	36.2%	21.2%	21.8%	22.5%	10.3%	10.7%	10.7%	11.6%	11.5%	10.9%	45,996	47,088	42,830	1,090	1,096	1,003
<b>Military Service</b>																					
No Prior Military Service	28.9%	27.0%	25.7%	38.3%	38.9%	39.0%	16.9%	17.8%	18.4%	8.3%	8.6%	8.9%	7.6%	7.7%	8.1%	273,948	277,133	253,879	4,152	4,434	4,077
Currently in Guard/Reserves	28.8%	26.3%	25.3%	36.2%	37.4%	38.7%	16.5%	17.1%	17.0%	8.8%	10.1%	9.7%	9.8%	9.1%	9.2%	6,089	6,924	6,466	72	81	56
Retired Separated/Discharged	29.5%	27.3%	25.9%	38.0%	39.1%	38.7%	18.1%	18.8%	19.9%	8.0%	8.5%	8.8%	6.5%	6.3%	6.7%	39,202	42,786	41,134	489	550	515
	25.5%	23.9%	22.0%	34.9%	35.4%	36.0%	19.3%	19.8%	20.9%	9.8%	10.3%	10.5%	10.5%	10.5%	10.6%	54,960	58,705	54,288	895	948	859
<b>Disability</b>																					
Yes	26.4%	24.1%	22.8%	33.0%	33.9%	33.9%	19.2%	20.1%	20.8%	9.8%	10.3%	10.7%	11.5%	11.6%	11.8%	50,773	52,527	48,158	937	998	878
No	28.7%	26.8%	25.4%	38.5%	39.1%	39.2%	17.2%	18.0%	18.7%	8.3%	8.7%	8.9%	7.3%	7.4%	7.8%	324,535	334,189	308,532	4,714	5,039	4,670



## Report by Demographics

(48) My supervisor listens to what I have to say.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>37.0%</b>	<b>35.6%</b>	<b>34.0%</b>	<b>39.0%</b>	<b>40.0%</b>	<b>41.0%</b>	<b>12.1%</b>	<b>12.3%</b>	<b>12.7%</b>	<b>7.3%</b>	<b>7.5%</b>	<b>7.8%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>398,731</b>	<b>411,425</b>	<b>381,761</b>
<b>Work Location</b>																		
Headquarters	39.8%	38.6%	36.7%	37.9%	38.8%	40.0%	11.2%	11.4%	11.9%	6.9%	6.9%	7.3%	4.3%	4.3%	4.1%	155,795	156,572	143,013
Field	35.9%	34.4%	33.0%	39.5%	40.6%	41.4%	12.3%	12.6%	12.9%	7.6%	7.8%	8.1%	4.7%	4.6%	4.6%	229,853	240,448	222,386
<b>Supervisory Status</b>																		
Non-Supervisor	35.2%	33.8%	32.3%	39.2%	40.1%	41.1%	12.9%	13.1%	13.4%	7.7%	8.0%	8.3%	5.0%	5.0%	4.9%	253,366	261,327	241,269
Team Leader	38.7%	37.4%	36.3%	39.2%	40.0%	41.0%	11.0%	11.4%	11.6%	7.1%	7.1%	7.2%	4.0%	4.1%	3.9%	49,539	53,402	49,641
Supervisor	40.4%	39.2%	37.0%	40.1%	41.4%	41.9%	9.9%	10.1%	10.9%	6.2%	6.1%	6.9%	3.4%	3.2%	3.3%	52,289	52,537	48,646
Manager	47.1%	45.1%	44.1%	35.9%	37.4%	37.7%	8.5%	8.7%	9.5%	5.3%	5.9%	5.8%	3.1%	3.0%	2.9%	24,728	24,359	21,621
Senior Leader	56.7%	53.9%	52.0%	29.2%	32.0%	32.7%	7.0%	7.6%	8.6%	4.5%	4.1%	4.6%	2.6%	2.4%	2.1%	8,115	8,061	7,043
<b>Sex</b>																		
Male	37.7%	36.4%	34.7%	39.8%	40.7%	42.0%	11.5%	11.8%	12.0%	6.7%	7.0%	7.2%	4.2%	4.2%	4.0%	196,871	205,428	188,922
Female	36.8%	35.4%	34.0%	37.9%	39.0%	39.4%	12.4%	12.6%	13.2%	8.0%	8.2%	8.5%	4.9%	4.9%	5.0%	185,452	188,970	175,078
<b>Hispanic or Latino</b>																		
Yes	36.3%	34.4%	33.0%	36.4%	37.7%	38.1%	13.6%	14.0%	14.4%	8.2%	8.3%	8.9%	5.5%	5.5%	5.6%	33,618	33,981	30,788
No	37.5%	36.2%	34.6%	39.3%	40.2%	41.2%	11.6%	11.9%	12.3%	7.2%	7.4%	7.6%	4.4%	4.3%	4.3%	344,806	356,598	329,438
<b>Race</b>																		
American Indian/ Alaska Native	28.7%	29.4%	26.8%	35.5%	36.4%	39.3%	17.5%	16.5%	16.5%	10.2%	10.4%	10.9%	8.2%	7.3%	6.5%	7,832	8,373	7,547
Asian	37.1%	35.4%	34.0%	40.8%	42.3%	42.1%	13.0%	12.7%	13.5%	5.5%	5.7%	6.5%	3.6%	4.0%	3.9%	19,558	18,713	17,098
Black/African American	36.2%	35.2%	33.3%	39.3%	39.8%	40.7%	12.4%	12.7%	13.1%	6.9%	7.3%	7.5%	5.2%	5.0%	5.4%	58,064	60,273	56,085
Native Hawaiian/ Pacific Islander	33.9%	31.4%	30.6%	37.9%	38.7%	39.5%	14.6%	15.8%	17.1%	7.6%	7.9%	8.2%	6.1%	6.2%	4.6%	2,209	2,476	2,335
White	38.5%	36.9%	35.4%	38.9%	40.1%	41.1%	11.2%	11.5%	11.8%	7.3%	7.4%	7.7%	4.1%	4.1%	4.0%	264,580	274,183	253,284
Two or more races (Not Hispanic/ Latino)	33.9%	33.1%	32.4%	37.7%	38.1%	39.3%	13.7%	13.7%	14.2%	8.6%	8.9%	8.2%	6.1%	6.2%	5.9%	14,390	14,492	13,059

## Report by Demographics

(48) My supervisor listens to what I have to say.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>37.0%</b>	<b>35.6%</b>	<b>34.0%</b>	<b>39.0%</b>	<b>40.0%</b>	<b>41.0%</b>	<b>12.1%</b>	<b>12.3%</b>	<b>12.7%</b>	<b>7.3%</b>	<b>7.5%</b>	<b>7.8%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>398,731</b>	<b>411,425</b>	<b>381,761</b>
<b>Age Group</b>																		
25 and under	44.2%	41.0%	41.2%	39.0%	40.2%	38.8%	8.6%	9.1%	9.7%	4.7%	5.2%	6.1%	3.5%	4.5%	4.2%	2,723	2,659	2,669
26-29	42.0%	39.9%	38.1%	36.7%	39.2%	39.2%	10.9%	10.5%	11.4%	6.5%	6.1%	7.3%	4.0%	4.2%	4.1%	11,141	12,292	12,437
30-39	39.6%	38.0%	36.6%	37.9%	38.8%	39.6%	10.7%	11.1%	11.4%	7.2%	7.6%	7.7%	4.7%	4.6%	4.6%	74,351	72,770	65,254
40-49	37.5%	36.0%	34.4%	38.3%	39.7%	40.8%	11.9%	11.9%	12.5%	7.6%	7.6%	7.8%	4.7%	4.8%	4.6%	103,879	108,295	101,898
50-59	35.5%	34.2%	32.4%	39.9%	40.5%	41.6%	12.7%	13.2%	13.5%	7.4%	7.7%	8.0%	4.5%	4.5%	4.4%	143,449	149,700	139,092
60+	34.3%	33.2%	31.7%	40.4%	41.7%	42.7%	13.8%	13.8%	14.0%	7.3%	7.4%	7.6%	4.2%	3.9%	4.0%	61,913	63,953	57,677
<b>Level of Education</b>																		
Less than High School	25.8%	26.5%	30.7%	38.5%	40.9%	38.7%	18.2%	18.9%	17.5%	7.6%	6.6%	8.3%	9.9%	7.1%	4.8%	363	409	393
H.S. Diploma/ GED or equiv	33.5%	31.7%	30.9%	40.8%	40.9%	42.0%	14.4%	14.9%	14.7%	6.8%	7.8%	7.9%	4.5%	4.7%	4.4%	16,325	19,396	19,100
Trade/Technical Certificate	30.2%	28.6%	25.7%	40.6%	41.5%	43.6%	14.8%	15.3%	15.8%	9.2%	8.9%	9.5%	5.3%	5.8%	5.4%	8,214	9,594	9,015
Some College (no degree)	32.9%	32.0%	30.3%	39.5%	40.2%	41.1%	14.2%	14.3%	14.8%	8.1%	8.4%	8.6%	5.3%	5.1%	5.2%	52,956	60,333	58,027
Associate's Degree	32.1%	31.4%	30.2%	40.3%	40.7%	41.2%	13.8%	14.0%	14.5%	8.4%	8.4%	8.9%	5.4%	5.4%	5.1%	27,912	31,421	29,538
Bachelor's Degree	37.7%	36.5%	35.3%	39.7%	40.8%	41.7%	11.3%	11.2%	11.5%	7.0%	7.2%	7.4%	4.3%	4.2%	4.0%	132,457	135,950	125,141
Master's Degree	41.1%	39.7%	38.0%	38.1%	39.0%	40.2%	10.1%	10.6%	10.9%	6.7%	6.8%	6.9%	4.0%	4.0%	4.1%	101,967	98,314	87,714
Doctoral/ Professional Degree	45.0%	42.8%	41.6%	34.6%	36.7%	36.9%	9.9%	9.8%	10.1%	6.6%	6.7%	7.3%	3.8%	4.0%	4.0%	44,230	41,088	36,683
<b>Pay Category</b>																		
Federal Wage System	28.0%	27.7%	25.3%	40.9%	41.9%	43.7%	16.0%	15.4%	15.0%	9.2%	8.8%	10.0%	5.9%	6.2%	6.0%	9,607	12,697	12,309
GS 1-6	32.0%	30.5%	29.3%	37.7%	38.6%	38.8%	15.2%	15.5%	16.3%	8.7%	9.1%	9.6%	6.4%	6.3%	6.0%	18,746	22,014	22,053
GS 7-12	35.3%	34.0%	32.8%	39.8%	40.6%	41.6%	12.5%	12.8%	12.9%	7.6%	7.9%	8.0%	4.8%	4.7%	4.6%	153,641	166,762	158,025
GS 13-15	43.4%	41.9%	40.4%	37.7%	38.9%	39.8%	9.4%	9.6%	10.1%	6.0%	6.1%	6.2%	3.4%	3.4%	3.4%	169,886	162,629	144,251
SES	64.0%	61.8%	60.0%	27.0%	28.0%	28.4%	4.2%	5.3%	6.1%	3.3%	3.3%	3.5%	1.5%	1.7%	2.0%	5,781	5,719	4,894
SL/ST	45.7%	45.5%	40.0%	32.6%	36.0%	38.7%	11.9%	8.2%	11.4%	6.8%	6.8%	6.7%	3.0%	3.5%	3.1%	1,574	1,540	1,386
Other	33.8%	33.3%	31.6%	40.5%	41.4%	41.9%	12.8%	12.6%	13.3%	8.1%	8.0%	8.4%	4.8%	4.6%	4.7%	25,896	25,663	23,101

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(48) My supervisor listens to what I have to say.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>37.0%</b>	<b>35.6%</b>	<b>34.0%</b>	<b>39.0%</b>	<b>40.0%</b>	<b>41.0%</b>	<b>12.1%</b>	<b>12.3%</b>	<b>12.7%</b>	<b>7.3%</b>	<b>7.5%</b>	<b>7.8%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>398,731</b>	<b>411,425</b>	<b>381,761</b>
<b>Time in Federal Government</b>																		
< 1 year	49.4%	47.7%	43.0%	36.3%	38.1%	39.5%	8.3%	8.8%	10.4%	4.1%	3.5%	5.0%	1.9%	1.9%	2.2%	6,869	6,043	3,162
1-3 years	42.2%	40.3%	40.4%	37.2%	38.7%	39.2%	10.8%	11.0%	10.5%	6.2%	6.5%	6.5%	3.6%	3.5%	3.5%	29,987	28,308	32,887
4-5 years	39.1%	37.9%	36.2%	38.3%	39.5%	40.9%	11.2%	11.1%	11.7%	6.9%	7.5%	7.3%	4.5%	4.1%	3.9%	30,172	41,178	43,376
6-10 years	37.2%	35.5%	33.6%	39.0%	39.9%	40.2%	11.7%	11.9%	12.8%	7.5%	7.8%	8.5%	4.7%	4.9%	4.9%	91,995	87,985	73,512
11-14 years	35.2%	33.9%	32.3%	38.9%	40.4%	41.1%	12.9%	12.7%	13.3%	8.0%	8.1%	8.3%	5.1%	5.0%	5.0%	55,037	56,898	51,438
15-20 years	34.9%	33.2%	31.7%	39.1%	40.2%	41.0%	12.5%	13.2%	13.4%	8.5%	8.2%	8.5%	5.0%	5.2%	5.4%	51,897	48,890	40,070
> 20 years	36.1%	35.2%	33.3%	40.1%	40.5%	42.0%	12.3%	12.8%	12.9%	7.0%	7.2%	7.5%	4.4%	4.3%	4.3%	119,958	128,550	122,257
<b>Time with Current Agency</b>																		
< 1 year	47.4%	45.3%	41.7%	36.1%	38.0%	39.3%	9.0%	9.9%	11.2%	4.9%	4.3%	5.5%	2.7%	2.7%	2.4%	13,197	11,917	6,515
1-3 years	41.1%	39.2%	39.0%	37.4%	38.0%	38.7%	11.0%	11.5%	11.3%	6.4%	7.1%	7.1%	4.0%	4.1%	4.0%	47,801	44,648	49,934
4-5 years	38.1%	36.9%	34.8%	37.9%	39.4%	40.8%	11.6%	11.5%	12.0%	7.5%	7.8%	7.8%	5.0%	4.5%	4.5%	38,231	50,039	51,880
6-10 years	35.6%	34.6%	32.8%	39.5%	40.1%	40.6%	12.3%	12.2%	13.1%	7.8%	8.0%	8.6%	4.9%	5.1%	5.0%	98,312	96,000	81,090
11-20 years	34.6%	33.5%	31.9%	39.5%	40.6%	41.4%	12.9%	13.0%	13.3%	8.1%	8.0%	8.3%	4.9%	4.9%	5.0%	99,035	99,237	86,515
> 20 years	37.6%	35.9%	34.2%	40.3%	41.0%	42.5%	11.7%	12.2%	12.6%	6.5%	6.9%	7.0%	3.9%	3.9%	3.8%	88,020	94,770	89,540
<b>Leaving</b>																		
No	43.8%	42.0%	40.2%	39.4%	40.5%	41.6%	9.6%	10.1%	10.4%	4.8%	5.0%	5.4%	2.3%	2.4%	2.4%	260,084	264,004	240,853
Yes, to retire	31.6%	30.6%	28.9%	41.9%	43.1%	43.9%	13.6%	14.1%	14.5%	8.2%	8.1%	8.3%	4.6%	4.0%	4.3%	22,371	24,167	23,100
Yes, to other job in Govt	24.8%	24.2%	23.4%	38.1%	38.9%	39.5%	16.4%	16.0%	16.3%	12.2%	12.4%	12.5%	8.5%	8.5%	8.3%	70,852	73,633	68,257
Yes, to other job outside Govt	24.0%	24.0%	23.6%	36.9%	37.7%	38.5%	15.5%	15.3%	15.7%	13.5%	13.3%	13.3%	10.1%	9.7%	8.9%	13,818	15,900	15,655
Yes, other	20.8%	20.5%	20.2%	35.7%	35.9%	36.1%	17.9%	18.1%	19.0%	13.9%	13.9%	13.6%	11.7%	11.6%	11.2%	18,068	19,369	18,109
<b>Retiring</b>																		
Within 1 year	31.4%	30.8%	29.1%	40.6%	42.0%	42.4%	13.6%	13.4%	14.3%	8.6%	8.7%	9.0%	5.8%	5.2%	5.1%	13,612	14,892	14,009
Between 1-3 years	33.1%	31.9%	30.6%	41.7%	42.3%	43.8%	13.2%	14.0%	14.1%	7.7%	7.7%	7.8%	4.2%	4.1%	3.8%	38,156	40,064	36,431
Between 3-5 years	34.8%	32.8%	31.3%	40.4%	41.7%	42.1%	12.9%	13.7%	14.0%	7.6%	7.7%	8.0%	4.3%	4.2%	4.6%	42,351	43,592	39,749
5 or more years	38.5%	37.2%	35.6%	38.5%	39.4%	40.4%	11.5%	11.6%	12.0%	7.1%	7.4%	7.6%	4.5%	4.5%	4.4%	288,375	295,364	272,271

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(48) My supervisor listens to what I have to say.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>37.0%</b>	<b>35.6%</b>	<b>34.0%</b>	<b>39.0%</b>	<b>40.0%</b>	<b>41.0%</b>	<b>12.1%</b>	<b>12.3%</b>	<b>12.7%</b>	<b>7.3%</b>	<b>7.5%</b>	<b>7.8%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>398,731</b>	<b>411,425</b>	<b>381,761</b>
<b>Self-Identify as:</b>																		
Heterosexual	38.5%	37.0%	35.2%	39.1%	40.1%	41.0%	11.3%	11.6%	12.1%	6.9%	7.2%	7.5%	4.2%	4.2%	4.2%	307,567	318,570	294,770
LGBT*	39.1%	38.1%	37.7%	35.6%	36.5%	35.9%	11.4%	11.3%	11.5%	8.7%	8.9%	9.0%	5.2%	5.3%	5.9%	11,358	11,071	9,828
Prefer not to say	29.7%	28.5%	28.0%	39.0%	39.9%	41.0%	15.5%	15.7%	15.4%	9.7%	9.4%	9.6%	6.0%	6.4%	5.9%	47,195	48,249	43,930
<b>Military Service</b>																		
No Prior Military Service	38.0%	36.7%	35.4%	39.0%	39.9%	40.5%	11.5%	11.7%	12.1%	7.2%	7.2%	7.6%	4.3%	4.4%	4.4%	278,559	282,009	258,369
Currently in Guard/Reserves	37.2%	34.7%	34.3%	37.6%	40.3%	40.6%	12.4%	12.3%	11.9%	7.1%	7.6%	8.7%	5.7%	5.1%	4.6%	6,169	7,013	6,534
Retired Separated/Discharged	38.9%	37.1%	35.4%	39.6%	40.9%	42.1%	11.7%	12.0%	12.2%	6.2%	6.7%	6.9%	3.6%	3.4%	3.3%	39,764	43,439	41,741
	34.1%	33.0%	30.5%	38.8%	39.4%	41.5%	13.1%	13.4%	14.1%	8.3%	8.8%	8.6%	5.7%	5.4%	5.3%	55,908	59,745	55,260
<b>Disability</b>																		
Yes	34.5%	32.7%	30.9%	36.6%	37.7%	38.9%	13.6%	14.2%	14.6%	8.7%	9.1%	9.3%	6.6%	6.3%	6.2%	51,820	53,660	49,118
No	38.0%	36.6%	35.1%	39.5%	40.4%	41.3%	11.5%	11.7%	12.1%	7.0%	7.2%	7.5%	4.1%	4.1%	4.1%	329,733	339,743	313,746

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

### (49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>42.8%</b>	<b>41.3%</b>	<b>39.7%</b>	<b>38.5%</b>	<b>39.6%</b>	<b>40.5%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.6%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>5.2%</b>	<b>4.0%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>397,483</b>	<b>410,437</b>	<b>380,603</b>
<b>Work Location</b>																		
Headquarters	45.4%	44.1%	42.4%	36.9%	37.9%	38.9%	9.4%	9.6%	9.9%	4.5%	4.6%	4.9%	3.8%	3.7%	3.8%	155,325	156,161	142,548
Field	41.7%	40.2%	38.7%	39.2%	40.4%	41.1%	10.1%	10.3%	10.7%	4.9%	5.2%	5.4%	4.0%	4.0%	4.1%	229,137	239,928	221,775
<b>Supervisory Status</b>																		
Non-Supervisor	41.1%	39.7%	38.1%	39.1%	40.1%	41.0%	10.6%	10.8%	11.0%	4.9%	5.2%	5.5%	4.3%	4.3%	4.3%	252,523	260,702	240,486
Team Leader	44.4%	42.7%	42.1%	38.2%	39.6%	39.8%	9.2%	9.5%	9.8%	4.6%	4.8%	4.7%	3.6%	3.4%	3.6%	49,403	53,277	49,531
Supervisor	45.9%	44.5%	42.4%	38.2%	39.5%	40.6%	8.1%	8.5%	9.1%	4.5%	4.4%	4.8%	3.3%	3.1%	3.1%	52,150	52,419	48,524
Manager	52.7%	51.3%	49.6%	33.4%	34.3%	35.4%	6.9%	7.4%	7.9%	4.0%	4.1%	4.1%	3.0%	2.9%	3.0%	24,684	24,310	21,562
Senior Leader	62.4%	59.3%	57.9%	25.7%	29.4%	29.6%	5.5%	5.9%	7.2%	3.2%	2.7%	3.0%	3.2%	2.7%	2.4%	8,080	8,040	7,024
<b>Sex</b>																		
Male	44.1%	42.6%	41.1%	38.7%	39.8%	40.9%	9.2%	9.6%	9.8%	4.3%	4.5%	4.7%	3.6%	3.5%	3.5%	196,320	204,958	188,398
Female	41.9%	40.4%	38.8%	37.9%	39.0%	39.6%	10.5%	10.6%	11.0%	5.3%	5.6%	5.9%	4.3%	4.4%	4.6%	184,821	188,507	174,512
<b>Hispanic or Latino</b>																		
Yes	42.4%	40.6%	39.7%	37.1%	38.8%	38.3%	11.0%	10.9%	11.8%	5.1%	5.3%	5.5%	4.4%	4.4%	4.6%	33,479	33,892	30,704
No	43.3%	41.8%	40.2%	38.5%	39.6%	40.6%	9.6%	9.9%	10.2%	4.7%	4.9%	5.2%	3.9%	3.8%	3.9%	343,783	355,773	328,446
<b>Race</b>																		
American Indian/ Alaska Native	32.5%	33.3%	31.8%	36.7%	38.0%	39.6%	16.4%	14.8%	14.7%	7.1%	7.3%	7.7%	7.3%	6.5%	6.3%	7,812	8,350	7,517
Asian	42.9%	40.5%	39.0%	39.5%	42.0%	42.5%	10.3%	10.1%	10.7%	4.0%	4.1%	4.4%	3.3%	3.2%	3.5%	19,490	18,662	17,045
Black/African American	41.4%	40.1%	38.1%	39.5%	39.8%	40.7%	10.0%	10.4%	11.0%	4.7%	5.2%	5.4%	4.4%	4.4%	4.9%	57,826	60,060	55,800
Native Hawaiian/ Pacific Islander	38.3%	35.9%	35.1%	36.7%	40.6%	40.2%	13.5%	13.2%	14.4%	5.4%	5.3%	6.2%	6.0%	5.1%	4.1%	2,199	2,474	2,329
White	44.6%	42.9%	41.4%	38.0%	39.3%	40.2%	9.2%	9.4%	9.7%	4.6%	4.8%	5.1%	3.6%	3.6%	3.6%	263,839	273,616	252,637
Two or more races (Not Hispanic/ Latino)	39.6%	38.5%	38.2%	37.8%	37.4%	38.8%	11.3%	12.8%	12.4%	5.7%	6.1%	5.7%	5.6%	5.2%	4.9%	14,354	14,457	13,027

## Report by Demographics

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>42.8%</b>	<b>41.3%</b>	<b>39.7%</b>	<b>38.5%</b>	<b>39.6%</b>	<b>40.5%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.6%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>5.2%</b>	<b>4.0%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>397,483</b>	<b>410,437</b>	<b>380,603</b>
<b>Age Group</b>																		
25 and under	50.3%	48.0%	47.6%	37.8%	38.8%	37.0%	6.5%	7.6%	9.2%	2.8%	2.3%	3.5%	2.6%	3.3%	2.6%	2,717	2,658	2,664
26-29	49.5%	46.5%	44.9%	35.3%	38.3%	37.9%	8.5%	7.9%	9.1%	3.6%	4.1%	4.5%	3.1%	3.3%	3.6%	11,121	12,272	12,426
30-39	45.8%	44.3%	42.7%	37.4%	38.5%	39.3%	8.7%	9.0%	9.5%	4.3%	4.6%	4.8%	3.7%	3.7%	3.8%	74,141	72,649	65,148
40-49	43.0%	41.5%	39.9%	38.3%	39.2%	40.3%	9.7%	10.0%	10.5%	4.8%	5.1%	5.2%	4.2%	4.2%	4.2%	103,620	108,095	101,696
50-59	41.0%	39.5%	37.8%	39.2%	40.2%	41.3%	10.5%	11.0%	11.2%	5.1%	5.4%	5.5%	4.1%	4.0%	4.2%	142,966	149,315	138,599
60+	40.0%	38.7%	37.6%	39.5%	41.2%	41.9%	11.5%	11.4%	11.3%	5.1%	5.2%	5.6%	3.9%	3.5%	3.7%	61,649	63,694	57,346
<b>Level of Education</b>																		
Less than High School	30.9%	30.9%	34.3%	39.6%	42.8%	38.8%	19.3%	16.9%	14.4%	3.6%	5.0%	8.4%	6.6%	4.3%	4.1%	360	403	387
H.S. Diploma/ GED or equiv	38.3%	36.3%	35.7%	42.3%	42.3%	43.7%	11.7%	12.4%	11.6%	3.9%	5.0%	5.5%	3.8%	4.1%	3.5%	16,233	19,322	18,989
Trade/Technical Certificate	35.9%	33.3%	31.1%	41.3%	42.9%	44.6%	12.5%	13.0%	13.0%	6.0%	6.1%	6.5%	4.3%	4.6%	4.9%	8,188	9,564	8,980
Some College (no degree)	38.2%	37.1%	35.7%	40.3%	41.1%	41.3%	11.7%	12.0%	12.6%	5.4%	5.4%	5.9%	4.4%	4.3%	4.5%	52,749	60,166	57,810
Associate's Degree	37.6%	36.7%	35.6%	40.8%	41.5%	41.9%	11.4%	11.5%	12.0%	5.4%	5.6%	5.7%	4.8%	4.6%	4.8%	27,829	31,347	29,407
Bachelor's Degree	43.7%	42.5%	41.3%	38.7%	40.0%	40.8%	9.4%	9.2%	9.5%	4.5%	4.7%	4.8%	3.7%	3.6%	3.6%	132,083	135,670	124,841
Master's Degree	47.0%	45.7%	43.8%	36.6%	37.4%	38.6%	8.3%	8.7%	8.9%	4.6%	4.7%	4.9%	3.6%	3.6%	3.7%	101,677	98,103	87,514
Doctoral/ Professional Degree	51.6%	49.6%	47.8%	32.4%	34.3%	35.0%	7.9%	8.0%	8.5%	4.4%	4.5%	4.9%	3.7%	3.6%	3.8%	44,128	40,989	36,589
<b>Pay Category</b>																		
Federal Wage System	32.4%	32.3%	30.5%	43.1%	43.3%	44.2%	13.0%	12.8%	13.7%	6.3%	6.3%	6.6%	5.2%	5.3%	5.1%	9,566	12,642	12,247
GS 1-6	37.2%	35.8%	34.3%	39.6%	39.7%	40.6%	12.6%	13.3%	13.4%	5.3%	6.3%	6.5%	5.3%	5.0%	5.3%	18,671	21,916	21,922
GS 7-12	41.3%	39.7%	38.6%	39.6%	40.7%	41.3%	10.1%	10.4%	10.7%	4.9%	5.1%	5.4%	4.2%	4.1%	4.0%	153,131	166,358	157,496
GS 13-15	49.4%	47.8%	46.3%	35.6%	36.9%	38.1%	7.9%	8.1%	8.2%	4.0%	4.1%	4.2%	3.1%	3.1%	3.2%	169,413	162,312	143,951
SES	69.4%	67.3%	65.1%	22.1%	23.3%	24.3%	4.1%	4.6%	5.9%	2.3%	2.6%	2.7%	2.0%	2.2%	2.0%	5,762	5,707	4,885
SL/ST	53.3%	53.0%	47.4%	31.4%	31.3%	36.4%	7.5%	7.5%	8.8%	4.7%	4.4%	4.4%	3.1%	3.8%	3.0%	1,571	1,536	1,380
Other	39.6%	39.0%	37.5%	39.8%	41.1%	41.7%	11.1%	10.5%	10.8%	5.4%	5.5%	5.7%	4.1%	3.9%	4.3%	25,826	25,610	23,045

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>42.8%</b>	<b>41.3%</b>	<b>39.7%</b>	<b>38.5%</b>	<b>39.6%</b>	<b>40.5%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.6%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>5.2%</b>	<b>4.0%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>397,483</b>	<b>410,437</b>	<b>380,603</b>
<b>Time in Federal Government</b>																		
< 1 year	56.1%	55.6%	49.9%	34.4%	34.9%	37.8%	5.7%	5.5%	7.5%	2.2%	2.2%	3.1%	1.6%	1.7%	1.7%	6,847	6,025	3,158
1-3 years	48.9%	47.0%	47.0%	36.2%	37.7%	37.5%	8.3%	8.6%	8.4%	3.8%	3.8%	3.9%	2.9%	2.8%	3.1%	29,920	28,261	32,833
4-5 years	45.3%	44.0%	42.6%	37.4%	39.1%	39.8%	9.4%	8.9%	9.4%	4.4%	4.8%	4.7%	3.5%	3.3%	3.4%	30,104	41,105	43,292
6-10 years	43.1%	41.2%	39.1%	38.6%	39.5%	40.2%	9.5%	10.0%	11.0%	4.7%	5.1%	5.5%	4.1%	4.2%	4.2%	91,717	87,811	73,341
11-14 years	40.9%	39.2%	37.6%	39.1%	40.4%	41.1%	10.5%	10.8%	11.1%	5.1%	5.4%	5.7%	4.4%	4.3%	4.5%	54,857	56,766	51,300
15-20 years	40.1%	38.4%	37.0%	39.0%	40.3%	41.2%	10.8%	11.1%	11.5%	5.4%	5.7%	5.8%	4.7%	4.5%	4.5%	51,733	48,748	39,908
> 20 years	41.6%	40.5%	38.8%	39.0%	39.8%	41.2%	10.4%	10.6%	10.6%	5.0%	5.1%	5.3%	4.0%	4.0%	4.0%	119,558	128,191	121,777
<b>Time with Current Agency</b>																		
< 1 year	53.4%	52.1%	48.3%	34.4%	35.9%	38.0%	6.8%	6.9%	8.2%	2.9%	2.9%	3.3%	2.4%	2.2%	2.1%	13,169	11,890	6,509
1-3 years	47.7%	45.5%	45.2%	36.2%	37.5%	37.4%	8.7%	9.1%	9.2%	3.9%	4.5%	4.5%	3.6%	3.4%	3.7%	47,684	44,551	49,815
4-5 years	43.8%	42.6%	40.9%	37.4%	39.0%	40.1%	9.7%	9.5%	10.0%	4.9%	5.0%	5.1%	4.2%	3.9%	3.9%	38,129	49,918	51,762
6-10 years	41.3%	40.3%	38.3%	39.2%	39.7%	40.5%	10.1%	10.4%	11.1%	5.0%	5.3%	5.7%	4.3%	4.4%	4.3%	98,003	95,808	80,881
11-20 years	40.1%	38.8%	37.2%	39.5%	40.6%	41.4%	10.8%	10.9%	11.3%	5.4%	5.4%	5.7%	4.2%	4.2%	4.4%	98,710	98,975	86,221
> 20 years	43.3%	41.4%	39.9%	38.9%	40.2%	41.5%	9.8%	10.1%	10.0%	4.5%	4.7%	5.0%	3.5%	3.6%	3.5%	87,731	94,529	89,206
<b>Leaving</b>																		
No	50.0%	48.0%	46.1%	37.6%	38.9%	40.0%	7.5%	7.9%	8.3%	3.0%	3.2%	3.5%	1.9%	2.0%	2.1%	259,336	263,426	240,194
Yes, to retire	37.5%	36.4%	34.3%	40.9%	42.6%	44.0%	11.5%	11.7%	11.8%	5.9%	5.8%	5.9%	4.3%	3.6%	4.0%	22,271	24,054	22,965
Yes, to other job in Govt	30.0%	29.2%	28.8%	40.1%	40.8%	40.9%	14.2%	14.1%	14.3%	8.2%	8.3%	8.5%	7.6%	7.5%	7.5%	70,642	73,473	68,075
Yes, to other job outside Govt	29.1%	29.9%	29.5%	39.5%	39.0%	40.2%	13.1%	13.4%	13.2%	9.4%	9.4%	9.0%	9.0%	8.2%	8.1%	13,779	15,864	15,604
Yes, other	25.1%	24.7%	24.5%	37.9%	38.8%	38.4%	17.2%	17.0%	17.1%	9.1%	9.3%	9.9%	10.7%	10.2%	10.1%	17,991	19,321	18,044
<b>Retiring</b>																		
Within 1 year	37.3%	36.1%	34.1%	39.7%	41.4%	43.0%	11.6%	11.3%	11.7%	6.0%	6.5%	6.3%	5.4%	4.7%	5.0%	13,557	14,829	13,933
Between 1-3 years	39.0%	37.3%	36.5%	40.4%	42.1%	42.9%	11.5%	11.5%	11.4%	5.3%	5.3%	5.7%	3.9%	3.7%	3.4%	38,006	39,930	36,266
Between 3-5 years	40.6%	38.3%	36.8%	39.7%	41.4%	42.3%	10.7%	11.3%	11.2%	5.2%	5.2%	5.6%	3.9%	3.8%	4.0%	42,198	43,463	39,580
5 or more years	44.3%	42.9%	41.4%	37.9%	38.8%	39.7%	9.4%	9.6%	10.0%	4.6%	4.8%	5.0%	3.9%	3.8%	3.9%	287,556	294,768	271,596

## Report by Demographics

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>42.8%</b>	<b>41.3%</b>	<b>39.7%</b>	<b>38.5%</b>	<b>39.6%</b>	<b>40.5%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.6%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>5.2%</b>	<b>4.0%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>397,483</b>	<b>410,437</b>	<b>380,603</b>
<b>Self-Identify as:</b>																		
Heterosexual	44.4%	42.8%	41.0%	38.2%	39.4%	40.3%	9.2%	9.5%	9.9%	4.5%	4.7%	5.0%	3.7%	3.6%	3.8%	306,643	317,837	293,908
LGBT*	45.9%	44.4%	43.2%	34.3%	35.5%	35.1%	9.0%	9.9%	9.9%	6.0%	5.6%	6.9%	4.8%	4.7%	5.0%	11,335	11,047	9,809
Prefer not to say	34.7%	33.7%	33.3%	40.0%	40.7%	41.5%	13.5%	13.4%	13.5%	6.2%	6.5%	6.4%	5.5%	5.7%	5.3%	47,016	48,118	43,751
<b>Military Service</b>																		
No Prior Military Service	44.0%	42.4%	41.1%	38.0%	39.2%	39.8%	9.5%	9.7%	10.0%	4.7%	4.9%	5.2%	3.8%	3.9%	4.0%	277,680	281,357	257,630
Currently in Guard/Reserves	43.5%	39.5%	40.1%	37.0%	40.8%	39.6%	9.5%	10.0%	10.5%	4.9%	5.5%	5.6%	5.0%	4.2%	4.1%	6,158	6,999	6,524
Retired Separated/Discharged	44.7%	42.7%	41.1%	39.1%	40.1%	41.2%	9.1%	9.9%	10.1%	3.8%	4.4%	4.6%	3.2%	2.9%	2.9%	39,650	43,333	41,610
	39.5%	38.7%	36.5%	39.2%	39.9%	41.4%	11.0%	11.3%	11.8%	5.4%	5.5%	5.7%	4.9%	4.6%	4.6%	55,762	59,606	55,064
<b>Disability</b>																		
Yes	39.7%	37.9%	36.3%	37.1%	37.9%	38.8%	11.4%	12.2%	12.5%	6.0%	6.5%	6.7%	5.8%	5.6%	5.7%	51,624	53,460	48,904
No	43.9%	42.4%	40.8%	38.6%	39.8%	40.6%	9.4%	9.6%	10.0%	4.5%	4.7%	4.9%	3.6%	3.5%	3.6%	328,768	339,019	312,870

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>34.9%</b>	<b>33.7%</b>	<b>32.4%</b>	<b>42.7%</b>	<b>43.8%</b>	<b>45.0%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>8.6%</b>	<b>4.1%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>397,581</b>	<b>410,472</b>	<b>380,812</b>
<b>Work Location</b>																		
Headquarters	37.0%	35.8%	34.4%	41.2%	42.4%	43.4%	9.6%	9.8%	9.9%	8.1%	8.2%	8.6%	4.1%	3.9%	3.8%	155,328	156,180	142,678
Field	34.1%	32.9%	31.7%	43.4%	44.5%	45.7%	10.1%	10.1%	10.2%	8.3%	8.4%	8.5%	4.2%	4.1%	3.9%	229,229	239,939	221,863
<b>Supervisory Status</b>																		
Non-Supervisor	33.7%	32.5%	31.3%	43.6%	44.7%	45.7%	10.1%	10.3%	10.4%	8.3%	8.3%	8.5%	4.3%	4.2%	4.1%	252,643	260,702	240,706
Team Leader	35.9%	34.7%	33.9%	41.9%	43.0%	44.0%	9.9%	9.9%	9.7%	8.3%	8.4%	8.6%	4.1%	4.0%	3.8%	49,418	53,288	49,533
Supervisor	36.8%	35.7%	33.8%	41.9%	43.0%	44.4%	9.6%	9.6%	10.0%	8.2%	8.5%	8.7%	3.4%	3.3%	3.2%	52,137	52,440	48,515
Manager	43.3%	41.9%	40.1%	36.8%	37.8%	39.3%	8.8%	9.0%	9.1%	7.5%	8.1%	8.3%	3.6%	3.2%	3.3%	24,663	24,311	21,574
Senior Leader	52.6%	50.4%	47.9%	30.7%	31.9%	33.7%	7.1%	7.9%	8.7%	6.2%	7.0%	7.0%	3.4%	2.8%	2.8%	8,094	8,048	7,028
<b>Sex</b>																		
Male	35.6%	34.5%	33.2%	42.2%	43.2%	44.6%	10.2%	10.3%	10.4%	7.9%	8.0%	8.2%	4.2%	4.0%	3.7%	196,416	205,013	188,503
Female	34.8%	33.4%	32.1%	43.1%	44.3%	45.1%	9.4%	9.6%	9.8%	8.6%	8.8%	9.0%	4.0%	3.9%	4.1%	184,841	188,491	174,645
<b>Hispanic or Latino</b>																		
Yes	34.0%	32.4%	31.3%	39.9%	41.4%	42.2%	11.4%	11.5%	12.1%	9.3%	9.5%	9.3%	5.5%	5.2%	5.1%	33,497	33,911	30,701
No	35.5%	34.2%	32.9%	42.9%	43.9%	45.1%	9.6%	9.8%	9.9%	8.1%	8.2%	8.4%	4.0%	3.8%	3.7%	343,873	355,788	328,686
<b>Race</b>																		
American Indian/ Alaska Native	27.2%	26.9%	24.8%	42.1%	42.4%	44.2%	14.0%	14.0%	14.0%	9.7%	10.0%	11.4%	6.9%	6.7%	5.6%	7,803	8,348	7,521
Asian	35.6%	34.1%	33.0%	43.5%	44.7%	46.1%	12.2%	11.6%	11.5%	5.7%	6.3%	6.4%	2.9%	3.3%	3.1%	19,495	18,665	17,054
Black/African American	34.3%	33.1%	31.6%	43.5%	44.4%	45.2%	9.2%	9.6%	9.9%	8.2%	8.5%	8.6%	4.8%	4.4%	4.5%	57,836	60,106	55,930
Native Hawaiian/ Pacific Islander	30.4%	29.2%	29.3%	41.2%	42.3%	41.8%	14.1%	15.8%	14.2%	8.9%	7.4%	8.5%	5.4%	5.1%	6.2%	2,208	2,477	2,325
White	36.3%	34.9%	33.6%	42.2%	43.5%	44.7%	9.4%	9.6%	9.6%	8.2%	8.3%	8.5%	3.9%	3.7%	3.6%	263,925	273,604	252,730
Two or more races (Not Hispanic/ Latino)	32.2%	31.6%	31.1%	42.0%	42.1%	43.7%	11.0%	11.1%	12.0%	9.3%	9.5%	8.6%	5.5%	5.7%	4.6%	14,352	14,450	13,035

## Report by Demographics

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>34.9%</b>	<b>33.7%</b>	<b>32.4%</b>	<b>42.7%</b>	<b>43.8%</b>	<b>45.0%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>8.6%</b>	<b>4.1%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>397,581</b>	<b>410,472</b>	<b>380,812</b>
<b>Age Group</b>																		
25 and under	46.1%	43.3%	42.9%	41.0%	42.4%	40.4%	6.0%	7.5%	7.6%	4.2%	3.8%	6.5%	2.8%	2.9%	2.7%	2,720	2,653	2,665
26-29	42.5%	40.8%	38.9%	39.2%	40.9%	41.5%	8.6%	7.6%	8.7%	6.6%	7.0%	7.1%	3.2%	3.8%	3.8%	11,130	12,268	12,414
30-39	38.7%	37.2%	36.1%	41.1%	42.5%	43.7%	8.4%	8.7%	8.7%	7.5%	7.7%	7.7%	4.3%	3.9%	3.9%	74,159	72,625	65,147
40-49	35.3%	34.3%	32.9%	42.4%	43.3%	44.6%	9.6%	9.8%	10.1%	8.3%	8.3%	8.5%	4.4%	4.3%	4.1%	103,601	108,086	101,652
50-59	33.1%	31.7%	30.3%	43.5%	44.5%	45.8%	10.5%	10.9%	10.9%	8.8%	8.9%	9.2%	4.2%	4.0%	3.9%	143,002	149,294	138,753
60+	30.5%	29.2%	28.3%	44.7%	46.0%	47.0%	12.5%	12.3%	12.2%	8.6%	8.9%	9.1%	3.7%	3.6%	3.4%	61,701	63,794	57,453
<b>Level of Education</b>																		
Less than High School	23.6%	25.4%	28.2%	44.8%	42.5%	43.0%	20.9%	21.1%	14.5%	3.4%	5.0%	11.5%	7.3%	6.0%	2.8%	362	403	394
H.S. Diploma/ GED or equiv	30.8%	28.9%	28.5%	44.7%	45.6%	46.6%	12.4%	12.5%	12.9%	7.8%	8.3%	8.3%	4.4%	4.6%	3.7%	16,258	19,341	19,032
Trade/Technical Certificate	28.5%	27.2%	25.2%	45.6%	46.3%	47.8%	12.5%	12.9%	12.4%	8.6%	8.9%	10.3%	4.7%	4.7%	4.3%	8,198	9,577	8,980
Some College (no degree)	31.1%	30.1%	29.0%	43.4%	44.2%	45.3%	11.8%	12.0%	11.7%	8.9%	9.1%	9.4%	4.8%	4.6%	4.5%	52,812	60,185	57,899
Associate's Degree	30.1%	29.6%	28.6%	43.4%	45.2%	45.2%	11.6%	11.4%	12.0%	9.7%	9.2%	9.6%	5.2%	4.5%	4.6%	27,819	31,334	29,466
Bachelor's Degree	36.0%	35.0%	33.8%	43.3%	44.2%	45.6%	9.1%	9.3%	9.2%	7.8%	7.8%	7.9%	3.8%	3.7%	3.5%	132,078	135,665	124,871
Master's Degree	38.5%	37.5%	35.9%	40.9%	41.9%	43.3%	8.5%	8.6%	8.7%	8.3%	8.2%	8.4%	3.8%	3.7%	3.8%	101,698	98,123	87,502
Doctoral/ Professional Degree	41.9%	39.9%	38.9%	39.7%	41.4%	42.1%	8.5%	8.1%	8.8%	6.8%	7.5%	7.1%	3.1%	3.1%	3.1%	44,118	40,978	36,611
<b>Pay Category</b>																		
Federal Wage System	25.3%	24.9%	24.1%	43.9%	44.8%	45.4%	13.8%	14.0%	14.3%	11.0%	10.6%	11.2%	6.0%	5.7%	5.0%	9,578	12,660	12,268
GS 1-6	30.7%	29.2%	28.4%	43.6%	45.0%	45.3%	11.9%	12.2%	12.0%	8.7%	8.9%	9.4%	5.2%	4.8%	4.8%	18,673	21,952	21,980
GS 7-12	33.8%	32.6%	31.4%	43.3%	44.3%	45.6%	10.0%	10.3%	10.3%	8.5%	8.4%	8.6%	4.4%	4.3%	4.0%	153,196	166,390	157,645
GS 13-15	40.6%	39.0%	37.8%	40.9%	42.1%	43.3%	8.3%	8.3%	8.4%	7.1%	7.5%	7.5%	3.2%	3.1%	3.1%	169,416	162,261	143,939
SES	59.6%	57.0%	54.7%	27.8%	29.6%	31.2%	5.5%	6.3%	6.2%	5.3%	5.2%	5.7%	1.8%	1.9%	2.2%	5,772	5,710	4,887
SL/ST	39.6%	41.2%	35.9%	38.7%	36.6%	40.4%	9.9%	9.5%	11.0%	7.5%	8.9%	9.4%	4.2%	3.8%	3.3%	1,568	1,535	1,385
Other	31.4%	31.9%	30.6%	44.7%	45.4%	46.6%	10.7%	10.0%	10.2%	8.9%	8.6%	8.7%	4.2%	4.1%	4.0%	25,842	25,620	23,055

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>34.9%</b>	<b>33.7%</b>	<b>32.4%</b>	<b>42.7%</b>	<b>43.8%</b>	<b>45.0%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>8.6%</b>	<b>4.1%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>397,581</b>	<b>410,472</b>	<b>380,812</b>
<b>Time in Federal Government</b>																		
< 1 year	47.0%	47.5%	41.6%	38.1%	37.0%	40.8%	8.4%	7.7%	9.3%	4.4%	4.9%	5.5%	2.2%	2.8%	2.8%	6,866	6,025	3,156
1-3 years	41.4%	39.6%	40.1%	39.6%	42.2%	42.0%	8.3%	8.2%	7.8%	7.2%	6.9%	7.0%	3.5%	3.1%	3.1%	29,925	28,252	32,842
4-5 years	37.2%	36.5%	35.3%	41.7%	42.6%	43.8%	9.0%	9.2%	9.2%	8.1%	8.0%	8.3%	4.0%	3.6%	3.5%	30,105	41,093	43,294
6-10 years	35.4%	33.9%	32.2%	42.2%	43.7%	44.7%	9.7%	9.7%	10.0%	8.4%	8.5%	8.9%	4.3%	4.2%	4.3%	91,784	87,841	73,344
11-14 years	33.4%	32.2%	30.5%	43.2%	44.0%	45.6%	10.5%	10.6%	11.0%	8.5%	8.7%	9.0%	4.4%	4.5%	4.0%	54,846	56,747	51,306
15-20 years	32.3%	31.0%	29.7%	43.2%	44.7%	45.7%	10.9%	10.8%	11.0%	8.9%	9.0%	9.1%	4.7%	4.5%	4.5%	51,739	48,760	39,965
> 20 years	33.3%	32.1%	30.6%	44.2%	44.6%	46.1%	10.2%	10.9%	10.9%	8.2%	8.6%	8.7%	4.0%	3.8%	3.8%	119,563	128,243	121,928
<b>Time with Current Agency</b>																		
< 1 year	43.9%	43.3%	38.4%	38.2%	37.7%	40.7%	9.7%	9.8%	11.6%	5.3%	5.7%	6.1%	2.9%	3.6%	3.2%	13,183	11,884	6,499
1-3 years	40.0%	38.3%	38.2%	40.2%	42.1%	42.1%	8.5%	8.5%	8.7%	7.5%	7.6%	7.6%	3.8%	3.4%	3.4%	47,678	44,576	49,848
4-5 years	36.0%	35.4%	33.8%	41.9%	42.8%	44.3%	9.4%	9.4%	9.4%	8.4%	8.3%	8.5%	4.3%	4.1%	4.0%	38,117	49,918	51,772
6-10 years	33.8%	33.1%	31.5%	42.8%	43.9%	45.0%	10.0%	9.9%	10.1%	8.9%	8.7%	9.1%	4.5%	4.4%	4.3%	98,089	95,822	80,902
11-20 years	32.5%	31.3%	30.0%	43.7%	44.8%	45.9%	10.7%	10.8%	11.0%	8.7%	8.8%	9.0%	4.4%	4.3%	4.1%	98,719	98,996	86,298
> 20 years	34.5%	32.6%	31.2%	44.2%	44.9%	46.4%	10.0%	10.7%	10.6%	7.7%	8.3%	8.3%	3.6%	3.5%	3.4%	87,714	94,521	89,298
<b>Leaving</b>																		
No	41.3%	39.6%	38.1%	41.4%	42.7%	44.0%	8.8%	9.1%	9.0%	6.2%	6.3%	6.5%	2.4%	2.3%	2.3%	259,450	263,468	240,338
Yes, to retire	27.7%	27.1%	25.2%	45.9%	46.8%	47.6%	12.7%	12.5%	13.0%	9.4%	9.8%	10.3%	4.3%	3.8%	4.0%	22,279	24,096	23,026
Yes, to other job in Govt	24.1%	23.4%	23.0%	44.5%	45.5%	46.0%	11.3%	11.3%	11.6%	12.3%	12.4%	12.4%	7.8%	7.3%	6.9%	70,615	73,459	68,089
Yes, to other job outside Govt	23.5%	23.8%	23.0%	44.3%	45.1%	46.2%	10.3%	10.9%	10.6%	13.6%	11.9%	12.8%	8.2%	8.3%	7.4%	13,773	15,861	15,623
Yes, other	19.6%	19.9%	19.7%	45.0%	45.0%	46.0%	14.3%	13.7%	13.8%	12.5%	12.6%	12.5%	8.6%	8.8%	8.0%	17,989	19,308	18,051
<b>Retiring</b>																		
Within 1 year	27.6%	27.2%	25.5%	44.8%	46.2%	46.4%	12.4%	11.6%	12.5%	10.0%	10.5%	10.9%	5.2%	4.4%	4.7%	13,562	14,857	13,970
Between 1-3 years	29.9%	28.5%	27.4%	45.4%	46.2%	47.7%	11.8%	12.5%	12.0%	9.1%	9.0%	9.5%	3.8%	3.8%	3.4%	38,014	39,938	36,324
Between 3-5 years	31.7%	29.6%	28.4%	44.2%	45.2%	46.8%	11.3%	11.6%	11.5%	8.6%	9.3%	9.3%	4.2%	4.3%	4.0%	42,227	43,486	39,637
5 or more years	36.8%	35.6%	34.3%	41.9%	43.1%	44.1%	9.3%	9.4%	9.5%	8.0%	8.0%	8.2%	4.1%	3.9%	3.8%	287,630	294,759	271,703

## Report by Demographics

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>34.9%</b>	<b>33.7%</b>	<b>32.4%</b>	<b>42.7%</b>	<b>43.8%</b>	<b>45.0%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>8.6%</b>	<b>4.1%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>397,581</b>	<b>410,472</b>	<b>380,812</b>
<b>Self-Identify as:</b>																		
Heterosexual	36.3%	34.9%	33.4%	42.2%	43.6%	44.6%	9.5%	9.7%	9.9%	8.0%	8.1%	8.4%	3.9%	3.8%	3.7%	306,771	317,860	294,128
LGBT*	38.0%	37.0%	36.9%	40.2%	41.1%	41.0%	8.3%	8.1%	8.5%	8.8%	9.0%	9.3%	4.7%	4.8%	4.4%	11,323	11,047	9,815
Prefer not to say	28.1%	27.6%	26.9%	44.9%	45.1%	47.0%	12.2%	12.5%	12.1%	9.5%	9.4%	9.2%	5.3%	5.3%	4.8%	47,028	48,137	43,786
<b>Military Service</b>																		
No Prior Military Service	36.1%	34.9%	33.7%	43.3%	44.3%	45.2%	9.3%	9.5%	9.6%	7.7%	7.8%	8.0%	3.6%	3.6%	3.5%	277,759	281,416	257,786
Currently in Guard/Reserves	35.0%	31.9%	31.9%	38.7%	42.2%	42.3%	10.2%	10.9%	10.7%	9.5%	9.5%	10.0%	6.6%	5.6%	5.1%	6,153	6,990	6,524
Retired Separated/Discharged	35.7%	34.1%	33.0%	40.7%	41.7%	43.1%	10.5%	10.9%	10.7%	8.8%	9.1%	9.4%	4.2%	4.2%	3.8%	39,662	43,353	41,644
Disability																		
Yes	33.0%	31.4%	29.8%	40.8%	41.7%	43.2%	10.9%	11.6%	11.8%	9.4%	9.7%	9.8%	5.9%	5.6%	5.4%	51,643	53,518	48,968
No	35.7%	34.5%	33.2%	42.9%	44.1%	45.2%	9.6%	9.7%	9.8%	8.0%	8.0%	8.3%	3.7%	3.6%	3.6%	328,851	339,017	313,057

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(51) I have trust and confidence in my supervisor.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>35.7%</b>	<b>34.2%</b>	<b>32.8%</b>	<b>31.7%</b>	<b>32.3%</b>	<b>32.6%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>17.2%</b>	<b>8.5%</b>	<b>8.9%</b>	<b>9.2%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>398,003</b>	<b>410,689</b>	<b>380,967</b>
<b>Work Location</b>																		
Headquarters	38.2%	36.9%	35.0%	30.8%	31.6%	32.1%	15.3%	15.6%	16.3%	7.9%	8.3%	8.7%	7.8%	7.6%	7.8%	155,529	156,271	142,737
Field	34.6%	33.1%	31.9%	32.3%	32.6%	32.8%	16.0%	16.8%	17.3%	8.8%	9.3%	9.4%	8.3%	8.2%	8.5%	229,479	240,100	221,983
<b>Supervisory Status</b>																		
Non-Supervisor	34.2%	32.7%	31.3%	31.6%	32.0%	32.4%	16.6%	17.3%	17.8%	8.9%	9.3%	9.6%	8.7%	8.7%	9.0%	252,926	260,860	240,834
Team Leader	36.1%	34.8%	34.3%	32.0%	32.8%	32.7%	15.5%	15.9%	16.5%	8.5%	8.9%	9.0%	7.9%	7.6%	7.6%	49,466	53,324	49,561
Supervisor	38.8%	37.6%	35.0%	33.2%	34.2%	34.7%	14.3%	14.1%	15.4%	7.4%	7.8%	8.4%	6.4%	6.3%	6.5%	52,213	52,468	48,549
Manager	45.0%	43.5%	42.6%	30.9%	31.7%	31.3%	11.9%	12.4%	13.1%	6.5%	6.8%	7.2%	5.7%	5.6%	5.8%	24,694	24,321	21,571
Senior Leader	57.0%	53.3%	52.3%	25.0%	27.2%	27.1%	8.8%	10.2%	11.2%	4.6%	5.3%	5.4%	4.6%	4.0%	4.0%	8,089	8,049	7,022
<b>Sex</b>																		
Male	36.9%	35.5%	34.1%	32.9%	33.4%	34.0%	14.9%	15.6%	16.1%	7.8%	8.1%	8.3%	7.5%	7.5%	7.5%	196,609	205,158	188,566
Female	34.8%	33.3%	31.8%	30.2%	30.8%	30.8%	16.9%	17.2%	18.1%	9.4%	10.0%	10.2%	8.7%	8.6%	9.1%	185,099	188,597	174,749
<b>Hispanic or Latino</b>																		
Yes	35.0%	33.3%	32.4%	29.6%	30.4%	29.9%	16.8%	17.5%	18.2%	9.0%	9.5%	9.4%	9.6%	9.4%	10.0%	33,541	33,928	30,728
No	36.2%	34.7%	33.2%	32.0%	32.5%	32.9%	15.6%	16.2%	16.8%	8.4%	8.8%	9.1%	7.9%	7.8%	8.0%	344,282	356,028	328,814
<b>Race</b>																		
American Indian/ Alaska Native	28.6%	29.5%	26.6%	28.2%	28.8%	30.7%	18.6%	18.2%	20.0%	11.1%	10.9%	10.9%	13.3%	12.7%	11.8%	7,812	8,358	7,527
Asian	37.2%	35.7%	34.0%	35.2%	36.3%	35.7%	15.6%	15.5%	17.0%	6.2%	6.7%	6.8%	5.8%	5.8%	6.5%	19,517	18,679	17,059
Black/African American	33.4%	31.9%	29.8%	30.7%	30.9%	31.5%	17.7%	18.4%	18.9%	8.6%	9.4%	9.4%	9.6%	9.4%	10.4%	57,913	60,112	55,939
Native Hawaiian/ Pacific Islander	33.1%	31.0%	30.6%	31.4%	33.3%	32.6%	18.8%	18.2%	17.9%	6.7%	8.7%	10.9%	10.0%	8.7%	8.0%	2,202	2,474	2,322
White	37.4%	35.8%	34.5%	32.0%	32.7%	32.9%	14.8%	15.4%	16.1%	8.4%	8.7%	9.1%	7.4%	7.4%	7.5%	264,254	273,802	252,869
Two or more races (Not Hispanic/ Latino)	33.1%	31.7%	31.4%	28.9%	28.8%	30.2%	17.5%	19.0%	18.7%	9.3%	10.2%	9.7%	11.3%	10.3%	10.0%	14,373	14,473	13,042

## Report by Demographics

*(51) I have trust and confidence in my supervisor.*

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>35.7%</b>	<b>34.2%</b>	<b>32.8%</b>	<b>31.7%</b>	<b>32.3%</b>	<b>32.6%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>17.2%</b>	<b>8.5%</b>	<b>8.9%</b>	<b>9.2%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>398,003</b>	<b>410,689</b>	<b>380,967</b>
<b>Age Group</b>																		
25 and under	43.5%	40.6%	39.0%	33.8%	35.2%	34.7%	12.0%	12.6%	12.9%	5.9%	5.5%	6.8%	4.8%	6.0%	6.6%	2,720	2,659	2,665
26-29	40.1%	38.0%	35.6%	32.0%	32.0%	33.0%	13.4%	14.6%	14.6%	7.6%	8.2%	9.3%	6.9%	7.1%	7.5%	11,135	12,274	12,418
30-39	37.3%	35.8%	34.4%	31.1%	31.5%	31.5%	14.9%	15.3%	16.2%	8.4%	9.1%	9.2%	8.2%	8.3%	8.7%	74,269	72,671	65,168
40-49	35.7%	34.3%	32.9%	31.3%	31.8%	32.2%	15.6%	16.4%	16.9%	8.7%	8.9%	9.4%	8.7%	8.7%	8.6%	103,751	108,150	101,738
50-59	34.6%	33.1%	31.5%	32.1%	32.5%	33.2%	16.6%	17.2%	17.9%	8.6%	9.3%	9.3%	8.0%	7.9%	8.2%	143,106	149,385	138,786
60+	34.3%	32.7%	31.7%	32.3%	33.9%	33.6%	17.4%	17.7%	18.6%	8.5%	8.6%	8.8%	7.4%	7.0%	7.2%	61,749	63,798	57,469
<b>Level of Education</b>																		
Less than High School	23.3%	26.9%	27.4%	34.7%	35.3%	34.5%	26.4%	21.0%	19.4%	6.1%	8.0%	9.8%	9.5%	8.8%	8.8%	361	403	391
H.S. Diploma/ GED or equiv	33.4%	31.6%	31.1%	33.5%	34.0%	34.4%	18.1%	17.7%	18.5%	7.5%	8.8%	8.6%	7.5%	7.9%	7.4%	16,285	19,342	19,051
Trade/Technical Certificate	30.3%	27.7%	26.0%	32.0%	32.8%	33.4%	18.4%	19.1%	20.6%	9.9%	10.9%	10.5%	9.3%	9.5%	9.5%	8,202	9,581	8,990
Some College (no degree)	32.4%	31.6%	30.1%	31.3%	31.8%	31.6%	17.9%	18.2%	19.0%	9.1%	9.5%	9.7%	9.3%	9.0%	9.5%	52,848	60,201	57,903
Associate's Degree	31.6%	31.2%	29.7%	32.0%	31.7%	31.7%	17.5%	18.2%	18.9%	9.3%	9.7%	10.1%	9.6%	9.2%	9.6%	27,843	31,367	29,462
Bachelor's Degree	36.3%	35.0%	33.6%	32.5%	33.0%	33.6%	15.2%	15.8%	16.2%	8.3%	8.7%	8.9%	7.7%	7.5%	7.7%	132,287	135,787	124,934
Master's Degree	38.7%	37.1%	35.5%	31.3%	32.0%	32.5%	14.3%	15.0%	15.5%	8.3%	8.4%	8.8%	7.4%	7.5%	7.7%	101,794	98,156	87,567
Doctoral/ Professional Degree	42.8%	40.8%	39.6%	29.1%	30.4%	30.4%	13.5%	13.6%	14.5%	7.6%	8.1%	8.4%	6.9%	7.1%	7.0%	44,172	41,022	36,629
<b>Pay Category</b>																		
Federal Wage System	27.4%	27.1%	26.4%	32.6%	33.3%	32.7%	19.1%	18.4%	19.7%	9.9%	10.3%	10.5%	10.9%	10.8%	10.7%	9,582	12,667	12,274
GS 1-6	31.9%	30.2%	28.8%	30.6%	30.9%	31.4%	18.3%	19.4%	19.3%	9.3%	9.8%	9.9%	10.0%	9.7%	10.7%	18,694	21,943	21,998
GS 7-12	34.3%	32.9%	31.5%	31.9%	32.4%	32.8%	16.4%	17.1%	17.7%	8.7%	9.3%	9.5%	8.6%	8.4%	8.6%	153,399	166,503	157,743
GS 13-15	41.1%	39.5%	38.3%	31.6%	32.4%	32.8%	13.5%	13.9%	14.4%	7.5%	7.9%	8.1%	6.4%	6.4%	6.5%	169,610	162,386	143,986
SES	63.8%	59.8%	59.1%	23.0%	24.8%	24.8%	6.9%	7.9%	8.7%	3.4%	4.2%	4.0%	3.0%	3.4%	3.3%	5,763	5,710	4,882
SL/ST	45.9%	45.1%	40.2%	27.1%	27.6%	29.8%	12.6%	13.1%	16.9%	9.2%	7.6%	8.2%	5.2%	6.6%	4.9%	1,573	1,538	1,384
Other	32.6%	32.3%	30.7%	32.8%	32.9%	32.9%	16.6%	17.3%	18.3%	9.7%	9.2%	9.7%	8.3%	8.3%	8.4%	25,867	25,635	23,066

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(51) I have trust and confidence in my supervisor.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>35.7%</b>	<b>34.2%</b>	<b>32.8%</b>	<b>31.7%</b>	<b>32.3%</b>	<b>32.6%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>17.2%</b>	<b>8.5%</b>	<b>8.9%</b>	<b>9.2%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>398,003</b>	<b>410,689</b>	<b>380,967</b>
<b>Time in Federal Government</b>																		
< 1 year	49.5%	47.7%	41.1%	30.7%	31.8%	35.9%	11.5%	13.2%	12.7%	5.0%	4.0%	5.9%	3.3%	3.3%	4.3%	6,860	6,031	3,158
1-3 years	41.4%	39.3%	39.2%	31.4%	32.3%	32.1%	13.7%	14.5%	14.5%	7.0%	7.7%	7.7%	6.4%	6.2%	6.5%	29,951	28,272	32,849
4-5 years	37.6%	36.3%	34.8%	31.6%	32.6%	32.8%	14.7%	15.1%	16.0%	7.9%	8.4%	8.8%	8.1%	7.6%	7.6%	30,141	41,119	43,310
6-10 years	35.6%	34.2%	32.4%	31.8%	31.6%	31.7%	15.6%	16.2%	17.1%	8.6%	9.3%	9.9%	8.4%	8.6%	9.0%	91,895	87,876	73,383
11-14 years	33.8%	32.3%	31.0%	31.4%	32.2%	32.4%	16.5%	17.0%	17.9%	9.4%	9.5%	9.7%	8.9%	9.0%	9.1%	54,918	56,805	51,347
15-20 years	33.5%	31.6%	30.6%	31.3%	32.2%	32.2%	16.5%	17.4%	17.9%	9.5%	9.7%	9.9%	9.2%	9.0%	9.4%	51,817	48,789	39,986
> 20 years	34.8%	33.6%	31.8%	32.2%	32.8%	33.5%	16.7%	17.0%	17.7%	8.5%	8.9%	9.0%	7.8%	7.6%	8.0%	119,689	128,309	121,981
<b>Time with Current Agency</b>																		
< 1 year	46.6%	44.8%	40.8%	30.7%	31.2%	33.7%	12.6%	14.2%	14.1%	5.6%	5.3%	6.2%	4.5%	4.5%	5.2%	13,186	11,895	6,499
1-3 years	40.2%	38.1%	37.6%	31.3%	31.3%	31.3%	14.1%	15.1%	15.2%	7.2%	8.4%	8.3%	7.3%	7.2%	7.6%	47,752	44,589	49,874
4-5 years	36.3%	35.2%	33.6%	31.0%	32.1%	32.6%	15.1%	15.6%	16.4%	8.7%	8.7%	9.3%	9.0%	8.3%	8.2%	38,161	49,942	51,822
6-10 years	34.2%	33.3%	31.7%	31.7%	31.6%	31.8%	16.2%	16.5%	17.5%	9.0%	9.6%	9.9%	8.9%	8.9%	9.1%	98,184	95,879	80,928
11-20 years	33.2%	31.9%	30.6%	31.6%	32.7%	32.6%	16.9%	17.3%	18.0%	9.5%	9.5%	9.8%	8.7%	8.6%	9.1%	98,854	99,043	86,346
> 20 years	36.2%	34.4%	32.7%	32.8%	33.6%	34.3%	16.1%	16.6%	17.3%	7.9%	8.5%	8.6%	7.0%	7.0%	7.1%	87,822	94,612	89,333
<b>Leaving</b>																		
No	42.8%	40.9%	39.2%	33.6%	34.3%	34.7%	13.4%	14.2%	14.9%	5.9%	6.2%	6.6%	4.3%	4.4%	4.6%	259,633	263,598	240,381
Yes, to retire	30.9%	30.3%	28.3%	32.9%	34.2%	34.6%	18.5%	18.5%	19.5%	9.3%	9.8%	9.5%	8.4%	7.2%	8.2%	22,324	24,112	23,041
Yes, to other job in Govt	22.6%	21.6%	21.2%	28.0%	28.3%	28.0%	20.3%	20.6%	21.0%	13.7%	14.4%	14.4%	15.3%	15.0%	15.4%	70,779	73,526	68,186
Yes, to other job outside Govt	21.9%	21.8%	21.6%	26.1%	27.5%	27.8%	18.9%	18.1%	19.3%	15.9%	15.5%	15.4%	17.2%	17.1%	16.0%	13,797	15,883	15,617
Yes, other	19.1%	18.8%	18.3%	26.0%	25.0%	25.8%	21.5%	22.3%	22.3%	14.1%	15.1%	14.9%	19.3%	18.7%	18.7%	18,034	19,329	18,075
<b>Retiring</b>																		
Within 1 year	30.9%	30.2%	27.8%	31.9%	33.0%	33.2%	17.4%	17.6%	18.8%	10.2%	10.3%	10.6%	9.6%	9.0%	9.5%	13,588	14,850	13,961
Between 1-3 years	32.6%	31.0%	30.1%	33.0%	34.3%	34.4%	17.7%	18.0%	19.0%	9.0%	9.2%	9.2%	7.8%	7.5%	7.2%	38,048	39,994	36,352
Between 3-5 years	34.0%	31.9%	30.6%	32.6%	33.4%	33.3%	16.9%	17.8%	18.5%	8.8%	9.2%	9.4%	7.7%	7.7%	8.2%	42,252	43,507	39,631
5 or more years	37.0%	35.6%	34.1%	31.5%	31.9%	32.3%	15.3%	15.8%	16.4%	8.3%	8.7%	9.0%	8.0%	8.0%	8.2%	287,990	294,930	271,861

## Report by Demographics

(51) I have trust and confidence in my supervisor.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>35.7%</b>	<b>34.2%</b>	<b>32.8%</b>	<b>31.7%</b>	<b>32.3%</b>	<b>32.6%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>17.2%</b>	<b>8.5%</b>	<b>8.9%</b>	<b>9.2%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>398,003</b>	<b>410,689</b>	<b>380,967</b>
<b>Self-Identify as:</b>																		
Heterosexual	37.2%	35.6%	33.9%	32.0%	32.6%	32.9%	15.2%	15.8%	16.5%	8.1%	8.6%	8.9%	7.6%	7.5%	7.8%	307,104	318,075	294,221
LGBT*	37.5%	36.0%	34.9%	28.8%	28.5%	28.8%	15.1%	15.7%	15.7%	9.3%	10.4%	10.4%	9.4%	9.3%	10.2%	11,348	11,053	9,822
Prefer not to say	28.6%	27.6%	27.2%	30.4%	30.9%	31.6%	19.5%	19.6%	20.2%	10.5%	10.9%	10.6%	11.1%	11.0%	10.4%	47,077	48,164	43,822
<b>Military Service</b>																		
No Prior Military Service	36.4%	34.9%	33.6%	31.7%	32.3%	32.5%	15.8%	16.3%	16.7%	8.5%	8.8%	9.1%	7.6%	7.7%	8.0%	278,121	281,573	257,900
Currently in Guard/Reserves	36.1%	34.1%	33.6%	31.8%	32.6%	32.6%	14.6%	15.6%	15.6%	7.6%	8.7%	9.3%	9.8%	9.0%	9.0%	6,157	7,004	6,528
Retired Separated/Discharged	38.6%	36.7%	35.0%	32.7%	33.1%	34.0%	14.5%	15.5%	16.2%	7.4%	8.0%	8.1%	6.8%	6.7%	6.8%	39,671	43,370	41,645
<b>Disability</b>																		
Yes	33.9%	32.1%	30.4%	29.3%	29.6%	30.2%	16.1%	17.3%	18.3%	9.5%	10.1%	10.2%	11.1%	11.0%	11.1%	51,695	53,573	48,999
No	36.5%	35.0%	33.6%	32.2%	32.8%	33.1%	15.6%	16.1%	16.7%	8.2%	8.6%	9.0%	7.4%	7.4%	7.7%	329,242	339,206	313,186

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

**(52) Overall, how good a job do you feel is being done by your immediate supervisor?**

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.5%</b>	<b>39.1%</b>	<b>38.0%</b>	<b>29.9%</b>	<b>30.6%</b>	<b>30.9%</b>	<b>17.4%</b>	<b>18.0%</b>	<b>18.6%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>7.0%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>398,213</b>	<b>410,877</b>	<b>381,129</b>
<b>Work Location</b>																		
Headquarters	42.9%	41.4%	40.2%	29.0%	30.1%	30.3%	16.6%	17.1%	17.5%	6.4%	6.3%	6.6%	5.2%	5.1%	5.3%	155,800	156,569	142,981
Field	39.5%	38.1%	37.1%	30.4%	30.8%	31.1%	17.6%	18.4%	18.9%	6.9%	7.2%	7.2%	5.6%	5.6%	5.7%	229,825	240,461	222,406
<b>Supervisory Status</b>																		
Non-Supervisor	39.7%	38.3%	37.3%	29.6%	30.2%	30.4%	18.0%	18.5%	19.0%	6.9%	7.2%	7.4%	5.8%	5.8%	6.1%	253,307	261,246	241,236
Team Leader	40.4%	38.8%	38.4%	30.0%	30.5%	30.9%	17.2%	18.4%	18.6%	7.3%	7.1%	6.9%	5.2%	5.2%	5.2%	49,557	53,429	49,653
Supervisor	42.1%	40.8%	39.1%	31.8%	32.7%	33.3%	16.2%	16.5%	17.1%	5.7%	5.9%	6.2%	4.2%	4.1%	4.3%	52,295	52,574	48,651
Manager	47.0%	45.6%	44.8%	30.2%	31.0%	30.9%	13.9%	14.3%	14.7%	5.1%	5.2%	5.5%	3.7%	3.9%	4.2%	24,749	24,382	21,613
Senior Leader	57.9%	54.9%	53.7%	25.7%	26.2%	28.1%	9.2%	12.5%	11.3%	3.7%	3.3%	3.7%	3.5%	3.1%	3.1%	8,109	8,060	7,049
<b>Sex</b>																		
Male	41.5%	40.0%	38.8%	30.2%	30.8%	31.5%	16.6%	17.4%	17.7%	6.5%	6.6%	6.6%	5.2%	5.2%	5.3%	196,950	205,488	188,959
Female	39.8%	38.5%	37.5%	29.5%	30.1%	29.9%	18.1%	18.6%	19.2%	6.9%	7.2%	7.4%	5.7%	5.7%	5.9%	185,398	188,947	175,069
<b>Hispanic or Latino</b>																		
Yes	38.7%	36.8%	36.4%	28.5%	29.5%	29.1%	18.4%	19.4%	19.6%	7.8%	7.9%	8.1%	6.6%	6.3%	6.8%	33,607	34,003	30,816
No	41.1%	39.6%	38.5%	30.0%	30.7%	31.0%	17.1%	17.7%	18.2%	6.5%	6.7%	6.9%	5.3%	5.3%	5.4%	344,860	356,630	329,445
<b>Race</b>																		
American Indian/ Alaska Native	33.1%	33.8%	31.9%	26.5%	26.3%	28.4%	20.5%	21.0%	21.5%	10.4%	10.1%	9.2%	9.5%	8.8%	9.0%	7,841	8,368	7,551
Asian	40.5%	39.5%	38.1%	31.6%	33.0%	32.3%	17.7%	17.0%	18.5%	5.8%	5.7%	6.2%	4.3%	4.8%	4.9%	19,562	18,718	17,110
Black/African American	39.2%	37.8%	36.3%	29.9%	30.3%	30.5%	18.6%	19.2%	19.9%	6.5%	6.9%	6.9%	5.9%	5.8%	6.3%	58,075	60,320	56,111
Native Hawaiian/ Pacific Islander	38.9%	36.8%	34.2%	26.9%	29.6%	29.7%	19.9%	18.4%	19.9%	7.6%	8.5%	8.9%	6.7%	6.7%	7.3%	2,214	2,481	2,336
White	42.0%	40.4%	39.4%	29.9%	30.7%	30.9%	16.5%	17.3%	17.7%	6.5%	6.6%	6.8%	5.1%	5.0%	5.2%	264,654	274,233	253,311
Two or more races (Not Hispanic/ Latino)	37.5%	36.4%	36.8%	28.7%	28.8%	29.3%	18.7%	19.8%	19.4%	7.9%	8.2%	7.8%	7.2%	6.9%	6.6%	14,393	14,482	13,058

## Report by Demographics

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.5%</b>	<b>39.1%</b>	<b>38.0%</b>	<b>29.9%</b>	<b>30.6%</b>	<b>30.9%</b>	<b>17.4%</b>	<b>18.0%</b>	<b>18.6%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>7.0%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>398,213</b>	<b>410,877</b>	<b>381,129</b>
<b>Age Group</b>																		
25 and under	46.1%	44.2%	43.6%	33.3%	31.8%	31.4%	13.1%	15.4%	15.6%	4.5%	4.7%	4.8%	3.1%	3.9%	4.5%	2,724	2,660	2,667
26-29	42.8%	39.9%	37.3%	30.5%	32.3%	32.3%	15.6%	16.8%	17.8%	6.4%	6.5%	6.9%	4.7%	4.5%	5.7%	11,137	12,293	12,438
30-39	40.3%	38.7%	37.6%	29.8%	30.5%	30.4%	17.5%	18.1%	18.8%	6.7%	7.2%	7.3%	5.7%	5.6%	5.9%	74,282	72,696	65,196
40-49	40.1%	38.8%	37.8%	29.6%	30.2%	30.8%	17.5%	17.9%	18.5%	6.9%	7.1%	7.1%	5.9%	5.9%	5.8%	103,748	108,146	101,685
50-59	40.4%	38.8%	37.9%	30.1%	30.7%	30.9%	17.5%	18.3%	18.8%	6.8%	6.9%	7.0%	5.2%	5.3%	5.5%	143,228	149,409	138,814
60+	41.0%	39.9%	39.1%	30.1%	30.9%	31.2%	17.6%	18.0%	18.4%	6.4%	6.4%	6.6%	4.9%	4.7%	4.8%	61,825	63,921	57,592
<b>Level of Education</b>																		
Less than High School	37.0%	37.4%	39.2%	27.6%	29.2%	31.2%	20.2%	18.6%	15.6%	5.8%	6.0%	6.5%	9.4%	8.8%	7.5%	362	414	396
H.S. Diploma/ GED or equiv	40.8%	39.2%	38.9%	29.8%	30.2%	30.3%	18.2%	18.5%	18.8%	6.4%	6.6%	6.8%	4.7%	5.5%	5.1%	16,322	19,409	19,106
Trade/Technical Certificate	37.3%	34.7%	33.7%	29.0%	30.0%	30.3%	19.7%	20.4%	20.5%	7.7%	8.2%	8.6%	6.3%	6.8%	6.9%	8,215	9,603	9,024
Some College (no degree)	38.7%	37.6%	36.7%	29.0%	29.7%	29.8%	18.5%	19.3%	19.4%	7.5%	7.4%	7.7%	6.3%	6.0%	6.4%	52,932	60,314	58,041
Associate's Degree	37.3%	36.6%	35.3%	29.8%	30.2%	30.3%	18.4%	19.2%	20.0%	8.0%	7.8%	7.9%	6.4%	6.1%	6.6%	27,918	31,417	29,539
Bachelor's Degree	40.7%	39.3%	38.5%	30.7%	31.2%	31.5%	16.9%	17.7%	18.2%	6.6%	6.6%	6.7%	5.1%	5.1%	5.1%	132,503	136,001	125,159
Master's Degree	42.0%	40.3%	39.2%	30.2%	31.2%	31.6%	16.7%	17.0%	17.5%	6.0%	6.5%	6.5%	5.1%	5.0%	5.2%	101,967	98,347	87,703
Doctoral/ Professional Degree	47.0%	45.2%	44.0%	27.6%	28.6%	28.9%	15.2%	15.4%	16.1%	5.7%	6.0%	6.1%	4.5%	4.8%	4.9%	44,227	41,038	36,663
<b>Pay Category</b>																		
Federal Wage System	32.9%	32.7%	32.1%	29.7%	30.3%	30.5%	20.7%	20.8%	20.7%	9.1%	8.7%	9.2%	7.7%	7.6%	7.6%	9,610	12,700	12,312
GS 1-6	37.6%	36.0%	35.5%	29.2%	29.7%	29.1%	18.4%	19.6%	20.0%	7.9%	7.9%	7.9%	6.9%	6.8%	7.4%	18,756	22,033	22,079
GS 7-12	39.6%	38.1%	37.1%	30.0%	30.7%	31.1%	17.9%	18.5%	19.0%	6.9%	7.1%	7.1%	5.6%	5.7%	5.7%	153,642	166,778	158,003
GS 13-15	44.9%	43.2%	42.4%	29.8%	30.6%	30.9%	15.3%	16.0%	16.3%	5.7%	5.9%	6.0%	4.3%	4.2%	4.4%	169,888	162,631	144,255
SES	65.3%	61.3%	59.5%	23.2%	24.7%	26.2%	7.1%	9.0%	9.0%	2.6%	2.6%	2.7%	1.8%	2.4%	2.6%	5,782	5,717	4,892
SL/ST	50.5%	46.1%	43.3%	24.8%	28.2%	31.9%	14.8%	15.1%	15.5%	6.4%	5.3%	5.2%	3.6%	5.3%	4.1%	1,574	1,544	1,385
Other	37.4%	37.1%	35.9%	31.0%	31.1%	31.0%	18.5%	19.1%	19.7%	7.3%	7.2%	7.4%	5.8%	5.5%	5.9%	25,889	25,659	23,099

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.5%</b>	<b>39.1%</b>	<b>38.0%</b>	<b>29.9%</b>	<b>30.6%</b>	<b>30.9%</b>	<b>17.4%</b>	<b>18.0%</b>	<b>18.6%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>7.0%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>398,213</b>	<b>410,877</b>	<b>381,129</b>
<b>Time in Federal Government</b>																		
< 1 year	52.1%	51.0%	45.8%	29.4%	29.9%	32.0%	12.3%	13.0%	14.9%	3.6%	3.8%	3.7%	2.6%	2.3%	3.6%	6,867	6,051	3,160
1-3 years	44.7%	42.7%	42.8%	29.4%	30.6%	30.4%	16.0%	16.3%	16.1%	5.7%	6.0%	6.2%	4.2%	4.3%	4.6%	30,007	28,322	32,893
4-5 years	41.9%	39.8%	38.9%	29.2%	31.0%	30.8%	16.7%	17.3%	18.0%	6.8%	6.7%	7.0%	5.4%	5.1%	5.2%	30,166	41,178	43,384
6-10 years	40.0%	38.7%	36.8%	29.8%	29.8%	30.4%	17.6%	18.3%	19.0%	6.8%	7.4%	7.7%	5.8%	5.8%	6.2%	92,021	88,010	73,519
11-14 years	38.2%	37.1%	36.5%	29.7%	30.7%	30.5%	18.7%	18.9%	19.3%	7.2%	7.4%	7.5%	6.1%	5.9%	6.2%	55,013	56,879	51,445
15-20 years	38.7%	37.0%	36.3%	29.9%	30.6%	30.5%	17.8%	18.9%	19.3%	7.5%	7.2%	7.5%	6.1%	6.4%	6.4%	51,882	48,909	40,066
> 20 years	41.0%	39.6%	38.5%	30.4%	30.9%	31.5%	17.0%	17.9%	18.3%	6.5%	6.6%	6.5%	5.0%	5.1%	5.2%	119,955	128,529	122,231
<b>Time with Current Agency</b>																		
< 1 year	49.9%	48.9%	45.8%	29.2%	28.7%	30.6%	13.1%	14.5%	15.2%	4.6%	4.6%	4.4%	3.2%	3.3%	4.0%	13,196	11,924	6,515
1-3 years	43.7%	41.6%	41.4%	29.2%	29.9%	30.0%	16.2%	16.9%	16.7%	5.9%	6.5%	6.7%	5.0%	5.1%	5.2%	47,826	44,668	49,943
4-5 years	40.8%	39.0%	38.1%	28.8%	30.8%	30.4%	17.0%	17.7%	18.5%	7.3%	7.0%	7.3%	6.0%	5.6%	5.7%	38,218	50,023	51,891
6-10 years	38.8%	37.9%	36.3%	30.0%	30.1%	30.6%	18.2%	18.5%	19.3%	7.0%	7.5%	7.7%	6.0%	6.0%	6.2%	98,334	96,022	81,116
11-20 years	38.2%	37.2%	36.5%	30.2%	30.8%	30.6%	18.4%	18.9%	19.4%	7.4%	7.2%	7.4%	5.8%	5.8%	6.1%	99,004	99,242	86,505
> 20 years	42.5%	40.4%	39.3%	30.4%	31.3%	32.1%	16.4%	17.4%	17.9%	6.1%	6.2%	6.1%	4.5%	4.6%	4.6%	88,006	94,759	89,507
<b>Leaving</b>																		
No	48.0%	46.1%	45.0%	30.8%	31.7%	31.9%	14.0%	14.8%	15.3%	4.4%	4.6%	4.7%	2.7%	2.9%	3.0%	260,155	264,104	240,899
Yes, to retire	37.3%	37.1%	35.3%	31.3%	31.5%	31.8%	19.2%	19.3%	20.4%	7.3%	7.2%	7.4%	5.0%	4.9%	5.0%	22,377	24,170	23,117
Yes, to other job in Govt	25.9%	25.1%	24.7%	28.1%	28.3%	28.4%	24.2%	24.7%	24.8%	11.4%	11.5%	11.6%	10.5%	10.4%	10.6%	70,847	73,611	68,278
Yes, to other job outside Govt	25.1%	25.5%	24.1%	26.1%	26.5%	28.5%	23.6%	23.1%	23.7%	12.2%	12.5%	12.1%	12.9%	12.3%	11.7%	13,817	15,890	15,655
Yes, other	23.1%	22.5%	22.2%	27.3%	26.9%	26.9%	24.0%	25.2%	25.0%	12.0%	12.6%	12.6%	13.7%	12.8%	13.3%	18,033	19,349	18,075
<b>Retiring</b>																		
Within 1 year	36.6%	36.6%	34.3%	30.2%	30.3%	31.2%	19.3%	19.3%	20.1%	7.6%	7.5%	7.9%	6.2%	6.3%	6.5%	13,620	14,903	14,011
Between 1-3 years	39.2%	37.5%	37.2%	30.7%	31.9%	32.1%	18.3%	18.8%	19.5%	7.0%	6.8%	6.7%	4.8%	5.0%	4.6%	38,157	40,080	36,453
Between 3-5 years	39.9%	38.0%	37.0%	31.0%	31.2%	31.4%	17.3%	18.9%	19.2%	6.7%	6.9%	7.1%	5.1%	5.1%	5.4%	42,337	43,611	39,752
5 or more years	41.3%	39.9%	38.9%	29.6%	30.3%	30.6%	17.0%	17.6%	18.0%	6.6%	6.8%	6.9%	5.4%	5.4%	5.6%	288,416	295,398	272,318

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.5%</b>	<b>39.1%</b>	<b>38.0%</b>	<b>29.9%</b>	<b>30.6%</b>	<b>30.9%</b>	<b>17.4%</b>	<b>18.0%</b>	<b>18.6%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>7.0%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>398,213</b>	<b>410,877</b>	<b>381,129</b>
<b>Self-Identify as:</b>																		
Heterosexual	41.9%	40.3%	39.1%	29.9%	30.7%	30.8%	16.8%	17.5%	18.1%	6.3%	6.5%	6.7%	5.1%	5.1%	5.3%	307,663	318,673	294,864
LGBT*	41.0%	39.1%	38.5%	27.2%	28.7%	28.4%	17.6%	17.7%	17.5%	7.6%	7.7%	8.2%	6.5%	6.8%	7.3%	11,369	11,075	9,841
Prefer not to say	34.1%	32.9%	32.9%	29.8%	30.1%	31.0%	20.3%	20.8%	20.6%	8.5%	8.9%	8.2%	7.2%	7.3%	7.3%	47,160	48,231	43,890
<b>Military Service</b>																		
No Prior Military Service	41.1%	39.6%	38.8%	30.1%	30.9%	30.9%	17.3%	17.7%	18.2%	6.5%	6.6%	6.8%	5.1%	5.1%	5.3%	278,576	282,025	258,388
Currently in Guard/Reserves	39.4%	36.8%	36.5%	30.4%	31.7%	31.3%	16.4%	17.8%	18.0%	6.9%	6.8%	7.9%	6.8%	6.9%	6.4%	6,172	7,020	6,543
Retired Separated/Discharged	43.3%	41.4%	40.4%	30.2%	30.7%	31.3%	16.0%	17.0%	17.3%	6.0%	6.5%	6.4%	4.6%	4.3%	4.7%	39,769	43,464	41,745
	38.3%	37.3%	35.7%	28.9%	29.3%	29.8%	18.2%	19.0%	19.7%	7.7%	7.8%	7.9%	6.8%	6.6%	6.9%	55,922	59,758	55,254
<b>Disability</b>																		
Yes	38.8%	37.1%	35.8%	28.2%	28.5%	29.0%	17.6%	18.8%	19.5%	7.8%	8.2%	8.1%	7.6%	7.4%	7.6%	51,813	53,672	49,132
No	41.2%	39.7%	38.8%	30.2%	31.0%	31.1%	17.2%	17.7%	18.2%	6.4%	6.6%	6.8%	4.9%	5.0%	5.2%	329,787	339,792	313,770

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>11.5%</b>	<b>10.5%</b>	<b>9.6%</b>	<b>29.4%</b>	<b>28.5%</b>	<b>27.9%</b>	<b>24.1%</b>	<b>24.7%</b>	<b>25.2%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.6%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>388,819</b>	<b>401,121</b>	<b>372,179</b>	<b>7,594</b>	<b>7,849</b>	<b>6,901</b>
<b>Work Location</b>																					
Headquarters	13.6%	12.5%	11.4%	31.5%	30.9%	30.5%	23.8%	24.2%	24.7%	17.4%	18.3%	18.9%	13.8%	14.1%	14.5%	153,080	153,868	140,593	2,689	2,686	2,452
Field	10.4%	9.4%	8.7%	28.2%	27.1%	26.5%	24.0%	24.8%	25.2%	20.1%	20.9%	21.6%	17.3%	17.8%	18.1%	225,271	235,680	218,333	4,557	4,833	4,093
<b>Supervisory Status</b>																					
Non-Supervisor	10.8%	9.8%	9.0%	28.3%	27.5%	27.0%	24.7%	25.4%	25.8%	19.2%	20.0%	20.7%	16.9%	17.3%	17.6%	247,206	255,002	235,776	6,099	6,326	5,543
Team Leader	10.1%	9.4%	8.6%	28.8%	27.6%	27.1%	23.8%	24.3%	24.7%	20.4%	21.3%	22.1%	16.9%	17.4%	17.4%	48,820	52,675	49,034	713	730	613
Supervisor	12.4%	11.4%	10.5%	32.3%	31.4%	30.7%	23.2%	23.8%	24.3%	19.2%	19.8%	20.4%	12.8%	13.6%	14.1%	51,870	52,115	48,275	422	429	378
Manager	18.0%	16.1%	14.7%	35.9%	35.1%	34.4%	20.1%	20.9%	21.4%	15.4%	16.7%	17.8%	10.6%	11.1%	11.8%	24,653	24,289	21,527	90	93	89
Senior Leader	35.1%	31.3%	30.0%	36.6%	38.1%	38.1%	13.6%	14.3%	14.8%	9.0%	9.9%	10.5%	5.6%	6.3%	6.7%	8,079	8,034	7,029	29	24	24
<b>Sex</b>																					
Male	11.6%	10.5%	9.5%	29.0%	27.8%	27.4%	23.6%	24.4%	24.9%	18.9%	19.7%	20.4%	16.9%	17.5%	17.8%	193,966	202,408	186,297	2,948	3,087	2,663
Female	11.7%	10.7%	10.1%	30.2%	29.7%	28.9%	24.5%	25.0%	25.2%	19.1%	19.9%	20.6%	14.5%	14.8%	15.2%	181,135	184,607	171,266	4,222	4,353	3,830
<b>Hispanic or Latino</b>																					
Yes	12.6%	11.4%	10.3%	28.2%	27.3%	26.6%	22.6%	23.4%	23.9%	18.0%	18.4%	19.2%	18.6%	19.6%	20.0%	33,066	33,400	30,313	541	603	490
No	11.6%	10.5%	9.7%	29.7%	28.8%	28.3%	24.1%	24.8%	25.2%	19.1%	20.0%	20.6%	15.5%	15.9%	16.2%	338,243	349,909	323,583	6,510	6,730	5,897
<b>Race</b>																					
American Indian/ Alaska Native	10.0%	9.8%	7.8%	24.9%	26.0%	26.1%	25.9%	25.4%	27.1%	18.8%	19.5%	19.6%	20.4%	19.2%	19.4%	7,656	8,193	7,362	174	191	190
Asian	15.8%	14.6%	13.8%	36.2%	35.7%	35.3%	23.5%	25.0%	25.3%	12.6%	13.3%	13.8%	12.0%	11.3%	12.0%	19,107	18,255	16,721	444	448	377
Black/African American	13.4%	12.2%	11.2%	31.5%	31.4%	31.2%	25.1%	25.7%	26.3%	16.1%	16.4%	16.8%	13.8%	14.3%	14.6%	56,675	58,926	54,759	1,394	1,369	1,363
Native Hawaiian/ Pacific Islander	12.2%	11.9%	10.8%	32.0%	27.4%	29.8%	23.5%	28.2%	26.8%	16.5%	14.9%	16.8%	15.7%	17.5%	15.8%	2,173	2,452	2,283	41	31	53
White	11.3%	10.2%	9.3%	29.3%	28.1%	27.4%	23.5%	24.2%	24.6%	20.0%	21.1%	21.8%	15.9%	16.5%	16.9%	260,175	269,589	249,479	4,380	4,627	3,821
Two or more races (Not Hispanic/ Latino)	9.8%	9.1%	8.7%	24.4%	24.1%	24.1%	24.0%	24.4%	23.9%	20.4%	21.0%	21.8%	21.4%	21.3%	21.5%	14,111	14,188	12,800	285	293	269

## Report by Demographics

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>11.5%</b>	<b>10.5%</b>	<b>9.6%</b>	<b>29.4%</b>	<b>28.5%</b>	<b>27.9%</b>	<b>24.1%</b>	<b>24.7%</b>	<b>25.2%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.6%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>388,819</b>	<b>401,121</b>	<b>372,179</b>	<b>7,594</b>	<b>7,849</b>	<b>6,901</b>
<b>Age Group</b>																					
25 and under	15.9%	15.6%	12.9%	36.5%	33.5%	33.1%	20.7%	21.4%	22.3%	15.6%	16.9%	17.4%	11.3%	12.6%	14.3%	2,637	2,580	2,579	60	57	52
26-29	12.4%	10.8%	9.5%	31.1%	29.3%	27.3%	21.4%	22.5%	23.7%	19.1%	19.8%	20.7%	16.1%	17.7%	18.8%	10,864	12,000	12,105	192	208	224
30-39	11.0%	9.8%	9.0%	27.9%	26.8%	26.2%	22.5%	22.7%	23.2%	20.2%	21.4%	22.2%	18.4%	19.3%	19.5%	72,533	70,936	63,650	1,320	1,277	1,000
40-49	11.0%	10.1%	9.3%	28.9%	28.1%	27.5%	23.2%	23.9%	24.5%	19.6%	20.3%	21.0%	17.3%	17.6%	17.6%	101,372	105,688	99,456	1,788	1,878	1,685
50-59	11.8%	10.8%	9.8%	29.9%	29.1%	28.4%	25.0%	25.7%	26.2%	18.6%	19.4%	20.1%	14.8%	15.0%	15.5%	139,929	145,947	135,662	2,761	2,888	2,538
60+	12.2%	11.0%	10.4%	30.4%	30.1%	29.8%	26.5%	27.6%	27.7%	17.9%	18.3%	19.0%	13.0%	13.0%	13.1%	60,236	62,244	56,041	1,453	1,519	1,358
<b>Level of Education</b>																					
Less than High School	11.5%	14.5%	10.1%	33.8%	37.4%	42.4%	24.7%	21.1%	23.5%	18.0%	12.7%	14.1%	12.0%	14.4%	9.9%	350	393	379	14	19	18
H.S. Diploma/ GED or equiv	13.0%	11.4%	10.7%	31.5%	31.3%	31.7%	26.8%	27.6%	27.3%	15.6%	16.5%	17.4%	13.1%	13.1%	12.9%	15,935	18,944	18,664	385	456	426
Trade/Technical Certificate	10.1%	8.9%	8.5%	29.2%	27.7%	26.5%	26.3%	28.6%	28.5%	19.2%	18.0%	20.3%	15.2%	16.8%	16.2%	8,037	9,406	8,840	179	183	195
Some College (no degree)	10.9%	10.2%	9.6%	27.8%	27.4%	26.7%	25.3%	26.3%	26.3%	19.0%	18.9%	19.9%	17.0%	17.1%	17.5%	51,808	59,094	56,842	1,121	1,249	1,219
Associate's Degree	10.8%	10.2%	8.7%	28.3%	27.8%	27.0%	24.9%	25.6%	26.6%	18.5%	19.5%	20.5%	17.4%	16.8%	17.2%	27,266	30,755	28,962	649	692	591
Bachelor's Degree	11.1%	10.0%	9.1%	29.5%	28.5%	28.0%	24.1%	24.3%	25.0%	19.4%	20.5%	21.1%	15.8%	16.7%	16.9%	130,012	133,336	122,864	2,452	2,645	2,286
Master's Degree	12.5%	11.2%	10.4%	30.5%	29.3%	28.8%	22.5%	23.3%	23.6%	19.3%	20.7%	20.8%	15.3%	15.6%	16.4%	100,261	96,749	86,464	1,696	1,583	1,255
Doctoral/ Professional Degree	13.8%	12.7%	11.7%	30.0%	29.0%	28.4%	21.3%	21.6%	21.9%	19.0%	20.4%	20.9%	16.0%	16.3%	17.1%	43,506	40,418	36,122	709	649	554
<b>Pay Category</b>																					
Federal Wage System	8.3%	8.0%	7.2%	24.5%	24.9%	24.3%	25.7%	26.7%	26.5%	20.6%	20.4%	22.1%	21.0%	20.0%	19.9%	9,435	12,444	12,134	175	253	189
GS 1-6	11.8%	11.5%	10.8%	29.8%	29.3%	29.2%	26.3%	27.4%	27.0%	16.8%	16.9%	17.7%	15.3%	14.9%	15.3%	18,127	21,335	21,326	612	689	742
GS 7-12	11.3%	10.2%	9.2%	29.4%	28.4%	27.8%	24.6%	25.2%	25.9%	19.0%	19.7%	20.4%	15.7%	16.5%	16.8%	149,834	162,834	154,518	3,751	3,949	3,531
GS 13-15	12.8%	11.3%	10.5%	31.3%	30.2%	29.5%	22.6%	23.0%	23.7%	19.0%	20.4%	20.9%	14.4%	15.2%	15.4%	167,652	160,479	142,537	2,223	2,137	1,710
SES	42.1%	38.9%	36.7%	36.1%	35.0%	35.3%	11.1%	12.2%	13.2%	6.2%	8.8%	9.4%	4.6%	5.1%	5.5%	5,769	5,705	4,892	3	10	8
SL/ST	19.6%	17.1%	15.3%	27.9%	29.1%	31.7%	21.2%	19.5%	18.5%	16.7%	17.0%	21.0%	14.5%	17.2%	13.5%	1,565	1,520	1,373	10	19	14
Other	8.7%	8.3%	7.9%	25.3%	25.2%	24.6%	23.4%	24.4%	23.8%	21.5%	22.5%	22.5%	21.1%	19.6%	21.2%	25,453	25,213	22,737	466	477	368

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>11.5%</b>	<b>10.5%</b>	<b>9.6%</b>	<b>29.4%</b>	<b>28.5%</b>	<b>27.9%</b>	<b>24.1%</b>	<b>24.7%</b>	<b>25.2%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.6%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>388,819</b>	<b>401,121</b>	<b>372,179</b>	<b>7,594</b>	<b>7,849</b>	<b>6,901</b>
<b>Time in Federal Government</b>																					
< 1 year	21.5%	21.1%	17.6%	39.7%	37.8%	38.4%	21.3%	22.6%	23.6%	11.9%	12.3%	13.7%	5.5%	6.3%	6.6%	6,617	5,833	3,041	244	211	120
1-3 years	15.0%	13.8%	12.8%	33.3%	32.3%	32.0%	23.0%	24.7%	24.4%	16.6%	16.9%	17.9%	12.1%	12.3%	12.8%	29,369	27,733	32,297	605	589	584
4-5 years	12.0%	11.0%	9.6%	29.9%	29.2%	28.4%	24.0%	24.2%	24.9%	18.9%	19.4%	20.7%	15.1%	16.2%	16.4%	29,587	40,446	42,621	571	723	763
6-10 years	10.7%	9.6%	9.2%	28.3%	27.3%	26.5%	23.5%	24.2%	24.1%	19.8%	21.0%	21.5%	17.6%	17.9%	18.8%	90,400	86,447	72,283	1,591	1,547	1,229
11-14 years	10.3%	9.2%	8.5%	27.7%	26.1%	25.3%	22.9%	23.7%	24.6%	20.4%	21.5%	22.4%	18.7%	19.5%	19.3%	54,069	55,918	50,597	951	983	848
15-20 years	10.7%	9.4%	8.5%	27.5%	27.0%	27.2%	23.9%	24.6%	24.7%	20.2%	20.6%	20.7%	17.8%	18.4%	18.9%	50,947	48,002	39,409	958	892	685
> 20 years	11.5%	10.5%	9.6%	30.1%	29.5%	28.6%	25.6%	26.0%	26.6%	18.4%	19.4%	20.1%	14.4%	14.6%	15.1%	117,601	125,957	119,936	2,354	2,613	2,358
<b>Time with Current Agency</b>																					
< 1 year	21.3%	21.1%	17.7%	38.2%	36.6%	38.2%	21.2%	22.4%	22.8%	12.3%	12.5%	13.4%	7.0%	7.4%	7.9%	12,689	11,478	6,269	496	443	239
1-3 years	14.7%	13.2%	12.5%	32.0%	31.4%	30.6%	23.3%	24.2%	24.3%	16.9%	17.5%	18.5%	13.0%	13.7%	14.1%	46,868	43,738	49,033	918	900	904
4-5 years	11.4%	10.6%	9.0%	28.7%	28.5%	27.5%	23.9%	24.1%	25.0%	19.7%	19.7%	21.1%	16.4%	17.1%	17.4%	37,532	49,150	50,954	683	888	941
6-10 years	9.9%	9.2%	8.9%	27.7%	26.6%	26.3%	23.7%	24.3%	24.3%	20.3%	21.3%	21.6%	18.4%	18.5%	18.9%	96,623	94,373	79,753	1,680	1,637	1,360
11-20 years	10.1%	9.2%	8.4%	27.7%	26.7%	26.4%	23.7%	24.4%	24.9%	20.4%	21.0%	21.5%	18.1%	18.6%	18.8%	97,276	97,537	85,130	1,762	1,731	1,407
> 20 years	11.6%	10.3%	9.4%	30.7%	29.9%	28.8%	25.9%	26.3%	27.1%	18.2%	19.7%	20.2%	13.6%	13.9%	14.5%	86,313	92,880	87,858	1,702	1,901	1,697
<b>Leaving</b>																					
No	14.9%	13.4%	12.4%	34.7%	33.8%	33.3%	24.6%	25.6%	26.0%	16.1%	17.1%	17.7%	9.7%	10.1%	10.5%	255,084	258,982	236,512	4,974	5,042	4,362
Yes, to retire	9.2%	9.4%	7.9%	28.9%	28.0%	27.7%	27.3%	27.4%	28.0%	20.0%	20.6%	21.4%	14.6%	14.6%	15.0%	21,923	23,689	22,624	457	507	499
Yes, to other job in Govt	5.4%	4.8%	4.4%	19.2%	18.5%	17.8%	22.7%	22.8%	23.2%	25.2%	25.8%	26.1%	27.5%	28.1%	28.6%	69,633	72,323	67,164	1,204	1,311	1,132
Yes, to other job outside Govt	3.7%	3.7%	3.3%	15.6%	13.8%	13.4%	18.0%	18.2%	18.4%	25.9%	27.3%	28.8%	36.8%	37.1%	36.2%	13,621	15,680	15,474	197	222	180
Yes, other	4.0%	3.7%	3.5%	15.3%	15.5%	15.1%	22.2%	22.0%	22.1%	25.0%	24.6%	26.0%	33.5%	34.2%	33.3%	17,651	18,947	17,738	410	430	377
<b>Retiring</b>																					
Within 1 year	9.5%	8.9%	8.1%	27.6%	27.5%	26.2%	26.9%	26.3%	26.9%	19.5%	20.1%	21.9%	16.5%	17.2%	17.0%	13,370	14,623	13,741	265	289	274
Between 1-3 years	10.2%	9.6%	8.8%	29.7%	28.2%	28.7%	26.3%	27.3%	27.2%	19.5%	19.9%	20.3%	14.3%	14.9%	15.0%	37,335	39,240	35,702	809	863	762
Between 3-5 years	10.9%	9.7%	9.3%	29.8%	28.7%	27.9%	25.5%	26.3%	27.1%	19.0%	20.2%	20.2%	14.8%	15.2%	15.6%	41,562	42,810	39,043	794	788	713
5 or more years	12.0%	10.9%	9.9%	29.5%	28.7%	28.1%	23.4%	24.0%	24.4%	18.9%	19.8%	20.6%	16.1%	16.6%	16.9%	283,041	289,876	267,614	5,290	5,468	4,695

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>11.5%</b>	<b>10.5%</b>	<b>9.6%</b>	<b>29.4%</b>	<b>28.5%</b>	<b>27.9%</b>	<b>24.1%</b>	<b>24.7%</b>	<b>25.2%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.6%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>388,819</b>	<b>401,121</b>	<b>372,179</b>	<b>7,594</b>	<b>7,849</b>	<b>6,901</b>
<b>Self-Identify as:</b>																					
Heterosexual	12.3%	11.2%	10.2%	30.6%	29.6%	29.1%	24.0%	24.6%	25.0%	18.4%	19.3%	20.1%	14.6%	15.3%	15.7%	302,159	313,067	290,016	5,392	5,554	4,825
LGBT*	11.2%	10.0%	9.5%	27.7%	26.2%	24.9%	20.4%	22.0%	22.6%	20.6%	20.9%	21.8%	20.0%	20.8%	21.2%	11,146	10,865	9,682	216	202	151
Prefer not to say	7.8%	7.0%	6.8%	23.2%	22.5%	22.2%	24.4%	25.7%	26.0%	21.9%	22.6%	23.0%	22.8%	22.1%	22.1%	46,042	47,015	42,778	1,147	1,267	1,139
<b>Military Service</b>																					
No Prior Military Service	11.3%	10.3%	9.7%	29.9%	29.0%	28.3%	24.1%	24.7%	25.1%	19.2%	20.1%	20.8%	15.5%	15.8%	16.1%	273,078	276,484	253,534	5,408	5,557	4,885
Currently in Guard/Reserves	13.0%	12.5%	9.8%	31.6%	28.6%	28.5%	21.0%	22.7%	23.2%	16.9%	19.0%	20.6%	17.5%	17.3%	18.0%	6,099	6,937	6,459	70	80	79
Retired Separated/Discharged	14.4%	13.0%	11.7%	33.1%	32.2%	32.0%	24.1%	25.4%	25.4%	16.7%	17.1%	18.1%	11.7%	12.4%	12.8%	39,188	42,825	41,218	568	630	528
Disability																					
Yes	11.9%	11.0%	9.9%	27.0%	26.3%	26.0%	23.6%	24.5%	24.6%	19.0%	18.8%	19.6%	18.6%	19.5%	19.9%	50,709	52,524	48,144	1,094	1,151	1,013
No	11.6%	10.5%	9.7%	30.1%	29.1%	28.5%	24.0%	24.7%	25.1%	18.9%	20.0%	20.7%	15.3%	15.7%	16.0%	323,645	333,544	308,337	6,063	6,241	5,444

SOURCE: Federal Employee Viewpoint Survey

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\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.9%</b>	<b>15.7%</b>	<b>14.9%</b>	<b>34.8%</b>	<b>34.7%</b>	<b>34.6%</b>	<b>24.0%</b>	<b>24.7%</b>	<b>25.5%</b>	<b>11.1%</b>	<b>11.7%</b>	<b>11.9%</b>	<b>13.1%</b>	<b>13.2%</b>	<b>13.1%</b>	<b>372,029</b>	<b>383,737</b>	<b>356,007</b>	<b>23,730</b>	<b>24,649</b>	<b>22,553</b>
<b>Work Location</b>																					
Headquarters	19.7%	18.4%	17.5%	36.3%	36.3%	36.4%	22.8%	23.8%	24.0%	9.9%	10.4%	10.8%	11.3%	11.1%	11.3%	147,171	147,911	134,969	8,374	8,440	7,895
Field	15.5%	14.2%	13.6%	34.0%	33.8%	33.6%	24.4%	25.1%	25.9%	11.8%	12.3%	12.5%	14.2%	14.5%	14.3%	214,907	224,816	208,397	14,559	15,406	13,769
<b>Supervisory Status</b>																					
Non-Supervisor	15.5%	14.2%	13.6%	34.1%	33.8%	33.7%	25.0%	25.8%	26.4%	11.4%	12.0%	12.1%	14.1%	14.2%	14.2%	234,873	242,363	224,025	18,049	18,610	16,975
Team Leader	15.8%	14.9%	14.2%	35.1%	34.8%	35.0%	23.7%	24.2%	25.1%	11.7%	12.2%	12.6%	13.7%	13.9%	13.1%	46,768	50,384	46,953	2,692	2,961	2,641
Supervisor	19.1%	17.8%	17.0%	37.8%	38.1%	37.8%	22.3%	23.0%	23.6%	10.7%	11.0%	11.2%	10.1%	10.1%	10.4%	50,333	50,582	46,872	1,864	1,908	1,735
Manager	27.6%	25.3%	24.4%	37.2%	38.3%	38.5%	18.0%	18.8%	19.1%	8.9%	9.2%	9.6%	8.4%	8.4%	8.5%	24,262	23,883	21,158	451	477	436
Senior Leader	44.6%	43.4%	42.1%	34.2%	34.2%	34.3%	10.9%	11.6%	12.5%	5.5%	5.4%	5.9%	4.8%	5.4%	5.2%	8,042	7,993	6,983	58	59	65
<b>Sex</b>																					
Male	18.1%	16.6%	15.8%	35.2%	34.8%	34.9%	22.7%	23.7%	24.5%	10.6%	11.2%	11.3%	13.4%	13.6%	13.4%	185,676	193,750	178,324	10,971	11,517	10,441
Female	15.8%	14.7%	14.1%	34.7%	34.8%	34.4%	25.3%	25.8%	26.3%	11.6%	12.2%	12.5%	12.6%	12.6%	12.7%	173,522	176,786	163,953	11,523	11,901	10,902
<b>Hispanic or Latino</b>																					
Yes	17.6%	15.8%	15.4%	33.4%	33.1%	32.4%	23.0%	24.1%	25.1%	10.5%	11.1%	11.4%	15.5%	16.0%	15.8%	31,869	32,213	29,210	1,673	1,730	1,557
No	17.1%	15.8%	15.1%	35.2%	35.1%	35.1%	23.9%	24.7%	25.2%	11.1%	11.6%	11.9%	12.7%	12.8%	12.8%	323,784	334,853	309,634	20,468	21,355	19,452
<b>Race</b>																					
American Indian/ Alaska Native	12.6%	12.1%	10.6%	27.9%	29.5%	30.3%	27.2%	28.4%	27.6%	13.9%	12.6%	14.3%	18.4%	17.4%	17.2%	7,463	7,974	7,207	358	399	330
Asian	19.7%	18.8%	18.1%	40.9%	40.6%	40.2%	22.4%	23.9%	24.6%	7.4%	7.8%	8.1%	9.7%	8.9%	9.0%	18,475	17,671	16,183	1,032	1,012	892
Black/African American	16.2%	14.7%	13.8%	33.8%	34.2%	34.3%	26.4%	27.0%	27.5%	10.6%	11.2%	11.4%	12.9%	12.9%	12.9%	54,987	57,208	53,110	2,952	2,984	2,909
Native Hawaiian/ Pacific Islander	16.6%	15.4%	15.0%	34.9%	33.1%	34.0%	23.6%	27.4%	25.7%	10.7%	10.8%	10.5%	14.1%	13.4%	14.8%	2,116	2,388	2,233	97	88	102
White	17.6%	16.3%	15.6%	35.7%	35.3%	35.2%	22.8%	23.6%	24.4%	11.2%	11.8%	12.0%	12.6%	12.9%	12.8%	248,413	257,341	238,018	15,790	16,586	15,022
Two or more races (Not Hispanic/ Latino)	14.3%	13.3%	13.1%	28.7%	29.2%	29.7%	25.5%	26.1%	25.8%	12.4%	13.0%	14.0%	19.2%	18.4%	17.5%	13,498	13,486	12,191	886	966	860

## Report by Demographics

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.9%</b>	<b>15.7%</b>	<b>14.9%</b>	<b>34.8%</b>	<b>34.7%</b>	<b>34.6%</b>	<b>24.0%</b>	<b>24.7%</b>	<b>25.5%</b>	<b>11.1%</b>	<b>11.7%</b>	<b>11.9%</b>	<b>13.1%</b>	<b>13.2%</b>	<b>13.1%</b>	<b>372,029</b>	<b>383,737</b>	<b>356,007</b>	<b>23,730</b>	<b>24,649</b>	<b>22,553</b>
<b>Age Group</b>																					
25 and under	22.1%	21.6%	20.3%	46.2%	41.7%	43.8%	17.0%	19.6%	17.4%	6.3%	9.0%	8.9%	8.4%	8.1%	9.5%	2,546	2,498	2,476	146	136	149
26-29	18.9%	16.9%	15.7%	38.8%	38.8%	37.5%	19.7%	20.8%	22.8%	9.6%	10.5%	11.4%	13.0%	13.0%	12.6%	10,411	11,482	11,516	637	701	791
30-39	16.5%	14.8%	14.3%	35.0%	34.7%	34.4%	22.3%	23.3%	23.9%	11.6%	12.1%	12.6%	14.6%	15.1%	14.8%	69,062	67,536	60,466	4,672	4,584	4,122
40-49	16.0%	15.0%	14.2%	34.1%	34.2%	34.1%	23.7%	24.4%	25.1%	11.6%	11.9%	12.3%	14.5%	14.6%	14.3%	97,096	101,071	95,249	5,925	6,349	5,767
50-59	16.9%	15.9%	15.0%	34.4%	34.1%	34.0%	25.1%	25.7%	26.6%	11.2%	11.9%	11.8%	12.5%	12.4%	12.6%	134,218	140,043	130,212	8,222	8,612	7,820
60+	18.5%	16.7%	16.3%	35.3%	35.6%	35.8%	25.5%	26.8%	27.1%	10.2%	10.6%	10.7%	10.5%	10.2%	10.1%	57,510	59,465	53,538	4,046	4,163	3,729
<b>Level of Education</b>																					
Less than High School	12.4%	15.5%	14.5%	35.7%	38.3%	40.8%	23.9%	24.1%	24.1%	15.5%	8.0%	9.0%	12.5%	14.2%	11.6%	343	387	378	20	22	17
H.S. Diploma/ GED or equiv	15.9%	14.3%	14.1%	35.1%	35.2%	35.9%	26.1%	26.8%	26.5%	11.0%	11.8%	11.8%	11.8%	11.8%	11.8%	15,605	18,576	18,313	682	791	753
Trade/Technical Certificate	12.8%	11.3%	11.1%	33.5%	32.1%	30.4%	26.6%	28.3%	29.4%	13.4%	13.1%	14.0%	13.8%	15.2%	15.1%	7,849	9,172	8,614	358	403	400
Some College (no degree)	14.4%	13.6%	13.2%	32.1%	32.1%	31.5%	26.0%	26.6%	27.3%	12.1%	12.7%	12.8%	15.4%	15.0%	15.1%	50,179	57,334	55,168	2,654	2,918	2,787
Associate's Degree	14.9%	14.2%	12.3%	32.3%	32.4%	32.1%	25.2%	25.6%	27.3%	12.2%	12.9%	13.1%	15.4%	14.9%	15.2%	26,386	29,715	28,065	1,459	1,688	1,447
Bachelor's Degree	16.5%	15.1%	14.6%	35.7%	35.5%	35.8%	23.9%	24.7%	25.2%	11.0%	11.7%	11.7%	12.9%	13.0%	12.7%	124,045	127,091	116,896	8,240	8,712	8,111
Master's Degree	19.3%	18.0%	17.4%	36.6%	36.6%	36.6%	21.9%	22.8%	23.3%	10.5%	10.7%	11.0%	11.7%	11.8%	11.8%	95,593	91,943	82,250	6,204	6,288	5,368
Doctoral/ Professional Degree	23.5%	21.9%	21.1%	36.3%	36.5%	36.9%	20.2%	21.1%	20.9%	8.9%	9.2%	9.8%	11.1%	11.2%	11.2%	41,162	38,262	34,049	3,004	2,759	2,620
<b>Pay Category</b>																					
Federal Wage System	10.9%	10.8%	9.9%	28.8%	29.8%	28.5%	26.4%	26.2%	27.2%	14.4%	14.9%	15.4%	19.5%	18.2%	19.0%	9,183	12,148	11,837	404	534	470
GS 1-6	15.2%	14.7%	13.7%	33.7%	33.2%	33.5%	26.2%	27.2%	27.4%	10.9%	11.4%	12.0%	14.0%	13.5%	13.4%	17,654	20,709	20,787	1,045	1,252	1,241
GS 7-12	15.8%	14.6%	13.9%	35.1%	34.7%	34.6%	24.7%	25.4%	26.3%	11.3%	11.9%	11.8%	13.1%	13.5%	13.3%	143,197	155,404	147,629	10,163	11,149	10,208
GS 13-15	20.3%	18.6%	18.0%	37.2%	37.1%	37.2%	21.7%	22.6%	23.1%	10.0%	10.4%	10.8%	10.8%	11.3%	10.8%	160,116	153,289	135,905	9,497	9,164	8,213
SES	55.8%	53.4%	51.2%	29.1%	30.3%	31.3%	9.0%	8.4%	9.1%	2.9%	4.2%	4.6%	3.2%	3.7%	3.8%	5,748	5,672	4,868	24	39	32
SL/ST	27.5%	26.0%	24.2%	34.7%	35.5%	34.3%	20.2%	17.9%	21.8%	9.0%	8.5%	10.1%	8.7%	12.0%	9.5%	1,522	1,490	1,352	50	50	35
Other	13.9%	13.0%	12.9%	30.4%	32.2%	32.0%	24.5%	25.8%	24.9%	13.0%	13.2%	13.4%	18.2%	15.7%	16.8%	24,304	24,111	21,680	1,579	1,543	1,384

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.9%</b>	<b>15.7%</b>	<b>14.9%</b>	<b>34.8%</b>	<b>34.7%</b>	<b>34.6%</b>	<b>24.0%</b>	<b>24.7%</b>	<b>25.5%</b>	<b>11.1%</b>	<b>11.7%</b>	<b>11.9%</b>	<b>13.1%</b>	<b>13.2%</b>	<b>13.1%</b>	<b>372,029</b>	<b>383,737</b>	<b>356,007</b>	<b>23,730</b>	<b>24,649</b>	<b>22,553</b>
<b>Time in Federal Government</b>																					
< 1 year	29.1%	29.3%	26.5%	45.2%	43.3%	42.7%	16.6%	18.9%	20.6%	4.6%	4.8%	5.1%	4.5%	3.7%	5.1%	6,381	5,594	2,889	473	443	264
1-3 years	21.9%	20.5%	19.8%	38.9%	38.7%	39.2%	21.8%	23.2%	22.6%	8.4%	8.7%	9.6%	9.0%	8.9%	8.9%	28,189	26,579	30,874	1,748	1,705	1,981
4-5 years	18.0%	16.9%	15.7%	35.9%	36.8%	36.8%	23.4%	23.4%	24.4%	10.9%	11.0%	11.1%	11.7%	11.9%	12.0%	28,339	38,594	40,569	1,785	2,547	2,754
6-10 years	16.2%	14.8%	14.3%	34.5%	34.0%	33.3%	23.8%	24.5%	25.0%	11.5%	12.2%	12.6%	14.1%	14.6%	14.7%	86,148	82,489	69,060	5,714	5,394	4,391
11-14 years	15.5%	13.7%	13.1%	32.9%	32.9%	32.6%	23.6%	24.8%	25.5%	12.2%	12.6%	13.2%	15.8%	16.1%	15.6%	51,687	53,454	48,438	3,229	3,387	2,958
15-20 years	15.3%	14.0%	13.3%	32.9%	32.5%	33.1%	24.2%	25.1%	25.4%	12.2%	12.8%	12.9%	15.4%	15.6%	15.3%	48,885	46,020	37,734	2,950	2,797	2,298
> 20 years	16.4%	15.3%	14.5%	34.5%	34.5%	34.1%	25.3%	26.0%	27.1%	11.3%	12.0%	11.8%	12.4%	12.2%	12.5%	112,842	120,833	115,101	6,909	7,545	7,004
<b>Time with Current Agency</b>																					
< 1 year	28.4%	27.7%	26.3%	42.2%	41.2%	41.5%	18.8%	20.4%	20.3%	4.9%	5.4%	6.2%	5.7%	5.2%	5.8%	12,171	10,989	5,967	997	921	533
1-3 years	21.2%	19.5%	18.8%	37.7%	37.5%	37.3%	22.3%	23.3%	23.4%	8.9%	9.4%	10.4%	9.9%	10.4%	10.2%	44,949	41,898	46,918	2,746	2,682	2,973
4-5 years	16.9%	16.0%	14.8%	34.7%	35.4%	35.7%	23.6%	23.9%	25.0%	11.5%	11.4%	11.6%	13.2%	13.1%	12.9%	35,915	46,985	48,572	2,266	2,999	3,241
6-10 years	15.1%	14.1%	13.8%	33.7%	33.3%	33.1%	24.2%	24.9%	25.2%	12.0%	12.6%	12.8%	15.0%	15.2%	15.1%	92,222	90,146	76,217	5,944	5,743	4,813
11-20 years	15.1%	13.7%	13.1%	32.8%	32.9%	33.0%	24.1%	25.1%	25.7%	12.5%	12.7%	12.9%	15.5%	15.5%	15.4%	93,286	93,399	81,622	5,614	5,731	4,828
> 20 years	16.9%	15.5%	14.6%	35.5%	35.4%	34.8%	25.3%	25.9%	27.1%	10.9%	11.9%	11.6%	11.4%	11.4%	11.8%	82,694	89,002	84,204	5,152	5,657	5,210
<b>Leaving</b>																					
No	21.2%	19.5%	18.7%	39.3%	39.2%	39.2%	23.0%	24.0%	24.6%	8.9%	9.5%	9.6%	7.6%	7.8%	7.9%	245,132	248,805	227,111	14,540	14,868	13,508
Yes, to retire	14.7%	13.9%	12.8%	34.6%	34.3%	34.4%	26.7%	26.7%	28.2%	11.6%	13.0%	12.4%	12.4%	12.0%	12.3%	21,034	22,733	21,733	1,313	1,423	1,346
Yes, to other job in Govt	8.8%	8.2%	7.8%	26.5%	26.2%	25.9%	25.4%	25.9%	26.5%	15.8%	16.1%	16.6%	23.5%	23.6%	23.2%	66,246	68,800	63,997	4,488	4,768	4,221
Yes, to other job outside Govt	7.6%	7.7%	7.5%	23.6%	23.5%	23.5%	21.7%	23.1%	23.7%	16.7%	16.1%	16.8%	30.3%	29.6%	28.4%	12,749	14,673	14,491	1,037	1,205	1,131
Yes, other	6.8%	6.6%	6.3%	21.9%	21.6%	21.5%	26.2%	25.8%	26.6%	15.6%	16.7%	17.6%	29.6%	29.3%	28.0%	16,645	17,882	16,737	1,380	1,462	1,346
<b>Retiring</b>																					
Within 1 year	14.8%	13.8%	13.1%	33.6%	33.4%	32.8%	26.3%	26.0%	26.9%	11.6%	12.7%	13.0%	13.7%	14.2%	14.3%	12,813	13,991	13,174	794	899	820
Between 1-3 years	15.6%	14.6%	14.1%	35.1%	34.3%	34.6%	25.8%	26.8%	27.4%	11.5%	12.2%	12.0%	11.9%	12.1%	11.9%	35,700	37,629	34,250	2,367	2,400	2,143
Between 3-5 years	16.5%	14.7%	14.3%	33.9%	34.1%	34.1%	25.7%	26.5%	27.0%	11.5%	12.0%	11.9%	12.4%	12.7%	12.7%	39,882	41,127	37,447	2,393	2,410	2,265
5 or more years	17.5%	16.2%	15.4%	35.2%	35.0%	35.0%	23.2%	24.1%	24.7%	10.9%	11.4%	11.8%	13.2%	13.3%	13.2%	270,956	277,258	255,931	16,976	17,752	16,078

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.9%</b>	<b>15.7%</b>	<b>14.9%</b>	<b>34.8%</b>	<b>34.7%</b>	<b>34.6%</b>	<b>24.0%</b>	<b>24.7%</b>	<b>25.5%</b>	<b>11.1%</b>	<b>11.7%</b>	<b>11.9%</b>	<b>13.1%</b>	<b>13.2%</b>	<b>13.1%</b>	<b>372,029</b>	<b>383,737</b>	<b>356,007</b>	<b>23,730</b>	<b>24,649</b>	<b>22,553</b>
<b>Self-Identify as:</b>																					
Heterosexual	18.0%	16.6%	15.7%	35.9%	35.8%	35.6%	23.5%	24.1%	24.9%	10.7%	11.3%	11.5%	12.0%	12.3%	12.3%	290,364	300,659	278,488	16,779	17,576	16,019
LGBT*	17.3%	16.2%	15.7%	32.3%	31.6%	31.7%	22.2%	23.8%	23.0%	12.3%	11.6%	13.0%	15.8%	16.8%	16.5%	10,632	10,381	9,232	709	682	600
Prefer not to say	11.5%	10.7%	10.7%	29.4%	28.9%	28.8%	26.0%	28.0%	28.4%	13.7%	14.0%	14.0%	19.4%	18.4%	18.2%	43,383	44,377	40,334	3,696	3,816	3,513
<b>Military Service</b>																					
No Prior Military Service	16.6%	15.5%	14.9%	35.9%	35.7%	35.5%	23.9%	24.7%	25.2%	11.0%	11.5%	11.8%	12.6%	12.6%	12.5%	261,011	264,138	242,082	17,064	17,523	16,003
Currently in Guard/Reserves	18.3%	17.1%	15.5%	35.3%	36.6%	34.7%	21.1%	22.2%	24.2%	10.8%	10.3%	11.3%	14.4%	13.8%	14.3%	5,921	6,693	6,269	240	314	272
Retired Separated/Discharged	21.5%	19.6%	18.7%	36.7%	36.5%	36.8%	23.0%	24.0%	24.3%	9.4%	10.0%	10.1%	9.4%	9.8%	10.0%	38,013	41,501	40,056	1,681	1,905	1,651
Disability																					
Yes	16.5%	15.4%	14.4%	30.6%	30.6%	30.7%	24.4%	24.6%	25.2%	12.1%	12.6%	12.6%	16.5%	16.9%	17.1%	48,899	50,565	46,410	2,843	3,021	2,694
No	17.2%	15.9%	15.2%	35.9%	35.7%	35.5%	23.7%	24.6%	25.3%	10.9%	11.4%	11.7%	12.3%	12.4%	12.4%	309,669	319,074	294,864	19,532	20,303	18,529

## Report by Demographics

### (55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.0%</b>	<b>17.7%</b>	<b>17.2%</b>	<b>45.0%</b>	<b>45.1%</b>	<b>45.9%</b>	<b>22.0%</b>	<b>22.7%</b>	<b>22.9%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>7.3%</b>	<b>6.9%</b>	<b>7.1%</b>	<b>6.6%</b>	<b>368,225</b>	<b>379,628</b>	<b>354,441</b>	<b>25,081</b>	<b>25,756</b>	<b>21,209</b>
<b>Work Location</b>																					
Headquarters	21.2%	20.0%	19.3%	44.5%	44.9%	45.6%	21.0%	21.5%	21.8%	7.0%	7.1%	7.0%	6.3%	6.5%	6.4%	145,545	146,107	134,184	9,035	9,104	7,562
Field	17.9%	16.6%	16.2%	45.4%	45.3%	46.1%	22.5%	23.3%	23.3%	7.0%	7.5%	7.5%	7.2%	7.4%	6.9%	212,859	222,659	207,701	15,233	15,821	12,809
<b>Supervisory Status</b>																					
Non-Supervisor	17.7%	16.4%	15.9%	43.4%	43.5%	44.2%	23.5%	24.2%	24.4%	7.6%	7.9%	7.9%	7.8%	8.0%	7.6%	232,025	239,252	222,730	19,346	19,823	16,490
Team Leader	17.5%	16.6%	16.2%	46.1%	45.9%	46.9%	22.7%	23.0%	23.4%	7.1%	7.5%	7.3%	6.6%	7.0%	6.2%	46,196	49,818	46,757	2,975	3,159	2,481
Supervisor	21.8%	20.6%	20.1%	50.9%	51.1%	52.1%	17.9%	18.4%	18.6%	5.3%	5.5%	5.5%	4.2%	4.3%	3.8%	50,254	50,469	46,981	1,631	1,634	1,247
Manager	29.0%	26.8%	26.0%	50.1%	50.7%	52.1%	13.2%	14.5%	14.0%	4.3%	4.5%	4.7%	3.5%	3.5%	3.2%	24,098	23,745	21,127	445	433	280
Senior Leader	42.3%	39.8%	38.2%	40.2%	41.8%	42.5%	10.4%	11.1%	11.8%	4.2%	4.3%	4.2%	2.8%	3.0%	3.4%	7,989	7,929	6,913	66	66	61
<b>Sex</b>																					
Male	20.3%	18.8%	18.2%	46.1%	46.1%	46.9%	20.9%	21.8%	22.2%	6.4%	6.7%	6.6%	6.4%	6.7%	6.1%	184,175	192,157	177,783	11,119	11,540	9,443
Female	17.7%	16.6%	16.3%	43.8%	44.0%	44.7%	23.2%	23.6%	23.5%	7.9%	8.2%	8.2%	7.4%	7.5%	7.4%	171,485	174,527	163,096	12,597	12,890	10,577
<b>Hispanic or Latino</b>																					
Yes	19.4%	18.3%	17.6%	42.1%	41.7%	41.9%	21.5%	21.7%	22.9%	7.8%	8.6%	8.5%	9.1%	9.7%	9.1%	31,842	32,109	29,284	1,508	1,574	1,224
No	19.2%	17.8%	17.3%	45.5%	45.7%	46.5%	21.9%	22.6%	22.7%	6.9%	7.2%	7.2%	6.6%	6.7%	6.4%	320,358	331,220	308,216	21,807	22,435	18,441
<b>Race</b>																					
American Indian/ Alaska Native	14.6%	14.3%	13.2%	36.0%	37.3%	38.4%	27.7%	27.0%	26.7%	9.5%	9.7%	10.6%	12.3%	11.7%	11.2%	7,346	7,852	7,099	417	435	359
Asian	21.0%	19.8%	19.0%	44.5%	46.1%	46.0%	21.1%	21.1%	21.6%	7.0%	7.0%	7.3%	6.5%	5.9%	6.2%	18,623	17,815	16,328	796	762	646
Black/African American	17.7%	16.2%	15.6%	41.7%	41.2%	42.2%	22.8%	24.1%	24.0%	8.7%	9.2%	9.1%	9.1%	9.2%	9.1%	54,926	56,963	53,211	2,691	2,732	2,366
Native Hawaiian/ Pacific Islander	18.8%	17.3%	16.4%	40.4%	39.4%	40.7%	22.5%	25.4%	25.0%	9.0%	9.2%	9.6%	9.4%	8.8%	8.3%	2,114	2,361	2,232	82	95	85
White	19.9%	18.6%	18.0%	46.9%	47.0%	47.8%	21.1%	21.8%	22.0%	6.3%	6.5%	6.6%	5.8%	6.0%	5.6%	245,055	253,868	236,440	17,495	18,127	14,721
Two or more races (Not Hispanic/ Latino)	17.1%	15.7%	15.9%	39.7%	39.7%	40.5%	23.2%	24.3%	25.3%	9.3%	9.4%	9.0%	10.7%	10.9%	9.4%	13,402	13,454	12,274	886	901	703

## Report by Demographics

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.0%</b>	<b>17.7%</b>	<b>17.2%</b>	<b>45.0%</b>	<b>45.1%</b>	<b>45.9%</b>	<b>22.0%</b>	<b>22.7%</b>	<b>22.9%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>7.3%</b>	<b>6.9%</b>	<b>7.1%</b>	<b>6.6%</b>	<b>368,225</b>	<b>379,628</b>	<b>354,441</b>	<b>25,081</b>	<b>25,756</b>	<b>21,209</b>
<b>Age Group</b>																					
25 and under	27.7%	25.5%	24.5%	46.6%	47.5%	50.2%	16.0%	15.7%	15.5%	5.2%	6.0%	4.3%	4.6%	5.2%	5.4%	2,524	2,497	2,486	155	126	130
26-29	22.9%	21.2%	20.1%	47.5%	46.8%	47.2%	17.4%	18.0%	20.0%	6.0%	7.0%	6.4%	6.1%	7.0%	6.3%	10,339	11,383	11,523	668	748	732
30-39	19.9%	17.8%	17.9%	45.5%	45.7%	46.4%	19.9%	21.2%	20.8%	7.2%	7.4%	7.6%	7.5%	7.8%	7.3%	68,372	66,755	60,424	4,982	4,986	3,824
40-49	18.5%	17.6%	16.7%	44.7%	44.7%	45.9%	21.9%	22.2%	22.6%	7.2%	7.7%	7.7%	7.7%	7.8%	7.2%	95,910	100,019	94,835	6,420	6,648	5,441
50-59	18.5%	17.4%	16.7%	44.9%	44.7%	45.4%	23.1%	23.8%	24.2%	7.0%	7.3%	7.3%	6.6%	6.7%	6.5%	132,696	138,200	129,208	8,806	9,139	7,598
60+	18.5%	17.1%	17.0%	44.3%	45.3%	45.9%	24.5%	25.2%	25.0%	7.0%	6.9%	6.9%	5.7%	5.5%	5.2%	57,207	59,140	53,429	3,969	3,997	3,315
<b>Level of Education</b>																					
Less than High School	18.7%	19.3%	16.9%	38.3%	38.1%	47.3%	26.6%	26.3%	22.0%	7.4%	6.9%	7.2%	9.1%	9.5%	6.7%	337	379	374	25	25	22
H.S. Diploma/ GED or equiv	18.2%	16.4%	16.4%	45.7%	45.2%	45.5%	23.6%	24.6%	25.1%	6.6%	7.2%	6.5%	6.0%	6.6%	6.4%	15,436	18,363	18,152	752	872	789
Trade/Technical Certificate	15.7%	14.8%	13.8%	43.0%	43.1%	43.0%	26.0%	26.2%	26.9%	7.9%	7.8%	8.8%	7.4%	8.1%	7.7%	7,751	9,035	8,558	396	471	382
Some College (no degree)	16.9%	16.3%	15.7%	43.1%	42.6%	43.0%	24.4%	25.1%	25.6%	7.6%	8.1%	7.9%	8.0%	8.0%	7.8%	49,723	56,710	54,780	2,775	3,107	2,657
Associate's Degree	17.5%	16.4%	15.0%	43.3%	42.8%	43.7%	24.2%	24.9%	25.6%	7.2%	7.8%	8.0%	7.8%	8.0%	7.7%	26,134	29,488	27,896	1,545	1,652	1,402
Bachelor's Degree	19.1%	17.7%	17.4%	46.5%	46.7%	47.7%	21.3%	22.0%	21.7%	6.6%	6.9%	7.0%	6.5%	6.7%	6.2%	122,946	125,931	116,807	8,518	8,882	7,317
Master's Degree	20.8%	19.3%	18.9%	45.8%	46.5%	47.6%	19.9%	20.3%	20.3%	7.1%	7.3%	7.1%	6.4%	6.4%	6.1%	94,825	91,197	82,042	6,352	6,318	4,949
Doctoral/ Professional Degree	23.5%	22.1%	21.7%	44.4%	45.1%	45.6%	19.3%	19.8%	20.1%	6.5%	6.8%	6.7%	6.2%	6.1%	5.8%	40,386	37,487	33,717	3,540	3,263	2,658
<b>Pay Category</b>																					
Federal Wage System	14.2%	14.3%	13.1%	42.8%	41.9%	42.7%	24.9%	26.1%	26.6%	8.6%	8.6%	8.8%	9.4%	9.2%	8.7%	9,076	12,063	11,792	458	496	415
GS 1-6	18.4%	17.3%	16.6%	41.0%	41.1%	42.2%	24.1%	24.8%	24.6%	7.7%	8.2%	7.8%	8.7%	8.6%	8.7%	17,595	20,606	20,728	1,013	1,197	1,143
GS 7-12	17.8%	16.6%	16.3%	44.8%	44.5%	45.3%	22.9%	23.6%	23.7%	7.3%	7.8%	7.6%	7.2%	7.5%	7.1%	142,224	154,204	147,473	10,217	11,152	9,217
GS 13-15	22.1%	20.4%	20.0%	47.4%	48.0%	48.8%	19.2%	19.9%	20.0%	6.1%	6.3%	6.3%	5.2%	5.5%	4.9%	157,980	150,961	134,877	10,599	10,321	8,153
SES	51.3%	48.5%	45.7%	37.6%	38.4%	41.2%	7.1%	8.5%	8.4%	2.4%	2.8%	2.9%	1.5%	1.7%	1.8%	5,703	5,632	4,812	39	37	31
SL/ST	28.4%	26.2%	23.2%	41.9%	43.5%	45.5%	19.8%	18.5%	18.7%	6.9%	5.6%	6.7%	2.9%	6.2%	5.9%	1,484	1,461	1,314	74	63	58
Other	16.4%	15.5%	15.2%	44.1%	45.7%	46.2%	23.5%	23.7%	23.6%	7.7%	7.2%	7.7%	8.5%	7.9%	7.2%	24,023	24,005	21,622	1,667	1,494	1,252

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.0%</b>	<b>17.7%</b>	<b>17.2%</b>	<b>45.0%</b>	<b>45.1%</b>	<b>45.9%</b>	<b>22.0%</b>	<b>22.7%</b>	<b>22.9%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>7.3%</b>	<b>6.9%</b>	<b>7.1%</b>	<b>6.6%</b>	<b>368,225</b>	<b>379,628</b>	<b>354,441</b>	<b>25,081</b>	<b>25,756</b>	<b>21,209</b>
<b>Time in Federal Government</b>																					
< 1 year	33.1%	31.9%	28.5%	47.8%	47.6%	50.1%	13.5%	14.1%	15.5%	3.1%	4.1%	3.4%	2.5%	2.4%	2.5%	6,410	5,645	2,936	412	357	199
1-3 years	24.6%	23.1%	23.1%	46.0%	46.2%	47.3%	18.7%	19.2%	19.1%	5.8%	6.3%	5.9%	4.9%	5.2%	4.6%	28,118	26,577	31,042	1,634	1,506	1,589
4-5 years	20.2%	19.2%	18.3%	46.1%	46.5%	47.2%	20.8%	21.1%	21.4%	6.8%	7.0%	6.9%	6.1%	6.2%	6.1%	28,084	38,206	40,649	1,861	2,655	2,420
6-10 years	18.4%	16.9%	16.9%	45.0%	45.2%	45.2%	21.7%	22.6%	22.6%	7.2%	7.7%	7.9%	7.6%	7.7%	7.5%	85,358	81,686	68,808	5,966	5,644	4,134
11-14 years	17.6%	16.1%	15.2%	44.1%	44.7%	45.7%	23.2%	23.2%	23.5%	7.7%	7.6%	8.0%	7.5%	8.3%	7.7%	51,213	52,854	48,190	3,409	3,567	2,770
15-20 years	17.4%	16.0%	15.7%	43.5%	43.5%	44.4%	22.9%	23.9%	24.0%	7.8%	8.1%	7.9%	8.3%	8.4%	7.9%	48,242	45,417	37,471	3,237	3,092	2,256
> 20 years	17.8%	16.8%	16.1%	45.4%	45.0%	45.8%	23.3%	24.2%	24.6%	7.0%	7.3%	7.2%	6.5%	6.6%	6.3%	111,391	119,262	114,138	7,605	8,035	6,965
<b>Time with Current Agency</b>																					
< 1 year	31.3%	29.5%	27.5%	46.0%	46.1%	48.0%	14.9%	16.0%	16.7%	4.3%	5.1%	4.4%	3.5%	3.3%	3.4%	12,296	11,140	6,043	806	686	407
1-3 years	23.5%	21.8%	21.6%	45.0%	45.4%	46.0%	19.5%	20.0%	20.0%	6.2%	6.7%	6.7%	5.9%	6.1%	5.7%	44,848	41,794	47,091	2,584	2,515	2,467
4-5 years	19.0%	18.2%	17.2%	45.0%	45.3%	46.4%	21.4%	22.0%	22.2%	7.4%	7.5%	7.3%	7.1%	7.0%	6.9%	35,571	46,418	48,498	2,369	3,188	2,993
6-10 years	17.3%	16.2%	16.2%	44.8%	44.7%	45.0%	22.4%	23.2%	23.3%	7.6%	7.8%	8.0%	7.9%	8.1%	7.5%	91,152	88,989	75,816	6,427	6,252	4,588
11-20 years	17.1%	15.9%	15.2%	44.2%	44.5%	45.4%	23.5%	23.7%	24.0%	7.6%	7.7%	7.8%	7.7%	8.1%	7.6%	92,083	92,275	81,078	6,160	6,163	4,672
> 20 years	18.4%	17.0%	16.6%	46.5%	46.2%	46.8%	22.9%	24.0%	24.1%	6.5%	7.0%	6.9%	5.7%	5.8%	5.6%	81,648	87,906	83,561	5,686	5,957	5,132
<b>Leaving</b>																					
No	23.5%	21.8%	21.2%	48.7%	49.0%	49.7%	19.3%	20.3%	20.2%	4.9%	5.3%	5.4%	3.5%	3.6%	3.6%	243,120	246,685	226,697	15,011	15,191	12,183
Yes, to retire	15.2%	15.0%	13.4%	45.4%	45.6%	46.1%	25.2%	25.4%	26.9%	7.8%	7.7%	7.5%	6.4%	6.3%	6.1%	20,835	22,389	21,532	1,381	1,544	1,322
Yes, to other job in Govt	10.7%	9.8%	9.9%	38.1%	37.8%	38.8%	26.4%	26.7%	27.2%	11.6%	11.9%	11.5%	13.2%	13.9%	12.6%	65,368	67,935	63,497	4,894	5,045	4,168
Yes, to other job outside Govt	9.6%	9.5%	10.0%	36.4%	36.3%	37.6%	25.6%	25.8%	26.6%	11.5%	11.8%	11.5%	17.0%	16.5%	14.3%	12,515	14,416	14,349	1,210	1,361	1,174
Yes, other	8.1%	8.0%	8.2%	32.6%	32.5%	33.7%	30.6%	30.7%	29.6%	11.5%	11.6%	12.0%	17.2%	17.2%	16.5%	16,322	17,501	16,519	1,580	1,674	1,420
<b>Retiring</b>																					
Within 1 year	15.3%	14.8%	13.8%	44.3%	45.0%	45.1%	25.2%	24.9%	26.1%	7.7%	7.9%	7.9%	7.5%	7.3%	7.1%	12,693	13,796	13,019	831	955	830
Between 1-3 years	16.6%	15.5%	15.1%	45.5%	45.1%	46.4%	24.6%	25.4%	25.8%	7.2%	7.6%	7.1%	6.2%	6.3%	5.6%	35,382	37,233	33,976	2,472	2,470	2,073
Between 3-5 years	17.3%	15.9%	15.8%	45.1%	44.7%	45.4%	24.1%	25.3%	25.2%	7.1%	7.5%	7.3%	6.3%	6.7%	6.3%	39,417	40,658	37,266	2,541	2,537	2,096
5 or more years	19.9%	18.6%	18.0%	45.2%	45.4%	46.1%	21.1%	21.7%	21.9%	6.9%	7.2%	7.3%	6.9%	7.1%	6.7%	268,259	274,450	255,091	17,964	18,518	15,024

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.0%</b>	<b>17.7%</b>	<b>17.2%</b>	<b>45.0%</b>	<b>45.1%</b>	<b>45.9%</b>	<b>22.0%</b>	<b>22.7%</b>	<b>22.9%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>7.3%</b>	<b>6.9%</b>	<b>7.1%</b>	<b>6.6%</b>	<b>368,225</b>	<b>379,628</b>	<b>354,441</b>	<b>25,081</b>	<b>25,756</b>	<b>21,209</b>
<b>Self-Identify as:</b>																					
Heterosexual	20.0%	18.6%	18.0%	45.9%	46.0%	46.7%	21.1%	21.9%	22.1%	6.7%	7.0%	7.1%	6.3%	6.5%	6.2%	287,840	297,771	277,524	17,459	18,216	14,767
LGBT*	19.5%	17.8%	18.1%	40.9%	41.9%	41.9%	21.6%	21.0%	21.8%	8.8%	9.7%	8.7%	9.3%	9.6%	9.4%	10,591	10,292	9,187	700	687	555
Prefer not to say	14.0%	13.1%	12.9%	39.9%	40.0%	41.3%	27.0%	27.8%	27.7%	8.8%	9.0%	9.0%	10.3%	10.1%	9.1%	42,591	43,711	40,021	4,154	4,076	3,512
<b>Military Service</b>																					
No Prior Military Service	18.8%	17.5%	17.3%	45.7%	45.7%	46.3%	21.8%	22.6%	22.6%	7.0%	7.3%	7.3%	6.7%	6.8%	6.5%	257,884	260,767	240,901	18,565	18,964	15,337
Currently in Guard/Reserves	21.8%	20.2%	19.5%	44.9%	46.3%	46.7%	19.0%	19.4%	20.6%	6.6%	6.6%	6.5%	7.7%	7.6%	6.7%	5,865	6,694	6,270	263	261	216
Retired Separated/Discharged	22.6%	21.0%	20.0%	45.9%	46.5%	47.3%	20.5%	21.3%	21.4%	6.2%	6.1%	6.3%	4.8%	5.1%	5.0%	37,888	41,353	39,879	1,555	1,677	1,447
<b>Disability</b>																					
Yes	18.8%	17.7%	16.6%	39.9%	39.4%	40.5%	23.2%	23.9%	24.4%	8.3%	8.9%	8.7%	9.8%	10.1%	9.8%	48,561	50,284	46,329	2,827	2,883	2,330
No	19.3%	17.9%	17.5%	46.2%	46.4%	47.0%	21.5%	22.3%	22.4%	6.7%	7.0%	7.0%	6.2%	6.4%	6.0%	306,481	315,555	293,579	20,757	21,388	17,541



## Report by Demographics

(56) Managers communicate the goals and priorities of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.7%</b>	<b>14.7%</b>	<b>13.7%</b>	<b>44.6%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>20.1%</b>	<b>20.8%</b>	<b>21.5%</b>	<b>11.1%</b>	<b>11.4%</b>	<b>11.7%</b>	<b>8.6%</b>	<b>8.7%</b>	<b>8.6%</b>	<b>389,027</b>	<b>401,551</b>	<b>372,472</b>	<b>5,145</b>	<b>5,334</b>	<b>4,914</b>
<b>Work Location</b>																					
Headquarters	17.5%	16.4%	15.3%	44.6%	44.9%	44.5%	19.5%	20.0%	20.8%	10.6%	10.8%	11.5%	7.7%	7.9%	7.9%	153,002	153,847	140,657	1,946	1,962	1,806
Field	14.8%	13.8%	13.0%	44.6%	44.1%	44.3%	20.2%	21.1%	21.7%	11.3%	11.8%	12.0%	9.1%	9.2%	9.1%	225,692	236,268	218,713	2,961	3,129	2,811
<b>Supervisory Status</b>																					
Non-Supervisor	14.7%	13.7%	12.8%	43.8%	43.7%	43.5%	20.9%	21.5%	22.3%	11.2%	11.7%	12.0%	9.3%	9.4%	9.4%	247,882	255,791	236,456	4,088	4,270	3,898
Team Leader	14.0%	12.9%	12.2%	43.5%	42.8%	43.5%	20.1%	21.9%	21.9%	13.0%	13.1%	13.4%	9.4%	9.3%	9.0%	48,795	52,651	48,966	483	498	484
Supervisor	17.3%	16.5%	15.8%	48.6%	48.3%	48.2%	18.4%	18.9%	19.6%	10.0%	10.1%	10.3%	5.8%	6.2%	6.2%	51,730	52,038	48,201	296	296	256
Manager	25.4%	23.2%	22.2%	49.4%	49.8%	50.0%	13.7%	14.5%	15.4%	7.0%	7.6%	7.9%	4.5%	4.8%	4.4%	24,542	24,205	21,481	69	64	50
Senior Leader	38.5%	34.4%	32.8%	42.3%	44.2%	44.8%	11.0%	12.2%	12.3%	5.4%	6.3%	6.5%	2.9%	3.0%	3.6%	8,042	7,999	7,007	30	23	21
<b>Sex</b>																					
Male	15.7%	14.6%	13.6%	43.7%	43.3%	43.5%	20.3%	21.0%	21.9%	11.3%	11.9%	12.1%	9.0%	9.2%	8.9%	193,932	202,481	186,403	1,979	2,070	1,863
Female	16.1%	15.0%	14.3%	45.9%	46.1%	45.8%	19.5%	20.2%	20.6%	10.6%	10.8%	11.2%	7.9%	7.9%	8.1%	181,517	185,087	171,629	2,839	2,948	2,732
<b>Hispanic or Latino</b>																					
Yes	16.7%	15.3%	14.7%	41.7%	41.8%	41.3%	20.3%	20.4%	21.3%	10.7%	11.6%	11.5%	10.6%	10.9%	11.3%	33,005	33,369	30,266	412	419	401
No	15.9%	14.7%	13.8%	45.0%	44.9%	44.9%	19.8%	20.7%	21.4%	11.0%	11.4%	11.7%	8.3%	8.4%	8.3%	338,687	350,465	324,058	4,307	4,540	4,126
<b>Race</b>																					
American Indian/ Alaska Native	12.3%	12.4%	11.0%	36.9%	38.7%	38.3%	24.0%	23.5%	24.7%	12.4%	12.6%	13.7%	14.4%	12.8%	12.3%	7,621	8,156	7,344	170	180	171
Asian	19.2%	17.8%	16.8%	46.5%	46.9%	46.7%	18.9%	19.7%	20.8%	8.4%	8.9%	8.6%	7.1%	6.7%	7.2%	19,169	18,332	16,758	286	301	270
Black/African American	17.6%	16.2%	15.0%	46.8%	47.0%	47.1%	19.1%	19.9%	20.1%	8.7%	8.8%	9.3%	7.8%	8.1%	8.5%	56,874	59,091	54,985	830	864	889
Native Hawaiian/ Pacific Islander	15.3%	15.7%	13.8%	43.7%	40.4%	41.1%	20.5%	23.1%	25.0%	10.4%	10.9%	10.1%	10.1%	9.8%	10.0%	2,167	2,430	2,285	29	32	40
White	15.7%	14.6%	13.7%	44.7%	44.4%	44.4%	19.7%	20.5%	21.3%	11.6%	12.0%	12.3%	8.3%	8.5%	8.3%	260,272	269,862	249,616	2,959	3,110	2,718
Two or more races (Not Hispanic/ Latino)	14.1%	13.0%	12.9%	39.7%	40.3%	40.3%	22.0%	23.1%	22.8%	12.5%	12.4%	13.0%	11.8%	11.3%	11.0%	14,088	14,199	12,791	227	223	225

## Report by Demographics

(56) Managers communicate the goals and priorities of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.7%</b>	<b>14.7%</b>	<b>13.7%</b>	<b>44.6%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>20.1%</b>	<b>20.8%</b>	<b>21.5%</b>	<b>11.1%</b>	<b>11.4%</b>	<b>11.7%</b>	<b>8.6%</b>	<b>8.7%</b>	<b>8.6%</b>	<b>389,027</b>	<b>401,551</b>	<b>372,472</b>	<b>5,145</b>	<b>5,334</b>	<b>4,914</b>
<b>Age Group</b>																					
25 and under	22.0%	21.8%	19.2%	48.5%	45.9%	47.6%	15.1%	17.1%	16.7%	8.3%	8.6%	9.2%	6.0%	6.6%	7.3%	2,640	2,591	2,568	40	32	50
26-29	18.2%	16.8%	14.5%	44.8%	45.4%	44.7%	17.1%	17.2%	18.9%	11.5%	10.6%	12.1%	8.4%	9.9%	9.8%	10,874	12,003	12,124	133	141	144
30-39	15.8%	14.1%	13.4%	43.8%	43.9%	43.8%	18.4%	19.5%	20.0%	12.0%	12.3%	12.9%	9.9%	10.2%	10.0%	72,622	71,046	63,682	834	833	706
40-49	15.2%	14.4%	13.4%	44.4%	44.1%	44.4%	19.6%	20.2%	20.8%	11.5%	11.8%	12.2%	9.3%	9.5%	9.2%	101,350	105,721	99,482	1,230	1,277	1,220
50-59	15.6%	14.6%	13.8%	44.7%	44.4%	44.4%	21.1%	21.8%	22.6%	10.7%	11.2%	11.3%	7.9%	8.0%	8.0%	139,980	146,111	135,780	1,870	1,990	1,820
60+	15.9%	14.9%	14.2%	45.4%	45.7%	45.3%	21.8%	22.7%	23.9%	9.9%	10.2%	10.2%	6.9%	6.5%	6.4%	60,316	62,359	56,163	1,024	1,043	929
<b>Level of Education</b>																					
Less than High School	16.3%	16.7%	12.7%	45.4%	44.7%	48.9%	22.9%	22.2%	19.3%	8.1%	7.4%	10.2%	7.3%	8.9%	9.0%	348	391	380	12	16	16
H.S. Diploma/ GED or equiv	15.8%	14.3%	13.8%	44.8%	45.1%	44.9%	22.1%	23.0%	23.9%	9.3%	9.6%	9.3%	8.0%	8.1%	8.2%	15,925	18,977	18,663	285	330	341
Trade/Technical Certificate	13.8%	12.4%	11.5%	42.6%	43.0%	42.2%	22.5%	24.0%	25.4%	11.8%	10.5%	11.1%	9.3%	10.1%	9.8%	8,005	9,385	8,815	166	169	169
Some College (no degree)	14.5%	13.8%	13.1%	42.4%	42.5%	42.1%	22.6%	22.8%	23.6%	10.8%	11.4%	11.7%	9.6%	9.4%	9.5%	51,805	59,093	56,891	822	923	916
Associate's Degree	15.0%	13.8%	12.3%	42.5%	43.0%	42.4%	21.2%	22.0%	24.2%	11.6%	11.5%	11.8%	9.6%	9.8%	9.3%	27,261	30,685	28,964	491	557	457
Bachelor's Degree	15.7%	14.6%	13.9%	45.7%	45.5%	45.9%	19.3%	20.1%	20.1%	11.0%	11.3%	11.8%	8.2%	8.5%	8.3%	130,330	133,805	123,294	1,473	1,578	1,394
Master's Degree	16.8%	15.6%	14.7%	45.4%	45.0%	45.2%	18.5%	19.1%	19.8%	11.3%	12.1%	12.2%	8.1%	8.1%	8.1%	100,409	96,938	86,506	1,035	986	882
Doctoral/ Professional Degree	18.3%	17.3%	16.1%	45.5%	45.0%	45.3%	17.8%	18.8%	19.3%	10.6%	11.2%	11.5%	7.8%	7.7%	7.8%	43,433	40,333	36,075	557	518	462
<b>Pay Category</b>																					
Federal Wage System	11.4%	11.0%	10.0%	39.5%	40.3%	38.9%	23.6%	24.2%	25.6%	12.7%	12.6%	13.3%	12.7%	11.9%	12.2%	9,371	12,421	12,078	165	218	196
GS 1-6	16.6%	15.4%	14.3%	43.0%	43.5%	43.4%	21.4%	22.5%	23.4%	10.0%	9.6%	9.9%	9.0%	9.0%	8.9%	18,154	21,379	21,414	467	505	552
GS 7-12	15.2%	14.2%	13.3%	44.8%	44.7%	44.8%	20.5%	21.0%	21.7%	11.0%	11.3%	11.6%	8.6%	8.8%	8.6%	150,345	163,379	154,994	2,432	2,624	2,378
GS 13-15	17.4%	16.0%	15.4%	46.3%	45.7%	46.0%	18.1%	19.0%	19.7%	10.8%	11.6%	11.8%	7.3%	7.6%	7.2%	167,609	160,541	142,542	1,422	1,348	1,199
SES	46.7%	41.6%	40.3%	40.1%	42.8%	43.5%	7.5%	8.9%	9.5%	3.6%	4.4%	4.3%	2.1%	2.3%	2.3%	5,743	5,682	4,872	10	8	9
SL/ST	21.6%	21.7%	19.2%	45.5%	42.7%	45.7%	17.0%	17.5%	17.6%	10.1%	11.0%	9.6%	5.7%	7.2%	7.9%	1,550	1,515	1,375	15	17	10
Other	13.0%	12.2%	11.8%	42.2%	42.7%	42.2%	21.5%	22.0%	21.5%	12.5%	12.7%	13.4%	10.9%	10.4%	11.1%	25,420	25,194	22,702	361	368	300

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (56) Managers communicate the goals and priorities of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.7%</b>	<b>14.7%</b>	<b>13.7%</b>	<b>44.6%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>20.1%</b>	<b>20.8%</b>	<b>21.5%</b>	<b>11.1%</b>	<b>11.4%</b>	<b>11.7%</b>	<b>8.6%</b>	<b>8.7%</b>	<b>8.6%</b>	<b>389,027</b>	<b>401,551</b>	<b>372,472</b>	<b>5,145</b>	<b>5,334</b>	<b>4,914</b>
<b>Time in Federal Government</b>																					
< 1 year	28.2%	28.0%	24.1%	48.7%	48.5%	48.4%	13.0%	14.7%	16.2%	6.8%	5.8%	7.8%	3.2%	3.0%	3.4%	6,694	5,920	3,083	137	101	68
1-3 years	20.3%	18.9%	17.9%	46.2%	46.1%	46.5%	17.8%	19.0%	18.7%	9.2%	9.5%	10.1%	6.5%	6.5%	6.8%	29,385	27,774	32,337	418	402	438
4-5 years	16.0%	15.2%	14.0%	44.3%	44.8%	45.0%	19.4%	20.1%	20.3%	11.9%	11.2%	12.2%	8.4%	8.7%	8.5%	29,632	40,436	42,712	384	549	500
6-10 years	14.8%	13.7%	13.2%	43.8%	43.6%	42.8%	20.0%	20.7%	21.5%	11.8%	12.5%	12.8%	9.4%	9.6%	9.8%	90,433	86,534	72,299	1,087	1,055	931
11-14 years	14.0%	12.9%	11.9%	43.2%	42.2%	42.6%	20.4%	21.7%	22.3%	12.4%	12.7%	13.1%	10.1%	10.5%	10.1%	54,002	55,937	50,616	688	704	635
15-20 years	14.5%	13.2%	12.5%	43.1%	43.6%	44.1%	21.0%	21.1%	21.4%	11.6%	12.0%	12.3%	9.7%	10.1%	9.7%	50,959	48,015	39,388	665	639	520
> 20 years	15.7%	14.6%	13.7%	46.0%	45.7%	45.6%	20.7%	21.4%	22.7%	10.0%	10.7%	10.6%	7.7%	7.5%	7.4%	117,862	126,277	120,189	1,518	1,668	1,582
<b>Time with Current Agency</b>																					
< 1 year	26.7%	26.2%	22.8%	46.6%	47.1%	47.3%	15.2%	16.2%	17.5%	7.2%	6.6%	8.1%	4.4%	4.0%	4.2%	12,862	11,649	6,329	267	218	150
1-3 years	19.5%	18.0%	17.3%	45.1%	45.0%	44.8%	18.6%	19.2%	19.2%	9.6%	10.2%	11.0%	7.2%	7.7%	7.7%	46,898	43,807	49,110	624	626	647
4-5 years	15.1%	14.5%	13.2%	43.4%	44.1%	44.4%	19.9%	20.3%	20.8%	12.3%	11.7%	12.5%	9.3%	9.4%	9.1%	37,568	49,142	51,014	462	643	668
6-10 years	13.9%	13.2%	12.7%	43.6%	43.4%	43.0%	20.4%	21.1%	21.8%	12.1%	12.6%	12.7%	9.9%	9.8%	9.8%	96,601	94,409	79,752	1,178	1,174	1,031
11-20 years	14.1%	12.9%	12.1%	43.7%	43.4%	43.6%	20.8%	21.5%	22.3%	11.9%	12.2%	12.5%	9.6%	10.0%	9.5%	97,243	97,563	85,162	1,251	1,223	1,044
> 20 years	16.1%	14.7%	13.9%	47.0%	46.5%	46.4%	20.4%	21.4%	22.5%	9.7%	10.5%	10.2%	6.8%	6.9%	6.9%	86,507	93,116	88,075	1,082	1,212	1,099
<b>Leaving</b>																					
No	19.8%	18.3%	17.3%	48.8%	48.7%	48.7%	18.4%	19.3%	20.0%	8.3%	8.8%	9.1%	4.7%	4.9%	4.9%	255,652	259,704	237,162	3,101	3,109	2,821
Yes, to retire	12.9%	12.8%	11.4%	45.3%	44.7%	44.6%	22.5%	23.4%	25.0%	11.2%	11.5%	11.3%	8.1%	7.6%	7.7%	21,940	23,706	22,659	336	356	333
Yes, to other job in Govt	8.4%	7.6%	7.2%	36.6%	36.2%	36.4%	22.6%	23.0%	23.5%	16.5%	17.2%	17.3%	15.9%	16.1%	15.5%	69,516	72,259	67,114	913	1,004	914
Yes, to other job outside Govt	6.6%	6.1%	6.1%	33.1%	33.7%	33.2%	21.1%	22.1%	22.7%	19.2%	17.7%	19.2%	20.1%	20.5%	18.8%	13,559	15,618	15,403	178	206	192
Yes, other	6.2%	6.5%	5.8%	31.6%	31.7%	32.0%	25.1%	25.5%	25.3%	17.3%	16.4%	17.3%	19.8%	19.9%	19.7%	17,616	18,865	17,628	346	422	372
<b>Retiring</b>																					
Within 1 year	12.8%	13.0%	11.5%	44.9%	43.8%	44.0%	22.0%	22.7%	23.7%	11.3%	12.0%	11.6%	8.9%	8.6%	9.3%	13,369	14,599	13,730	203	225	212
Between 1-3 years	13.8%	13.4%	12.4%	45.7%	45.1%	45.0%	22.4%	22.8%	24.5%	10.5%	11.3%	11.1%	7.6%	7.4%	7.0%	37,425	39,334	35,761	549	554	513
Between 3-5 years	15.0%	13.6%	13.0%	44.9%	44.7%	44.9%	21.5%	22.3%	23.2%	10.8%	11.2%	11.2%	7.8%	8.1%	7.8%	41,600	42,813	39,109	523	580	500
5 or more years	16.4%	15.2%	14.3%	44.5%	44.4%	44.4%	19.3%	20.1%	20.6%	11.1%	11.4%	11.9%	8.7%	8.9%	8.8%	283,262	290,362	267,936	3,530	3,637	3,338

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(56) Managers communicate the goals and priorities of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.7%</b>	<b>14.7%</b>	<b>13.7%</b>	<b>44.6%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>20.1%</b>	<b>20.8%</b>	<b>21.5%</b>	<b>11.1%</b>	<b>11.4%</b>	<b>11.7%</b>	<b>8.6%</b>	<b>8.7%</b>	<b>8.6%</b>	<b>389,027</b>	<b>401,551</b>	<b>372,472</b>	<b>5,145</b>	<b>5,334</b>	<b>4,914</b>
<b>Self-Identify as:</b>																					
Heterosexual	16.7%	15.5%	14.5%	45.6%	45.4%	45.4%	19.3%	20.1%	20.9%	10.5%	10.9%	11.3%	7.8%	8.1%	8.0%	302,438	313,405	290,364	3,543	3,720	3,367
LGBT*	15.8%	14.6%	14.1%	42.1%	41.6%	41.4%	18.0%	19.5%	19.5%	13.6%	13.6%	13.7%	10.4%	10.7%	11.3%	11,177	10,889	9,663	136	133	110
Prefer not to say	11.0%	10.1%	9.9%	38.9%	39.0%	39.6%	23.6%	24.5%	24.9%	13.4%	14.2%	13.8%	13.1%	12.2%	11.8%	46,047	47,120	42,864	880	911	849
<b>Military Service</b>																					
No Prior Military Service	15.7%	14.7%	14.0%	45.8%	45.6%	45.5%	19.5%	20.4%	21.0%	10.8%	11.1%	11.4%	8.1%	8.2%	8.1%	273,521	277,056	254,096	3,542	3,653	3,291
Currently in Guard/Reserves	17.1%	15.8%	14.2%	44.0%	44.2%	44.5%	17.6%	18.9%	20.5%	11.1%	11.8%	11.0%	10.2%	9.3%	9.7%	6,065	6,919	6,443	63	75	76
Retired Separated/Discharged	18.1%	16.8%	15.9%	44.7%	44.3%	44.5%	19.8%	21.0%	21.2%	10.4%	11.1%	11.4%	7.0%	6.9%	7.1%	39,103	42,811	41,152	438	453	440
Disability																					
Yes	16.1%	15.2%	13.8%	41.2%	40.9%	40.6%	20.4%	21.1%	22.3%	11.6%	11.9%	12.2%	10.8%	10.8%	11.1%	50,723	52,578	48,163	814	826	744
No	15.9%	14.7%	13.9%	45.4%	45.2%	45.2%	19.8%	20.6%	21.2%	10.9%	11.3%	11.6%	8.1%	8.2%	8.1%	324,026	334,017	308,785	3,975	4,187	3,807

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>13.9%</b>	<b>44.2%</b>	<b>43.8%</b>	<b>44.1%</b>	<b>23.5%</b>	<b>24.3%</b>	<b>25.2%</b>	<b>8.9%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>7.3%</b>	<b>367,493</b>	<b>379,267</b>	<b>351,864</b>	<b>26,319</b>	<b>27,154</b>	<b>25,427</b>
<b>Work Location</b>																					
Headquarters	17.6%	16.7%	15.3%	44.2%	44.1%	44.4%	22.8%	23.4%	24.2%	8.7%	9.1%	9.2%	6.7%	6.7%	6.8%	145,172	145,918	133,306	9,682	9,716	9,149
Field	15.1%	14.1%	13.3%	44.1%	43.5%	43.9%	23.8%	24.8%	25.5%	9.1%	9.6%	9.7%	7.9%	8.0%	7.6%	212,590	222,570	206,234	15,831	16,606	15,294
<b>Supervisory Status</b>																					
Non-Supervisor	15.0%	14.1%	13.0%	43.5%	43.0%	43.4%	24.5%	25.3%	26.1%	8.8%	9.4%	9.5%	8.1%	8.1%	7.9%	231,292	238,799	220,792	20,458	21,040	19,552
Team Leader	14.1%	13.2%	12.5%	43.1%	42.7%	43.1%	24.1%	25.2%	25.8%	10.7%	10.9%	10.9%	8.0%	8.0%	7.6%	46,009	49,680	46,186	3,247	3,430	3,268
Supervisor	17.0%	16.4%	15.8%	47.7%	47.2%	47.3%	21.3%	22.0%	22.5%	8.7%	9.0%	9.2%	5.3%	5.4%	5.3%	50,364	50,550	46,921	1,597	1,688	1,542
Manager	24.6%	22.8%	21.4%	48.1%	49.0%	49.4%	16.3%	16.9%	17.5%	7.0%	7.1%	7.7%	3.9%	4.2%	4.0%	24,285	23,938	21,264	327	312	254
Senior Leader	38.1%	35.2%	34.0%	42.3%	42.9%	41.9%	11.9%	13.0%	15.1%	4.9%	6.1%	5.5%	2.9%	2.8%	3.6%	8,001	7,930	6,965	58	78	48
<b>Sex</b>																					
Male	15.9%	15.0%	13.8%	43.2%	42.6%	43.1%	23.8%	24.5%	25.6%	9.3%	9.9%	9.8%	7.8%	8.0%	7.6%	183,441	191,623	176,388	12,359	12,781	11,887
Female	16.4%	15.3%	14.5%	45.6%	45.4%	45.5%	22.7%	23.8%	24.2%	8.4%	8.7%	9.0%	6.9%	6.8%	6.8%	171,524	174,668	162,084	12,660	13,131	12,211
<b>Hispanic or Latino</b>																					
Yes	16.8%	15.5%	14.6%	40.6%	40.7%	40.3%	23.8%	24.4%	25.6%	9.1%	9.5%	9.6%	9.7%	9.9%	10.0%	31,511	31,839	28,886	1,884	1,955	1,801
No	16.0%	15.1%	14.0%	44.7%	44.2%	44.6%	23.2%	24.2%	24.9%	8.9%	9.4%	9.5%	7.1%	7.1%	7.0%	319,971	331,045	306,222	22,731	23,579	21,909
<b>Race</b>																					
American Indian/ Alaska Native	12.8%	12.6%	10.9%	36.8%	37.6%	38.8%	27.2%	27.7%	28.4%	11.0%	10.7%	11.6%	12.2%	11.4%	10.3%	7,323	7,867	7,084	464	473	430
Asian	19.1%	17.9%	16.7%	45.9%	46.5%	46.1%	21.7%	22.0%	22.9%	6.8%	7.4%	7.9%	6.5%	6.2%	6.3%	18,437	17,649	16,205	979	962	825
Black/African American	17.2%	16.2%	15.0%	46.3%	45.6%	46.5%	22.4%	23.5%	23.9%	6.9%	7.7%	7.5%	7.1%	7.0%	7.2%	54,732	56,855	52,748	3,005	3,056	3,074
Native Hawaiian/ Pacific Islander	16.0%	15.2%	13.6%	41.0%	40.0%	40.8%	24.6%	26.4%	26.3%	8.8%	9.3%	10.5%	9.6%	9.1%	8.7%	2,103	2,351	2,230	97	116	107
White	16.0%	15.0%	14.0%	44.4%	43.9%	44.1%	23.2%	24.1%	25.0%	9.3%	9.8%	10.0%	7.1%	7.3%	7.0%	244,909	253,935	234,979	18,057	18,769	17,341
Two or more races (Not Hispanic/ Latino)	14.2%	13.5%	13.2%	39.4%	39.8%	40.1%	25.3%	26.4%	27.1%	10.1%	10.3%	9.9%	11.1%	10.0%	9.7%	13,257	13,262	12,011	1,040	1,132	1,019

## Report by Demographics

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>13.9%</b>	<b>44.2%</b>	<b>43.8%</b>	<b>44.1%</b>	<b>23.5%</b>	<b>24.3%</b>	<b>25.2%</b>	<b>8.9%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>7.3%</b>	<b>367,493</b>	<b>379,267</b>	<b>351,864</b>	<b>26,319</b>	<b>27,154</b>	<b>25,427</b>
<b>Age Group</b>																					
25 and under	23.0%	22.4%	19.4%	48.0%	46.5%	50.7%	17.6%	19.3%	18.0%	6.6%	6.2%	6.3%	4.8%	5.6%	5.6%	2,508	2,468	2,441	171	156	171
26-29	18.1%	17.6%	14.6%	46.3%	45.0%	46.2%	19.1%	19.0%	21.0%	8.8%	9.6%	10.0%	7.7%	8.9%	8.3%	10,339	11,342	11,448	674	782	815
30-39	16.1%	14.5%	13.5%	44.1%	43.7%	44.0%	21.1%	22.5%	23.2%	10.0%	10.2%	10.4%	8.7%	9.1%	8.8%	68,351	66,862	59,755	4,972	4,882	4,569
40-49	15.4%	14.8%	13.8%	43.7%	43.6%	43.9%	23.3%	23.8%	24.5%	9.4%	9.7%	10.0%	8.1%	8.1%	7.9%	95,663	99,695	93,937	6,775	7,146	6,737
50-59	15.8%	15.0%	13.9%	43.9%	43.5%	43.8%	24.8%	25.5%	26.5%	8.5%	9.3%	9.2%	6.9%	6.8%	6.7%	132,487	138,308	128,642	9,281	9,660	8,937
60+	16.0%	15.1%	14.4%	44.9%	44.2%	44.4%	25.7%	27.0%	27.7%	7.7%	8.3%	8.3%	5.8%	5.4%	5.3%	56,965	58,972	53,142	4,366	4,408	3,978
<b>Level of Education</b>																					
Less than High School	17.3%	16.9%	16.8%	40.4%	47.0%	45.2%	27.0%	22.5%	24.9%	8.7%	5.0%	5.9%	6.5%	8.7%	7.2%	338	384	363	25	24	30
H.S. Diploma/ GED or equiv	16.3%	14.7%	14.2%	44.3%	43.8%	44.1%	25.7%	27.1%	27.6%	7.3%	7.7%	7.4%	6.4%	6.8%	6.7%	15,291	18,233	17,925	915	1,051	1,094
Trade/Technical Certificate	14.5%	12.7%	11.6%	41.9%	42.8%	42.4%	26.7%	28.0%	28.9%	9.2%	7.8%	9.5%	7.6%	8.7%	7.6%	7,643	8,980	8,395	522	586	588
Some College (no degree)	14.8%	14.0%	13.3%	42.2%	42.0%	41.8%	26.3%	27.0%	27.7%	8.4%	9.0%	9.2%	8.3%	8.0%	8.0%	49,137	56,098	54,036	3,485	3,922	3,755
Associate's Degree	15.2%	14.4%	12.7%	42.4%	43.0%	41.9%	25.2%	25.3%	28.4%	8.7%	9.0%	9.2%	8.5%	8.3%	7.8%	25,838	29,029	27,453	1,911	2,228	1,984
Bachelor's Degree	15.8%	15.1%	14.1%	45.4%	44.7%	45.7%	22.8%	23.6%	23.7%	8.8%	9.4%	9.5%	7.2%	7.3%	7.0%	122,966	126,228	116,276	8,664	9,008	8,382
Master's Degree	16.8%	15.7%	14.6%	44.9%	44.4%	44.8%	21.2%	22.3%	22.9%	9.8%	10.6%	10.5%	7.2%	7.1%	7.1%	95,285	91,818	82,083	6,086	5,893	5,312
Doctoral/ Professional Degree	18.8%	18.0%	16.7%	44.8%	44.3%	44.8%	21.2%	21.7%	22.2%	8.5%	9.1%	9.4%	6.6%	6.9%	6.9%	40,347	37,440	33,389	3,589	3,378	3,131
<b>Pay Category</b>																					
Federal Wage System	11.5%	11.4%	10.5%	39.6%	40.1%	38.7%	28.3%	28.2%	30.0%	9.9%	10.4%	11.0%	10.7%	9.9%	9.8%	8,855	11,716	11,446	701	914	834
GS 1-6	17.3%	15.9%	14.5%	42.5%	42.7%	43.3%	24.6%	26.2%	26.9%	7.6%	7.5%	7.9%	8.0%	7.7%	7.5%	17,340	20,415	20,393	1,289	1,466	1,582
GS 7-12	15.4%	14.6%	13.5%	44.9%	44.3%	44.8%	23.9%	24.5%	25.3%	8.4%	9.1%	9.2%	7.3%	7.5%	7.2%	141,559	153,748	146,113	11,103	12,074	11,277
GS 13-15	17.5%	16.3%	15.5%	45.3%	44.8%	45.3%	21.3%	22.3%	23.0%	9.4%	9.9%	10.0%	6.4%	6.6%	6.3%	158,614	151,918	134,728	10,217	9,790	8,943
SES	45.9%	41.7%	39.7%	39.3%	41.1%	40.0%	8.8%	10.7%	12.8%	4.2%	4.4%	5.1%	1.8%	2.1%	2.3%	5,716	5,640	4,845	30	42	26
SL/ST	22.4%	20.9%	20.4%	45.0%	42.0%	45.4%	19.7%	20.3%	20.4%	8.3%	9.7%	7.8%	4.6%	7.2%	6.0%	1,503	1,466	1,327	62	67	55
Other	12.8%	12.4%	11.9%	41.2%	41.4%	41.2%	25.3%	26.2%	26.4%	10.6%	10.8%	10.7%	10.1%	9.2%	9.7%	23,818	23,694	21,354	1,938	1,862	1,664

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>13.9%</b>	<b>44.2%</b>	<b>43.8%</b>	<b>44.1%</b>	<b>23.5%</b>	<b>24.3%</b>	<b>25.2%</b>	<b>8.9%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>7.3%</b>	<b>367,493</b>	<b>379,267</b>	<b>351,864</b>	<b>26,319</b>	<b>27,154</b>	<b>25,427</b>
<b>Time in Federal Government</b>																					
< 1 year	28.1%	27.9%	24.2%	48.0%	48.4%	48.9%	15.7%	16.2%	18.6%	5.5%	4.9%	5.6%	2.8%	2.7%	2.6%	6,310	5,569	2,906	517	439	236
1-3 years	20.6%	19.3%	18.1%	46.7%	46.1%	46.7%	20.0%	21.5%	21.7%	7.4%	7.6%	8.1%	5.3%	5.5%	5.4%	27,841	26,349	30,601	1,943	1,800	2,166
4-5 years	16.2%	15.5%	14.2%	44.4%	44.8%	44.9%	22.8%	22.7%	23.8%	9.3%	9.6%	9.9%	7.3%	7.4%	7.3%	27,937	38,189	40,227	2,048	2,746	2,985
6-10 years	15.1%	14.1%	13.3%	43.7%	43.0%	43.2%	23.3%	24.5%	24.8%	9.6%	10.1%	10.3%	8.3%	8.4%	8.4%	85,209	81,465	68,028	6,244	6,079	5,187
11-14 years	14.1%	13.4%	12.2%	42.4%	41.5%	42.4%	24.3%	25.3%	26.2%	10.3%	10.7%	10.6%	8.8%	9.1%	8.7%	50,890	52,654	47,678	3,821	3,940	3,569
15-20 years	14.6%	13.6%	12.7%	42.2%	42.9%	43.1%	25.2%	25.0%	26.1%	9.6%	10.0%	9.9%	8.4%	8.6%	8.2%	48,103	45,276	37,273	3,426	3,291	2,628
> 20 years	15.9%	14.9%	13.9%	45.2%	44.5%	44.5%	24.2%	25.4%	26.4%	7.9%	8.7%	8.8%	6.7%	6.4%	6.3%	111,854	119,831	114,118	7,392	7,993	7,669
<b>Time with Current Agency</b>																					
< 1 year	27.3%	26.4%	23.2%	46.3%	46.8%	47.5%	17.2%	18.0%	19.9%	5.6%	5.1%	5.8%	3.7%	3.7%	3.5%	12,145	11,022	5,968	955	824	512
1-3 years	19.6%	18.3%	17.4%	45.5%	44.9%	45.2%	21.0%	22.1%	22.3%	7.8%	8.3%	8.8%	6.1%	6.4%	6.3%	44,478	41,557	46,489	2,996	2,845	3,267
4-5 years	15.3%	14.8%	13.4%	43.4%	43.8%	44.0%	23.3%	23.4%	24.6%	9.8%	10.0%	10.1%	8.2%	8.0%	7.9%	35,473	46,459	48,073	2,539	3,287	3,592
6-10 years	14.2%	13.6%	12.8%	43.4%	42.7%	43.2%	23.9%	24.8%	25.3%	9.7%	10.3%	10.4%	8.8%	8.6%	8.3%	90,922	88,818	75,052	6,830	6,660	5,720
11-20 years	14.1%	13.4%	12.4%	42.8%	42.5%	42.9%	24.8%	25.3%	26.5%	9.9%	10.1%	10.1%	8.4%	8.6%	8.1%	91,820	91,932	80,491	6,588	6,740	5,702
> 20 years	16.3%	14.8%	14.1%	46.1%	45.5%	45.4%	24.1%	25.4%	26.1%	7.6%	8.5%	8.5%	6.0%	5.8%	5.9%	82,099	88,394	83,594	5,389	5,863	5,585
<b>Leaving</b>																					
No	20.0%	18.6%	17.5%	48.3%	48.0%	48.3%	21.2%	22.3%	23.0%	6.5%	7.0%	7.2%	4.0%	4.0%	4.0%	243,088	246,833	225,450	15,426	15,647	14,467
Yes, to retire	13.0%	13.0%	11.6%	44.3%	43.1%	43.4%	26.9%	27.9%	29.1%	8.8%	9.6%	9.3%	7.0%	6.4%	6.5%	20,799	22,476	21,505	1,469	1,600	1,509
Yes, to other job in Govt	8.4%	7.8%	7.4%	36.3%	35.9%	36.2%	27.3%	27.7%	28.5%	14.0%	14.5%	14.4%	14.0%	14.1%	13.5%	64,834	67,456	62,682	5,542	5,797	5,336
Yes, to other job outside Govt	6.7%	6.5%	6.1%	32.6%	31.7%	33.0%	25.1%	26.1%	27.0%	16.6%	16.5%	16.6%	19.0%	19.2%	17.4%	12,497	14,398	14,206	1,228	1,394	1,383
Yes, other	6.2%	6.5%	5.8%	31.9%	31.6%	32.2%	30.0%	29.8%	30.4%	14.0%	14.2%	14.8%	17.9%	17.9%	16.9%	16,270	17,500	16,378	1,690	1,755	1,663
<b>Retiring</b>																					
Within 1 year	13.2%	12.9%	11.6%	43.3%	42.2%	42.8%	26.6%	27.3%	28.1%	9.0%	10.1%	9.7%	7.9%	7.4%	7.8%	12,670	13,872	13,047	881	965	917
Between 1-3 years	14.0%	13.6%	12.7%	45.0%	43.5%	44.2%	26.1%	27.4%	28.1%	8.3%	8.9%	9.1%	6.5%	6.5%	5.9%	35,344	37,251	33,901	2,609	2,619	2,405
Between 3-5 years	14.9%	13.6%	13.0%	44.1%	43.4%	43.9%	25.9%	26.5%	27.2%	8.6%	9.5%	9.4%	6.5%	6.9%	6.4%	39,472	40,649	37,077	2,638	2,690	2,518
5 or more years	16.6%	15.6%	14.5%	44.3%	44.0%	44.3%	22.5%	23.4%	24.2%	9.0%	9.4%	9.6%	7.6%	7.6%	7.5%	267,598	273,990	252,998	18,950	19,680	18,217

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>13.9%</b>	<b>44.2%</b>	<b>43.8%</b>	<b>44.1%</b>	<b>23.5%</b>	<b>24.3%</b>	<b>25.2%</b>	<b>8.9%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>7.3%</b>	<b>367,493</b>	<b>379,267</b>	<b>351,864</b>	<b>26,319</b>	<b>27,154</b>	<b>25,427</b>
<b>Self-Identify as:</b>																					
Heterosexual	16.8%	15.8%	14.7%	45.3%	44.7%	44.9%	22.7%	23.6%	24.4%	8.4%	9.0%	9.2%	6.7%	6.9%	6.8%	287,094	297,388	275,564	18,656	19,470	18,091
LGBT*	16.4%	15.0%	14.3%	40.9%	41.4%	41.2%	22.2%	22.8%	23.4%	11.0%	11.2%	11.2%	9.5%	9.6%	9.9%	10,484	10,241	9,064	803	768	729
Prefer not to say	11.4%	10.6%	10.2%	38.4%	38.6%	39.6%	27.3%	28.2%	29.1%	11.2%	11.6%	11.1%	11.7%	10.9%	10.0%	42,675	43,743	39,817	4,200	4,220	3,930
<b>Military Service</b>																					
No Prior Military Service	15.9%	15.0%	14.1%	45.3%	44.8%	45.0%	22.8%	23.8%	24.4%	8.8%	9.1%	9.4%	7.2%	7.3%	7.0%	258,506	261,514	240,034	18,259	18,865	17,247
Currently in Guard/Reserves	17.0%	16.4%	14.4%	44.3%	44.0%	45.8%	21.2%	20.9%	22.4%	9.0%	10.0%	9.3%	8.6%	8.6%	8.1%	5,808	6,624	6,123	328	360	395
Retired Separated/Discharged	18.2%	17.1%	15.9%	44.6%	43.8%	44.7%	23.5%	24.7%	24.9%	8.1%	9.0%	8.7%	5.5%	5.4%	5.8%	37,337	40,857	39,330	2,210	2,365	2,283
	15.1%	13.8%	12.6%	40.6%	40.7%	40.7%	25.2%	25.8%	27.3%	9.8%	10.3%	10.4%	9.4%	9.3%	9.0%	51,573	55,293	51,097	4,060	4,156	4,002
<b>Disability</b>																					
Yes	16.5%	15.6%	14.2%	41.1%	40.7%	40.8%	24.1%	24.9%	25.9%	9.2%	9.4%	9.7%	9.2%	9.3%	9.3%	47,978	49,730	45,563	3,525	3,639	3,407
No	16.0%	15.0%	14.0%	44.9%	44.4%	44.8%	23.2%	24.1%	24.8%	8.8%	9.4%	9.5%	7.1%	7.1%	6.9%	306,362	315,729	291,941	21,357	22,114	20,560



## Report by Demographics

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.2%</b>	<b>12.4%</b>	<b>37.7%</b>	<b>37.3%</b>	<b>37.5%</b>	<b>22.5%</b>	<b>23.2%</b>	<b>23.9%</b>	<b>14.2%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>11.3%</b>	<b>11.4%</b>	<b>11.2%</b>	<b>381,145</b>	<b>393,192</b>	<b>364,473</b>	<b>13,697</b>	<b>14,282</b>	<b>13,214</b>
<b>Work Location</b>																					
Headquarters	16.2%	15.0%	14.0%	38.6%	38.5%	38.6%	21.6%	22.5%	22.9%	13.4%	13.9%	14.3%	10.2%	10.1%	10.3%	150,766	151,495	138,359	4,485	4,603	4,248
Field	13.3%	12.3%	11.6%	37.2%	36.6%	36.8%	22.8%	23.5%	24.2%	14.7%	15.4%	15.4%	12.0%	12.3%	12.0%	220,367	230,589	213,407	8,687	9,169	8,381
<b>Supervisory Status</b>																					
Non-Supervisor	13.2%	12.2%	11.4%	36.2%	35.7%	36.0%	23.5%	24.3%	24.8%	14.7%	15.4%	15.4%	12.3%	12.4%	12.4%	241,406	249,025	230,002	11,033	11,510	10,621
Team Leader	12.7%	11.7%	11.0%	36.6%	36.6%	36.3%	22.7%	23.1%	24.1%	15.7%	16.3%	16.8%	12.2%	12.4%	11.7%	48,021	51,774	48,138	1,363	1,477	1,383
Supervisor	16.0%	15.2%	14.4%	43.3%	42.7%	42.5%	20.4%	21.2%	21.9%	12.4%	13.0%	13.2%	7.9%	8.0%	8.0%	51,393	51,609	47,853	716	767	654
Manager	24.1%	21.6%	20.7%	45.8%	46.2%	47.1%	14.7%	16.1%	15.9%	9.6%	10.0%	10.6%	5.7%	6.1%	5.7%	24,524	24,151	21,442	142	146	109
Senior Leader	37.1%	33.7%	32.5%	41.4%	42.3%	41.6%	11.2%	12.9%	14.0%	6.2%	7.4%	7.2%	4.0%	3.6%	4.7%	8,037	7,994	6,976	46	40	38
<b>Sex</b>																					
Male	14.6%	13.4%	12.5%	37.8%	37.2%	37.5%	22.4%	23.3%	24.2%	13.8%	14.5%	14.6%	11.3%	11.6%	11.2%	190,218	198,477	182,561	6,070	6,434	5,887
Female	14.3%	13.1%	12.5%	37.7%	37.7%	37.7%	22.2%	22.9%	23.1%	14.6%	15.1%	15.4%	11.2%	11.1%	11.3%	177,806	181,155	167,920	6,885	7,173	6,630
<b>Hispanic or Latino</b>																					
Yes	15.1%	14.0%	13.4%	35.6%	34.7%	34.3%	21.8%	23.1%	24.1%	14.0%	14.5%	14.4%	13.5%	13.8%	13.9%	32,443	32,826	29,696	1,047	1,051	1,019
No	14.4%	13.3%	12.4%	38.1%	37.8%	38.0%	22.4%	23.1%	23.7%	14.1%	14.8%	15.0%	11.0%	11.1%	10.9%	331,938	343,194	317,236	11,654	12,360	11,291
<b>Race</b>																					
American Indian/ Alaska Native	11.8%	11.5%	10.3%	31.5%	31.6%	32.9%	25.9%	25.9%	26.4%	14.6%	15.0%	15.9%	16.3%	16.1%	14.5%	7,551	8,031	7,233	267	315	296
Asian	17.9%	16.6%	15.7%	40.9%	41.9%	41.6%	22.5%	22.6%	23.2%	10.0%	10.4%	10.6%	8.7%	8.6%	8.8%	18,815	18,054	16,490	637	603	538
Black/African American	16.3%	15.1%	14.0%	40.8%	40.5%	41.2%	22.1%	22.8%	23.1%	10.9%	11.6%	11.5%	9.8%	10.0%	10.2%	55,970	58,089	53,944	1,830	1,962	1,939
Native Hawaiian/ Pacific Islander	14.8%	15.1%	12.7%	38.6%	34.8%	35.9%	22.0%	25.8%	26.2%	12.5%	13.0%	13.3%	12.1%	11.3%	11.8%	2,151	2,406	2,265	57	69	67
White	14.1%	12.9%	12.2%	37.5%	37.1%	37.0%	22.1%	22.9%	23.6%	15.1%	15.7%	16.0%	11.2%	11.4%	11.2%	254,921	264,153	244,211	8,832	9,280	8,440
Two or more races (Not Hispanic/ Latino)	12.6%	11.5%	11.3%	33.2%	32.9%	33.6%	22.7%	23.8%	24.7%	15.9%	16.1%	15.8%	15.6%	15.8%	14.5%	13,778	13,846	12,516	558	591	519

## Report by Demographics

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.2%</b>	<b>12.4%</b>	<b>37.7%</b>	<b>37.3%</b>	<b>37.5%</b>	<b>22.5%</b>	<b>23.2%</b>	<b>23.9%</b>	<b>14.2%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>11.3%</b>	<b>11.4%</b>	<b>11.2%</b>	<b>381,145</b>	<b>393,192</b>	<b>364,473</b>	<b>13,697</b>	<b>14,282</b>	<b>13,214</b>
<b>Age Group</b>																					
25 and under	19.8%	20.3%	17.3%	42.3%	41.7%	42.6%	17.6%	17.5%	19.2%	11.9%	12.8%	11.5%	8.4%	7.6%	9.4%	2,577	2,539	2,523	113	88	92
26-29	16.7%	15.0%	13.0%	39.1%	37.4%	37.9%	18.4%	20.3%	21.1%	14.0%	14.7%	15.6%	11.8%	12.5%	12.4%	10,711	11,807	11,920	325	351	363
30-39	14.2%	12.9%	12.1%	37.0%	36.7%	36.6%	20.6%	21.7%	22.0%	15.3%	15.5%	16.0%	12.9%	13.3%	13.2%	71,292	69,650	62,324	2,332	2,323	2,113
40-49	14.0%	13.0%	12.1%	37.6%	37.5%	37.4%	21.9%	22.3%	23.3%	14.5%	15.0%	15.3%	12.0%	12.3%	11.9%	99,460	103,639	97,583	3,339	3,562	3,232
50-59	14.2%	13.2%	12.4%	37.9%	37.3%	37.7%	23.4%	24.1%	24.9%	13.8%	14.8%	14.5%	10.6%	10.5%	10.4%	137,138	143,060	132,858	4,939	5,212	4,834
60+	14.3%	13.1%	12.8%	37.7%	37.7%	37.8%	25.4%	26.2%	26.7%	13.2%	13.9%	13.9%	9.5%	9.0%	8.9%	58,738	60,800	54,619	2,616	2,700	2,510
<b>Level of Education</b>																					
Less than High School	14.6%	16.5%	13.9%	40.4%	38.9%	42.1%	27.1%	23.9%	24.0%	9.1%	9.6%	9.7%	8.7%	11.2%	10.3%	340	393	369	21	20	24
H.S. Diploma/ GED or equiv	15.3%	13.3%	12.9%	38.9%	39.0%	39.1%	24.3%	26.2%	26.7%	12.2%	11.9%	11.8%	9.3%	9.6%	9.5%	15,634	18,634	18,306	585	696	703
Trade/Technical Certificate	12.7%	11.1%	10.2%	36.5%	35.9%	35.4%	25.7%	26.8%	28.3%	13.2%	13.9%	14.2%	11.9%	12.3%	11.9%	7,866	9,175	8,652	330	383	338
Some College (no degree)	13.4%	12.6%	12.0%	36.0%	35.7%	35.7%	24.8%	25.2%	25.8%	13.6%	14.3%	14.5%	12.2%	12.2%	12.0%	50,732	57,836	55,681	1,997	2,277	2,180
Associate's Degree	13.4%	12.7%	11.6%	36.0%	36.4%	35.1%	24.1%	24.4%	26.3%	14.1%	14.4%	14.9%	12.4%	12.0%	12.1%	26,697	30,089	28,333	1,092	1,253	1,128
Bachelor's Degree	14.2%	13.2%	12.4%	38.5%	38.2%	38.7%	21.9%	22.3%	22.6%	14.3%	15.0%	15.3%	11.2%	11.4%	11.0%	127,559	130,788	120,499	4,510	4,765	4,314
Master's Degree	15.4%	14.1%	13.0%	38.9%	38.2%	38.9%	20.4%	21.1%	21.6%	14.6%	15.7%	15.5%	10.8%	10.9%	10.9%	98,794	95,246	85,023	2,826	2,808	2,467
Doctoral/ Professional Degree	16.1%	14.9%	14.3%	37.0%	36.4%	36.0%	20.7%	22.4%	22.4%	15.1%	15.3%	15.9%	11.1%	11.1%	11.4%	42,407	39,458	35,125	1,690	1,509	1,467
<b>Pay Category</b>																					
Federal Wage System	10.5%	10.4%	9.5%	33.0%	33.4%	32.6%	26.6%	27.3%	27.5%	14.4%	15.2%	16.2%	15.5%	13.7%	14.2%	9,184	12,163	11,814	383	491	474
GS 1-6	15.1%	14.0%	13.0%	35.8%	35.7%	36.1%	24.7%	25.7%	26.2%	12.8%	13.1%	13.3%	11.7%	11.5%	11.4%	17,676	20,842	20,763	977	1,095	1,190
GS 7-12	13.6%	12.6%	11.8%	37.5%	37.0%	37.3%	23.1%	23.6%	24.4%	14.4%	14.9%	15.0%	11.5%	11.8%	11.5%	146,783	159,281	151,244	6,272	6,935	6,344
GS 13-15	16.1%	14.7%	13.9%	40.1%	39.5%	39.8%	20.0%	21.0%	21.5%	14.0%	14.9%	15.1%	9.7%	10.0%	9.8%	164,902	157,989	140,174	4,434	4,183	3,729
SES	45.2%	40.9%	39.2%	38.5%	40.3%	39.6%	8.3%	10.2%	11.6%	5.3%	5.3%	6.1%	2.7%	3.3%	3.5%	5,745	5,682	4,855	16	19	18
SL/ST	19.6%	18.7%	16.9%	38.0%	34.3%	40.3%	21.7%	22.5%	19.9%	12.3%	14.3%	11.9%	8.4%	10.2%	10.9%	1,548	1,508	1,357	23	31	26
Other	11.6%	10.8%	10.5%	35.1%	35.6%	35.5%	23.7%	24.0%	24.0%	15.2%	15.9%	16.1%	14.5%	13.7%	13.9%	24,825	24,597	22,132	1,012	1,020	890

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.2%</b>	<b>12.4%</b>	<b>37.7%</b>	<b>37.3%</b>	<b>37.5%</b>	<b>22.5%</b>	<b>23.2%</b>	<b>23.9%</b>	<b>14.2%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>11.3%</b>	<b>11.4%</b>	<b>11.2%</b>	<b>381,145</b>	<b>393,192</b>	<b>364,473</b>	<b>13,697</b>	<b>14,282</b>	<b>13,214</b>
<b>Time in Federal Government</b>																					
< 1 year	25.6%	25.0%	22.3%	43.4%	43.5%	43.2%	17.7%	18.6%	20.6%	8.7%	8.2%	9.3%	4.6%	4.6%	4.6%	6,534	5,750	2,988	310	285	161
1-3 years	18.2%	17.0%	16.2%	40.0%	39.2%	40.0%	20.4%	21.9%	21.5%	12.5%	13.0%	13.2%	9.0%	8.9%	9.1%	28,770	27,192	31,639	1,118	1,034	1,152
4-5 years	14.5%	14.0%	12.5%	37.5%	37.4%	37.5%	21.8%	22.0%	22.9%	14.7%	15.1%	15.5%	11.5%	11.5%	11.6%	29,106	39,615	41,740	976	1,441	1,534
6-10 years	13.5%	12.1%	11.9%	36.7%	36.1%	35.5%	22.3%	23.6%	23.6%	15.0%	15.4%	16.2%	12.5%	12.7%	12.8%	88,597	84,679	70,713	3,134	3,072	2,589
11-14 years	13.1%	11.6%	10.7%	36.2%	35.6%	35.7%	22.6%	23.0%	24.6%	15.3%	16.2%	15.7%	12.8%	13.6%	13.2%	52,946	54,764	49,628	1,863	1,968	1,685
15-20 years	13.1%	11.8%	11.2%	36.1%	36.8%	36.9%	23.4%	23.3%	23.9%	15.0%	15.5%	15.7%	12.4%	12.6%	12.3%	49,986	47,084	38,656	1,715	1,633	1,319
> 20 years	14.3%	13.3%	12.4%	39.2%	38.6%	38.9%	23.2%	24.0%	24.8%	13.2%	14.2%	14.1%	10.1%	10.0%	9.8%	115,456	123,759	117,625	4,046	4,375	4,263
<b>Time with Current Agency</b>																					
< 1 year	24.9%	24.1%	21.6%	42.2%	41.6%	42.9%	17.6%	19.4%	20.7%	9.2%	9.3%	9.0%	6.1%	5.7%	5.7%	12,565	11,355	6,148	592	531	332
1-3 years	17.6%	16.0%	15.6%	38.8%	38.4%	38.5%	21.0%	21.7%	21.8%	12.8%	13.7%	14.0%	9.8%	10.1%	10.2%	46,036	42,944	48,115	1,610	1,563	1,679
4-5 years	13.8%	13.3%	11.7%	36.5%	36.6%	36.9%	22.2%	22.6%	23.3%	15.0%	15.3%	15.8%	12.5%	12.2%	12.3%	36,912	48,196	49,887	1,191	1,692	1,858
6-10 years	12.7%	11.8%	11.6%	36.2%	36.0%	35.5%	22.7%	23.5%	23.8%	15.4%	15.8%	16.3%	13.0%	13.0%	12.7%	94,614	92,339	77,996	3,383	3,403	2,897
11-20 years	12.8%	11.5%	10.9%	36.7%	36.6%	36.7%	23.2%	23.5%	24.6%	15.0%	15.6%	15.5%	12.3%	12.8%	12.4%	95,308	95,573	83,514	3,362	3,347	2,808
> 20 years	14.5%	13.4%	12.5%	40.0%	39.2%	39.6%	23.1%	24.2%	24.9%	13.1%	14.1%	13.8%	9.2%	9.2%	9.1%	84,722	91,258	86,146	2,955	3,226	3,086
<b>Leaving</b>																					
No	18.2%	16.7%	15.8%	42.3%	41.9%	42.0%	21.5%	22.4%	22.9%	11.4%	12.2%	12.4%	6.6%	6.8%	6.8%	250,721	254,454	232,261	8,431	8,724	7,941
Yes, to retire	11.7%	11.6%	10.1%	37.6%	37.3%	37.7%	26.0%	26.3%	27.4%	14.1%	15.0%	15.1%	10.5%	9.9%	9.7%	21,414	23,158	22,114	866	944	917
Yes, to other job in Govt	7.0%	6.3%	6.1%	29.0%	28.7%	29.1%	23.8%	23.9%	24.8%	20.1%	20.5%	20.1%	20.1%	20.5%	20.0%	68,188	70,881	65,720	2,461	2,568	2,395
Yes, to other job outside Govt	5.3%	5.0%	4.7%	25.8%	25.2%	25.7%	20.5%	22.5%	22.5%	21.8%	21.4%	22.8%	26.6%	26.0%	24.4%	13,230	15,257	15,061	546	605	551
Yes, other	5.3%	5.4%	4.7%	24.3%	24.4%	24.2%	25.1%	25.5%	26.5%	20.3%	20.1%	20.6%	24.9%	24.6%	23.9%	17,189	18,405	17,197	814	895	841
<b>Retiring</b>																					
Within 1 year	11.8%	11.4%	10.2%	36.3%	36.5%	36.4%	25.7%	25.3%	26.4%	14.2%	15.5%	15.8%	12.0%	11.3%	11.2%	13,055	14,291	13,423	526	574	534
Between 1-3 years	12.5%	12.1%	11.1%	38.4%	36.8%	38.1%	25.2%	26.2%	26.6%	14.0%	15.0%	14.8%	10.0%	10.0%	9.4%	36,507	38,424	34,885	1,492	1,514	1,445
Between 3-5 years	13.3%	12.1%	11.5%	38.1%	37.4%	37.9%	24.4%	25.1%	25.5%	14.1%	14.8%	14.9%	10.2%	10.6%	10.1%	40,735	41,908	38,246	1,426	1,539	1,380
5 or more years	15.0%	13.7%	12.9%	37.8%	37.6%	37.6%	21.6%	22.4%	23.0%	14.2%	14.7%	15.0%	11.5%	11.7%	11.6%	277,924	284,550	262,456	9,511	9,950	9,123

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.2%</b>	<b>12.4%</b>	<b>37.7%</b>	<b>37.3%</b>	<b>37.5%</b>	<b>22.5%</b>	<b>23.2%</b>	<b>23.9%</b>	<b>14.2%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>11.3%</b>	<b>11.4%</b>	<b>11.2%</b>	<b>381,145</b>	<b>393,192</b>	<b>364,473</b>	<b>13,697</b>	<b>14,282</b>	<b>13,214</b>
<b>Self-Identify as:</b>																					
Heterosexual	15.2%	14.0%	13.1%	38.9%	38.5%	38.5%	22.0%	22.7%	23.4%	13.6%	14.3%	14.5%	10.3%	10.6%	10.6%	296,871	307,343	284,600	9,674	10,299	9,402
LGBT*	14.6%	12.8%	12.8%	32.8%	33.0%	33.6%	20.3%	21.4%	21.8%	17.3%	18.0%	16.8%	15.0%	14.8%	15.0%	10,965	10,670	9,482	364	373	326
Prefer not to say	10.0%	9.2%	8.7%	31.6%	31.3%	32.5%	24.8%	26.0%	26.4%	16.9%	17.4%	17.5%	16.7%	16.1%	14.9%	44,825	45,883	41,705	2,171	2,224	2,070
<b>Military Service</b>																					
No Prior Military Service	14.1%	13.1%	12.4%	38.3%	37.9%	37.9%	22.0%	22.8%	23.3%	14.5%	14.9%	15.3%	11.1%	11.2%	11.0%	268,149	271,435	248,748	9,408	9,722	8,888
Currently in Guard/Reserves	16.7%	15.4%	13.6%	38.2%	38.5%	39.8%	20.7%	21.1%	21.9%	12.1%	13.5%	13.1%	12.3%	11.5%	11.5%	5,976	6,801	6,298	175	194	213
Retired Separated/Discharged	17.0%	15.4%	14.6%	40.1%	39.2%	39.7%	22.1%	23.6%	24.0%	12.3%	13.3%	12.9%	8.6%	8.5%	8.7%	38,465	41,989	40,391	1,155	1,338	1,242
	13.4%	12.2%	11.1%	34.5%	34.2%	34.6%	23.7%	24.1%	25.1%	14.7%	15.7%	15.5%	13.6%	13.8%	13.7%	53,645	57,335	53,058	2,130	2,250	2,088
<b>Disability</b>																					
Yes	14.6%	13.5%	12.4%	34.5%	34.0%	34.3%	22.9%	23.9%	24.8%	14.3%	14.9%	14.7%	13.8%	13.8%	13.8%	49,600	51,432	47,075	2,041	2,062	1,935
No	14.4%	13.3%	12.5%	38.5%	38.1%	38.2%	22.2%	23.0%	23.6%	14.1%	14.8%	15.0%	10.7%	10.9%	10.7%	317,748	327,287	302,375	10,849	11,468	10,486

SOURCE: Federal Employee Viewpoint Survey

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\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.6%</b>	<b>14.4%</b>	<b>13.4%</b>	<b>40.2%</b>	<b>39.8%</b>	<b>40.1%</b>	<b>22.4%</b>	<b>23.3%</b>	<b>24.0%</b>	<b>11.8%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>10.0%</b>	<b>10.1%</b>	<b>9.9%</b>	<b>380,902</b>	<b>392,340</b>	<b>364,241</b>	<b>14,062</b>	<b>14,928</b>	<b>13,338</b>
<b>Work Location</b>																					
Headquarters	17.6%	16.4%	15.3%	41.1%	41.1%	41.1%	21.3%	22.1%	22.8%	11.0%	11.5%	11.8%	9.0%	8.9%	9.0%	150,836	151,279	138,370	4,452	4,715	4,154
Field	14.5%	13.3%	12.5%	39.6%	39.1%	39.4%	22.9%	23.8%	24.4%	12.3%	12.9%	13.1%	10.7%	10.9%	10.6%	220,061	230,007	213,144	9,077	9,684	8,616
<b>Supervisory Status</b>																					
Non-Supervisor	14.2%	13.1%	12.2%	38.8%	38.3%	38.6%	23.8%	24.6%	25.4%	12.3%	12.9%	12.9%	11.0%	11.1%	11.0%	241,015	248,161	229,665	11,481	12,197	10,836
Team Leader	14.0%	13.0%	12.3%	39.9%	39.8%	39.6%	22.3%	23.0%	23.5%	13.2%	13.6%	14.3%	10.6%	10.6%	10.3%	48,149	51,807	48,218	1,280	1,424	1,290
Supervisor	18.1%	16.8%	15.9%	45.4%	45.3%	45.2%	19.5%	20.6%	20.7%	10.1%	10.3%	11.2%	6.9%	6.9%	6.9%	51,427	51,630	47,856	705	754	664
Manager	26.2%	24.1%	22.9%	46.3%	46.5%	47.7%	14.8%	15.5%	15.3%	7.6%	8.5%	9.0%	5.1%	5.4%	5.1%	24,534	24,140	21,436	140	152	106
Senior Leader	39.8%	35.8%	34.9%	39.9%	42.1%	41.5%	10.7%	12.1%	13.1%	5.8%	6.7%	6.1%	3.8%	3.3%	4.4%	8,036	7,999	7,002	47	35	32
<b>Sex</b>																					
Male	16.0%	14.8%	13.7%	40.3%	39.8%	40.1%	22.2%	23.0%	24.0%	11.5%	12.3%	12.4%	10.1%	10.2%	9.9%	190,235	198,332	182,614	6,150	6,507	5,834
Female	15.4%	14.2%	13.5%	40.1%	40.0%	40.1%	22.5%	23.4%	23.6%	12.0%	12.5%	12.8%	9.9%	9.9%	10.0%	177,571	180,516	167,633	7,153	7,698	6,795
<b>Hispanic or Latino</b>																					
Yes	16.1%	14.8%	13.9%	37.3%	36.8%	36.6%	22.8%	23.4%	24.5%	11.3%	12.4%	12.5%	12.4%	12.4%	12.4%	32,364	32,715	29,625	1,142	1,144	1,053
No	15.7%	14.5%	13.6%	40.6%	40.3%	40.5%	22.2%	23.1%	23.7%	11.8%	12.3%	12.5%	9.7%	9.8%	9.7%	331,791	342,556	317,085	11,919	12,857	11,361
<b>Race</b>																					
American Indian/ Alaska Native	12.2%	12.4%	10.6%	33.4%	34.3%	34.3%	26.4%	25.3%	27.7%	13.5%	13.8%	14.1%	14.5%	14.2%	13.4%	7,473	8,001	7,210	310	335	310
Asian	18.9%	17.2%	16.5%	43.1%	44.2%	43.5%	21.8%	22.0%	23.6%	8.3%	9.0%	8.8%	8.0%	7.7%	7.7%	18,877	18,009	16,521	606	624	512
Black/African American	17.1%	15.9%	14.6%	42.6%	41.9%	42.4%	22.1%	23.3%	23.5%	9.2%	9.6%	10.0%	9.0%	9.3%	9.4%	55,896	57,926	53,877	1,900	2,061	1,961
Native Hawaiian/ Pacific Islander	15.9%	15.7%	13.2%	39.5%	35.6%	37.6%	23.3%	26.6%	26.9%	10.2%	11.1%	11.5%	11.1%	11.1%	10.8%	2,127	2,391	2,246	70	74	80
White	15.6%	14.3%	13.5%	40.2%	39.8%	40.0%	21.9%	22.9%	23.4%	12.5%	13.0%	13.3%	9.9%	10.0%	9.8%	254,832	263,749	244,150	9,056	9,638	8,445
Two or more races (Not Hispanic/ Latino)	13.5%	12.6%	12.2%	35.4%	35.3%	36.4%	23.7%	24.4%	25.0%	12.8%	13.9%	13.7%	14.5%	13.9%	12.7%	13,787	13,828	12,466	556	611	558

## Report by Demographics

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.6%</b>	<b>14.4%</b>	<b>13.4%</b>	<b>40.2%</b>	<b>39.8%</b>	<b>40.1%</b>	<b>22.4%</b>	<b>23.3%</b>	<b>24.0%</b>	<b>11.8%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>10.0%</b>	<b>10.1%</b>	<b>9.9%</b>	<b>380,902</b>	<b>392,340</b>	<b>364,241</b>	<b>14,062</b>	<b>14,928</b>	<b>13,338</b>
<b>Age Group</b>																					
25 and under	21.2%	21.4%	18.4%	46.5%	42.5%	43.6%	16.2%	19.8%	20.1%	9.0%	8.9%	9.7%	7.0%	7.3%	8.1%	2,573	2,544	2,514	113	85	104
26-29	17.6%	16.4%	14.1%	42.3%	40.6%	40.3%	18.7%	20.3%	21.7%	11.1%	11.7%	13.3%	10.2%	11.0%	10.5%	10,688	11,798	11,917	347	375	369
30-39	15.3%	14.0%	13.0%	39.7%	39.5%	39.7%	21.0%	21.9%	22.4%	12.8%	13.0%	13.3%	11.2%	11.6%	11.6%	71,247	69,495	62,342	2,400	2,452	2,102
40-49	15.4%	14.2%	13.2%	39.7%	39.5%	40.1%	22.2%	22.7%	23.3%	11.9%	12.6%	12.9%	10.8%	11.0%	10.6%	99,344	103,517	97,541	3,516	3,637	3,229
50-59	15.5%	14.4%	13.5%	40.4%	39.9%	40.1%	23.2%	24.1%	24.9%	11.5%	12.2%	12.2%	9.5%	9.4%	9.3%	137,065	142,667	132,661	5,040	5,522	4,957
60+	15.5%	14.3%	13.9%	40.2%	40.1%	40.0%	24.5%	25.7%	26.5%	11.2%	11.8%	11.8%	8.5%	8.1%	7.8%	58,747	60,613	54,617	2,615	2,816	2,506
<b>Level of Education</b>																					
Less than High School	15.6%	15.0%	14.2%	39.0%	41.3%	41.9%	29.6%	22.6%	25.4%	9.2%	10.4%	10.4%	6.7%	10.7%	8.0%	337	387	369	22	23	25
H.S. Diploma/ GED or equiv	15.7%	13.9%	13.2%	40.9%	40.6%	41.2%	25.2%	26.7%	26.8%	9.9%	9.9%	10.1%	8.3%	8.8%	8.6%	15,576	18,525	18,257	634	775	755
Trade/Technical Certificate	13.4%	11.8%	11.0%	37.8%	37.7%	37.1%	26.4%	27.5%	29.4%	12.1%	12.0%	12.0%	10.2%	11.0%	10.4%	7,865	9,144	8,589	324	407	384
Some College (no degree)	14.1%	13.3%	12.6%	38.2%	37.5%	37.6%	25.2%	26.0%	26.4%	11.6%	12.2%	12.7%	11.0%	10.9%	10.7%	50,680	57,604	55,513	2,061	2,445	2,306
Associate's Degree	14.1%	13.3%	12.1%	38.6%	38.5%	37.9%	24.3%	24.8%	26.7%	11.7%	12.3%	12.7%	11.3%	11.0%	10.6%	26,611	29,942	28,239	1,181	1,360	1,194
Bachelor's Degree	15.5%	14.5%	13.5%	41.2%	40.8%	41.5%	21.8%	22.4%	22.8%	11.7%	12.4%	12.6%	9.9%	10.1%	9.7%	127,355	130,607	120,386	4,757	4,976	4,407
Master's Degree	17.1%	15.7%	14.6%	41.4%	41.2%	41.7%	20.0%	20.8%	21.1%	11.9%	12.9%	12.9%	9.6%	9.4%	9.6%	98,881	95,171	85,122	2,810	2,841	2,369
Doctoral/ Professional Degree	18.3%	16.8%	16.2%	39.6%	39.4%	38.9%	19.7%	21.2%	21.9%	13.0%	12.8%	13.0%	9.3%	9.8%	10.0%	42,480	39,473	35,285	1,623	1,481	1,296
<b>Pay Category</b>																					
Federal Wage System	11.0%	10.9%	9.9%	36.1%	36.2%	35.0%	27.5%	28.1%	28.8%	11.8%	12.8%	14.0%	13.6%	12.1%	12.3%	9,179	12,140	11,776	393	506	489
GS 1-6	15.4%	14.4%	13.2%	37.4%	37.0%	37.4%	25.6%	26.8%	27.5%	10.8%	11.1%	11.4%	10.8%	10.7%	10.6%	17,601	20,650	20,725	1,043	1,267	1,239
GS 7-12	14.5%	13.5%	12.5%	40.0%	39.3%	39.8%	23.4%	23.9%	24.8%	11.9%	12.7%	12.7%	10.2%	10.5%	10.2%	146,432	158,658	150,859	6,685	7,455	6,624
GS 13-15	18.1%	16.6%	15.7%	42.6%	42.4%	43.0%	19.4%	20.4%	20.5%	11.5%	12.0%	12.3%	8.4%	8.6%	8.4%	165,075	158,048	140,356	4,306	4,099	3,533
SES	48.4%	43.5%	42.5%	37.0%	39.5%	39.1%	7.6%	9.7%	9.9%	4.2%	4.4%	5.5%	2.8%	2.9%	3.0%	5,756	5,683	4,868	13	20	15
SL/ST	21.7%	20.5%	18.6%	40.7%	37.7%	41.9%	19.0%	17.9%	19.2%	11.0%	14.2%	9.6%	7.7%	9.7%	10.6%	1,551	1,511	1,362	20	24	20
Other	13.2%	12.1%	12.0%	37.8%	38.5%	37.6%	22.8%	23.9%	24.4%	13.2%	13.3%	13.5%	13.0%	12.1%	12.5%	24,838	24,571	22,152	1,005	1,025	872

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.6%</b>	<b>14.4%</b>	<b>13.4%</b>	<b>40.2%</b>	<b>39.8%</b>	<b>40.1%</b>	<b>22.4%</b>	<b>23.3%</b>	<b>24.0%</b>	<b>11.8%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>10.0%</b>	<b>10.1%</b>	<b>9.9%</b>	<b>380,902</b>	<b>392,340</b>	<b>364,241</b>	<b>14,062</b>	<b>14,928</b>	<b>13,338</b>
<b>Time in Federal Government</b>																					
< 1 year	26.8%	25.7%	23.6%	45.2%	44.9%	44.7%	17.0%	18.4%	20.3%	7.1%	6.8%	7.4%	4.0%	4.3%	4.0%	6,530	5,717	2,977	316	310	170
1-3 years	19.3%	18.0%	17.2%	41.9%	41.1%	41.3%	20.6%	21.9%	22.1%	10.1%	11.1%	11.5%	8.0%	7.9%	7.9%	28,757	27,148	31,641	1,131	1,068	1,138
4-5 years	15.7%	15.0%	13.5%	40.1%	40.0%	40.4%	21.8%	22.3%	23.0%	12.2%	12.5%	12.9%	10.2%	10.1%	10.3%	29,058	39,650	41,769	1,023	1,410	1,494
6-10 years	14.6%	13.4%	12.7%	39.3%	38.8%	38.4%	22.5%	23.8%	24.1%	12.7%	12.9%	13.5%	11.0%	11.2%	11.3%	88,525	84,470	70,653	3,256	3,215	2,649
11-14 years	14.3%	12.9%	11.8%	38.6%	37.9%	38.7%	22.8%	23.6%	24.6%	12.8%	13.6%	13.0%	11.6%	12.1%	11.9%	52,972	54,639	49,532	1,876	2,056	1,751
15-20 years	14.3%	12.9%	12.2%	38.8%	39.3%	39.4%	23.5%	23.4%	24.2%	12.3%	13.3%	13.0%	11.0%	11.1%	11.1%	49,944	46,943	38,591	1,804	1,763	1,360
> 20 years	15.8%	14.7%	13.7%	41.6%	41.2%	41.4%	22.7%	23.6%	24.4%	11.0%	11.7%	12.0%	9.0%	8.9%	8.5%	115,394	123,458	117,565	4,105	4,618	4,280
<b>Time with Current Agency</b>																					
< 1 year	25.8%	25.3%	22.8%	44.1%	42.8%	43.4%	17.5%	19.3%	20.5%	7.4%	7.4%	8.1%	5.1%	5.3%	5.2%	12,530	11,304	6,157	617	574	332
1-3 years	18.9%	17.1%	16.4%	40.7%	40.1%	40.4%	21.1%	22.0%	22.2%	10.4%	11.6%	12.0%	8.9%	9.2%	9.0%	45,973	42,896	48,107	1,675	1,594	1,682
4-5 years	14.8%	14.3%	12.7%	39.1%	39.7%	39.6%	22.3%	22.5%	23.6%	12.6%	12.9%	13.1%	11.1%	10.7%	10.9%	36,870	48,196	49,885	1,242	1,683	1,847
6-10 years	13.7%	13.0%	12.4%	39.1%	38.6%	38.4%	22.7%	23.9%	24.5%	12.9%	13.1%	13.6%	11.6%	11.4%	11.2%	94,548	92,092	77,927	3,514	3,574	2,927
11-20 years	14.1%	12.8%	12.0%	39.2%	39.0%	39.5%	23.4%	23.7%	24.5%	12.4%	13.1%	12.9%	10.9%	11.3%	11.1%	95,269	95,310	83,346	3,447	3,568	2,913
> 20 years	16.3%	14.8%	13.9%	42.3%	41.9%	42.3%	22.4%	23.7%	24.2%	10.8%	11.5%	11.7%	8.1%	8.0%	7.8%	84,732	91,051	86,154	2,961	3,406	3,068
<b>Leaving</b>																					
No	19.8%	18.2%	17.1%	44.4%	44.1%	44.3%	21.0%	21.9%	22.4%	9.1%	9.9%	10.2%	5.7%	5.9%	5.9%	250,772	254,086	232,207	8,509	9,031	7,902
Yes, to retire	12.7%	12.6%	11.1%	41.0%	40.0%	40.0%	25.0%	25.5%	27.4%	11.7%	12.9%	13.1%	9.6%	9.0%	8.5%	21,391	23,080	22,088	878	987	927
Yes, to other job in Govt	7.8%	7.0%	6.7%	32.1%	31.9%	32.1%	24.7%	25.4%	26.1%	17.1%	17.5%	17.1%	18.3%	18.2%	17.9%	67,983	70,639	65,601	2,671	2,759	2,510
Yes, to other job outside Govt	6.1%	5.9%	5.4%	28.0%	27.9%	28.9%	22.0%	24.4%	23.9%	20.0%	18.0%	19.7%	23.9%	23.8%	22.1%	13,223	15,223	15,045	560	616	557
Yes, other	5.9%	5.9%	5.2%	27.6%	26.6%	27.4%	26.8%	27.4%	28.1%	17.7%	17.9%	17.9%	22.0%	22.2%	21.4%	17,161	18,318	17,184	847	983	855
<b>Retiring</b>																					
Within 1 year	12.7%	12.4%	11.0%	40.0%	39.2%	38.7%	24.3%	24.6%	26.6%	12.0%	13.1%	13.7%	11.1%	10.7%	10.0%	13,036	14,230	13,381	524	613	573
Between 1-3 years	13.9%	13.0%	12.3%	40.6%	39.8%	40.5%	24.9%	25.8%	26.3%	11.7%	12.4%	12.8%	8.9%	9.0%	8.2%	36,532	38,324	34,851	1,488	1,580	1,434
Between 3-5 years	14.6%	13.3%	12.7%	40.5%	39.8%	40.2%	23.9%	25.1%	25.5%	11.8%	12.5%	12.7%	9.2%	9.3%	8.9%	40,695	41,794	38,233	1,472	1,631	1,388
5 or more years	16.2%	14.9%	14.0%	40.2%	40.0%	40.2%	21.7%	22.6%	23.1%	11.8%	12.3%	12.5%	10.2%	10.3%	10.2%	277,738	284,048	262,344	9,812	10,361	9,166

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.6%</b>	<b>14.4%</b>	<b>13.4%</b>	<b>40.2%</b>	<b>39.8%</b>	<b>40.1%</b>	<b>22.4%</b>	<b>23.3%</b>	<b>24.0%</b>	<b>11.8%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>10.0%</b>	<b>10.1%</b>	<b>9.9%</b>	<b>380,902</b>	<b>392,340</b>	<b>364,241</b>	<b>14,062</b>	<b>14,928</b>	<b>13,338</b>
<b>Self-Identify as:</b>																					
Heterosexual	16.5%	15.2%	14.1%	41.4%	40.9%	41.0%	21.8%	22.7%	23.4%	11.2%	11.8%	12.2%	9.1%	9.3%	9.3%	296,740	306,802	284,512	9,922	10,700	9,393
LGBT*	15.8%	14.2%	13.9%	35.0%	35.1%	35.1%	20.6%	22.1%	22.8%	15.1%	15.7%	14.7%	13.5%	12.9%	13.5%	10,953	10,670	9,479	371	371	334
Prefer not to say	10.9%	10.1%	9.8%	33.8%	33.8%	35.0%	25.7%	26.8%	27.0%	14.8%	14.8%	14.8%	14.9%	14.5%	13.4%	44,797	45,733	41,578	2,225	2,381	2,171
<b>Military Service</b>																					
No Prior Military Service	15.5%	14.4%	13.6%	40.8%	40.4%	40.6%	22.1%	22.9%	23.3%	11.9%	12.4%	12.7%	9.8%	9.9%	9.8%	268,036	270,755	248,657	9,635	10,251	8,911
Currently in Guard/Reserves	17.8%	16.6%	14.1%	41.8%	41.0%	42.2%	19.2%	21.0%	22.4%	10.5%	11.0%	11.1%	10.7%	10.4%	10.2%	5,985	6,786	6,316	172	202	199
Retired Separated/Discharged	18.2%	16.6%	15.6%	42.3%	41.8%	42.0%	21.7%	23.1%	23.9%	10.3%	11.0%	10.9%	7.5%	7.4%	7.6%	38,450	42,007	40,367	1,196	1,302	1,248
	14.3%	13.1%	12.0%	36.8%	36.7%	37.0%	23.8%	24.4%	25.6%	12.5%	13.3%	13.3%	12.5%	12.4%	12.1%	53,552	57,222	52,951	2,200	2,350	2,161
<b>Disability</b>																					
Yes	15.5%	14.4%	13.2%	36.6%	35.9%	36.0%	23.3%	24.3%	25.6%	12.1%	12.8%	12.7%	12.6%	12.5%	12.5%	49,551	51,348	47,000	2,103	2,127	1,961
No	15.8%	14.5%	13.6%	41.1%	40.7%	40.9%	22.1%	23.0%	23.5%	11.7%	12.3%	12.5%	9.5%	9.6%	9.4%	317,586	326,591	302,221	11,126	11,997	10,572

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.9%</b>	<b>22.7%</b>	<b>21.8%</b>	<b>34.0%</b>	<b>34.1%</b>	<b>34.2%</b>	<b>23.3%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>10.4%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>9.1%</b>	<b>373,425</b>	<b>384,360</b>	<b>355,344</b>	<b>21,965</b>	<b>23,479</b>	<b>22,457</b>
<b>Work Location</b>																					
Headquarters	26.9%	25.6%	24.6%	34.2%	34.8%	34.7%	21.9%	22.4%	23.1%	8.7%	9.0%	9.5%	8.2%	8.2%	8.1%	148,065	148,441	135,373	7,639	8,028	7,571
Field	22.2%	21.1%	20.3%	33.8%	33.7%	33.9%	24.0%	24.5%	25.2%	10.1%	10.7%	10.9%	9.9%	10.0%	9.7%	216,268	225,835	208,531	13,461	14,564	13,838
<b>Supervisory Status</b>																					
Non-Supervisor	23.1%	21.8%	21.0%	33.6%	33.7%	33.8%	23.6%	24.0%	24.7%	9.9%	10.5%	10.7%	9.9%	10.0%	9.8%	236,643	243,497	224,593	16,586	17,711	16,607
Team Leader	21.8%	21.0%	20.1%	33.8%	33.6%	34.0%	24.0%	25.2%	26.0%	10.6%	10.8%	10.8%	9.8%	9.5%	9.2%	47,514	51,107	47,434	2,007	2,280	2,208
Supervisor	24.9%	24.1%	23.4%	36.3%	36.3%	36.1%	22.8%	23.3%	24.1%	8.5%	9.2%	9.4%	7.5%	7.1%	7.1%	50,387	50,601	46,734	1,884	1,919	1,911
Manager	32.1%	30.5%	29.3%	35.1%	36.1%	36.4%	19.9%	19.9%	19.6%	7.1%	7.1%	8.2%	5.9%	6.5%	6.5%	24,086	23,674	20,900	644	682	703
Senior Leader	47.2%	43.6%	42.6%	31.5%	31.2%	32.3%	12.7%	15.5%	15.5%	4.4%	5.1%	5.1%	4.2%	4.5%	4.5%	7,872	7,815	6,788	214	228	249
<b>Sex</b>																					
Male	24.0%	22.6%	21.6%	33.8%	33.5%	34.0%	22.9%	23.7%	24.3%	9.7%	10.4%	10.7%	9.7%	9.7%	9.4%	187,759	195,562	179,404	9,070	9,814	9,508
Female	24.1%	23.0%	22.4%	34.4%	34.8%	34.6%	23.5%	23.8%	24.6%	9.3%	9.6%	9.9%	8.6%	8.7%	8.6%	173,581	176,456	163,316	11,718	12,441	11,689
<b>Hispanic or Latino</b>																					
Yes	23.2%	21.4%	21.0%	31.3%	31.7%	31.5%	23.8%	23.9%	24.5%	10.4%	11.3%	11.7%	11.3%	11.6%	11.4%	31,944	32,240	29,232	1,637	1,728	1,566
No	24.2%	23.0%	22.0%	34.4%	34.4%	34.6%	23.1%	23.7%	24.4%	9.4%	9.9%	10.2%	8.9%	9.0%	8.8%	325,829	336,256	310,017	18,830	20,233	19,318
<b>Race</b>																					
American Indian/ Alaska Native	18.3%	19.1%	17.6%	29.3%	29.4%	29.7%	26.0%	25.1%	28.1%	12.2%	12.9%	12.8%	14.3%	13.6%	11.7%	7,355	7,882	7,065	478	495	492
Asian	24.6%	24.5%	23.0%	36.1%	36.3%	36.3%	24.0%	23.8%	25.4%	8.0%	8.3%	8.3%	7.3%	7.1%	6.9%	18,632	17,767	16,206	911	931	880
Black/African American	25.0%	23.2%	22.3%	34.2%	34.5%	34.9%	23.2%	24.1%	24.3%	8.7%	9.0%	9.3%	8.9%	9.1%	9.1%	54,450	56,448	52,392	3,580	3,807	3,686
Native Hawaiian/ Pacific Islander	22.3%	22.3%	18.8%	35.1%	32.4%	31.4%	23.2%	24.4%	26.6%	9.4%	10.4%	12.3%	10.1%	10.5%	10.8%	2,116	2,354	2,224	100	125	110
White	24.3%	23.1%	22.3%	34.4%	34.3%	34.5%	22.8%	23.4%	24.0%	9.6%	10.2%	10.4%	8.9%	9.0%	8.8%	250,987	259,608	239,353	13,486	14,507	13,856
Two or more races (Not Hispanic/ Latino)	22.1%	20.4%	19.7%	29.8%	31.3%	30.9%	24.9%	24.5%	25.6%	10.5%	11.3%	12.2%	12.6%	12.5%	11.5%	13,410	13,411	12,116	983	1,060	952

## Report by Demographics

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.9%</b>	<b>22.7%</b>	<b>21.8%</b>	<b>34.0%</b>	<b>34.1%</b>	<b>34.2%</b>	<b>23.3%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>10.4%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>9.1%</b>	<b>373,425</b>	<b>384,360</b>	<b>355,344</b>	<b>21,965</b>	<b>23,479</b>	<b>22,457</b>
<b>Age Group</b>																					
25 and under	29.9%	29.1%	25.8%	39.9%	38.1%	39.8%	17.5%	20.4%	19.9%	7.1%	7.1%	7.4%	5.6%	5.3%	7.1%	2,486	2,440	2,421	203	195	197
26-29	25.6%	22.8%	21.1%	35.4%	35.9%	35.8%	22.3%	22.0%	24.1%	8.1%	10.2%	10.1%	8.6%	9.1%	9.0%	10,421	11,457	11,536	625	713	748
30-39	23.1%	21.4%	20.6%	33.7%	34.0%	33.7%	23.6%	23.9%	24.8%	10.0%	10.7%	10.9%	9.6%	10.0%	9.9%	69,631	67,762	60,582	4,037	4,207	3,833
40-49	23.4%	22.3%	21.4%	33.3%	33.5%	34.1%	23.5%	24.0%	24.3%	9.8%	10.2%	10.6%	10.0%	10.0%	9.7%	97,440	101,336	95,117	5,444	5,906	5,623
50-59	23.9%	23.0%	22.1%	34.3%	34.2%	34.1%	23.2%	23.8%	24.7%	9.6%	10.0%	10.4%	9.1%	9.0%	8.7%	134,392	139,978	129,474	7,877	8,470	8,307
60+	25.1%	23.9%	23.5%	34.3%	34.4%	34.8%	23.0%	23.8%	24.6%	9.4%	9.7%	9.6%	8.3%	8.2%	7.6%	57,845	59,734	53,647	3,724	3,891	3,592
<b>Level of Education</b>																					
Less than High School	24.7%	22.0%	25.2%	38.6%	32.8%	37.5%	19.0%	24.8%	19.8%	9.2%	6.1%	9.9%	8.6%	14.2%	7.5%	328	384	364	36	31	34
H.S. Diploma/ GED or equiv	24.6%	23.1%	23.0%	34.5%	34.6%	34.9%	23.0%	23.8%	23.6%	9.3%	9.5%	9.9%	8.7%	9.0%	8.6%	15,413	18,251	17,969	916	1,159	1,117
Trade/Technical Certificate	21.3%	19.3%	19.1%	32.3%	34.0%	32.2%	25.4%	24.1%	26.8%	10.1%	11.4%	11.7%	10.8%	11.2%	10.2%	7,664	8,987	8,456	542	605	568
Some College (no degree)	22.1%	21.6%	20.8%	32.8%	32.7%	32.7%	24.1%	24.5%	25.1%	10.7%	11.1%	11.2%	10.3%	10.0%	10.2%	49,791	56,595	54,428	3,136	3,707	3,584
Associate's Degree	21.9%	21.1%	19.5%	33.6%	33.1%	33.3%	23.1%	24.2%	24.9%	10.7%	10.9%	11.8%	10.7%	10.6%	10.5%	26,130	29,576	27,750	1,756	1,846	1,790
Bachelor's Degree	23.7%	22.3%	21.5%	34.7%	34.8%	35.0%	23.1%	23.8%	24.8%	9.5%	9.9%	10.2%	9.0%	9.1%	8.5%	125,080	128,093	117,520	7,332	7,822	7,620
Master's Degree	25.0%	24.0%	23.0%	34.9%	34.7%	35.3%	23.2%	23.5%	23.6%	8.5%	9.4%	9.5%	8.4%	8.4%	8.6%	96,979	93,185	83,110	4,904	5,081	4,576
Doctoral/ Professional Degree	28.7%	27.3%	26.4%	32.6%	33.3%	33.0%	21.4%	21.7%	22.6%	9.1%	9.1%	9.6%	8.2%	8.6%	8.3%	41,929	38,873	34,606	2,272	2,169	2,038
<b>Pay Category</b>																					
Federal Wage System	16.5%	16.8%	15.9%	30.4%	30.3%	29.9%	26.7%	26.7%	28.2%	12.8%	13.1%	13.7%	13.5%	13.0%	12.3%	9,112	12,076	11,713	496	608	602
GS 1-6	23.3%	21.9%	21.8%	33.1%	33.7%	33.2%	23.1%	23.7%	24.7%	10.6%	10.6%	10.6%	9.9%	10.0%	9.7%	17,140	20,246	20,201	1,604	1,767	1,881
GS 7-12	23.0%	21.8%	21.0%	34.5%	34.4%	34.7%	23.6%	24.0%	24.7%	9.6%	10.2%	10.4%	9.4%	9.5%	9.2%	143,733	155,660	147,496	9,871	11,067	10,490
GS 13-15	27.0%	25.6%	24.8%	35.0%	35.1%	35.5%	21.9%	22.4%	23.0%	8.4%	9.0%	9.2%	7.7%	7.9%	7.7%	162,433	155,371	137,495	7,295	7,186	6,685
SES	53.5%	51.1%	48.7%	29.0%	29.2%	30.9%	11.5%	12.0%	12.6%	3.0%	4.0%	4.5%	3.1%	3.8%	3.3%	5,632	5,575	4,749	132	132	138
SL/ST	32.7%	30.4%	25.9%	29.9%	29.9%	32.3%	24.1%	22.6%	25.9%	8.0%	8.2%	9.5%	5.2%	8.9%	6.3%	1,499	1,470	1,310	73	67	75
Other	20.3%	20.0%	18.6%	31.5%	32.0%	32.2%	25.2%	25.8%	26.1%	11.4%	11.4%	12.1%	11.7%	10.8%	11.1%	24,348	23,980	21,591	1,553	1,676	1,507

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.9%</b>	<b>22.7%</b>	<b>21.8%</b>	<b>34.0%</b>	<b>34.1%</b>	<b>34.2%</b>	<b>23.3%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>10.4%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>9.1%</b>	<b>373,425</b>	<b>384,360</b>	<b>355,344</b>	<b>21,965</b>	<b>23,479</b>	<b>22,457</b>
<b>Time in Federal Government</b>																					
< 1 year	36.0%	36.7%	33.7%	40.5%	40.1%	39.9%	15.8%	14.6%	18.6%	4.8%	5.2%	5.1%	2.9%	3.4%	2.7%	6,300	5,524	2,796	565	510	361
1-3 years	28.8%	26.9%	26.4%	35.6%	36.5%	36.7%	21.3%	21.8%	22.1%	7.7%	8.2%	8.4%	6.7%	6.5%	6.4%	28,087	26,356	30,726	1,884	1,936	2,138
4-5 years	24.8%	23.4%	22.0%	34.6%	34.7%	35.1%	22.7%	23.3%	24.3%	9.4%	10.0%	10.1%	8.4%	8.5%	8.5%	28,416	38,776	40,838	1,737	2,383	2,529
6-10 years	22.8%	21.3%	20.8%	33.3%	33.4%	32.9%	24.1%	24.4%	24.9%	10.1%	10.8%	11.3%	9.7%	10.1%	10.0%	86,939	83,046	69,136	5,030	4,901	4,360
11-14 years	21.8%	20.7%	19.6%	32.7%	32.5%	32.7%	24.3%	24.9%	25.6%	10.5%	11.1%	11.4%	10.7%	10.9%	10.6%	52,282	53,768	48,630	2,728	3,092	2,799
15-20 years	22.0%	20.9%	20.4%	32.9%	32.5%	33.3%	23.5%	24.8%	24.6%	10.6%	10.9%	11.0%	10.9%	10.8%	10.6%	49,164	46,244	37,869	2,696	2,637	2,203
> 20 years	24.1%	23.2%	22.1%	34.7%	34.7%	34.8%	23.2%	23.6%	24.6%	9.2%	9.6%	9.9%	8.9%	8.9%	8.6%	113,385	121,424	115,103	6,487	7,104	7,127
<b>Time with Current Agency</b>																					
< 1 year	35.3%	35.7%	33.4%	38.6%	37.9%	38.8%	17.1%	16.2%	18.0%	5.1%	5.9%	5.7%	3.8%	4.3%	4.1%	12,126	10,875	5,837	1,062	1,030	667
1-3 years	27.7%	26.0%	25.4%	35.0%	35.3%	35.3%	21.4%	22.2%	22.8%	8.3%	8.8%	9.0%	7.5%	7.8%	7.5%	44,878	41,794	46,787	2,907	2,818	3,112
4-5 years	23.5%	22.7%	21.2%	33.9%	34.0%	34.3%	23.4%	23.8%	24.8%	9.7%	10.4%	10.6%	9.5%	9.1%	9.2%	36,098	47,119	48,848	2,108	2,874	3,030
6-10 years	21.7%	20.6%	20.5%	33.1%	33.3%	32.9%	24.4%	24.5%	24.9%	10.4%	11.1%	11.3%	10.3%	10.5%	10.4%	92,993	90,683	76,342	5,270	5,276	4,733
11-20 years	21.8%	21.0%	20.0%	32.7%	32.6%	33.2%	24.2%	24.9%	25.3%	10.5%	10.9%	11.3%	10.8%	10.6%	10.3%	94,027	93,985	81,854	4,950	5,241	4,654
> 20 years	24.8%	23.2%	22.2%	35.4%	35.5%	35.6%	22.8%	23.7%	24.6%	8.9%	9.3%	9.6%	8.2%	8.3%	8.0%	83,257	89,502	84,308	4,699	5,259	5,214
<b>Leaving</b>																					
No	29.5%	28.0%	26.9%	37.6%	37.7%	37.9%	20.9%	21.6%	22.3%	6.9%	7.5%	7.6%	5.1%	5.3%	5.2%	246,299	249,459	227,127	13,639	14,432	13,631
Yes, to retire	21.1%	20.1%	19.1%	34.8%	34.2%	34.6%	24.4%	26.0%	26.0%	10.2%	11.0%	11.1%	9.6%	8.7%	9.2%	21,199	22,743	21,812	1,176	1,448	1,318
Yes, to other job in Govt	12.7%	12.2%	12.0%	27.3%	27.1%	26.9%	28.6%	28.4%	29.3%	14.7%	15.3%	15.6%	16.7%	17.0%	16.3%	66,715	69,358	64,234	4,096	4,246	4,031
Yes, to other job outside Govt	11.1%	10.7%	10.4%	22.2%	23.2%	24.3%	27.0%	27.0%	27.9%	17.3%	17.5%	17.0%	22.4%	21.6%	20.4%	13,009	14,960	14,719	806	930	937
Yes, other	10.7%	10.3%	10.0%	23.6%	24.1%	24.3%	27.3%	28.5%	28.4%	16.5%	16.2%	17.4%	21.9%	21.0%	19.8%	16,742	17,919	16,708	1,317	1,441	1,399
<b>Retiring</b>																					
Within 1 year	21.2%	19.3%	18.9%	33.4%	33.2%	32.9%	24.4%	25.6%	25.6%	10.1%	11.6%	11.8%	11.0%	10.3%	10.9%	12,919	14,041	13,196	701	879	823
Between 1-3 years	22.5%	21.6%	20.6%	34.7%	34.1%	35.1%	23.9%	25.1%	25.5%	9.7%	10.2%	10.4%	9.2%	9.1%	8.3%	35,939	37,744	34,327	2,203	2,329	2,147
Between 3-5 years	22.8%	22.0%	21.2%	34.5%	34.3%	34.2%	24.2%	24.3%	25.3%	9.9%	10.3%	10.8%	8.6%	9.1%	8.5%	39,996	41,283	37,510	2,344	2,326	2,240
5 or more years	24.5%	23.2%	22.3%	34.0%	34.2%	34.3%	22.9%	23.4%	24.1%	9.4%	9.9%	10.1%	9.2%	9.3%	9.1%	272,666	278,533	256,319	15,534	16,642	15,841

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>23.9%</b>	<b>22.7%</b>	<b>21.8%</b>	<b>34.0%</b>	<b>34.1%</b>	<b>34.2%</b>	<b>23.3%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>10.4%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>9.1%</b>	<b>373,425</b>	<b>384,360</b>	<b>355,344</b>	<b>21,965</b>	<b>23,479</b>	<b>22,457</b>
<b>Self-Identify as:</b>																					
Heterosexual	<b>24.9%</b>	23.7%	22.6%	<b>34.6%</b>	34.6%	34.8%	<b>22.8%</b>	23.3%	24.1%	<b>9.1%</b>	9.7%	10.0%	<b>8.6%</b>	8.7%	8.5%	<b>291,684</b>	301,440	278,581	<b>15,766</b>	17,021	16,118
LGBT*	<b>24.6%</b>	22.0%	21.6%	<b>30.9%</b>	32.0%	31.0%	<b>22.7%</b>	23.0%	24.2%	<b>10.8%</b>	10.9%	11.3%	<b>11.0%</b>	12.1%	11.9%	<b>10,736</b>	10,513	9,284	<b>626</b>	559	554
Prefer not to say	<b>17.9%</b>	16.9%	17.0%	<b>30.8%</b>	31.4%	31.5%	<b>26.0%</b>	26.4%	26.7%	<b>12.0%</b>	12.3%	12.4%	<b>13.3%</b>	13.0%	12.3%	<b>43,798</b>	44,686	40,500	<b>3,350</b>	3,566	3,410
<b>Military Service</b>																					
No Prior Military Service	<b>24.0%</b>	22.9%	22.3%	<b>34.6%</b>	34.7%	34.8%	<b>23.3%</b>	23.8%	24.3%	<b>9.3%</b>	9.7%	10.0%	<b>8.8%</b>	8.9%	8.6%	<b>262,773</b>	265,307	242,708	<b>15,608</b>	16,601	15,589
Currently in Guard/Reserves	<b>23.5%</b>	22.4%	20.8%	<b>34.1%</b>	34.2%	33.8%	<b>21.8%</b>	23.7%	24.7%	<b>9.9%</b>	10.1%	10.9%	<b>10.7%</b>	9.6%	9.8%	<b>5,853</b>	6,666	6,207	<b>309</b>	343	329
Retired Separated/Discharged	<b>26.7%</b>	25.4%	23.9%	<b>35.6%</b>	35.0%	35.9%	<b>21.8%</b>	22.9%	23.3%	<b>8.7%</b>	9.2%	9.4%	<b>7.3%</b>	7.5%	7.4%	<b>38,147</b>	41,680	39,941	<b>1,613</b>	1,740	1,798
	<b>22.1%</b>	20.7%	19.4%	<b>31.1%</b>	31.4%	31.5%	<b>24.1%</b>	24.4%	25.6%	<b>11.0%</b>	11.8%	11.9%	<b>11.6%</b>	11.8%	11.6%	<b>52,785</b>	56,335	51,938	<b>3,115</b>	3,423	3,311
<b>Disability</b>																					
Yes	<b>23.4%</b>	22.0%	20.7%	<b>31.5%</b>	30.9%	31.1%	<b>22.7%</b>	23.8%	24.5%	<b>10.4%</b>	11.3%	11.5%	<b>12.0%</b>	12.1%	12.1%	<b>48,697</b>	50,414	46,137	<b>3,114</b>	3,219	2,991
No	<b>24.1%</b>	22.9%	22.1%	<b>34.6%</b>	34.8%	34.9%	<b>23.3%</b>	23.7%	24.4%	<b>9.4%</b>	9.8%	10.1%	<b>8.6%</b>	8.7%	8.5%	<b>311,968</b>	320,714	295,581	<b>17,590</b>	18,929	18,072

## Report by Demographics

(61) I have a high level of respect for my organization's senior leaders.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>20.3%</b>	<b>19.0%</b>	<b>17.8%</b>	<b>32.8%</b>	<b>32.3%</b>	<b>32.3%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>25.1%</b>	<b>12.4%</b>	<b>13.1%</b>	<b>13.6%</b>	<b>10.9%</b>	<b>11.2%</b>	<b>11.2%</b>	<b>390,254</b>	<b>402,356</b>	<b>372,771</b>	<b>5,078</b>	<b>5,387</b>	<b>5,069</b>
<b>Work Location</b>																					
Headquarters	23.5%	22.0%	20.8%	34.0%	34.1%	34.0%	22.2%	22.9%	23.2%	11.2%	11.6%	12.3%	9.2%	9.5%	9.6%	154,001	154,733	141,350	1,702	1,722	1,644
Field	18.6%	17.4%	16.1%	32.2%	31.3%	31.2%	24.1%	25.1%	25.9%	13.2%	14.0%	14.5%	12.0%	12.2%	12.3%	226,571	236,921	219,205	3,115	3,424	3,168
<b>Supervisory Status</b>																					
Non-Supervisor	19.3%	18.0%	16.8%	32.3%	31.8%	31.7%	24.3%	25.1%	25.9%	12.6%	13.2%	13.7%	11.5%	11.9%	11.9%	249,277	256,892	237,321	3,916	4,265	3,893
Team Leader	18.7%	17.6%	16.3%	32.4%	31.7%	32.3%	23.5%	24.7%	25.0%	13.5%	14.5%	14.7%	11.9%	11.4%	11.6%	49,050	52,917	49,140	465	473	492
Supervisor	21.8%	20.6%	19.5%	35.2%	35.0%	34.3%	22.1%	23.0%	23.6%	12.0%	12.6%	13.4%	9.0%	8.9%	9.3%	51,905	52,152	48,276	351	356	388
Manager	28.6%	26.7%	25.4%	35.4%	35.4%	35.2%	18.2%	18.9%	19.4%	10.0%	10.7%	11.9%	7.7%	8.2%	8.1%	24,621	24,235	21,537	93	105	88
Senior Leader	46.6%	44.2%	42.4%	32.4%	32.3%	32.6%	11.0%	12.4%	13.5%	5.5%	6.1%	7.3%	4.5%	5.0%	4.2%	8,075	8,031	7,027	20	21	24
<b>Sex</b>																					
Male	20.5%	19.1%	17.8%	32.5%	31.7%	31.9%	22.6%	23.7%	24.3%	12.6%	13.4%	13.9%	11.8%	12.1%	12.1%	194,793	203,147	186,923	2,012	2,232	2,003
Female	20.4%	19.2%	18.1%	33.6%	33.4%	32.9%	24.3%	24.9%	25.7%	12.0%	12.6%	13.2%	9.8%	9.8%	10.1%	182,569	185,958	172,300	2,707	2,870	2,755
<b>Hispanic or Latino</b>																					
Yes	23.1%	21.1%	20.1%	31.9%	31.3%	30.5%	21.9%	23.4%	24.2%	10.8%	11.5%	12.5%	12.3%	12.8%	12.7%	33,225	33,574	30,460	367	397	343
No	20.2%	19.0%	17.7%	33.1%	32.6%	32.6%	23.5%	24.3%	24.9%	12.5%	13.2%	13.7%	10.7%	10.9%	11.0%	340,350	351,819	325,059	4,251	4,605	4,335
<b>Race</b>																					
American Indian/ Alaska Native	17.7%	18.2%	16.7%	28.7%	30.4%	30.6%	25.3%	25.6%	26.7%	12.6%	11.5%	12.6%	15.6%	14.2%	13.4%	7,700	8,238	7,412	136	134	140
Asian	24.4%	22.6%	21.0%	37.8%	38.8%	38.2%	21.8%	22.2%	23.7%	8.2%	8.3%	9.0%	7.9%	8.0%	8.2%	19,253	18,387	16,823	291	293	259
Black/African American	23.2%	21.7%	20.3%	35.1%	35.1%	35.3%	23.2%	23.8%	24.7%	9.3%	10.0%	10.2%	9.3%	9.4%	9.5%	57,285	59,450	55,330	745	780	765
Native Hawaiian/ Pacific Islander	21.4%	21.1%	17.7%	33.2%	32.5%	32.9%	24.0%	25.0%	27.6%	10.4%	10.3%	10.2%	11.0%	11.1%	11.5%	2,180	2,450	2,304	30	28	32
White	20.0%	18.6%	17.5%	32.6%	31.9%	31.7%	23.1%	24.0%	24.6%	13.3%	14.1%	14.7%	11.0%	11.4%	11.5%	261,469	270,827	250,233	2,973	3,253	3,014
Two or more races (Not Hispanic/ Latino)	18.5%	17.3%	16.3%	28.2%	28.0%	27.9%	25.4%	26.5%	26.2%	12.6%	14.2%	15.2%	15.3%	14.0%	14.4%	14,173	14,219	12,843	213	257	236

## Report by Demographics

(61) I have a high level of respect for my organization's senior leaders.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>20.3%</b>	<b>19.0%</b>	<b>17.8%</b>	<b>32.8%</b>	<b>32.3%</b>	<b>32.3%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>25.1%</b>	<b>12.4%</b>	<b>13.1%</b>	<b>13.6%</b>	<b>10.9%</b>	<b>11.2%</b>	<b>11.2%</b>	<b>390,254</b>	<b>402,356</b>	<b>372,771</b>	<b>5,078</b>	<b>5,387</b>	<b>5,069</b>
<b>Age Group</b>																					
25 and under	29.5%	28.4%	26.0%	38.9%	38.0%	36.4%	18.9%	19.0%	19.8%	6.5%	9.1%	11.3%	6.1%	5.4%	6.4%	2,648	2,580	2,561	41	53	60
26-29	24.1%	21.3%	18.3%	35.9%	33.8%	34.8%	20.6%	22.6%	24.1%	10.0%	11.7%	12.6%	9.4%	10.6%	10.2%	10,866	12,001	12,073	174	165	196
30-39	20.1%	18.6%	17.1%	33.7%	32.4%	32.5%	22.4%	23.8%	24.3%	12.6%	13.4%	14.1%	11.3%	11.8%	11.9%	72,606	70,910	63,463	1,056	1,086	947
40-49	19.6%	18.6%	17.2%	32.5%	32.1%	32.3%	23.4%	24.0%	24.7%	12.8%	13.4%	13.8%	11.7%	11.9%	12.1%	101,590	105,837	99,500	1,303	1,385	1,265
50-59	20.2%	19.0%	17.9%	32.4%	32.3%	31.8%	24.2%	24.7%	25.5%	12.4%	13.1%	13.7%	10.9%	10.9%	11.0%	140,596	146,502	136,028	1,651	1,873	1,790
60+	20.8%	19.2%	18.3%	32.2%	32.1%	32.1%	24.7%	26.0%	26.4%	12.4%	12.7%	13.3%	10.0%	10.1%	9.9%	60,703	62,788	56,447	832	812	783
<b>Level of Education</b>																					
Less than High School	22.8%	19.8%	22.4%	38.7%	41.7%	39.3%	21.2%	17.8%	21.2%	8.9%	8.1%	6.8%	8.4%	12.6%	10.2%	342	395	378	20	20	21
H.S. Diploma/ GED or equiv	22.5%	20.4%	20.4%	34.0%	34.4%	33.9%	24.2%	24.9%	24.8%	10.0%	10.6%	11.5%	9.4%	9.7%	9.5%	16,080	19,096	18,815	229	301	282
Trade/Technical Certificate	19.5%	17.4%	16.2%	32.9%	30.9%	30.7%	24.5%	27.3%	27.4%	11.7%	12.0%	13.7%	11.4%	12.5%	12.0%	8,068	9,455	8,885	145	133	143
Some College (no degree)	19.9%	18.9%	17.8%	31.5%	31.5%	30.9%	24.9%	25.1%	26.0%	12.0%	12.7%	13.3%	11.6%	11.8%	12.0%	52,189	59,473	57,232	719	825	788
Associate's Degree	19.6%	18.9%	16.4%	31.5%	31.5%	31.5%	24.5%	24.7%	26.0%	12.6%	12.9%	14.0%	11.7%	11.9%	12.1%	27,500	30,959	29,126	393	440	411
Bachelor's Degree	19.5%	18.1%	17.0%	33.4%	32.6%	32.6%	23.3%	24.4%	25.3%	12.9%	13.6%	14.1%	10.9%	11.2%	11.0%	130,739	134,102	123,465	1,642	1,771	1,665
Master's Degree	21.3%	19.9%	18.6%	33.5%	33.1%	33.6%	22.6%	23.5%	23.6%	12.2%	13.2%	13.4%	10.4%	10.3%	10.8%	100,800	97,120	86,663	1,112	1,160	1,043
Doctoral/ Professional Degree	22.8%	21.7%	20.3%	32.6%	31.7%	31.8%	20.6%	21.9%	22.2%	13.0%	13.4%	14.2%	11.0%	11.3%	11.5%	43,722	40,575	36,239	469	472	431
<b>Pay Category</b>																					
Federal Wage System	14.5%	14.9%	13.4%	30.4%	28.8%	28.9%	25.9%	26.7%	26.7%	14.1%	15.0%	16.1%	15.1%	14.6%	15.0%	9,471	12,505	12,169	129	176	148
GS 1-6	22.6%	21.0%	20.0%	33.0%	33.1%	32.3%	24.1%	24.7%	25.8%	10.1%	10.4%	11.6%	10.1%	10.7%	10.3%	18,275	21,494	21,557	457	513	535
GS 7-12	20.1%	18.8%	17.4%	33.2%	32.6%	32.6%	24.0%	24.7%	25.5%	12.1%	12.9%	13.3%	10.6%	10.9%	11.1%	151,133	164,059	155,471	2,442	2,617	2,500
GS 13-15	21.8%	20.0%	18.9%	33.8%	33.3%	33.7%	21.8%	22.7%	23.3%	12.5%	13.5%	13.8%	10.1%	10.5%	10.3%	168,319	161,080	142,959	1,402	1,451	1,272
SES	52.2%	50.7%	49.3%	29.7%	29.1%	29.1%	9.7%	9.4%	11.2%	4.9%	6.1%	6.1%	3.4%	4.7%	4.3%	5,767	5,707	4,878	4	5	13
SL/ST	25.7%	26.0%	22.7%	32.1%	29.7%	31.2%	21.2%	20.5%	22.5%	12.6%	10.4%	13.0%	8.4%	13.3%	10.6%	1,558	1,533	1,376	8	9	8
Other	16.2%	15.8%	14.6%	29.1%	29.6%	28.9%	25.0%	26.5%	26.4%	14.9%	14.5%	15.7%	14.7%	13.6%	14.4%	25,570	25,277	22,767	327	374	335

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(61) I have a high level of respect for my organization's senior leaders.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>20.3%</b>	<b>19.0%</b>	<b>17.8%</b>	<b>32.8%</b>	<b>32.3%</b>	<b>32.3%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>25.1%</b>	<b>12.4%</b>	<b>13.1%</b>	<b>13.6%</b>	<b>10.9%</b>	<b>11.2%</b>	<b>11.2%</b>	<b>390,254</b>	<b>402,356</b>	<b>372,771</b>	<b>5,078</b>	<b>5,387</b>	<b>5,069</b>
<b>Time in Federal Government</b>																					
< 1 year	37.6%	37.1%	33.2%	38.8%	37.7%	38.7%	15.8%	16.0%	18.7%	4.7%	5.8%	6.2%	3.0%	3.3%	3.3%	6,716	5,875	3,045	150	168	110
1-3 years	26.9%	25.4%	23.2%	36.4%	36.2%	36.3%	21.1%	21.9%	22.7%	8.9%	9.6%	10.6%	6.7%	6.9%	7.1%	29,472	27,818	32,367	493	482	510
4-5 years	21.9%	20.5%	18.9%	34.4%	34.1%	33.8%	22.8%	23.3%	24.8%	11.4%	12.5%	12.7%	9.5%	9.6%	9.8%	29,720	40,575	42,733	438	579	630
6-10 years	19.6%	18.1%	17.1%	32.6%	32.2%	31.4%	23.3%	24.4%	24.8%	13.0%	13.5%	14.5%	11.4%	11.8%	12.1%	90,840	86,732	72,543	1,146	1,217	958
11-14 years	18.1%	17.0%	15.9%	31.3%	29.9%	30.2%	23.8%	25.0%	25.4%	13.8%	14.6%	15.0%	13.0%	13.6%	13.4%	54,344	56,183	50,789	642	669	645
15-20 years	18.0%	17.0%	15.7%	31.3%	30.2%	31.2%	24.1%	24.9%	25.2%	13.6%	14.6%	14.4%	13.1%	13.3%	13.5%	51,236	48,308	39,569	601	565	510
> 20 years	19.2%	17.9%	16.8%	32.4%	32.3%	31.9%	24.6%	25.3%	25.9%	12.7%	13.3%	13.9%	11.0%	11.2%	11.4%	118,525	126,982	120,801	1,335	1,476	1,468
<b>Time with Current Agency</b>																					
< 1 year	35.6%	34.7%	31.4%	37.7%	36.8%	38.0%	17.0%	17.5%	19.4%	5.6%	6.6%	6.7%	4.0%	4.5%	4.5%	12,858	11,574	6,287	336	329	219
1-3 years	25.6%	23.8%	22.5%	35.4%	35.5%	34.7%	21.9%	22.2%	23.1%	9.5%	10.1%	11.4%	7.6%	8.3%	8.2%	47,066	43,924	49,166	710	705	749
4-5 years	20.8%	19.6%	17.8%	33.0%	32.9%	32.9%	23.3%	23.8%	25.3%	12.3%	13.0%	13.3%	10.7%	10.6%	10.6%	37,711	49,371	51,156	495	649	725
6-10 years	18.3%	17.3%	16.6%	32.0%	31.4%	31.2%	23.9%	24.9%	24.9%	13.6%	13.9%	14.6%	12.2%	12.4%	12.6%	97,083	94,708	80,075	1,195	1,261	1,018
11-20 years	17.5%	16.8%	15.6%	31.4%	30.3%	30.9%	24.1%	25.2%	25.5%	13.8%	14.5%	14.8%	13.2%	13.3%	13.3%	97,855	98,035	85,474	1,076	1,120	1,039
> 20 years	19.5%	17.8%	16.6%	33.0%	32.7%	32.3%	24.3%	25.4%	26.2%	12.7%	13.5%	14.0%	10.4%	10.6%	11.0%	87,010	93,661	88,494	941	1,054	1,047
<b>Leaving</b>																					
No	25.4%	23.7%	22.2%	36.8%	36.5%	36.6%	22.0%	23.0%	23.8%	9.5%	10.2%	10.7%	6.3%	6.6%	6.7%	256,836	260,519	237,767	3,072	3,317	3,033
Yes, to retire	16.7%	15.7%	14.4%	31.7%	30.8%	30.8%	25.6%	26.7%	27.0%	14.1%	15.1%	15.5%	12.0%	11.6%	12.3%	22,129	23,893	22,844	249	279	266
Yes, to other job in Govt	11.0%	10.4%	9.6%	26.0%	25.2%	24.7%	26.2%	26.8%	27.3%	17.8%	18.3%	19.2%	18.9%	19.3%	19.2%	69,878	72,600	67,385	928	991	908
Yes, to other job outside Govt	7.9%	7.2%	7.2%	21.3%	19.6%	19.8%	22.1%	25.2%	25.1%	22.0%	21.6%	22.0%	26.7%	26.4%	25.9%	13,637	15,676	15,458	184	221	195
Yes, other	8.9%	8.5%	7.8%	20.8%	20.6%	20.5%	27.5%	26.8%	27.6%	18.2%	19.4%	19.8%	24.7%	24.5%	24.3%	17,716	19,039	17,738	329	334	372
<b>Retiring</b>																					
Within 1 year	16.6%	15.2%	14.4%	30.5%	29.3%	29.6%	25.3%	26.0%	25.5%	14.2%	15.6%	15.7%	13.4%	13.8%	14.7%	13,475	14,727	13,852	143	189	163
Between 1-3 years	18.0%	16.7%	15.6%	31.6%	31.3%	31.4%	25.4%	26.8%	26.8%	13.8%	13.9%	15.1%	11.1%	11.4%	11.1%	37,698	39,619	36,010	437	443	447
Between 3-5 years	18.5%	17.3%	16.6%	32.0%	31.7%	31.4%	24.8%	25.7%	26.3%	13.7%	13.9%	14.0%	11.0%	11.5%	11.7%	41,831	43,103	39,300	469	471	456
5 or more years	21.2%	19.8%	18.5%	33.3%	32.8%	32.8%	22.9%	23.7%	24.5%	11.9%	12.7%	13.3%	10.7%	11.0%	11.0%	284,565	291,212	268,598	3,640	3,954	3,626

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(61) I have a high level of respect for my organization's senior leaders.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>20.3%</b>	<b>19.0%</b>	<b>17.8%</b>	<b>32.8%</b>	<b>32.3%</b>	<b>32.3%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>25.1%</b>	<b>12.4%</b>	<b>13.1%</b>	<b>13.6%</b>	<b>10.9%</b>	<b>11.2%</b>	<b>11.2%</b>	<b>390,254</b>	<b>402,356</b>	<b>372,771</b>	<b>5,078</b>	<b>5,387</b>	<b>5,069</b>
<b>Self-Identify as:</b>																					
Heterosexual	21.6%	20.2%	18.7%	33.9%	33.2%	33.3%	22.8%	23.6%	24.4%	11.8%	12.6%	13.2%	10.0%	10.4%	10.5%	304,037	314,755	291,338	3,403	3,654	3,443
LGBT*	19.8%	17.8%	16.8%	29.5%	30.3%	28.0%	23.0%	22.6%	24.0%	13.6%	14.8%	15.7%	14.1%	14.6%	15.4%	11,228	10,946	9,722	129	121	112
Prefer not to say	13.9%	13.2%	12.8%	27.8%	27.2%	27.0%	26.7%	28.0%	28.6%	15.5%	15.9%	16.2%	16.1%	15.6%	15.4%	46,259	47,261	42,974	882	978	933
<b>Military Service</b>																					
No Prior Military Service	20.1%	18.9%	17.8%	33.6%	33.0%	33.0%	23.4%	24.4%	24.9%	12.4%	13.1%	13.6%	10.4%	10.6%	10.7%	274,771	278,007	254,691	3,610	3,841	3,649
Currently in Guard/Reserves	22.0%	20.4%	18.6%	33.8%	33.0%	31.6%	20.5%	23.5%	24.0%	12.1%	11.5%	13.6%	11.7%	11.5%	12.2%	6,101	6,917	6,466	68	90	71
Retired Separated/Discharged	24.5%	22.7%	21.0%	34.1%	33.8%	34.4%	22.4%	23.0%	23.7%	10.8%	11.6%	11.9%	8.3%	8.8%	8.9%	39,455	43,069	41,448	286	350	293
Disability																					
Yes	20.7%	19.5%	17.8%	30.3%	29.3%	29.3%	23.4%	24.0%	24.8%	12.2%	13.3%	13.9%	13.4%	13.9%	14.1%	51,052	52,858	48,416	732	789	706
No	20.4%	19.1%	17.9%	33.5%	33.0%	32.9%	23.3%	24.3%	24.9%	12.4%	13.0%	13.6%	10.4%	10.6%	10.7%	325,584	335,320	309,720	3,962	4,246	4,008



## Report by Demographics

### (62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.8%</b>	<b>18.4%</b>	<b>17.1%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>35.2%</b>	<b>25.8%</b>	<b>27.1%</b>	<b>28.3%</b>	<b>10.0%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>9.1%</b>	<b>9.3%</b>	<b>8.9%</b>	<b>363,124</b>	<b>371,258</b>	<b>342,150</b>	<b>32,433</b>	<b>36,507</b>	<b>35,524</b>
<b>Work Location</b>																					
Headquarters	22.8%	21.3%	19.9%	36.6%	36.9%	36.8%	23.7%	24.9%	25.9%	9.2%	9.2%	9.7%	7.7%	7.8%	7.8%	145,206	145,027	131,593	10,602	11,472	11,381
Field	18.3%	16.7%	15.6%	34.4%	34.0%	34.3%	26.9%	28.3%	29.4%	10.4%	10.9%	11.1%	10.0%	10.2%	9.6%	209,060	216,519	199,430	20,753	23,820	22,846
<b>Supervisory Status</b>																					
Non-Supervisor	19.1%	17.6%	16.4%	34.3%	34.1%	34.3%	26.7%	27.9%	29.0%	10.1%	10.5%	10.7%	9.8%	10.0%	9.7%	229,530	234,337	215,279	23,805	26,819	25,885
Team Leader	18.2%	16.7%	15.6%	35.3%	35.0%	35.6%	25.8%	27.7%	28.5%	11.1%	11.1%	11.3%	9.7%	9.6%	9.1%	45,598	48,857	45,159	3,940	4,518	4,472
Supervisor	20.7%	19.7%	18.4%	38.6%	38.4%	38.4%	24.5%	25.7%	26.7%	9.3%	9.4%	9.9%	6.9%	6.8%	6.6%	49,413	49,289	45,451	2,872	3,239	3,176
Manager	26.7%	25.3%	23.5%	39.2%	38.9%	38.8%	20.0%	21.4%	23.0%	8.2%	8.2%	9.1%	5.8%	6.2%	5.6%	23,857	23,405	20,687	887	965	914
Senior Leader	40.8%	38.2%	36.2%	35.3%	36.2%	35.5%	14.4%	15.2%	17.8%	5.5%	6.0%	6.6%	3.9%	4.4%	3.9%	7,965	7,911	6,910	143	142	143
<b>Sex</b>																					
Male	20.2%	18.6%	17.3%	35.9%	35.4%	35.8%	25.2%	26.8%	28.0%	9.5%	9.8%	10.1%	9.2%	9.4%	8.8%	181,621	187,857	171,851	15,282	17,485	17,004
Female	19.6%	18.3%	17.1%	34.6%	34.5%	34.6%	26.3%	27.3%	28.3%	10.5%	10.9%	11.1%	9.0%	9.1%	8.9%	169,806	171,483	158,163	15,609	17,403	16,843
<b>Hispanic or Latino</b>																					
Yes	20.8%	18.1%	17.6%	32.5%	32.1%	31.1%	25.3%	27.2%	28.1%	10.0%	10.8%	11.5%	11.4%	11.9%	11.6%	31,308	31,499	28,420	2,295	2,483	2,368
No	19.9%	18.6%	17.2%	35.7%	35.4%	35.8%	25.7%	26.9%	28.0%	9.9%	10.2%	10.4%	8.8%	8.9%	8.5%	316,747	324,524	298,318	28,073	31,909	30,966
<b>Race</b>																					
American Indian/ Alaska Native	15.2%	15.0%	12.8%	28.1%	29.4%	30.2%	31.0%	31.5%	32.5%	11.5%	11.7%	12.5%	14.2%	12.5%	12.0%	7,184	7,628	6,854	648	741	690
Asian	22.4%	21.5%	20.2%	39.4%	39.3%	39.3%	23.2%	25.0%	25.7%	7.5%	7.4%	7.9%	7.5%	6.8%	6.9%	18,441	17,514	15,912	1,113	1,178	1,173
Black/African American	21.8%	20.3%	18.7%	35.1%	35.4%	36.1%	25.2%	26.2%	27.1%	9.0%	9.0%	9.2%	8.9%	9.1%	8.9%	54,415	56,200	52,111	3,646	4,051	3,969
Native Hawaiian/ Pacific Islander	18.5%	18.4%	15.4%	33.8%	32.6%	31.3%	27.1%	28.7%	32.0%	9.5%	9.3%	11.6%	11.1%	11.1%	9.7%	2,082	2,315	2,182	137	163	152
White	19.9%	18.3%	17.1%	35.8%	35.4%	35.6%	25.5%	26.8%	28.0%	10.1%	10.5%	10.8%	8.7%	9.0%	8.6%	242,325	248,626	228,417	22,267	25,470	24,740
Two or more races (Not Hispanic/ Latino)	17.6%	16.0%	15.3%	29.6%	29.9%	29.8%	27.6%	29.1%	30.3%	11.3%	12.0%	12.2%	13.9%	13.0%	12.4%	13,030	13,040	11,692	1,364	1,438	1,373

## Report by Demographics

### (62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.8%</b>	<b>18.4%</b>	<b>17.1%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>35.2%</b>	<b>25.8%</b>	<b>27.1%</b>	<b>28.3%</b>	<b>10.0%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>9.1%</b>	<b>9.3%</b>	<b>8.9%</b>	<b>363,124</b>	<b>371,258</b>	<b>342,150</b>	<b>32,433</b>	<b>36,507</b>	<b>35,524</b>
<b>Age Group</b>																					
25 and under	24.7%	23.8%	23.2%	36.7%	36.4%	35.4%	23.0%	23.5%	23.0%	9.5%	8.6%	9.4%	6.2%	7.7%	8.9%	2,427	2,310	2,274	263	323	344
26-29	21.8%	19.3%	16.9%	34.8%	34.4%	36.2%	22.8%	23.2%	25.0%	9.8%	11.6%	11.2%	10.8%	11.6%	10.7%	10,038	11,022	10,901	1,008	1,151	1,387
30-39	19.3%	17.4%	16.4%	34.0%	33.3%	33.9%	23.8%	25.6%	26.2%	11.5%	11.9%	12.5%	11.4%	11.8%	11.1%	67,711	65,308	58,051	6,006	6,698	6,368
40-49	19.2%	18.3%	16.9%	34.8%	34.6%	35.1%	25.1%	26.2%	27.3%	10.6%	10.5%	10.8%	10.3%	10.4%	9.8%	94,923	98,050	91,820	8,029	9,204	8,930
50-59	20.1%	18.7%	17.3%	36.1%	35.9%	35.4%	26.6%	27.9%	29.7%	9.3%	9.7%	9.8%	7.9%	7.8%	7.8%	131,004	135,523	125,136	11,364	12,847	12,551
60+	20.4%	18.5%	17.5%	36.0%	36.1%	36.5%	28.7%	30.3%	31.0%	8.4%	8.5%	8.8%	6.6%	6.5%	6.1%	55,836	57,424	51,458	5,683	6,150	5,726
<b>Level of Education</b>																					
Less than High School	17.8%	17.8%	19.0%	37.5%	40.9%	37.1%	27.4%	21.9%	29.4%	7.3%	9.7%	6.4%	10.0%	9.8%	8.1%	324	368	354	38	42	44
H.S. Diploma/ GED or equiv	20.4%	18.0%	17.6%	34.4%	34.2%	34.6%	28.7%	30.4%	31.0%	8.6%	8.7%	9.0%	7.9%	8.6%	7.8%	15,025	17,793	17,473	1,282	1,600	1,587
Trade/Technical Certificate	16.4%	14.9%	13.9%	32.8%	31.6%	31.1%	30.0%	32.4%	34.0%	10.0%	10.7%	10.6%	10.9%	10.5%	10.3%	7,495	8,728	8,130	720	854	887
Some College (no degree)	18.2%	17.2%	16.1%	32.0%	32.2%	32.1%	29.1%	29.6%	30.6%	10.3%	10.7%	11.3%	10.4%	10.2%	9.9%	48,621	54,930	52,675	4,312	5,347	5,333
Associate's Degree	18.5%	17.1%	15.0%	32.2%	32.3%	31.9%	28.2%	29.7%	31.4%	10.8%	10.3%	11.5%	10.3%	10.6%	10.3%	25,412	28,484	26,687	2,480	2,918	2,815
Bachelor's Degree	19.7%	18.1%	16.9%	36.4%	36.0%	36.6%	25.0%	26.5%	27.7%	9.9%	10.2%	10.3%	8.9%	9.2%	8.4%	121,436	123,346	112,866	11,029	12,541	12,220
Master's Degree	21.7%	20.1%	18.9%	37.3%	37.5%	37.9%	23.1%	24.1%	24.7%	9.5%	10.1%	10.3%	8.4%	8.2%	8.2%	94,756	90,580	80,375	7,254	7,731	7,333
Doctoral/ Professional Degree	22.3%	21.5%	20.1%	36.3%	35.6%	36.5%	22.9%	24.2%	24.8%	10.3%	10.1%	10.3%	8.2%	8.5%	8.3%	40,251	36,959	32,799	3,972	4,104	3,882
<b>Pay Category</b>																					
Federal Wage System	13.2%	13.0%	11.2%	28.3%	29.0%	28.7%	32.2%	33.6%	34.6%	12.6%	12.0%	13.0%	13.6%	12.5%	12.4%	8,754	11,530	11,192	842	1,145	1,114
GS 1-6	19.3%	17.7%	16.9%	30.8%	31.3%	31.5%	29.5%	31.0%	31.2%	9.5%	9.9%	10.8%	10.9%	10.2%	9.6%	16,727	19,563	19,456	2,010	2,440	2,597
GS 7-12	19.3%	18.0%	16.7%	35.4%	34.6%	35.2%	26.5%	27.7%	28.8%	9.8%	10.2%	10.3%	9.0%	9.5%	9.0%	139,422	149,973	141,575	14,227	16,677	16,366
GS 13-15	22.8%	21.1%	20.1%	39.0%	39.1%	39.3%	22.2%	23.2%	24.5%	9.0%	9.4%	9.5%	7.0%	7.2%	6.7%	158,462	150,503	132,812	11,413	12,078	11,376
SES	46.3%	42.9%	41.2%	34.5%	34.6%	33.8%	12.1%	13.0%	15.1%	4.3%	6.5%	6.9%	2.7%	3.0%	3.0%	5,695	5,625	4,803	83	89	95
SL/ST	24.3%	25.9%	19.5%	36.4%	32.0%	35.6%	24.9%	25.4%	27.7%	8.7%	6.6%	9.1%	5.7%	10.2%	8.1%	1,457	1,415	1,283	116	126	104
Other	14.5%	13.4%	12.1%	28.9%	30.3%	30.3%	28.6%	30.1%	30.3%	13.5%	13.1%	13.9%	14.5%	13.3%	13.5%	23,364	22,954	20,540	2,532	2,712	2,553

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.8%</b>	<b>18.4%</b>	<b>17.1%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>35.2%</b>	<b>25.8%</b>	<b>27.1%</b>	<b>28.3%</b>	<b>10.0%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>9.1%</b>	<b>9.3%</b>	<b>8.9%</b>	<b>363,124</b>	<b>371,258</b>	<b>342,150</b>	<b>32,433</b>	<b>36,507</b>	<b>35,524</b>
<b>Time in Federal Government</b>																					
< 1 year	33.6%	32.7%	27.7%	38.9%	38.5%	40.9%	19.0%	20.2%	22.5%	5.4%	5.6%	5.7%	3.0%	3.0%	3.2%	6,208	5,359	2,750	656	685	413
1-3 years	24.5%	22.7%	21.7%	35.4%	35.7%	36.9%	24.4%	25.4%	25.3%	8.3%	8.8%	9.2%	7.3%	7.4%	7.0%	27,402	25,629	29,654	2,570	2,667	3,229
4-5 years	21.0%	19.6%	17.8%	34.4%	35.2%	36.7%	25.2%	25.8%	26.7%	10.4%	10.3%	10.3%	9.0%	9.1%	8.5%	27,649	37,480	39,221	2,524	3,668	4,150
6-10 years	18.9%	17.2%	16.4%	34.5%	34.1%	33.4%	25.7%	26.9%	27.9%	10.6%	11.2%	11.8%	10.4%	10.7%	10.6%	84,564	80,017	66,534	7,475	7,942	6,934
11-14 years	17.9%	16.3%	15.1%	33.7%	33.0%	33.0%	25.9%	28.0%	29.1%	11.3%	11.5%	12.0%	11.2%	11.3%	10.7%	50,564	51,758	46,527	4,459	5,107	4,905
15-20 years	18.0%	16.7%	15.4%	34.6%	33.6%	34.1%	26.7%	28.0%	29.1%	10.4%	11.0%	11.1%	10.3%	10.7%	10.3%	47,592	44,418	36,235	4,272	4,454	3,828
> 20 years	19.8%	18.4%	17.0%	37.1%	37.0%	36.7%	26.4%	27.9%	29.5%	9.2%	9.2%	9.4%	7.5%	7.5%	7.4%	110,584	117,573	111,285	9,370	10,901	10,881
<b>Time with Current Agency</b>																					
< 1 year	32.7%	31.8%	28.5%	38.5%	37.6%	39.0%	18.8%	20.1%	21.0%	5.9%	6.2%	6.7%	4.2%	4.4%	4.8%	12,007	10,679	5,771	1,191	1,234	743
1-3 years	24.1%	22.0%	21.2%	35.2%	35.2%	35.7%	24.3%	25.1%	25.5%	8.5%	9.2%	9.7%	8.1%	8.5%	7.9%	44,126	40,761	45,355	3,672	3,862	4,574
4-5 years	20.0%	18.9%	17.0%	33.7%	34.7%	36.0%	25.4%	26.0%	27.1%	11.1%	10.8%	10.8%	9.7%	9.6%	9.1%	35,192	45,694	47,073	3,041	4,306	4,809
6-10 years	17.8%	16.4%	16.0%	34.6%	33.8%	33.5%	26.1%	27.6%	28.4%	10.9%	11.3%	11.6%	10.6%	10.8%	10.5%	90,392	87,429	73,438	7,958	8,569	7,616
11-20 years	17.4%	16.5%	15.1%	34.4%	33.7%	34.2%	26.9%	28.3%	29.4%	10.8%	11.0%	11.4%	10.5%	10.6%	10.0%	90,863	90,171	78,325	8,134	9,001	8,169
> 20 years	20.2%	18.2%	16.8%	37.7%	37.6%	37.0%	26.4%	28.2%	30.0%	8.8%	9.0%	9.3%	6.9%	7.0%	6.9%	80,805	86,399	81,149	7,198	8,324	8,299
<b>Leaving</b>																					
No	24.7%	22.8%	21.3%	39.0%	38.7%	39.1%	24.0%	25.7%	26.7%	7.4%	7.8%	8.1%	4.9%	5.1%	4.9%	239,903	241,015	219,067	20,142	22,849	21,624
Yes, to retire	16.8%	15.3%	14.2%	36.1%	36.0%	35.8%	29.0%	30.7%	32.1%	10.1%	10.5%	10.1%	8.0%	7.4%	7.8%	20,408	21,888	20,853	1,961	2,264	2,244
Yes, to other job in Govt	10.8%	10.2%	9.5%	28.4%	28.1%	28.1%	28.9%	29.4%	30.4%	14.8%	15.1%	15.4%	17.0%	17.2%	16.5%	65,092	67,199	61,910	5,773	6,426	6,379
Yes, to other job outside Govt	8.3%	7.6%	7.4%	23.6%	25.0%	25.6%	26.7%	27.0%	28.2%	17.5%	17.2%	17.9%	23.9%	23.3%	20.8%	12,425	14,286	13,933	1,408	1,608	1,728
Yes, other	7.9%	7.9%	7.1%	22.7%	22.9%	23.1%	30.5%	31.1%	32.7%	16.7%	16.4%	16.4%	22.2%	21.8%	20.6%	16,122	17,207	15,918	1,952	2,152	2,185
<b>Retiring</b>																					
Within 1 year	16.9%	15.2%	14.2%	35.3%	35.1%	34.4%	28.7%	29.6%	31.3%	10.0%	11.3%	10.5%	9.0%	8.9%	9.6%	12,455	13,496	12,670	1,163	1,394	1,333
Between 1-3 years	17.9%	16.5%	15.5%	36.0%	35.5%	35.9%	29.0%	30.5%	31.6%	9.6%	9.9%	9.9%	7.6%	7.5%	7.2%	34,851	36,396	32,953	3,308	3,651	3,473
Between 3-5 years	18.6%	16.8%	16.0%	35.9%	36.0%	35.5%	27.8%	29.6%	30.7%	10.1%	9.5%	10.3%	7.6%	8.0%	7.5%	38,859	39,789	36,162	3,475	3,794	3,567
5 or more years	20.5%	19.1%	17.7%	35.2%	34.9%	35.3%	24.9%	26.1%	27.2%	9.9%	10.3%	10.6%	9.5%	9.6%	9.2%	265,415	269,114	246,778	22,960	26,103	25,395

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>19.8%</b>	<b>18.4%</b>	<b>17.1%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>35.2%</b>	<b>25.8%</b>	<b>27.1%</b>	<b>28.3%</b>	<b>10.0%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>9.1%</b>	<b>9.3%</b>	<b>8.9%</b>	<b>363,124</b>	<b>371,258</b>	<b>342,150</b>	<b>32,433</b>	<b>36,507</b>	<b>35,524</b>
<b>Self-Identify as:</b>																					
Heterosexual	20.9%	19.3%	17.8%	36.0%	35.6%	36.1%	25.2%	26.6%	27.6%	9.5%	9.8%	10.2%	8.4%	8.6%	8.3%	284,348	291,850	268,884	23,246	26,581	25,780
LGBT*	19.8%	17.2%	17.1%	31.6%	31.6%	30.9%	23.6%	25.3%	26.7%	12.2%	12.5%	12.3%	12.8%	13.4%	13.1%	10,437	10,121	8,907	927	958	925
Prefer not to say	13.9%	13.0%	12.9%	31.3%	31.5%	30.8%	29.3%	30.4%	31.8%	12.3%	12.4%	12.5%	13.2%	12.7%	12.0%	42,163	42,662	38,565	5,016	5,567	5,340
<b>Military Service</b>																					
No Prior Military Service	19.5%	18.2%	17.1%	35.9%	35.4%	35.8%	25.5%	26.9%	27.9%	10.1%	10.4%	10.6%	9.0%	9.1%	8.7%	255,514	256,147	233,341	23,040	25,759	24,945
Currently in Guard/Reserves	21.5%	19.3%	17.5%	36.1%	35.4%	34.3%	21.6%	25.9%	26.8%	10.1%	9.3%	11.0%	10.7%	10.1%	10.4%	5,764	6,519	6,033	399	491	501
Retired Separated/Discharged	24.2%	22.0%	20.5%	37.5%	37.8%	38.4%	24.6%	25.7%	26.6%	7.6%	8.3%	8.2%	6.1%	6.2%	6.3%	37,416	40,588	38,963	2,344	2,815	2,746
<b>Disability</b>																					
Yes	19.6%	18.2%	16.7%	31.6%	31.3%	31.2%	26.5%	27.9%	29.1%	10.5%	10.9%	11.2%	11.8%	11.8%	11.8%	47,765	48,985	44,766	4,027	4,636	4,351
No	20.1%	18.5%	17.3%	36.1%	35.8%	36.1%	25.5%	26.9%	27.9%	9.8%	10.1%	10.4%	8.6%	8.7%	8.3%	303,039	309,500	284,258	26,733	30,113	29,355

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

### (63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.4%</b>	<b>12.5%</b>	<b>36.3%</b>	<b>36.3%</b>	<b>36.0%</b>	<b>22.7%</b>	<b>23.4%</b>	<b>24.0%</b>	<b>18.8%</b>	<b>19.4%</b>	<b>20.0%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>394,068</b>	<b>406,408</b>	<b>375,988</b>
<b>Work Location</b>																		
Headquarters	16.2%	15.2%	14.0%	37.2%	37.5%	37.2%	21.8%	22.3%	23.0%	17.6%	18.1%	18.7%	7.2%	6.9%	7.1%	155,705	156,510	142,936
Field	13.3%	12.4%	11.7%	35.9%	35.6%	35.3%	23.2%	23.9%	24.4%	19.4%	20.1%	20.7%	8.2%	8.0%	7.9%	229,702	240,344	222,333
<b>Supervisory Status</b>																		
Non-Supervisor	12.3%	11.4%	10.5%	34.6%	34.3%	34.2%	24.7%	25.4%	26.0%	19.8%	20.4%	20.8%	8.7%	8.4%	8.5%	253,171	261,180	241,178
Team Leader	13.9%	13.4%	12.9%	38.0%	37.8%	37.4%	20.9%	21.5%	21.9%	19.4%	20.0%	20.8%	7.8%	7.3%	7.0%	49,518	53,372	49,623
Supervisor	17.9%	16.8%	15.8%	42.0%	42.3%	41.7%	19.1%	19.4%	19.4%	15.9%	16.4%	17.8%	5.1%	5.1%	5.3%	52,252	52,530	48,637
Manager	26.9%	24.9%	23.9%	42.1%	42.5%	42.1%	14.1%	14.8%	15.4%	12.2%	13.5%	14.2%	4.8%	4.3%	4.4%	24,726	24,363	21,619
Senior Leader	41.5%	38.6%	36.9%	36.4%	37.6%	38.7%	9.8%	11.0%	11.5%	8.5%	10.1%	9.5%	3.9%	2.7%	3.3%	8,112	8,066	7,048
<b>Sex</b>																		
Male	15.1%	14.1%	13.1%	36.9%	36.9%	36.7%	22.4%	22.9%	23.7%	17.7%	18.3%	18.9%	7.9%	7.8%	7.6%	196,840	205,407	188,898
Female	13.5%	12.7%	11.9%	36.0%	35.7%	35.2%	23.0%	23.8%	24.2%	19.9%	20.6%	21.2%	7.6%	7.2%	7.5%	185,245	188,824	174,993
<b>Hispanic or Latino</b>																		
Yes	14.3%	13.6%	12.6%	34.9%	34.0%	33.1%	23.2%	24.5%	25.0%	18.5%	18.8%	20.1%	9.1%	9.1%	9.2%	33,591	33,982	30,805
No	14.5%	13.5%	12.6%	36.7%	36.7%	36.5%	22.5%	23.1%	23.7%	18.7%	19.3%	19.9%	7.6%	7.3%	7.3%	344,608	356,443	329,312
<b>Race</b>																		
American Indian/ Alaska Native	11.6%	12.0%	10.0%	34.4%	35.5%	35.6%	26.5%	25.3%	25.9%	17.7%	18.1%	19.4%	9.7%	9.1%	9.0%	7,829	8,379	7,558
Asian	16.7%	16.1%	14.8%	42.6%	42.1%	41.7%	22.3%	23.7%	25.0%	12.6%	12.6%	13.2%	5.8%	5.5%	5.3%	19,552	18,707	17,098
Black/African American	15.3%	14.3%	13.5%	37.2%	37.1%	37.3%	22.3%	23.5%	23.4%	17.4%	17.8%	18.2%	7.8%	7.3%	7.6%	57,982	60,217	56,060
Native Hawaiian/ Pacific Islander	14.2%	13.6%	12.8%	37.8%	36.5%	36.3%	24.9%	26.6%	26.4%	15.0%	16.5%	18.1%	8.0%	6.7%	6.4%	2,213	2,479	2,335
White	14.6%	13.5%	12.6%	36.5%	36.4%	36.0%	22.2%	22.7%	23.4%	19.3%	20.0%	20.6%	7.5%	7.4%	7.4%	264,468	274,122	253,190
Two or more races (Not Hispanic/ Latino)	11.4%	11.2%	10.5%	31.1%	30.9%	31.1%	24.7%	25.6%	25.8%	21.3%	21.9%	22.2%	11.4%	10.4%	10.4%	14,396	14,464	13,075

## Report by Demographics

### (63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.4%</b>	<b>12.5%</b>	<b>36.3%</b>	<b>36.3%</b>	<b>36.0%</b>	<b>22.7%</b>	<b>23.4%</b>	<b>24.0%</b>	<b>18.8%</b>	<b>19.4%</b>	<b>20.0%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>394,068</b>	<b>406,408</b>	<b>375,988</b>
<b>Age Group</b>																		
25 and under	15.4%	15.4%	12.6%	43.9%	41.9%	39.8%	19.8%	22.6%	25.5%	16.5%	16.0%	15.9%	4.4%	4.0%	6.2%	2,671	2,622	2,601
26-29	13.2%	13.0%	10.7%	37.4%	37.3%	36.0%	24.3%	23.2%	24.9%	17.7%	18.7%	20.8%	7.5%	7.7%	7.7%	10,980	12,116	12,191
30-39	13.2%	12.1%	11.3%	35.8%	36.0%	35.8%	22.9%	23.2%	23.6%	19.2%	20.2%	20.8%	8.9%	8.4%	8.4%	73,375	71,657	64,016
40-49	14.2%	13.4%	12.6%	36.8%	36.4%	36.3%	21.8%	22.9%	23.2%	19.0%	19.2%	20.0%	8.0%	8.1%	7.9%	102,506	106,843	100,209
50-59	15.0%	14.0%	13.0%	36.6%	36.2%	35.8%	22.5%	23.5%	24.2%	18.5%	19.3%	19.8%	7.5%	7.0%	7.2%	141,888	147,953	137,184
60+	14.7%	13.7%	13.1%	35.1%	35.8%	35.8%	24.6%	24.7%	25.2%	18.7%	19.0%	19.2%	7.0%	6.8%	6.7%	61,385	63,475	57,068
<b>Level of Education</b>																		
Less than High School	12.0%	18.0%	14.6%	46.4%	37.3%	41.6%	26.0%	27.1%	28.2%	7.8%	11.9%	8.9%	7.8%	5.7%	6.7%	363	411	396
H.S. Diploma/ GED or equiv	15.2%	13.8%	14.3%	39.4%	39.6%	39.4%	23.9%	25.2%	24.7%	15.5%	15.5%	15.9%	6.0%	5.9%	5.7%	16,312	19,402	19,094
Trade/Technical Certificate	12.5%	11.6%	10.6%	35.0%	35.3%	34.8%	26.5%	26.0%	26.9%	18.2%	19.7%	19.6%	7.7%	7.5%	8.1%	8,207	9,581	9,025
Some College (no degree)	13.3%	13.0%	12.2%	35.2%	34.5%	34.4%	24.3%	25.1%	25.6%	18.8%	19.1%	19.7%	8.5%	8.3%	8.2%	52,896	60,311	58,018
Associate's Degree	12.9%	12.7%	11.9%	34.8%	35.3%	34.0%	24.4%	24.8%	25.9%	19.9%	19.7%	20.2%	8.1%	7.5%	7.9%	27,899	31,410	29,536
Bachelor's Degree	14.0%	12.9%	11.9%	36.8%	36.8%	36.7%	23.0%	23.5%	24.2%	18.7%	19.4%	20.0%	7.6%	7.4%	7.2%	132,380	135,885	125,111
Master's Degree	15.9%	14.5%	13.5%	37.4%	37.4%	37.0%	20.5%	21.5%	21.8%	18.6%	19.6%	20.3%	7.5%	7.1%	7.4%	101,916	98,286	87,654
Doctoral/ Professional Degree	16.1%	15.4%	14.2%	35.8%	35.2%	35.2%	19.9%	19.9%	20.3%	19.6%	20.6%	21.9%	8.7%	8.9%	8.4%	44,204	41,061	36,665
<b>Pay Category</b>																		
Federal Wage System	11.6%	11.6%	10.9%	33.8%	34.6%	33.6%	25.3%	25.5%	26.9%	19.8%	20.5%	20.5%	9.4%	7.8%	8.1%	9,601	12,690	12,324
GS 1-6	11.7%	11.7%	11.4%	33.2%	33.4%	33.4%	26.2%	26.9%	26.9%	19.5%	19.7%	19.7%	9.4%	8.4%	8.6%	18,721	22,001	22,062
GS 7-12	13.0%	12.2%	11.1%	35.8%	35.6%	35.4%	24.1%	24.6%	25.1%	19.1%	19.7%	20.6%	7.9%	7.9%	7.8%	153,517	166,690	157,964
GS 13-15	17.6%	16.1%	15.4%	39.4%	39.3%	38.9%	19.4%	20.1%	20.6%	17.2%	17.9%	18.7%	6.5%	6.6%	6.4%	169,809	162,536	144,187
SES	48.9%	44.4%	42.8%	33.7%	35.3%	36.3%	8.4%	8.6%	9.1%	6.9%	8.6%	9.3%	2.1%	3.0%	2.6%	5,781	5,721	4,890
SL/ST	20.8%	19.4%	18.7%	36.1%	35.8%	34.9%	17.6%	16.7%	18.1%	17.5%	19.9%	20.7%	8.1%	8.2%	7.6%	1,574	1,542	1,387
Other	11.4%	11.1%	10.2%	33.6%	33.8%	34.3%	23.3%	24.4%	25.0%	21.7%	22.4%	21.5%	9.9%	8.3%	9.0%	25,894	25,672	23,106

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.4%</b>	<b>12.5%</b>	<b>36.3%</b>	<b>36.3%</b>	<b>36.0%</b>	<b>22.7%</b>	<b>23.4%</b>	<b>24.0%</b>	<b>18.8%</b>	<b>19.4%</b>	<b>20.0%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>394,068</b>	<b>406,408</b>	<b>375,988</b>
<b>Time in Federal Government</b>																		
< 1 year	20.3%	20.5%	17.0%	43.6%	41.0%	43.9%	21.2%	24.4%	22.4%	11.7%	11.4%	12.9%	3.2%	2.8%	3.7%	6,851	6,047	3,159
1-3 years	16.2%	15.2%	14.1%	38.3%	37.9%	38.3%	23.1%	23.5%	24.0%	16.2%	17.6%	17.7%	6.1%	5.8%	5.8%	29,968	28,304	32,871
4-5 years	14.2%	13.0%	11.8%	36.3%	36.5%	35.8%	23.1%	23.8%	24.9%	18.4%	19.3%	20.2%	7.9%	7.3%	7.3%	30,152	41,151	43,353
6-10 years	13.2%	12.1%	11.5%	35.1%	35.2%	34.8%	23.1%	23.7%	24.0%	20.0%	20.6%	21.1%	8.5%	8.4%	8.6%	91,987	87,952	73,495
11-14 years	13.2%	12.3%	11.2%	35.0%	34.9%	34.6%	22.8%	23.3%	24.3%	20.1%	20.6%	21.5%	9.0%	8.9%	8.4%	54,976	56,856	51,416
15-20 years	13.2%	12.4%	11.9%	35.2%	35.1%	34.8%	22.8%	23.7%	23.5%	20.0%	20.4%	21.0%	8.7%	8.4%	8.8%	51,861	48,861	40,063
> 20 years	15.5%	14.7%	13.7%	37.7%	37.6%	37.0%	21.9%	22.7%	23.5%	17.8%	18.3%	19.0%	7.1%	6.8%	6.9%	119,890	128,498	122,236
<b>Time with Current Agency</b>																		
< 1 year	20.5%	20.4%	17.7%	42.0%	40.0%	42.3%	21.3%	23.8%	22.9%	12.0%	12.2%	12.9%	4.3%	3.6%	4.2%	13,172	11,913	6,512
1-3 years	16.1%	15.0%	14.0%	37.4%	37.2%	36.7%	22.7%	23.2%	24.1%	16.9%	18.0%	18.6%	6.9%	6.7%	6.6%	47,767	44,627	49,914
4-5 years	13.7%	12.6%	11.5%	35.2%	35.9%	35.2%	23.2%	23.5%	24.6%	19.2%	20.0%	20.8%	8.6%	8.0%	7.9%	38,205	50,011	51,856
6-10 years	12.6%	11.7%	11.3%	34.8%	34.8%	34.6%	23.1%	23.9%	24.3%	20.8%	21.0%	21.2%	8.7%	8.5%	8.6%	98,292	95,954	81,088
11-20 years	13.1%	12.5%	11.6%	35.6%	35.2%	35.2%	22.9%	23.6%	23.8%	19.8%	20.2%	21.1%	8.5%	8.5%	8.3%	98,949	99,183	86,501
> 20 years	16.2%	15.0%	14.0%	38.5%	38.4%	37.9%	21.7%	22.4%	23.0%	17.0%	17.9%	18.5%	6.6%	6.3%	6.5%	87,979	94,740	89,488
<b>Leaving</b>																		
No	18.5%	17.3%	16.1%	42.3%	42.3%	42.2%	21.4%	22.3%	22.7%	13.8%	14.2%	14.9%	4.0%	3.9%	4.0%	259,948	263,887	240,760
Yes, to retire	12.7%	12.6%	11.2%	35.3%	35.5%	35.3%	25.0%	25.4%	26.2%	19.3%	19.9%	20.2%	7.6%	6.6%	7.1%	22,354	24,194	23,122
Yes, to other job in Govt	6.2%	5.6%	5.4%	25.6%	25.1%	24.3%	25.2%	25.7%	26.1%	28.4%	29.3%	30.1%	14.5%	14.3%	14.0%	70,804	73,584	68,264
Yes, to other job outside Govt	4.6%	4.4%	4.1%	19.9%	20.3%	20.6%	22.3%	22.3%	22.9%	32.9%	33.7%	34.1%	20.3%	19.3%	18.3%	13,811	15,894	15,647
Yes, other	4.6%	4.2%	4.1%	19.8%	20.0%	19.2%	25.4%	25.0%	27.6%	30.8%	31.9%	30.6%	19.5%	18.9%	18.4%	18,059	19,357	18,090
<b>Retiring</b>																		
Within 1 year	13.2%	12.5%	11.3%	33.4%	34.3%	33.2%	24.0%	23.5%	25.1%	20.2%	21.2%	21.8%	9.2%	8.5%	8.6%	13,602	14,909	14,014
Between 1-3 years	13.5%	13.0%	12.1%	35.8%	35.6%	36.1%	24.3%	25.0%	25.5%	19.3%	19.6%	19.5%	7.1%	6.9%	6.8%	38,132	40,075	36,449
Between 3-5 years	13.9%	12.9%	12.3%	36.4%	35.9%	36.5%	23.0%	24.2%	24.0%	19.4%	20.0%	20.2%	7.3%	6.9%	7.0%	42,338	43,584	39,758
5 or more years	14.6%	13.7%	12.7%	36.8%	36.7%	36.3%	22.3%	23.0%	23.6%	18.5%	19.1%	19.8%	7.8%	7.6%	7.6%	288,215	295,185	272,161

## Report by Demographics

(63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.3%</b>	<b>13.4%</b>	<b>12.5%</b>	<b>36.3%</b>	<b>36.3%</b>	<b>36.0%</b>	<b>22.7%</b>	<b>23.4%</b>	<b>24.0%</b>	<b>18.8%</b>	<b>19.4%</b>	<b>20.0%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>394,068</b>	<b>406,408</b>	<b>375,988</b>
<b>Self-Identify as:</b>																		
Heterosexual	15.2%	14.2%	13.1%	37.5%	37.3%	37.0%	22.1%	22.9%	23.4%	17.9%	18.7%	19.3%	7.2%	6.9%	7.1%	307,430	318,463	294,703
LGBT*	14.0%	13.0%	12.2%	33.4%	33.6%	32.3%	21.7%	21.4%	21.8%	21.4%	21.9%	23.2%	9.4%	10.1%	10.4%	11,361	11,079	9,835
Prefer not to say	9.6%	9.0%	8.8%	30.7%	30.9%	30.8%	26.0%	26.3%	27.4%	22.7%	23.1%	23.1%	11.0%	10.7%	9.8%	47,153	48,238	43,910
<b>Military Service</b>																		
No Prior Military Service	13.8%	13.0%	12.1%	37.0%	36.9%	36.5%	22.7%	23.3%	23.9%	19.0%	19.5%	20.2%	7.5%	7.3%	7.3%	278,376	281,900	258,273
Currently in Guard/Reserves	16.5%	15.4%	14.1%	37.2%	37.0%	36.5%	21.2%	21.9%	23.1%	17.2%	17.6%	19.0%	7.9%	8.1%	7.3%	6,166	7,012	6,535
Retired Separated/Discharged	18.7%	17.2%	16.2%	38.4%	38.5%	38.7%	21.6%	22.3%	22.3%	15.4%	16.4%	17.0%	5.8%	5.6%	5.7%	39,742	43,441	41,744
<b>Disability</b>																		
Yes	14.0%	13.5%	12.3%	32.2%	31.5%	31.8%	23.0%	23.9%	24.0%	20.2%	21.2%	21.7%	10.6%	10.0%	10.3%	51,783	53,652	49,142
No	14.5%	13.5%	12.6%	37.4%	37.3%	36.9%	22.6%	23.2%	23.8%	18.4%	18.9%	19.6%	7.2%	7.0%	7.0%	329,558	339,611	313,630

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

(64) How satisfied are you with the information you receive from management on what's going on in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>12.4%</b>	<b>11.4%</b>	<b>10.7%</b>	<b>35.5%</b>	<b>35.4%</b>	<b>34.9%</b>	<b>23.5%</b>	<b>24.0%</b>	<b>24.5%</b>	<b>19.7%</b>	<b>20.4%</b>	<b>21.0%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>8.9%</b>	<b>393,156</b>	<b>405,736</b>	<b>375,120</b>
<b>Work Location</b>																		
Headquarters	14.2%	13.2%	12.2%	36.7%	36.6%	36.1%	22.6%	23.0%	23.5%	18.5%	19.1%	19.8%	8.0%	8.1%	8.3%	155,400	156,272	142,639
Field	11.4%	10.5%	9.9%	34.9%	34.7%	34.2%	23.9%	24.4%	24.9%	20.4%	21.1%	21.8%	9.3%	9.3%	9.2%	229,166	239,993	221,884
<b>Supervisory Status</b>																		
Non-Supervisor	10.9%	10.0%	9.3%	34.4%	34.1%	33.7%	24.7%	25.1%	25.6%	20.3%	21.1%	21.7%	9.7%	9.6%	9.7%	252,628	260,799	240,668
Team Leader	10.7%	9.8%	9.5%	34.7%	34.6%	34.4%	23.6%	24.3%	24.4%	21.8%	22.1%	22.8%	9.2%	9.2%	8.9%	49,406	53,301	49,532
Supervisor	15.0%	14.4%	13.4%	40.2%	40.1%	39.5%	21.4%	21.4%	21.7%	17.4%	18.0%	18.9%	6.1%	6.2%	6.5%	52,143	52,430	48,548
Manager	24.1%	22.3%	21.1%	42.7%	42.5%	41.7%	15.5%	16.6%	17.8%	12.9%	13.7%	14.4%	4.7%	5.0%	5.0%	24,671	24,335	21,576
Senior Leader	39.6%	36.3%	35.4%	35.8%	38.4%	37.9%	11.3%	12.9%	13.8%	9.6%	9.3%	9.5%	3.6%	3.1%	3.5%	8,088	8,050	7,029
<b>Sex</b>																		
Male	12.8%	11.8%	11.0%	35.5%	35.2%	35.0%	23.6%	24.0%	24.5%	19.0%	19.8%	20.5%	9.1%	9.2%	9.0%	196,379	205,040	188,501
Female	12.1%	11.1%	10.5%	35.9%	35.8%	34.9%	23.2%	23.9%	24.2%	20.4%	21.0%	21.7%	8.4%	8.3%	8.6%	184,890	188,588	174,642
<b>Hispanic or Latino</b>																		
Yes	13.0%	11.8%	11.3%	34.1%	33.4%	33.1%	23.9%	24.3%	24.0%	18.7%	20.1%	21.4%	10.3%	10.4%	10.1%	33,506	33,910	30,744
No	12.5%	11.5%	10.8%	35.9%	35.8%	35.2%	23.3%	23.9%	24.4%	19.7%	20.3%	20.9%	8.6%	8.6%	8.7%	343,886	355,922	328,642
<b>Race</b>																		
American Indian/ Alaska Native	9.5%	10.1%	8.7%	30.9%	31.9%	31.8%	25.9%	25.8%	25.8%	22.0%	20.9%	22.6%	11.7%	11.3%	11.2%	7,818	8,362	7,537
Asian	15.1%	13.9%	13.1%	40.7%	41.0%	41.0%	23.9%	25.2%	25.7%	14.2%	13.3%	13.4%	6.1%	6.6%	6.8%	19,484	18,665	17,051
Black/African American	14.4%	13.4%	12.6%	39.1%	39.3%	38.8%	22.1%	23.0%	23.2%	16.8%	16.8%	17.7%	7.5%	7.6%	7.8%	57,890	60,138	55,950
Native Hawaiian/ Pacific Islander	13.3%	12.7%	11.7%	37.2%	33.2%	35.7%	25.0%	29.6%	28.9%	17.0%	16.3%	15.7%	7.5%	8.1%	8.0%	2,206	2,469	2,331
White	12.3%	11.2%	10.5%	35.1%	34.9%	34.2%	23.2%	23.6%	24.2%	20.5%	21.4%	22.2%	8.9%	8.9%	8.9%	263,877	273,700	252,670
Two or more races (Not Hispanic/ Latino)	10.5%	9.6%	8.8%	30.0%	30.1%	31.2%	25.4%	26.0%	24.9%	21.9%	23.1%	23.3%	12.2%	11.3%	11.8%	14,362	14,453	13,046

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(64) How satisfied are you with the information you receive from management on what's going on in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>12.4%</b>	<b>11.4%</b>	<b>10.7%</b>	<b>35.5%</b>	<b>35.4%</b>	<b>34.9%</b>	<b>23.5%</b>	<b>24.0%</b>	<b>24.5%</b>	<b>19.7%</b>	<b>20.4%</b>	<b>21.0%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>8.9%</b>	<b>393,156</b>	<b>405,736</b>	<b>375,120</b>
<b>Age Group</b>																		
25 and under	13.7%	13.1%	10.9%	41.6%	39.3%	37.0%	22.4%	22.6%	26.2%	16.2%	17.9%	17.7%	6.1%	7.0%	8.2%	2,663	2,619	2,599
26-29	11.3%	11.5%	9.5%	35.3%	34.4%	33.6%	22.8%	23.0%	23.6%	20.5%	20.9%	23.3%	10.1%	10.2%	10.0%	10,957	12,088	12,166
30-39	11.4%	10.1%	9.6%	34.2%	34.1%	33.6%	22.9%	23.5%	23.8%	21.1%	21.8%	22.4%	10.3%	10.4%	10.6%	73,238	71,558	63,905
40-49	12.3%	11.6%	10.7%	35.4%	35.3%	35.0%	23.0%	23.3%	24.1%	20.0%	20.4%	20.9%	9.2%	9.4%	9.2%	102,309	106,746	100,039
50-59	12.8%	11.9%	11.2%	36.3%	35.9%	35.2%	23.7%	24.3%	24.7%	18.9%	20.0%	20.8%	8.3%	8.0%	8.1%	141,553	147,707	136,853
60+	13.1%	11.8%	11.2%	35.5%	36.2%	35.9%	25.1%	25.8%	26.0%	19.0%	18.9%	19.6%	7.2%	7.2%	7.3%	61,171	63,275	56,847
<b>Level of Education</b>																		
Less than High School	10.4%	15.9%	15.3%	39.1%	34.8%	37.2%	31.8%	33.0%	28.0%	11.6%	10.1%	11.2%	6.9%	6.2%	8.3%	359	405	394
H.S. Diploma/ GED or equiv	13.4%	12.3%	12.2%	38.3%	37.8%	37.5%	23.7%	25.3%	24.8%	17.4%	17.5%	17.9%	7.3%	7.1%	7.7%	16,255	19,352	19,031
Trade/Technical Certificate	10.1%	9.6%	8.6%	34.7%	34.0%	32.9%	26.6%	26.7%	27.7%	19.6%	20.1%	21.5%	9.0%	9.6%	9.3%	8,180	9,580	9,006
Some College (no degree)	11.5%	10.9%	10.4%	34.2%	34.1%	33.3%	25.2%	25.4%	25.7%	19.5%	20.0%	21.3%	9.6%	9.5%	9.4%	52,764	60,184	57,888
Associate's Degree	11.2%	10.8%	10.1%	33.9%	34.1%	32.6%	24.3%	25.3%	26.6%	21.2%	20.9%	21.5%	9.4%	8.9%	9.1%	27,820	31,365	29,471
Bachelor's Degree	12.2%	11.1%	10.3%	35.9%	35.8%	35.9%	23.5%	23.9%	24.1%	19.6%	20.4%	21.0%	8.8%	8.9%	8.6%	132,124	135,716	124,842
Master's Degree	13.9%	12.4%	11.6%	36.4%	36.6%	35.8%	21.9%	22.2%	22.8%	19.7%	20.6%	21.2%	8.1%	8.2%	8.6%	101,699	98,140	87,549
Doctoral/ Professional Degree	13.7%	12.9%	11.9%	35.7%	35.0%	34.6%	21.7%	21.7%	23.0%	19.7%	21.3%	21.3%	9.2%	9.1%	9.3%	44,149	41,001	36,573
<b>Pay Category</b>																		
Federal Wage System	8.3%	9.0%	8.5%	31.9%	32.2%	30.4%	26.5%	26.9%	27.2%	22.5%	22.1%	23.8%	10.8%	9.8%	10.1%	9,553	12,654	12,281
GS 1-6	12.0%	11.2%	10.7%	33.5%	34.3%	33.6%	25.9%	26.2%	26.6%	18.9%	19.4%	19.9%	9.7%	8.8%	9.1%	18,670	21,965	21,996
GS 7-12	11.4%	10.5%	9.6%	35.4%	34.9%	34.7%	24.3%	24.8%	25.0%	20.0%	20.5%	21.5%	8.9%	9.3%	9.1%	153,174	166,404	157,628
GS 13-15	14.8%	13.5%	12.8%	37.7%	37.6%	37.1%	21.1%	21.4%	22.3%	18.6%	19.7%	19.9%	7.7%	7.8%	7.9%	169,474	162,340	143,936
SES	47.3%	42.6%	41.3%	35.1%	35.8%	36.1%	9.0%	10.2%	11.0%	6.2%	8.1%	8.6%	2.4%	3.3%	3.1%	5,765	5,718	4,880
SL/ST	19.6%	15.8%	16.3%	34.3%	35.9%	37.8%	19.8%	19.3%	16.2%	17.9%	21.1%	21.4%	8.4%	8.0%	8.3%	1,572	1,540	1,381
Other	9.6%	9.1%	9.2%	33.2%	33.6%	33.2%	24.5%	25.7%	25.4%	22.0%	22.2%	22.3%	10.6%	9.5%	9.9%	25,848	25,638	23,055

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(64) How satisfied are you with the information you receive from management on what's going on in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>12.4%</b>	<b>11.4%</b>	<b>10.7%</b>	<b>35.5%</b>	<b>35.4%</b>	<b>34.9%</b>	<b>23.5%</b>	<b>24.0%</b>	<b>24.5%</b>	<b>19.7%</b>	<b>20.4%</b>	<b>21.0%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>8.9%</b>	<b>393,156</b>	<b>405,736</b>	<b>375,120</b>
<b>Time in Federal Government</b>																		
< 1 year	20.1%	19.8%	16.3%	43.8%	44.1%	45.0%	20.0%	20.9%	22.3%	12.2%	12.0%	12.8%	3.9%	3.2%	3.6%	6,850	6,038	3,160
1-3 years	14.7%	13.6%	12.8%	39.0%	38.9%	38.1%	22.8%	23.2%	24.0%	16.6%	17.6%	18.5%	6.8%	6.7%	6.6%	29,924	28,252	32,813
4-5 years	11.9%	11.2%	10.0%	35.2%	35.0%	35.1%	23.3%	24.5%	24.6%	20.6%	20.5%	21.6%	8.9%	8.9%	8.6%	30,095	41,103	43,291
6-10 years	11.4%	10.2%	9.8%	34.2%	34.1%	33.2%	23.7%	24.1%	24.3%	21.0%	21.7%	22.3%	9.7%	9.9%	10.4%	91,771	87,826	73,343
11-14 years	10.8%	10.1%	9.5%	33.8%	33.6%	32.8%	24.1%	24.2%	25.0%	21.2%	21.8%	22.7%	10.1%	10.3%	10.0%	54,873	56,796	51,303
15-20 years	11.8%	10.7%	10.1%	33.7%	34.0%	33.4%	23.8%	24.1%	24.5%	20.8%	21.4%	21.9%	9.9%	9.7%	10.1%	51,740	48,778	40,009
> 20 years	13.4%	12.4%	11.6%	37.0%	36.5%	36.2%	23.3%	24.0%	24.4%	18.5%	19.3%	20.0%	7.8%	7.8%	7.9%	119,588	128,280	121,914
<b>Time with Current Agency</b>																		
< 1 year	20.8%	19.9%	17.5%	41.9%	42.7%	43.3%	20.5%	21.1%	21.7%	12.3%	12.1%	13.2%	4.6%	4.3%	4.4%	13,168	11,902	6,508
1-3 years	14.7%	13.4%	12.7%	37.7%	37.4%	36.7%	22.7%	22.9%	23.7%	17.3%	18.7%	19.5%	7.5%	7.6%	7.4%	47,706	44,556	49,836
4-5 years	11.4%	10.8%	9.8%	34.5%	34.5%	34.3%	23.6%	24.5%	24.6%	21.0%	20.7%	22.0%	9.5%	9.4%	9.3%	38,104	49,946	51,774
6-10 years	10.6%	9.9%	9.6%	33.6%	33.6%	32.9%	24.0%	24.2%	24.7%	21.6%	22.2%	22.4%	10.1%	10.1%	10.4%	98,054	95,835	80,915
11-20 years	11.1%	10.4%	9.7%	34.2%	34.0%	33.5%	24.1%	24.4%	24.8%	20.8%	21.4%	22.0%	9.8%	9.8%	9.9%	98,757	99,031	86,327
> 20 years	13.8%	12.3%	11.6%	37.7%	37.3%	36.8%	23.0%	24.0%	24.4%	18.2%	19.0%	19.8%	7.2%	7.3%	7.4%	87,741	94,571	89,248
<b>Leaving</b>																		
No	16.0%	14.8%	13.9%	41.1%	41.0%	40.5%	22.5%	23.2%	23.7%	15.4%	16.1%	16.9%	4.9%	4.9%	5.0%	259,406	263,491	240,297
Yes, to retire	10.8%	10.5%	9.3%	35.8%	35.4%	35.0%	25.5%	25.5%	26.5%	20.2%	20.5%	21.4%	7.8%	8.0%	7.8%	22,273	24,108	23,031
Yes, to other job in Govt	5.4%	4.8%	4.6%	24.9%	24.6%	24.3%	25.2%	25.1%	25.3%	28.2%	29.2%	29.5%	16.3%	16.3%	16.3%	70,644	73,511	68,124
Yes, to other job outside Govt	4.0%	3.6%	3.5%	20.5%	21.2%	20.5%	22.3%	23.5%	23.9%	31.4%	30.6%	32.5%	21.8%	21.1%	19.6%	13,794	15,871	15,616
Yes, other	3.9%	3.5%	3.6%	19.8%	20.2%	19.4%	26.8%	26.7%	27.6%	29.7%	29.8%	29.9%	19.9%	19.8%	19.5%	18,016	19,331	18,056
<b>Retiring</b>																		
Within 1 year	11.0%	10.2%	9.5%	34.4%	34.6%	33.6%	24.6%	24.2%	25.5%	20.9%	21.4%	22.1%	9.1%	9.6%	9.3%	13,568	14,867	13,954
Between 1-3 years	11.7%	11.2%	10.1%	35.7%	35.2%	35.5%	25.4%	25.3%	26.0%	19.4%	20.5%	21.0%	7.8%	7.8%	7.4%	38,023	39,992	36,340
Between 3-5 years	12.3%	10.8%	10.7%	35.7%	35.9%	35.4%	24.4%	25.0%	24.9%	19.7%	20.4%	20.7%	7.9%	7.9%	8.3%	42,242	43,497	39,646
5 or more years	12.7%	11.7%	10.9%	35.7%	35.5%	35.0%	23.0%	23.6%	24.1%	19.6%	20.2%	21.0%	9.0%	9.0%	9.0%	287,623	294,794	271,685

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(64) How satisfied are you with the information you receive from management on what's going on in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>12.4%</b>	<b>11.4%</b>	<b>10.7%</b>	<b>35.5%</b>	<b>35.4%</b>	<b>34.9%</b>	<b>23.5%</b>	<b>24.0%</b>	<b>24.5%</b>	<b>19.7%</b>	<b>20.4%</b>	<b>21.0%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>8.9%</b>	<b>393,156</b>	<b>405,736</b>	<b>375,120</b>
<b>Self-Identify as:</b>																		
Heterosexual	13.2%	12.2%	11.3%	36.8%	36.6%	36.0%	23.1%	23.5%	24.0%	18.9%	19.6%	20.5%	8.1%	8.2%	8.3%	306,784	317,985	294,111
LGBT*	12.4%	11.5%	11.0%	32.6%	32.1%	31.8%	21.9%	22.7%	22.9%	22.0%	22.3%	23.0%	11.0%	11.3%	11.3%	11,328	11,052	9,809
Prefer not to say	8.3%	7.5%	7.5%	29.3%	29.4%	29.4%	25.7%	26.9%	27.3%	23.8%	24.2%	23.9%	12.8%	11.9%	11.9%	47,024	48,158	43,807
<b>Military Service</b>																		
No Prior Military Service	12.1%	11.1%	10.5%	36.2%	36.0%	35.4%	23.4%	23.9%	24.4%	19.9%	20.3%	21.0%	8.5%	8.6%	8.7%	277,789	281,453	257,784
Currently in Guard/Reserves	14.4%	13.0%	11.8%	36.1%	36.3%	35.7%	22.5%	22.5%	23.1%	17.0%	19.3%	20.2%	10.0%	9.0%	9.2%	6,165	7,010	6,520
Retired Separated/Discharged	15.5%	14.4%	13.4%	37.8%	37.5%	37.0%	22.6%	23.2%	23.7%	17.3%	18.2%	19.0%	6.8%	6.7%	6.9%	39,660	43,361	41,643
<b>Disability</b>																		
Yes	12.4%	11.7%	10.6%	32.2%	31.9%	31.6%	23.6%	24.3%	24.7%	20.4%	21.1%	22.3%	11.4%	11.0%	10.8%	51,659	53,536	49,022
No	12.5%	11.5%	10.8%	36.4%	36.2%	35.7%	23.4%	23.9%	24.3%	19.5%	20.1%	20.8%	8.2%	8.3%	8.4%	328,857	339,120	312,996

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.4%</b>	<b>13.5%</b>	<b>12.3%</b>	<b>33.1%</b>	<b>33.1%</b>	<b>32.3%</b>	<b>23.8%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>17.8%</b>	<b>18.6%</b>	<b>19.7%</b>	<b>10.8%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>392,389</b>	<b>404,473</b>	<b>373,823</b>
<b>Work Location</b>																		
Headquarters	16.4%	15.3%	13.9%	34.0%	34.2%	33.3%	22.9%	23.1%	23.9%	16.8%	17.3%	18.5%	9.9%	10.1%	10.4%	155,108	155,747	142,201
Field	13.3%	12.6%	11.5%	32.6%	32.5%	31.7%	24.2%	24.1%	24.7%	18.4%	19.3%	20.4%	11.4%	11.5%	11.8%	228,748	239,318	221,115
<b>Supervisory Status</b>																		
Non-Supervisor	13.0%	12.2%	11.1%	32.0%	32.0%	31.1%	24.6%	24.6%	25.2%	18.6%	19.3%	20.5%	11.9%	11.9%	12.2%	252,204	260,066	239,951
Team Leader	14.0%	13.0%	12.0%	32.7%	32.4%	32.1%	23.2%	23.4%	23.8%	18.8%	19.6%	20.4%	11.4%	11.5%	11.6%	49,291	53,123	49,367
Supervisor	16.5%	15.7%	14.3%	37.6%	37.9%	36.8%	22.8%	22.6%	23.6%	15.8%	16.4%	17.3%	7.3%	7.4%	8.1%	52,041	52,303	48,315
Manager	23.6%	22.3%	20.5%	38.7%	38.3%	38.1%	19.6%	20.0%	20.3%	11.9%	13.4%	14.7%	6.2%	6.1%	6.5%	24,608	24,221	21,503
Senior Leader	36.8%	34.1%	32.1%	34.9%	35.0%	33.0%	14.5%	15.6%	17.7%	8.2%	10.7%	11.6%	5.6%	4.7%	5.5%	8,079	8,020	7,008
<b>Sex</b>																		
Male	14.7%	13.7%	12.4%	33.7%	33.5%	32.7%	24.0%	24.4%	25.1%	16.8%	17.5%	18.6%	10.9%	10.9%	11.2%	195,998	204,432	187,889
Female	14.3%	13.5%	12.4%	32.6%	32.8%	31.8%	23.2%	22.9%	23.5%	19.1%	19.9%	21.0%	10.8%	10.9%	11.3%	184,555	188,041	174,057
<b>Hispanic or Latino</b>																		
Yes	14.6%	13.4%	12.7%	30.9%	30.5%	29.4%	23.5%	23.4%	23.8%	17.9%	19.2%	20.4%	13.1%	13.4%	13.6%	33,439	33,848	30,649
No	14.6%	13.7%	12.4%	33.5%	33.5%	32.7%	23.7%	23.7%	24.4%	17.7%	18.5%	19.5%	10.5%	10.6%	11.0%	343,238	354,839	327,559
<b>Race</b>																		
American Indian/ Alaska Native	11.5%	11.3%	9.6%	28.6%	29.3%	29.0%	24.6%	24.6%	25.7%	20.4%	20.5%	21.2%	14.9%	14.3%	14.4%	7,790	8,333	7,515
Asian	16.4%	15.6%	14.4%	37.0%	38.5%	36.6%	25.6%	24.5%	26.1%	13.2%	13.4%	14.3%	7.9%	7.9%	8.6%	19,482	18,625	17,007
Black/African American	15.5%	14.6%	13.5%	33.4%	33.3%	32.9%	22.8%	22.9%	23.2%	17.1%	17.8%	18.8%	11.1%	11.4%	11.6%	57,801	59,987	55,740
Native Hawaiian/ Pacific Islander	14.7%	13.3%	12.4%	31.6%	33.0%	29.4%	24.6%	26.2%	27.5%	17.2%	15.7%	19.5%	11.8%	11.7%	11.2%	2,200	2,470	2,317
White	14.7%	13.7%	12.4%	33.6%	33.4%	32.6%	23.3%	23.5%	24.1%	18.0%	18.8%	20.0%	10.4%	10.5%	10.9%	263,368	272,842	251,863
Two or more races (Not Hispanic/ Latino)	11.6%	10.9%	9.8%	27.6%	28.1%	27.6%	25.9%	25.0%	25.5%	19.4%	21.1%	22.1%	15.5%	14.9%	15.0%	14,323	14,411	13,005

## Report by Demographics

### (65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.4%</b>	<b>13.5%</b>	<b>12.3%</b>	<b>33.1%</b>	<b>33.1%</b>	<b>32.3%</b>	<b>23.8%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>17.8%</b>	<b>18.6%</b>	<b>19.7%</b>	<b>10.8%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>392,389</b>	<b>404,473</b>	<b>373,823</b>
<b>Age Group</b>																		
25 and under	17.9%	15.9%	13.8%	37.1%	36.2%	34.9%	22.0%	21.1%	23.3%	13.8%	15.3%	18.2%	9.2%	11.5%	9.9%	2,661	2,611	2,591
26-29	13.6%	13.5%	11.4%	33.9%	32.4%	31.5%	23.3%	22.6%	23.7%	16.9%	19.2%	20.3%	12.3%	12.2%	13.1%	10,954	12,074	12,133
30-39	13.1%	11.9%	11.1%	31.9%	32.2%	31.2%	23.8%	23.3%	23.4%	18.5%	19.8%	20.9%	12.6%	12.8%	13.5%	73,138	71,410	63,777
40-49	14.2%	13.6%	12.4%	33.1%	32.8%	32.2%	23.2%	23.4%	24.2%	18.1%	18.7%	19.4%	11.4%	11.5%	11.8%	102,142	106,413	99,682
50-59	14.9%	14.1%	12.6%	33.5%	33.4%	32.4%	23.8%	24.1%	24.9%	17.7%	18.2%	19.7%	10.1%	10.2%	10.4%	141,172	147,202	136,286
60+	15.3%	14.3%	13.4%	33.6%	34.2%	33.6%	24.9%	25.3%	25.7%	17.2%	17.4%	18.5%	8.9%	8.7%	8.8%	61,059	63,028	56,649
<b>Level of Education</b>																		
Less than High School	18.2%	18.4%	16.6%	33.2%	33.3%	36.7%	24.4%	29.1%	27.6%	15.9%	11.3%	12.5%	8.3%	8.0%	6.5%	359	409	390
H.S. Diploma/ GED or equiv	15.9%	15.0%	14.3%	34.6%	34.5%	33.0%	22.4%	23.0%	24.2%	17.2%	17.2%	18.4%	9.8%	10.3%	10.1%	16,236	19,301	18,984
Trade/Technical Certificate	12.3%	11.6%	10.5%	31.1%	30.9%	30.3%	24.4%	25.6%	24.8%	19.6%	19.5%	21.1%	12.6%	12.4%	13.3%	8,169	9,559	8,963
Some College (no degree)	13.4%	13.0%	11.8%	30.9%	30.8%	30.0%	24.2%	23.8%	24.5%	18.9%	19.7%	21.0%	12.7%	12.7%	12.7%	52,663	60,002	57,657
Associate's Degree	12.8%	12.8%	11.3%	30.3%	31.0%	30.1%	23.9%	24.2%	24.7%	20.0%	20.1%	20.9%	13.0%	11.9%	13.0%	27,783	31,251	29,381
Bachelor's Degree	14.1%	13.1%	12.0%	34.2%	34.1%	33.4%	24.1%	24.0%	24.8%	17.4%	18.4%	19.2%	10.3%	10.5%	10.7%	131,915	135,273	124,477
Master's Degree	15.6%	14.3%	13.0%	34.3%	34.3%	33.2%	23.5%	23.7%	24.2%	17.0%	17.8%	19.2%	9.6%	10.0%	10.4%	101,520	97,895	87,235
Doctoral/ Professional Degree	16.9%	16.1%	14.6%	34.2%	34.2%	34.0%	22.1%	22.3%	22.8%	16.9%	17.3%	18.4%	10.0%	10.0%	10.2%	43,995	40,865	36,465
<b>Pay Category</b>																		
Federal Wage System	10.9%	10.7%	9.7%	29.1%	29.5%	27.5%	24.2%	25.0%	26.0%	20.9%	20.8%	22.1%	15.0%	14.0%	14.6%	9,550	12,608	12,244
GS 1-6	13.3%	12.6%	11.9%	29.8%	29.9%	29.2%	23.7%	23.6%	23.8%	19.2%	20.2%	20.9%	14.0%	13.7%	14.3%	18,625	21,872	21,924
GS 7-12	13.3%	12.6%	11.3%	32.5%	32.5%	31.5%	24.4%	24.2%	25.2%	18.4%	19.0%	20.2%	11.3%	11.6%	11.8%	152,949	165,999	157,181
GS 13-15	17.3%	16.0%	14.8%	36.6%	36.6%	36.2%	22.7%	23.1%	23.3%	15.3%	16.3%	17.3%	8.0%	8.1%	8.4%	169,105	161,824	143,407
SES	44.4%	40.4%	37.3%	33.2%	33.9%	33.3%	11.5%	13.1%	15.2%	7.0%	8.2%	10.4%	3.9%	4.4%	3.8%	5,750	5,689	4,862
SL/ST	23.1%	22.2%	19.5%	32.8%	31.1%	34.7%	19.5%	22.2%	19.9%	16.6%	16.7%	18.1%	7.9%	7.7%	7.7%	1,563	1,531	1,382
Other	10.9%	10.6%	10.1%	29.8%	30.0%	29.6%	24.1%	24.0%	24.4%	21.2%	22.0%	22.3%	14.0%	13.4%	13.7%	25,799	25,540	22,966

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.4%</b>	<b>13.5%</b>	<b>12.3%</b>	<b>33.1%</b>	<b>33.1%</b>	<b>32.3%</b>	<b>23.8%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>17.8%</b>	<b>18.6%</b>	<b>19.7%</b>	<b>10.8%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>392,389</b>	<b>404,473</b>	<b>373,823</b>
<b>Time in Federal Government</b>																		
< 1 year	22.2%	20.7%	17.6%	40.8%	40.6%	40.8%	22.3%	24.1%	24.7%	10.5%	10.4%	12.2%	4.2%	4.3%	4.8%	6,819	6,029	3,147
1-3 years	17.4%	16.2%	14.9%	35.1%	35.0%	34.9%	23.5%	23.1%	24.1%	15.4%	16.7%	16.8%	8.6%	9.0%	9.2%	29,860	28,184	32,744
4-5 years	14.5%	13.6%	12.0%	32.8%	33.4%	31.9%	23.5%	23.6%	25.4%	18.0%	18.6%	19.5%	11.3%	10.8%	11.3%	30,052	40,989	43,208
6-10 years	13.1%	11.9%	11.2%	31.5%	31.5%	30.4%	24.0%	24.0%	24.1%	19.3%	20.0%	21.1%	12.1%	12.6%	13.2%	91,662	87,625	73,114
11-14 years	12.6%	11.8%	10.4%	31.6%	31.2%	30.6%	23.9%	24.3%	24.6%	19.4%	19.9%	21.6%	12.5%	12.7%	12.8%	54,727	56,634	51,149
15-20 years	13.2%	12.6%	11.4%	31.9%	31.9%	31.3%	24.6%	24.3%	24.6%	18.1%	19.6%	20.2%	12.2%	11.7%	12.5%	51,675	48,616	39,837
> 20 years	15.6%	15.0%	13.5%	35.0%	34.8%	33.8%	23.2%	23.4%	24.2%	16.8%	17.4%	18.9%	9.4%	9.4%	9.7%	119,329	127,813	121,436
<b>Time with Current Agency</b>																		
< 1 year	21.2%	20.5%	18.0%	38.4%	38.9%	38.2%	24.7%	25.0%	26.5%	10.4%	10.7%	12.3%	5.3%	4.9%	5.1%	13,118	11,884	6,481
1-3 years	17.0%	15.6%	14.6%	34.2%	34.4%	33.5%	23.7%	23.0%	24.0%	15.8%	17.0%	17.7%	9.3%	10.0%	10.1%	47,587	44,428	49,702
4-5 years	13.9%	13.3%	11.5%	32.1%	32.3%	31.2%	23.2%	24.0%	25.3%	19.0%	18.8%	20.0%	11.8%	11.6%	11.9%	38,069	49,795	51,636
6-10 years	12.4%	11.8%	11.1%	31.2%	31.1%	30.2%	24.1%	24.0%	24.1%	19.8%	20.4%	21.3%	12.6%	12.8%	13.3%	97,924	95,583	80,656
11-20 years	12.9%	12.1%	10.9%	32.2%	31.9%	31.3%	24.0%	24.2%	24.5%	18.7%	19.8%	21.0%	12.2%	11.9%	12.3%	98,567	98,751	86,022
> 20 years	16.2%	15.2%	13.7%	36.0%	35.8%	34.9%	22.9%	23.2%	24.1%	16.3%	17.0%	18.3%	8.7%	8.8%	9.0%	87,560	94,215	88,924
<b>Leaving</b>																		
No	18.6%	17.5%	16.0%	38.8%	38.7%	38.1%	22.6%	22.9%	23.6%	14.0%	14.9%	15.9%	5.9%	6.1%	6.5%	258,898	262,719	239,506
Yes, to retire	13.0%	13.0%	11.4%	34.2%	33.8%	33.0%	25.6%	25.8%	26.5%	18.0%	18.5%	19.9%	9.2%	9.0%	9.2%	22,260	24,014	22,948
Yes, to other job in Govt	6.2%	5.7%	4.9%	22.0%	22.1%	20.8%	25.8%	25.3%	25.8%	25.8%	26.5%	27.7%	20.2%	20.4%	20.8%	70,510	73,321	67,938
Yes, to other job outside Govt	4.5%	3.9%	3.6%	17.6%	18.5%	17.1%	23.8%	23.9%	23.6%	27.4%	27.8%	30.0%	26.8%	25.9%	25.7%	13,759	15,812	15,570
Yes, other	4.5%	4.0%	4.1%	17.5%	17.8%	17.3%	26.5%	27.0%	27.4%	25.9%	26.5%	26.7%	25.6%	24.7%	24.5%	17,987	19,267	17,977
<b>Retiring</b>																		
Within 1 year	13.4%	13.1%	11.7%	32.7%	33.6%	31.6%	24.9%	24.1%	25.7%	18.2%	18.4%	20.1%	10.7%	10.7%	11.0%	13,553	14,796	13,910
Between 1-3 years	13.8%	13.2%	12.1%	34.1%	33.7%	33.5%	25.0%	25.4%	25.8%	17.5%	18.2%	19.5%	9.5%	9.4%	9.1%	37,938	39,854	36,196
Between 3-5 years	14.1%	13.2%	12.2%	33.3%	33.6%	33.0%	24.5%	24.7%	25.2%	18.4%	18.9%	19.8%	9.7%	9.6%	9.8%	42,138	43,309	39,479
5 or more years	14.7%	13.7%	12.5%	33.2%	33.1%	32.2%	23.4%	23.4%	24.0%	17.7%	18.5%	19.6%	11.1%	11.2%	11.7%	287,117	294,025	270,867

## Report by Demographics

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.4%</b>	<b>13.5%</b>	<b>12.3%</b>	<b>33.1%</b>	<b>33.1%</b>	<b>32.3%</b>	<b>23.8%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>17.8%</b>	<b>18.6%</b>	<b>19.7%</b>	<b>10.8%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>392,389</b>	<b>404,473</b>	<b>373,823</b>
<b>Self-Identify as:</b>																		
Heterosexual	15.2%	14.3%	12.9%	34.1%	33.9%	33.0%	23.2%	23.3%	24.0%	17.4%	18.1%	19.4%	10.2%	10.4%	10.8%	306,205	317,071	293,178
LGBT*	15.2%	13.9%	12.8%	30.5%	30.9%	30.2%	22.5%	21.6%	20.7%	18.4%	20.3%	22.5%	13.4%	13.2%	13.9%	11,309	11,032	9,790
Prefer not to say	10.2%	9.3%	9.0%	28.6%	29.0%	28.7%	26.6%	26.9%	27.3%	20.2%	20.8%	21.1%	14.4%	13.9%	13.9%	46,947	47,975	43,653
<b>Military Service</b>																		
No Prior Military Service	14.3%	13.6%	12.4%	33.9%	33.9%	33.1%	23.2%	23.1%	23.7%	18.1%	18.7%	19.9%	10.6%	10.7%	11.0%	277,257	280,658	256,878
Currently in Guard/Reserves	15.7%	14.6%	12.9%	33.9%	31.6%	32.4%	23.7%	24.1%	25.0%	15.7%	18.0%	18.3%	10.9%	11.7%	11.4%	6,143	6,987	6,510
Retired Separated/Discharged	17.3%	16.1%	14.7%	34.8%	34.9%	33.6%	24.6%	24.6%	25.7%	15.0%	15.9%	17.2%	8.2%	8.4%	8.8%	39,556	43,250	41,539
<b>Disability</b>																		
Yes	13.4%	12.8%	11.5%	28.6%	28.2%	27.5%	23.9%	24.2%	24.5%	19.3%	20.1%	21.5%	14.8%	14.6%	15.0%	51,571	53,380	48,843
No	14.8%	13.8%	12.6%	34.2%	34.2%	33.2%	23.6%	23.7%	24.3%	17.4%	18.2%	19.3%	10.0%	10.2%	10.6%	328,223	338,116	312,000

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

### (66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.8%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>31.6%</b>	<b>30.8%</b>	<b>30.4%</b>	<b>29.3%</b>	<b>29.8%</b>	<b>30.4%</b>	<b>18.0%</b>	<b>18.9%</b>	<b>19.4%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.6%</b>	<b>392,440</b>	<b>404,697</b>	<b>374,396</b>
<b>Work Location</b>																		
Headquarters	12.7%	11.9%	10.8%	33.5%	33.0%	32.9%	28.5%	29.0%	29.4%	16.3%	17.1%	17.7%	9.0%	9.1%	9.2%	155,108	155,873	142,408
Field	9.8%	9.0%	8.4%	30.6%	29.5%	28.9%	29.6%	30.1%	30.7%	18.9%	20.0%	20.5%	11.2%	11.3%	11.5%	228,848	239,498	221,550
<b>Supervisory Status</b>																		
Non-Supervisor	9.9%	9.1%	8.3%	30.4%	29.6%	29.2%	30.7%	31.1%	31.6%	18.1%	19.1%	19.5%	10.9%	11.1%	11.3%	252,138	260,147	240,274
Team Leader	9.2%	8.8%	8.1%	31.3%	29.8%	29.8%	28.6%	29.7%	30.4%	19.6%	20.6%	20.7%	11.3%	11.1%	11.1%	49,350	53,179	49,459
Supervisor	12.2%	11.4%	10.6%	35.7%	35.1%	34.3%	26.4%	27.2%	27.7%	17.6%	18.4%	19.2%	8.0%	8.0%	8.3%	52,086	52,360	48,478
Manager	18.5%	17.1%	16.3%	38.0%	37.2%	36.7%	21.8%	22.5%	22.3%	14.8%	15.9%	17.1%	7.0%	7.2%	7.5%	24,662	24,302	21,546
Senior Leader	34.5%	31.5%	30.2%	37.8%	38.8%	37.1%	14.4%	16.0%	17.4%	8.8%	9.9%	10.8%	4.6%	3.8%	4.4%	8,087	8,026	7,020
<b>Sex</b>																		
Male	11.3%	10.5%	9.5%	31.8%	30.7%	30.4%	28.1%	28.8%	29.4%	17.7%	18.9%	19.5%	11.1%	11.2%	11.3%	196,146	204,690	188,279
Female	10.4%	9.6%	9.1%	31.7%	31.2%	30.6%	30.5%	30.9%	31.4%	18.1%	18.9%	19.3%	9.2%	9.4%	9.7%	184,526	188,086	174,298
<b>Hispanic or Latino</b>																		
Yes	12.0%	10.7%	10.2%	30.5%	30.0%	28.8%	28.2%	28.4%	29.1%	17.7%	18.7%	20.0%	11.7%	12.1%	12.0%	33,458	33,849	30,677
No	10.9%	10.1%	9.2%	32.0%	31.1%	30.8%	29.2%	29.8%	30.3%	17.9%	18.9%	19.3%	10.1%	10.1%	10.4%	343,344	355,150	328,140
<b>Race</b>																		
American Indian/ Alaska Native	9.1%	9.0%	7.4%	27.0%	28.7%	29.1%	31.4%	30.0%	31.1%	18.8%	19.5%	20.1%	13.8%	12.9%	12.3%	7,796	8,334	7,520
Asian	13.7%	12.8%	11.5%	36.2%	36.8%	36.7%	29.4%	29.8%	30.3%	12.9%	12.9%	13.6%	7.7%	7.6%	7.9%	19,467	18,629	17,008
Black/African American	12.1%	11.3%	10.4%	33.9%	33.3%	33.5%	29.1%	29.9%	30.2%	15.8%	16.3%	16.5%	9.1%	9.2%	9.3%	57,780	59,988	55,826
Native Hawaiian/ Pacific Islander	11.7%	10.6%	10.6%	30.7%	31.0%	29.9%	31.3%	31.7%	31.1%	16.2%	15.2%	18.7%	10.0%	11.5%	9.7%	2,203	2,472	2,319
White	10.8%	10.0%	9.2%	31.8%	30.7%	30.0%	28.5%	29.2%	29.9%	18.6%	19.7%	20.2%	10.3%	10.4%	10.6%	263,505	273,140	252,372
Two or more races (Not Hispanic/ Latino)	9.0%	8.4%	7.7%	25.3%	25.1%	25.6%	31.4%	31.2%	30.5%	19.6%	21.3%	21.7%	14.7%	14.0%	14.4%	14,342	14,430	13,017

## Report by Demographics

### (66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.8%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>31.6%</b>	<b>30.8%</b>	<b>30.4%</b>	<b>29.3%</b>	<b>29.8%</b>	<b>30.4%</b>	<b>18.0%</b>	<b>18.9%</b>	<b>19.4%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.6%</b>	<b>392,440</b>	<b>404,697</b>	<b>374,396</b>
<b>Age Group</b>																		
25 and under	14.6%	13.6%	12.9%	42.1%	39.8%	34.8%	24.7%	25.2%	29.0%	11.4%	14.7%	14.2%	7.1%	6.6%	9.1%	2,658	2,610	2,595
26-29	10.9%	10.8%	8.5%	34.4%	32.7%	30.4%	28.8%	28.1%	30.7%	15.1%	18.0%	18.9%	10.8%	10.4%	11.4%	10,937	12,075	12,149
30-39	10.1%	9.2%	8.2%	31.2%	29.8%	29.9%	28.9%	29.7%	30.2%	18.4%	19.6%	19.6%	11.5%	11.8%	12.0%	73,117	71,385	63,791
40-49	10.6%	9.9%	9.3%	31.6%	30.7%	30.3%	28.6%	29.0%	29.7%	18.2%	19.2%	19.5%	10.9%	11.2%	11.1%	102,147	106,472	99,834
50-59	11.1%	10.3%	9.4%	31.5%	30.8%	30.3%	29.6%	30.1%	30.6%	18.1%	18.9%	19.7%	9.8%	9.8%	10.1%	141,252	147,299	136,632
60+	11.5%	10.3%	9.8%	31.1%	31.2%	30.9%	30.6%	31.3%	31.4%	17.8%	18.3%	19.1%	8.9%	8.9%	8.7%	61,073	63,123	56,695
<b>Level of Education</b>																		
Less than High School	12.9%	13.0%	13.3%	36.5%	38.7%	40.5%	29.3%	25.3%	26.2%	11.4%	12.9%	12.1%	10.0%	10.1%	7.9%	363	409	392
H.S. Diploma/ GED or equiv	12.0%	11.1%	11.0%	34.4%	34.1%	33.6%	29.4%	29.6%	30.3%	15.4%	16.0%	16.2%	8.8%	9.1%	8.8%	16,236	19,310	18,962
Trade/Technical Certificate	9.6%	8.7%	7.8%	31.2%	29.1%	29.2%	30.6%	31.8%	32.5%	18.0%	19.4%	19.0%	10.5%	11.0%	11.5%	8,164	9,537	8,984
Some College (no degree)	10.3%	9.9%	9.2%	29.8%	29.6%	28.9%	30.4%	30.2%	31.0%	18.3%	19.1%	19.4%	11.1%	11.1%	11.5%	52,692	60,066	57,766
Associate's Degree	10.3%	9.8%	8.7%	30.1%	29.8%	28.9%	29.9%	30.7%	31.2%	18.7%	19.0%	20.0%	11.0%	10.6%	11.1%	27,776	31,277	29,448
Bachelor's Degree	10.4%	9.5%	8.6%	31.9%	30.8%	30.6%	29.2%	30.1%	30.7%	18.3%	19.3%	19.7%	10.2%	10.4%	10.4%	131,923	135,428	124,678
Master's Degree	11.6%	10.7%	9.8%	32.9%	32.1%	31.8%	28.4%	28.7%	29.1%	17.4%	18.6%	19.4%	9.7%	9.9%	10.0%	101,542	97,928	87,392
Doctoral/ Professional Degree	12.7%	11.8%	10.8%	32.0%	30.4%	30.0%	26.9%	27.8%	28.4%	18.0%	19.3%	19.6%	10.5%	10.7%	11.2%	44,050	40,914	36,544
<b>Pay Category</b>																		
Federal Wage System	7.8%	7.9%	7.2%	28.1%	27.2%	26.3%	29.2%	30.9%	30.7%	21.0%	21.0%	22.4%	13.9%	13.1%	13.3%	9,555	12,619	12,266
GS 1-6	11.2%	10.8%	10.1%	30.9%	31.2%	31.0%	31.7%	31.0%	31.8%	16.0%	16.7%	16.7%	10.2%	10.3%	10.4%	18,629	21,875	21,959
GS 7-12	10.3%	9.6%	8.6%	31.6%	30.6%	30.3%	30.4%	30.6%	31.5%	17.7%	18.7%	19.1%	10.1%	10.5%	10.5%	152,932	166,020	157,328
GS 13-15	12.4%	11.0%	10.3%	33.6%	32.5%	32.3%	27.1%	27.8%	28.3%	17.7%	19.1%	19.4%	9.3%	9.6%	9.6%	169,193	162,031	143,768
SES	42.0%	37.8%	36.1%	35.4%	36.6%	35.9%	12.0%	13.3%	14.3%	7.4%	8.3%	9.8%	3.3%	4.0%	3.9%	5,758	5,696	4,874
SL/ST	16.1%	15.7%	13.6%	32.8%	31.8%	32.8%	28.3%	21.9%	24.2%	14.0%	20.1%	19.1%	8.9%	10.6%	10.4%	1,566	1,536	1,382
Other	8.0%	7.8%	7.5%	27.5%	27.5%	26.8%	29.4%	31.4%	30.5%	21.2%	21.1%	22.1%	14.0%	12.2%	13.1%	25,811	25,592	23,007

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.8%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>31.6%</b>	<b>30.8%</b>	<b>30.4%</b>	<b>29.3%</b>	<b>29.8%</b>	<b>30.4%</b>	<b>18.0%</b>	<b>18.9%</b>	<b>19.4%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.6%</b>	<b>392,440</b>	<b>404,697</b>	<b>374,396</b>
<b>Time in Federal Government</b>																		
< 1 year	20.3%	19.2%	16.4%	43.0%	43.1%	42.4%	25.0%	25.0%	28.0%	8.1%	9.8%	9.4%	3.7%	2.9%	3.9%	6,830	6,021	3,150
1-3 years	14.0%	12.9%	12.2%	36.3%	35.5%	35.1%	28.6%	29.3%	29.6%	13.8%	15.4%	15.8%	7.4%	7.0%	7.3%	29,857	28,195	32,797
4-5 years	11.1%	10.7%	9.2%	32.9%	32.1%	31.5%	30.1%	29.8%	31.1%	16.3%	17.9%	18.2%	9.6%	9.6%	10.0%	30,034	41,026	43,204
6-10 years	10.2%	9.1%	8.7%	30.5%	29.7%	29.3%	29.5%	30.2%	30.0%	18.8%	19.3%	20.2%	11.0%	11.7%	11.8%	91,628	87,640	73,247
11-14 years	9.4%	8.7%	7.8%	29.9%	28.5%	28.3%	28.9%	29.6%	30.3%	19.7%	20.8%	21.4%	12.1%	12.4%	12.2%	54,822	56,636	51,215
15-20 years	9.9%	9.1%	8.5%	29.6%	28.8%	28.6%	29.0%	29.4%	29.8%	19.4%	20.6%	20.8%	12.0%	12.0%	12.3%	51,686	48,664	39,912
> 20 years	10.8%	10.1%	9.2%	31.6%	30.9%	30.2%	29.3%	30.1%	30.8%	18.5%	19.2%	19.7%	9.7%	9.7%	10.1%	119,369	128,011	121,743
<b>Time with Current Agency</b>																		
< 1 year	19.5%	19.2%	17.1%	40.7%	40.2%	40.0%	25.6%	26.1%	28.2%	9.7%	10.3%	10.2%	4.5%	4.2%	4.6%	13,132	11,867	6,488
1-3 years	13.7%	12.3%	11.9%	34.8%	34.4%	33.5%	28.7%	28.9%	29.4%	14.8%	16.3%	17.0%	8.0%	8.2%	8.2%	47,600	44,468	49,775
4-5 years	10.6%	10.3%	8.7%	31.4%	31.0%	30.6%	30.0%	29.5%	31.1%	17.6%	18.7%	19.0%	10.4%	10.5%	10.8%	38,045	49,820	51,695
6-10 years	9.3%	8.8%	8.3%	29.9%	28.9%	28.9%	29.7%	30.4%	30.2%	19.5%	19.9%	20.5%	11.6%	12.0%	12.1%	97,913	95,639	80,802
11-20 years	9.5%	8.8%	8.0%	29.8%	28.7%	28.6%	29.0%	29.7%	30.1%	19.7%	20.7%	21.2%	12.0%	12.0%	12.1%	98,625	98,815	86,153
> 20 years	10.9%	9.9%	9.2%	32.4%	31.5%	30.5%	29.3%	30.2%	31.2%	18.0%	19.1%	19.5%	9.3%	9.3%	9.7%	87,596	94,362	89,134
<b>Leaving</b>																		
No	14.2%	13.1%	12.1%	37.4%	36.6%	36.3%	28.4%	29.3%	30.0%	14.1%	15.0%	15.5%	5.9%	6.0%	6.2%	258,965	262,897	239,893
Yes, to retire	8.6%	8.6%	7.6%	30.4%	29.5%	28.9%	31.1%	31.4%	31.3%	19.7%	20.6%	22.1%	10.2%	9.8%	10.2%	22,263	24,073	22,996
Yes, to other job in Govt	4.5%	4.1%	3.8%	21.0%	20.0%	19.3%	30.7%	30.6%	31.4%	25.5%	26.7%	26.9%	18.2%	18.6%	18.7%	70,549	73,377	68,062
Yes, to other job outside Govt	2.8%	2.9%	2.7%	15.3%	14.9%	15.3%	27.4%	28.5%	27.6%	29.0%	29.0%	29.6%	25.4%	24.7%	24.7%	13,765	15,825	15,599
Yes, other	3.2%	2.9%	2.8%	16.3%	15.6%	15.3%	30.9%	30.4%	31.4%	26.2%	27.4%	27.7%	23.4%	23.7%	22.8%	17,993	19,272	18,019
<b>Retiring</b>																		
Within 1 year	9.0%	8.4%	7.6%	29.5%	28.5%	27.6%	30.0%	29.7%	29.8%	20.2%	21.6%	23.1%	11.3%	11.7%	11.9%	13,561	14,838	13,951
Between 1-3 years	9.6%	9.1%	8.4%	30.7%	29.7%	29.7%	31.0%	31.3%	31.3%	19.0%	20.1%	21.0%	9.7%	9.8%	9.7%	37,948	39,878	36,281
Between 3-5 years	10.2%	9.4%	8.7%	31.0%	30.4%	30.0%	29.8%	30.4%	30.7%	19.3%	19.8%	20.4%	9.7%	10.0%	10.2%	42,159	43,404	39,561
5 or more years	11.3%	10.4%	9.5%	32.1%	31.2%	30.9%	28.8%	29.4%	30.1%	17.5%	18.5%	18.9%	10.3%	10.4%	10.6%	287,196	294,171	271,292

## Report by Demographics

### (66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.8%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>31.6%</b>	<b>30.8%</b>	<b>30.4%</b>	<b>29.3%</b>	<b>29.8%</b>	<b>30.4%</b>	<b>18.0%</b>	<b>18.9%</b>	<b>19.4%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.6%</b>	<b>392,440</b>	<b>404,697</b>	<b>374,396</b>
<b>Self-Identify as:</b>																		
Heterosexual	11.6%	10.7%	9.8%	33.1%	32.1%	31.7%	28.6%	29.2%	29.8%	17.2%	18.3%	18.8%	9.5%	9.7%	9.9%	306,272	317,289	293,686
LGBT*	10.5%	9.9%	9.7%	28.8%	27.8%	26.6%	27.9%	28.2%	28.1%	19.8%	21.7%	22.1%	13.0%	12.3%	13.4%	11,317	11,031	9,813
Prefer not to say	7.1%	6.4%	6.1%	24.1%	23.9%	23.9%	32.0%	32.9%	33.1%	21.9%	22.3%	22.9%	14.9%	14.6%	14.0%	46,990	48,065	43,731
<b>Military Service</b>																		
No Prior Military Service	10.3%	9.7%	8.9%	32.1%	31.1%	30.6%	29.5%	30.2%	30.8%	18.1%	18.9%	19.3%	10.0%	10.1%	10.3%	277,301	280,845	257,343
Currently in Guard/Reserves	12.5%	11.5%	10.8%	34.2%	33.2%	30.6%	24.9%	25.6%	28.3%	17.3%	18.8%	19.7%	11.1%	10.9%	10.6%	6,147	6,993	6,514
Retired Separated/Discharged	14.6%	13.3%	12.0%	35.1%	34.5%	34.5%	27.4%	28.2%	28.4%	15.3%	16.1%	17.1%	7.6%	7.9%	7.9%	39,595	43,264	41,613
<b>Disability</b>																		
Yes	11.3%	10.5%	9.4%	28.7%	28.0%	27.7%	29.0%	29.0%	29.6%	18.2%	19.2%	20.3%	12.8%	13.3%	12.9%	51,574	53,422	48,923
No	10.9%	10.0%	9.3%	32.5%	31.5%	31.0%	29.1%	29.8%	30.4%	17.8%	18.8%	19.2%	9.7%	9.8%	10.1%	328,338	338,388	312,546

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

### (67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.4%</b>	<b>9.8%</b>	<b>8.7%</b>	<b>25.5%</b>	<b>25.1%</b>	<b>24.4%</b>	<b>27.3%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>20.1%</b>	<b>20.6%</b>	<b>21.5%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>17.3%</b>	<b>392,739</b>	<b>404,808</b>	<b>374,391</b>
<b>Work Location</b>																		
Headquarters	11.8%	10.9%	9.8%	25.4%	25.7%	24.5%	27.2%	26.9%	27.7%	19.8%	20.4%	21.1%	15.8%	16.2%	16.9%	155,234	155,905	142,412
Field	9.6%	9.2%	8.2%	25.6%	24.7%	24.3%	27.2%	27.7%	28.2%	20.3%	20.8%	21.7%	17.2%	17.6%	17.7%	229,001	239,561	221,576
<b>Supervisory Status</b>																		
Non-Supervisor	9.0%	8.4%	7.4%	23.8%	23.3%	22.6%	27.6%	27.9%	28.2%	21.1%	21.7%	22.5%	18.4%	18.8%	19.2%	252,434	260,258	240,341
Team Leader	9.0%	8.6%	7.7%	25.4%	24.7%	24.0%	26.8%	27.4%	28.3%	21.5%	21.7%	22.3%	17.2%	17.6%	17.6%	49,375	53,224	49,441
Supervisor	12.8%	12.2%	11.2%	31.1%	30.9%	30.6%	27.4%	27.7%	28.2%	17.4%	18.0%	18.4%	11.3%	11.2%	11.6%	52,073	52,332	48,481
Manager	20.7%	19.9%	17.9%	34.2%	34.1%	32.9%	24.4%	24.3%	25.7%	12.8%	13.2%	14.7%	8.0%	8.5%	8.8%	24,660	24,292	21,538
Senior Leader	34.9%	32.3%	30.6%	30.9%	31.1%	30.6%	19.3%	20.4%	23.1%	8.1%	10.0%	9.8%	6.7%	6.3%	5.9%	8,076	8,017	7,017
<b>Sex</b>																		
Male	10.8%	10.2%	9.1%	26.1%	25.3%	24.7%	27.0%	27.5%	28.2%	19.1%	19.7%	20.8%	17.0%	17.2%	17.3%	196,245	204,735	188,237
Female	10.1%	9.3%	8.4%	25.0%	24.9%	24.1%	27.4%	27.3%	27.8%	21.3%	21.8%	22.3%	16.2%	16.7%	17.3%	184,698	188,137	174,357
<b>Hispanic or Latino</b>																		
Yes	11.9%	10.7%	10.1%	25.7%	24.6%	24.2%	25.3%	25.2%	25.5%	19.2%	20.5%	21.2%	18.0%	18.9%	18.9%	33,475	33,840	30,681
No	10.4%	9.8%	8.7%	25.7%	25.3%	24.5%	27.4%	27.6%	28.3%	20.1%	20.6%	21.4%	16.5%	16.7%	17.1%	343,593	355,252	328,178
<b>Race</b>																		
American Indian/ Alaska Native	9.8%	9.4%	7.9%	24.0%	25.1%	24.8%	27.9%	29.1%	29.2%	20.0%	19.7%	20.1%	18.3%	16.7%	18.1%	7,812	8,340	7,528
Asian	13.0%	12.8%	11.8%	32.0%	32.7%	32.1%	29.0%	28.4%	29.3%	14.9%	15.2%	15.6%	11.0%	11.0%	11.2%	19,468	18,609	17,024
Black/African American	11.6%	10.8%	9.7%	26.5%	26.2%	25.8%	24.2%	24.6%	24.8%	20.1%	20.6%	21.2%	17.5%	17.8%	18.4%	57,868	59,982	55,819
Native Hawaiian/ Pacific Islander	11.5%	10.4%	9.6%	27.9%	28.6%	25.3%	29.3%	29.2%	29.3%	17.7%	17.1%	22.6%	13.7%	14.6%	13.2%	2,203	2,473	2,324
White	10.3%	9.7%	8.6%	25.5%	24.9%	24.1%	27.5%	27.8%	28.5%	20.3%	20.8%	21.7%	16.3%	16.8%	17.0%	263,647	273,251	252,355
Two or more races (Not Hispanic/ Latino)	8.8%	7.9%	7.4%	20.7%	19.7%	19.4%	26.4%	27.1%	27.5%	21.2%	22.7%	22.9%	23.0%	22.5%	22.8%	14,349	14,438	13,031

## Report by Demographics

**(67) How satisfied are you with your opportunity to get a better job in your organization?**

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.4%</b>	<b>9.8%</b>	<b>8.7%</b>	<b>25.5%</b>	<b>25.1%</b>	<b>24.4%</b>	<b>27.3%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>20.1%</b>	<b>20.6%</b>	<b>21.5%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>17.3%</b>	<b>392,739</b>	<b>404,808</b>	<b>374,391</b>
<b>Age Group</b>																		
25 and under	17.7%	14.5%	12.6%	33.5%	31.8%	27.5%	23.0%	23.8%	25.1%	15.5%	15.2%	19.1%	10.2%	14.7%	15.7%	2,666	2,614	2,591
26-29	11.5%	11.7%	9.1%	29.6%	26.8%	25.7%	24.0%	23.0%	24.2%	18.5%	20.0%	21.5%	16.4%	18.3%	19.6%	10,940	12,075	12,158
30-39	10.6%	9.9%	8.8%	26.0%	25.0%	24.4%	23.8%	24.3%	24.3%	20.5%	21.3%	22.1%	19.1%	19.6%	20.4%	73,161	71,420	63,833
40-49	10.5%	10.0%	8.9%	25.5%	24.8%	24.5%	25.7%	25.8%	26.3%	20.7%	21.2%	22.0%	17.6%	18.1%	18.3%	102,184	106,493	99,819
50-59	10.2%	9.4%	8.5%	25.1%	24.9%	24.1%	28.5%	28.9%	29.5%	20.3%	20.7%	21.5%	16.0%	16.2%	16.3%	141,399	147,367	136,562
60+	9.8%	8.9%	8.3%	24.3%	25.2%	24.2%	33.0%	33.7%	34.8%	18.9%	19.0%	19.5%	13.9%	13.3%	13.2%	61,129	63,102	56,724
<b>Level of Education</b>																		
Less than High School	12.3%	14.7%	15.9%	37.1%	32.5%	32.3%	23.4%	27.3%	27.0%	13.0%	11.4%	13.0%	14.2%	14.1%	11.8%	362	408	390
H.S. Diploma/ GED or equiv	12.1%	10.9%	10.4%	29.2%	28.9%	28.4%	28.2%	29.1%	28.8%	17.6%	18.1%	18.5%	12.8%	13.0%	13.9%	16,243	19,307	18,993
Trade/Technical Certificate	9.3%	8.1%	7.3%	25.4%	24.4%	24.2%	27.2%	28.7%	30.0%	20.6%	20.9%	20.6%	17.5%	17.9%	17.9%	8,190	9,536	8,991
Some College (no degree)	9.7%	9.2%	8.2%	24.0%	23.5%	23.0%	27.1%	27.8%	28.1%	20.7%	20.9%	22.0%	18.5%	18.5%	18.7%	52,749	60,107	57,809
Associate's Degree	9.3%	9.5%	8.0%	23.9%	23.6%	22.8%	27.6%	27.7%	28.2%	21.0%	20.8%	22.3%	18.1%	18.4%	18.7%	27,793	31,302	29,423
Bachelor's Degree	10.3%	9.5%	8.6%	26.8%	26.1%	25.4%	27.0%	26.9%	27.6%	19.6%	20.9%	21.5%	16.3%	16.7%	16.9%	132,002	135,438	124,680
Master's Degree	11.1%	10.4%	9.1%	25.3%	25.0%	24.2%	25.9%	26.1%	26.8%	21.0%	21.1%	22.2%	16.6%	17.3%	17.8%	101,632	97,985	87,377
Doctoral/ Professional Degree	11.7%	11.2%	10.2%	24.7%	24.5%	23.6%	30.4%	30.7%	31.5%	18.3%	19.0%	19.6%	15.0%	14.6%	15.1%	44,040	40,879	36,541
<b>Pay Category</b>																		
Federal Wage System	8.2%	8.2%	7.7%	24.2%	23.3%	22.6%	25.4%	27.5%	27.2%	21.7%	20.6%	21.7%	20.4%	20.4%	20.8%	9,565	12,635	12,265
GS 1-6	9.9%	9.4%	8.3%	22.9%	23.3%	22.8%	24.8%	25.5%	25.2%	21.3%	21.2%	22.1%	21.1%	20.6%	21.6%	18,688	21,916	21,937
GS 7-12	9.3%	8.7%	7.6%	24.5%	23.7%	23.1%	26.8%	26.8%	27.5%	21.1%	21.9%	22.9%	18.2%	18.8%	18.8%	153,037	166,101	157,445
GS 13-15	12.4%	11.5%	10.5%	28.1%	27.7%	27.3%	28.1%	28.6%	29.5%	18.5%	19.0%	19.4%	12.8%	13.2%	13.3%	169,311	162,017	143,694
SES	41.9%	37.9%	37.1%	29.8%	29.5%	28.8%	18.6%	21.1%	21.5%	6.1%	6.8%	7.9%	3.7%	4.7%	4.7%	5,753	5,685	4,877
SL/ST	17.1%	16.5%	15.5%	27.4%	32.4%	29.5%	32.2%	29.2%	30.6%	13.1%	14.0%	15.9%	10.2%	7.9%	8.6%	1,561	1,536	1,379
Other	8.6%	8.5%	7.8%	24.8%	25.0%	24.2%	29.5%	29.0%	29.6%	19.5%	20.6%	20.7%	17.6%	17.0%	17.7%	25,809	25,584	23,023

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.4%</b>	<b>9.8%</b>	<b>8.7%</b>	<b>25.5%</b>	<b>25.1%</b>	<b>24.4%</b>	<b>27.3%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>20.1%</b>	<b>20.6%</b>	<b>21.5%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>17.3%</b>	<b>392,739</b>	<b>404,808</b>	<b>374,391</b>
<b>Time in Federal Government</b>																		
< 1 year	18.7%	18.6%	15.3%	33.7%	34.4%	33.8%	28.6%	28.0%	31.1%	12.1%	12.1%	12.9%	6.9%	6.9%	6.9%	6,838	6,026	3,152
1-3 years	13.5%	12.5%	11.3%	28.6%	28.3%	26.9%	27.6%	27.4%	27.5%	17.6%	18.5%	19.8%	12.7%	13.4%	14.5%	29,853	28,198	32,792
4-5 years	10.7%	9.9%	8.2%	25.2%	24.8%	23.9%	26.2%	25.7%	26.4%	20.5%	22.0%	22.3%	17.4%	17.6%	19.2%	30,063	41,049	43,244
6-10 years	9.5%	8.9%	8.4%	24.2%	23.7%	23.1%	25.5%	26.1%	26.1%	21.5%	21.6%	22.6%	19.2%	19.7%	19.9%	91,766	87,674	73,243
11-14 years	9.3%	9.0%	7.7%	24.5%	23.6%	23.0%	26.0%	26.5%	27.7%	21.6%	21.8%	22.8%	18.5%	19.1%	18.8%	54,837	56,714	51,217
15-20 years	9.5%	8.8%	8.1%	24.7%	24.1%	24.0%	26.8%	27.4%	27.4%	20.8%	21.7%	22.1%	18.2%	17.9%	18.3%	51,705	48,663	39,915
> 20 years	10.5%	9.8%	8.7%	26.1%	25.8%	25.2%	29.6%	30.0%	30.8%	19.0%	19.5%	20.3%	14.7%	14.9%	15.0%	119,457	127,965	121,714
<b>Time with Current Agency</b>																		
< 1 year	18.6%	18.1%	15.6%	31.8%	32.2%	32.7%	28.5%	28.5%	30.1%	12.9%	13.1%	13.2%	8.2%	8.1%	8.4%	13,121	11,872	6,489
1-3 years	12.8%	11.9%	10.8%	27.2%	26.8%	25.3%	27.5%	27.0%	27.3%	18.3%	19.4%	20.8%	14.3%	14.9%	15.8%	47,608	44,472	49,757
4-5 years	10.2%	9.5%	7.9%	24.0%	23.9%	22.9%	25.6%	25.5%	26.3%	21.3%	22.3%	22.7%	18.9%	18.9%	20.2%	38,109	49,871	51,701
6-10 years	8.9%	8.6%	8.0%	23.8%	23.2%	22.8%	25.5%	26.0%	26.5%	22.3%	22.0%	22.8%	19.6%	20.1%	19.9%	98,050	95,656	80,807
11-20 years	9.1%	8.7%	7.9%	25.1%	24.1%	23.8%	26.9%	27.5%	28.2%	21.0%	21.5%	22.1%	17.9%	18.1%	18.1%	98,669	98,836	86,173
> 20 years	11.0%	9.9%	8.8%	26.9%	26.8%	26.2%	30.3%	30.8%	31.3%	18.2%	18.9%	19.8%	13.5%	13.7%	13.8%	87,644	94,353	89,136
<b>Leaving</b>																		
No	14.0%	13.2%	11.9%	31.8%	31.4%	30.9%	29.2%	29.5%	30.1%	16.2%	16.8%	17.6%	8.8%	9.1%	9.5%	259,099	262,978	239,928
Yes, to retire	8.2%	8.1%	6.6%	25.3%	25.3%	24.2%	34.4%	34.9%	36.6%	18.7%	19.2%	19.8%	13.3%	12.5%	12.8%	22,304	24,051	22,991
Yes, to other job in Govt	3.3%	2.9%	2.5%	12.5%	11.6%	11.0%	21.0%	20.9%	21.1%	29.5%	29.9%	30.6%	33.8%	34.6%	34.9%	70,643	73,384	68,062
Yes, to other job outside Govt	2.4%	2.4%	2.1%	10.4%	10.2%	9.7%	19.9%	20.6%	20.7%	28.5%	28.7%	28.7%	38.7%	38.2%	38.7%	13,781	15,840	15,603
Yes, other	2.4%	2.3%	2.2%	10.3%	10.5%	9.5%	23.9%	23.8%	24.4%	27.2%	27.4%	29.1%	36.1%	35.9%	34.7%	17,987	19,289	18,014
<b>Retiring</b>																		
Within 1 year	8.6%	7.7%	6.9%	24.0%	24.5%	22.6%	33.5%	33.5%	35.4%	18.8%	19.0%	20.4%	15.2%	15.3%	14.8%	13,583	14,842	13,936
Between 1-3 years	8.9%	8.5%	7.6%	25.1%	24.9%	24.4%	32.8%	33.5%	34.7%	19.1%	19.4%	20.2%	14.0%	13.6%	13.1%	38,006	39,862	36,273
Between 3-5 years	9.4%	8.5%	8.0%	24.8%	24.8%	24.5%	30.4%	31.1%	30.9%	20.2%	20.7%	21.5%	15.3%	15.0%	15.1%	42,157	43,411	39,546
5 or more years	10.9%	10.3%	9.1%	25.9%	25.3%	24.6%	25.8%	26.0%	26.5%	20.2%	20.8%	21.6%	17.2%	17.7%	18.2%	287,398	294,280	271,355

## Report by Demographics

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>10.4%</b>	<b>9.8%</b>	<b>8.7%</b>	<b>25.5%</b>	<b>25.1%</b>	<b>24.4%</b>	<b>27.3%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>20.1%</b>	<b>20.6%</b>	<b>21.5%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>17.3%</b>	<b>392,739</b>	<b>404,808</b>	<b>374,391</b>
<b>Self-Identify as:</b>																		
Heterosexual	11.0%	10.3%	9.2%	26.5%	25.9%	25.2%	27.0%	27.2%	27.9%	19.6%	20.3%	21.1%	15.8%	16.2%	16.7%	306,565	317,385	293,705
LGBT*	11.2%	10.0%	8.9%	23.5%	23.6%	22.0%	24.0%	24.5%	24.2%	22.0%	21.2%	23.0%	19.3%	20.8%	21.9%	11,318	11,032	9,806
Prefer not to say	7.1%	6.7%	6.3%	20.5%	20.9%	20.3%	28.3%	28.9%	29.8%	22.9%	22.2%	23.5%	21.2%	21.3%	20.1%	46,982	48,078	43,723
<b>Military Service</b>																		
No Prior Military Service	10.4%	9.8%	8.8%	26.6%	26.2%	25.4%	27.2%	27.4%	28.0%	19.9%	20.5%	21.3%	15.8%	16.2%	16.6%	277,483	280,902	257,376
Currently in Guard/Reserves	11.9%	11.8%	10.2%	27.0%	24.8%	24.8%	24.1%	24.2%	24.4%	18.9%	20.2%	22.1%	18.1%	19.1%	18.7%	6,147	6,991	6,518
Retired Separated/Discharged	12.1%	11.1%	9.8%	25.5%	25.0%	24.4%	28.7%	29.8%	30.2%	19.4%	19.5%	20.7%	14.4%	14.7%	14.9%	39,655	43,281	41,584
<b>Disability</b>																		
Yes	9.9%	9.4%	8.3%	21.1%	20.6%	19.9%	25.8%	26.3%	26.6%	21.2%	21.6%	22.6%	22.0%	22.2%	22.6%	51,626	53,474	48,934
No	10.6%	9.9%	8.9%	26.6%	26.0%	25.3%	27.4%	27.7%	28.3%	19.8%	20.4%	21.2%	15.5%	16.0%	16.3%	328,557	338,416	312,555

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.0%</b>	<b>13.2%</b>	<b>12.0%</b>	<b>38.5%</b>	<b>38.4%</b>	<b>37.7%</b>	<b>23.5%</b>	<b>23.8%</b>	<b>24.3%</b>	<b>15.4%</b>	<b>15.9%</b>	<b>16.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>392,659</b>	<b>404,872</b>	<b>374,483</b>
<b>Work Location</b>																		
Headquarters	15.7%	14.6%	13.2%	38.4%	38.4%	37.6%	23.6%	24.1%	24.5%	14.3%	14.7%	15.9%	8.0%	8.2%	8.8%	155,195	155,914	142,416
Field	13.1%	12.5%	11.4%	38.6%	38.3%	37.7%	23.4%	23.5%	24.1%	16.1%	16.6%	17.3%	8.8%	9.1%	9.4%	228,969	239,654	221,658
<b>Supervisory Status</b>																		
Non-Supervisor	13.1%	12.3%	11.2%	37.7%	37.4%	37.0%	23.8%	24.0%	24.4%	16.0%	16.6%	17.3%	9.4%	9.6%	10.1%	252,358	260,340	240,443
Team Leader	13.1%	12.6%	11.5%	38.9%	39.0%	38.1%	23.7%	24.1%	24.6%	16.0%	15.9%	17.0%	8.4%	8.4%	8.9%	49,338	53,201	49,449
Supervisor	15.6%	14.5%	13.7%	41.5%	41.9%	40.5%	23.4%	23.4%	23.7%	13.7%	14.0%	15.5%	5.9%	6.2%	6.6%	52,115	52,338	48,470
Manager	21.0%	20.3%	17.8%	41.4%	40.9%	40.5%	21.0%	21.5%	23.1%	11.7%	11.9%	13.3%	4.9%	5.4%	5.3%	24,651	24,280	21,523
Senior Leader	33.9%	30.6%	28.5%	36.9%	36.4%	35.7%	16.3%	19.5%	21.7%	8.5%	9.1%	9.9%	4.3%	4.3%	4.2%	8,081	8,042	7,017
<b>Sex</b>																		
Male	14.3%	13.5%	12.2%	38.2%	38.1%	37.2%	23.4%	23.7%	24.4%	15.2%	15.6%	16.7%	8.9%	9.1%	9.5%	196,172	204,771	188,301
Female	13.9%	13.1%	12.1%	39.2%	38.9%	38.6%	23.4%	23.6%	23.9%	15.6%	16.1%	16.8%	7.9%	8.2%	8.6%	184,684	188,167	174,399
<b>Hispanic or Latino</b>																		
Yes	14.8%	13.5%	13.2%	36.7%	35.9%	35.6%	22.6%	23.6%	23.2%	15.7%	16.2%	17.2%	10.3%	10.8%	10.7%	33,481	33,850	30,685
No	14.1%	13.3%	12.0%	38.8%	38.8%	38.1%	23.5%	23.7%	24.2%	15.3%	15.8%	16.7%	8.3%	8.5%	8.9%	343,482	355,295	328,251
<b>Race</b>																		
American Indian/ Alaska Native	11.5%	11.7%	10.1%	33.2%	33.9%	32.6%	26.4%	25.9%	27.1%	16.8%	17.2%	18.2%	12.2%	11.3%	12.1%	7,802	8,341	7,526
Asian	16.3%	14.9%	14.0%	42.3%	43.1%	42.2%	23.8%	24.2%	24.8%	11.7%	11.5%	12.4%	5.9%	6.4%	6.6%	19,455	18,647	17,030
Black/African American	15.9%	15.3%	14.2%	40.2%	39.9%	40.1%	21.5%	21.9%	21.7%	13.7%	14.2%	14.9%	8.7%	8.9%	9.2%	57,843	60,032	55,861
Native Hawaiian/ Pacific Islander	14.6%	14.5%	11.8%	36.6%	37.5%	37.6%	24.4%	24.4%	25.8%	15.8%	15.0%	15.4%	8.6%	8.5%	9.5%	2,200	2,468	2,323
White	14.0%	13.1%	11.8%	38.7%	38.5%	37.7%	23.4%	23.7%	24.3%	15.8%	16.3%	17.3%	8.1%	8.5%	8.9%	263,600	273,235	252,392
Two or more races (Not Hispanic/ Latino)	12.0%	11.4%	10.7%	32.7%	32.9%	32.5%	24.6%	25.1%	25.5%	17.6%	18.5%	18.6%	13.1%	12.1%	12.7%	14,343	14,416	13,034

## Report by Demographics

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.0%</b>	<b>13.2%</b>	<b>12.0%</b>	<b>38.5%</b>	<b>38.4%</b>	<b>37.7%</b>	<b>23.5%</b>	<b>23.8%</b>	<b>24.3%</b>	<b>15.4%</b>	<b>15.9%</b>	<b>16.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>392,659</b>	<b>404,872</b>	<b>374,483</b>
<b>Age Group</b>																		
25 and under	20.4%	18.6%	17.6%	41.0%	41.3%	41.2%	18.9%	21.3%	19.1%	11.4%	12.8%	14.5%	8.3%	6.1%	7.6%	2,667	2,610	2,582
26-29	15.4%	15.9%	12.8%	39.7%	39.2%	39.5%	20.6%	20.1%	21.4%	16.1%	15.9%	16.7%	8.3%	9.0%	9.6%	10,950	12,066	12,148
30-39	13.9%	12.9%	11.9%	37.8%	38.0%	36.8%	22.3%	22.0%	22.7%	16.3%	17.0%	17.8%	9.7%	10.2%	10.8%	73,152	71,385	63,814
40-49	13.8%	13.2%	12.0%	38.3%	37.7%	37.3%	22.9%	23.1%	23.7%	15.8%	16.5%	17.5%	9.2%	9.5%	9.6%	102,173	106,534	99,887
50-59	14.0%	13.2%	11.9%	38.6%	38.5%	37.7%	24.1%	24.7%	25.2%	15.3%	15.5%	16.4%	8.0%	8.1%	8.7%	141,387	147,390	136,631
60+	13.9%	12.8%	12.0%	39.2%	39.6%	39.2%	26.2%	26.6%	26.7%	13.9%	14.1%	15.1%	6.7%	7.0%	7.0%	61,065	63,152	56,714
<b>Level of Education</b>																		
Less than High School	17.7%	17.8%	19.2%	41.9%	41.8%	36.6%	21.9%	24.1%	25.3%	11.5%	8.7%	13.1%	7.0%	7.6%	5.7%	361	411	392
H.S. Diploma/ GED or equiv	15.1%	14.0%	13.9%	42.1%	42.0%	42.0%	23.6%	24.3%	24.5%	12.3%	12.9%	12.3%	7.0%	6.8%	7.3%	16,272	19,316	19,010
Trade/Technical Certificate	12.2%	12.5%	11.4%	40.2%	38.0%	39.4%	25.0%	26.0%	24.7%	14.6%	14.7%	15.4%	7.9%	8.9%	9.1%	8,177	9,551	9,000
Some College (no degree)	12.9%	12.3%	11.6%	37.8%	37.8%	37.2%	24.5%	24.8%	24.5%	15.4%	15.7%	16.7%	9.4%	9.5%	9.9%	52,736	60,083	57,834
Associate's Degree	12.9%	12.7%	11.5%	37.9%	37.9%	37.2%	23.9%	23.6%	24.8%	16.2%	16.3%	16.9%	9.0%	9.5%	9.6%	27,778	31,317	29,425
Bachelor's Degree	13.6%	12.6%	11.4%	38.8%	38.7%	37.9%	22.9%	23.1%	23.8%	16.0%	16.6%	17.6%	8.7%	9.0%	9.3%	132,038	135,521	124,776
Master's Degree	15.4%	14.3%	12.7%	37.9%	37.7%	36.8%	22.7%	23.2%	23.7%	15.8%	16.3%	17.4%	8.3%	8.6%	9.4%	101,557	97,953	87,342
Doctoral/ Professional Degree	16.6%	15.9%	14.3%	39.1%	39.3%	38.4%	24.4%	24.0%	25.0%	13.3%	13.9%	15.3%	6.6%	6.9%	7.0%	44,018	40,878	36,527
<b>Pay Category</b>																		
Federal Wage System	11.3%	11.4%	10.9%	36.4%	38.1%	36.8%	25.6%	25.1%	25.2%	16.2%	15.6%	16.3%	10.5%	9.9%	10.7%	9,564	12,635	12,278
GS 1-6	14.6%	13.5%	13.4%	38.8%	38.0%	38.7%	23.2%	24.4%	24.0%	14.0%	14.8%	14.7%	9.4%	9.2%	9.3%	18,658	21,920	21,965
GS 7-12	12.9%	12.4%	10.9%	37.9%	37.3%	37.0%	23.3%	23.5%	24.0%	16.5%	17.1%	17.9%	9.4%	9.8%	10.1%	153,088	166,159	157,497
GS 13-15	15.9%	14.6%	13.3%	39.5%	39.6%	38.3%	23.3%	23.8%	24.5%	14.3%	14.7%	16.2%	6.9%	7.3%	7.8%	169,219	162,003	143,692
SES	40.0%	36.1%	33.3%	35.8%	36.0%	35.6%	16.1%	18.4%	20.0%	5.9%	7.1%	8.3%	2.3%	2.3%	2.9%	5,750	5,703	4,864
SL/ST	21.0%	17.3%	17.0%	35.9%	39.3%	40.6%	24.6%	22.8%	23.8%	13.2%	15.1%	13.2%	5.3%	5.6%	5.4%	1,566	1,535	1,378
Other	12.8%	12.7%	12.0%	39.9%	41.0%	40.2%	24.0%	23.7%	24.4%	15.3%	15.2%	15.4%	8.0%	7.4%	7.9%	25,808	25,570	23,038

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.0%</b>	<b>13.2%</b>	<b>12.0%</b>	<b>38.5%</b>	<b>38.4%</b>	<b>37.7%</b>	<b>23.5%</b>	<b>23.8%</b>	<b>24.3%</b>	<b>15.4%</b>	<b>15.9%</b>	<b>16.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>392,659</b>	<b>404,872</b>	<b>374,483</b>
<b>Time in Federal Government</b>																		
< 1 year	22.7%	22.8%	20.0%	42.2%	40.6%	43.6%	17.1%	18.8%	19.4%	12.1%	12.4%	12.0%	6.0%	5.5%	5.0%	6,841	6,025	3,151
1-3 years	17.9%	16.9%	15.6%	39.7%	39.7%	39.4%	21.1%	21.0%	21.4%	13.9%	15.0%	15.9%	7.4%	7.4%	7.7%	29,889	28,228	32,801
4-5 years	14.3%	13.9%	12.0%	38.7%	37.8%	37.7%	22.4%	22.7%	23.3%	15.9%	16.8%	17.3%	8.7%	8.9%	9.7%	30,069	41,024	43,266
6-10 years	13.2%	12.3%	11.6%	37.4%	37.9%	36.9%	23.4%	23.2%	23.8%	16.7%	16.7%	17.2%	9.3%	10.0%	10.4%	91,702	87,711	73,230
11-14 years	12.5%	12.1%	10.8%	38.1%	37.5%	36.4%	24.1%	24.2%	24.9%	16.1%	16.8%	18.2%	9.2%	9.4%	9.7%	54,819	56,660	51,266
15-20 years	12.7%	12.0%	11.2%	37.0%	37.3%	37.1%	24.8%	24.6%	24.2%	16.3%	16.5%	17.5%	9.3%	9.6%	10.0%	51,673	48,691	39,918
> 20 years	14.3%	13.1%	11.8%	39.8%	39.4%	38.6%	24.4%	25.4%	25.9%	14.0%	14.6%	15.7%	7.5%	7.6%	8.0%	119,433	128,008	121,752
<b>Time with Current Agency</b>																		
< 1 year	22.0%	21.4%	19.7%	39.7%	39.5%	40.3%	18.2%	19.1%	19.8%	12.9%	13.1%	13.6%	7.1%	6.9%	6.6%	13,154	11,887	6,496
1-3 years	17.2%	16.2%	14.9%	38.2%	38.5%	37.7%	21.4%	21.3%	21.8%	14.8%	15.6%	16.7%	8.5%	8.5%	8.9%	47,605	44,480	49,772
4-5 years	13.5%	13.2%	11.3%	37.9%	37.1%	37.0%	23.1%	23.0%	23.5%	16.3%	16.9%	17.7%	9.2%	9.7%	10.4%	38,098	49,841	51,755
6-10 years	12.5%	11.9%	11.2%	37.3%	37.8%	36.7%	23.7%	23.4%	24.2%	16.9%	16.8%	17.4%	9.5%	10.1%	10.4%	97,974	95,666	80,810
11-20 years	12.4%	12.0%	10.9%	38.5%	37.7%	37.3%	24.7%	25.0%	25.2%	15.7%	16.3%	17.3%	8.7%	9.0%	9.3%	98,636	98,850	86,183
> 20 years	14.7%	13.2%	12.0%	40.6%	40.5%	39.7%	24.6%	25.6%	26.0%	13.4%	14.1%	15.1%	6.7%	6.7%	7.2%	87,638	94,390	89,158
<b>Leaving</b>																		
No	17.8%	16.7%	15.3%	43.5%	43.4%	43.1%	22.0%	22.3%	22.9%	12.1%	12.7%	13.6%	4.5%	4.8%	5.1%	259,078	263,044	239,991
Yes, to retire	11.4%	11.3%	9.7%	39.6%	39.4%	38.5%	27.3%	27.5%	28.7%	14.2%	14.7%	15.4%	7.5%	7.1%	7.6%	22,272	24,064	23,014
Yes, to other job in Govt	7.0%	6.5%	6.0%	28.5%	28.1%	27.0%	25.3%	25.4%	25.3%	22.6%	22.8%	23.8%	16.6%	17.2%	17.9%	70,620	73,355	68,058
Yes, to other job outside Govt	5.2%	5.1%	4.9%	25.7%	25.1%	24.3%	25.6%	26.4%	25.5%	23.7%	24.0%	24.8%	19.9%	19.4%	20.5%	13,765	15,830	15,587
Yes, other	5.1%	4.8%	4.9%	24.6%	25.1%	24.5%	28.8%	27.9%	28.9%	22.8%	22.9%	23.6%	18.8%	19.2%	18.0%	17,994	19,291	18,028
<b>Retiring</b>																		
Within 1 year	11.7%	11.0%	9.8%	37.9%	38.9%	37.3%	26.9%	26.6%	28.3%	14.9%	14.9%	15.6%	8.7%	8.6%	8.9%	13,564	14,836	13,955
Between 1-3 years	12.5%	11.8%	10.7%	40.2%	39.1%	38.8%	25.8%	26.8%	27.4%	14.3%	14.6%	15.9%	7.1%	7.6%	7.1%	37,959	39,921	36,290
Between 3-5 years	13.2%	11.8%	11.0%	39.3%	38.9%	38.4%	24.9%	26.0%	26.0%	15.1%	15.6%	16.6%	7.5%	7.7%	7.9%	42,181	43,411	39,598
5 or more years	14.6%	13.8%	12.5%	38.3%	38.3%	37.7%	22.8%	22.9%	23.3%	15.6%	16.0%	16.9%	8.7%	9.0%	9.5%	287,346	294,281	271,343

## Report by Demographics

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>14.0%</b>	<b>13.2%</b>	<b>12.0%</b>	<b>38.5%</b>	<b>38.4%</b>	<b>37.7%</b>	<b>23.5%</b>	<b>23.8%</b>	<b>24.3%</b>	<b>15.4%</b>	<b>15.9%</b>	<b>16.8%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>392,659</b>	<b>404,872</b>	<b>374,483</b>
<b>Self-Identify as:</b>																		
Heterosexual	14.8%	13.9%	12.6%	39.5%	39.3%	38.7%	22.9%	23.2%	23.7%	14.9%	15.3%	16.4%	7.9%	8.2%	8.6%	306,420	317,432	293,728
LGBT*	14.5%	13.3%	12.7%	34.7%	34.8%	33.9%	22.8%	23.0%	22.7%	17.8%	17.7%	18.9%	10.2%	11.2%	11.9%	11,329	11,045	9,803
Prefer not to say	9.9%	9.3%	8.8%	33.4%	33.6%	33.4%	26.6%	26.9%	27.5%	18.3%	18.5%	18.6%	11.8%	11.7%	11.7%	46,993	48,053	43,767
<b>Military Service</b>																		
No Prior Military Service	14.1%	13.2%	12.2%	39.8%	39.6%	39.0%	23.3%	23.6%	24.0%	15.1%	15.7%	16.3%	7.7%	8.0%	8.5%	277,468	280,904	257,433
Currently in Guard/Reserves	14.5%	14.6%	12.5%	38.3%	38.2%	38.7%	22.0%	21.8%	22.4%	14.7%	15.5%	17.7%	10.5%	9.9%	8.8%	6,150	6,997	6,516
Retired Separated/Discharged	16.1%	15.2%	13.4%	38.0%	38.2%	37.6%	23.9%	24.2%	24.8%	14.7%	14.8%	16.1%	7.3%	7.7%	8.2%	39,613	43,311	41,598
<b>Disability</b>																		
Yes	13.6%	13.0%	11.6%	33.2%	33.3%	32.7%	23.9%	23.9%	24.7%	17.1%	17.4%	18.1%	12.2%	12.3%	12.9%	51,598	53,467	48,928
No	14.3%	13.4%	12.2%	39.7%	39.5%	38.8%	23.3%	23.6%	24.1%	15.1%	15.5%	16.5%	7.7%	8.0%	8.4%	328,507	338,501	312,656

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(69) Considering everything, how satisfied are you with your job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>21.6%</b>	<b>20.6%</b>	<b>19.5%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.6%</b>	<b>10.8%</b>	<b>11.3%</b>	<b>11.6%</b>	<b>5.6%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>392,826</b>	<b>404,704</b>	<b>374,286</b>
<b>Work Location</b>																		
Headquarters	22.9%	21.9%	20.4%	44.0%	44.3%	44.3%	17.0%	17.3%	18.2%	10.6%	11.0%	11.3%	5.5%	5.5%	5.8%	155,254	155,879	142,386
Field	20.9%	19.9%	19.0%	44.9%	44.7%	44.8%	17.5%	18.1%	18.7%	10.9%	11.5%	11.7%	5.7%	5.8%	5.8%	229,079	239,524	221,488
<b>Supervisory Status</b>																		
Non-Supervisor	20.1%	19.1%	18.1%	44.1%	44.1%	44.0%	18.4%	18.7%	19.4%	11.2%	11.8%	12.1%	6.2%	6.3%	6.4%	252,427	260,244	240,215
Team Leader	20.4%	20.1%	19.0%	45.8%	45.3%	46.0%	17.3%	17.7%	18.1%	11.4%	11.6%	12.0%	5.0%	5.2%	5.0%	49,394	53,179	49,455
Supervisor	24.1%	23.2%	21.8%	47.2%	47.2%	47.4%	15.4%	16.1%	16.6%	9.4%	9.7%	10.1%	3.9%	3.8%	4.1%	52,131	52,317	48,474
Manager	32.9%	30.9%	28.8%	44.3%	44.3%	45.3%	12.0%	12.7%	13.8%	7.1%	8.7%	8.5%	3.7%	3.4%	3.6%	24,669	24,280	21,533
Senior Leader	47.4%	44.0%	43.3%	35.5%	38.6%	37.1%	7.7%	9.2%	11.2%	6.1%	5.3%	5.3%	3.3%	2.9%	3.0%	8,085	8,022	7,017
<b>Sex</b>																		
Male	22.2%	21.2%	20.0%	44.0%	43.8%	44.1%	17.2%	17.6%	18.4%	10.8%	11.5%	11.7%	5.8%	5.9%	5.8%	196,265	204,709	188,198
Female	21.2%	20.2%	19.1%	45.6%	45.7%	45.5%	17.4%	18.0%	18.4%	10.6%	10.9%	11.2%	5.3%	5.3%	5.7%	184,761	188,084	174,286
<b>Hispanic or Latino</b>																		
Yes	23.3%	22.1%	21.1%	42.6%	42.6%	42.3%	17.4%	18.1%	18.6%	10.2%	10.7%	11.2%	6.5%	6.6%	6.9%	33,484	33,838	30,643
No	21.7%	20.7%	19.5%	44.9%	44.9%	45.0%	17.2%	17.7%	18.4%	10.8%	11.3%	11.6%	5.5%	5.5%	5.6%	343,668	355,158	328,091
<b>Race</b>																		
American Indian/ Alaska Native	20.4%	21.4%	19.3%	41.4%	42.5%	42.6%	20.4%	20.0%	21.0%	9.9%	10.2%	11.1%	7.9%	6.0%	6.0%	7,804	8,349	7,509
Asian	21.9%	21.5%	20.0%	48.0%	48.6%	48.7%	17.6%	18.0%	18.8%	8.3%	7.7%	8.3%	4.2%	4.2%	4.1%	19,494	18,638	17,027
Black/African American	23.5%	22.7%	21.6%	44.4%	44.5%	45.0%	16.9%	17.2%	17.5%	9.3%	9.8%	9.9%	5.8%	5.7%	6.0%	57,838	59,978	55,790
Native Hawaiian/ Pacific Islander	21.6%	20.7%	18.6%	45.4%	42.9%	44.8%	18.1%	21.0%	21.1%	9.0%	9.0%	9.7%	5.8%	6.4%	5.7%	2,209	2,469	2,326
White	22.0%	20.7%	19.5%	44.9%	44.9%	44.8%	16.7%	17.2%	18.0%	11.0%	11.7%	12.0%	5.4%	5.5%	5.6%	263,740	273,151	252,299
Two or more races (Not Hispanic/ Latino)	17.8%	17.4%	16.9%	40.6%	40.3%	40.7%	20.1%	21.6%	21.5%	13.3%	13.0%	13.3%	8.2%	7.7%	7.6%	14,347	14,408	13,019

## Report by Demographics

(69) Considering everything, how satisfied are you with your job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>21.6%</b>	<b>20.6%</b>	<b>19.5%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.6%</b>	<b>10.8%</b>	<b>11.3%</b>	<b>11.6%</b>	<b>5.6%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>392,826</b>	<b>404,704</b>	<b>374,286</b>
<b>Age Group</b>																		
25 and under	24.3%	19.5%	19.5%	45.5%	49.8%	45.0%	15.3%	15.9%	17.7%	10.1%	9.9%	13.0%	4.8%	5.1%	4.9%	2,664	2,610	2,592
26-29	19.1%	18.7%	15.7%	44.4%	43.2%	44.3%	18.3%	18.4%	19.4%	11.5%	12.5%	13.8%	6.7%	7.3%	6.8%	10,976	12,070	12,157
30-39	19.0%	17.7%	16.7%	44.4%	44.3%	44.3%	18.0%	18.6%	18.7%	11.9%	13.0%	13.0%	6.8%	6.5%	7.2%	73,221	71,422	63,851
40-49	20.8%	20.0%	19.0%	44.5%	44.5%	44.3%	17.5%	17.9%	18.8%	11.3%	11.6%	11.8%	5.9%	6.0%	6.0%	102,191	106,478	99,818
50-59	22.7%	21.8%	20.5%	44.6%	44.7%	44.8%	17.3%	17.7%	18.5%	10.3%	10.6%	10.9%	5.1%	5.2%	5.2%	141,387	147,284	136,481
60+	24.8%	24.0%	22.9%	44.9%	45.1%	45.3%	16.6%	17.2%	17.8%	9.2%	9.4%	9.7%	4.5%	4.4%	4.2%	61,125	63,103	56,674
<b>Level of Education</b>																		
Less than High School	26.5%	27.6%	27.0%	43.6%	39.3%	42.3%	19.4%	21.4%	19.9%	5.2%	5.3%	6.2%	5.2%	6.4%	4.5%	363	408	392
H.S. Diploma/ GED or equiv	25.7%	24.4%	24.1%	45.6%	46.1%	45.8%	16.7%	16.5%	17.0%	7.5%	8.2%	8.6%	4.6%	4.8%	4.5%	16,260	19,289	18,972
Trade/Technical Certificate	21.5%	21.8%	20.9%	45.3%	44.1%	44.4%	17.7%	19.0%	19.2%	10.5%	9.9%	10.0%	5.0%	5.1%	5.5%	8,181	9,548	8,983
Some College (no degree)	21.7%	21.0%	20.3%	43.5%	43.6%	43.5%	18.3%	18.8%	19.2%	10.4%	10.5%	10.9%	6.2%	6.1%	6.1%	52,732	60,035	57,718
Associate's Degree	21.5%	20.9%	19.4%	44.1%	43.9%	44.2%	18.1%	18.4%	19.4%	10.4%	11.0%	11.1%	5.9%	5.8%	6.0%	27,792	31,284	29,398
Bachelor's Degree	20.6%	19.3%	17.9%	45.2%	45.3%	45.7%	17.5%	17.9%	18.7%	11.1%	11.8%	12.1%	5.6%	5.7%	5.6%	132,009	135,458	124,704
Master's Degree	21.7%	20.5%	19.2%	44.7%	44.7%	44.3%	16.9%	17.4%	18.1%	11.2%	11.9%	12.5%	5.6%	5.5%	6.0%	101,678	97,959	87,384
Doctoral/ Professional Degree	24.8%	23.9%	22.5%	44.2%	44.0%	44.2%	15.0%	15.6%	16.3%	10.7%	11.2%	11.5%	5.2%	5.3%	5.5%	44,105	40,908	36,540
<b>Pay Category</b>																		
Federal Wage System	19.4%	19.9%	18.8%	43.7%	43.8%	43.5%	19.6%	19.6%	20.5%	10.8%	11.2%	11.0%	6.5%	5.5%	6.3%	9,563	12,646	12,255
GS 1-6	20.9%	20.4%	19.7%	42.5%	42.6%	42.8%	18.9%	19.4%	19.8%	10.8%	10.9%	10.8%	7.0%	6.6%	6.8%	18,668	21,884	21,947
GS 7-12	20.5%	19.4%	18.2%	44.9%	44.6%	44.8%	18.0%	18.5%	19.0%	10.9%	11.5%	11.9%	5.7%	6.0%	6.1%	153,114	166,062	157,361
GS 13-15	24.1%	22.8%	21.6%	45.5%	45.5%	45.6%	15.4%	16.0%	16.8%	10.2%	10.8%	11.2%	4.8%	4.8%	4.8%	169,335	162,003	143,679
SES	56.5%	52.2%	49.1%	30.9%	32.9%	35.0%	7.1%	7.8%	8.5%	3.9%	4.7%	5.0%	1.6%	2.3%	2.4%	5,765	5,701	4,874
SL/ST	32.1%	28.0%	28.0%	43.0%	44.9%	43.3%	11.4%	13.2%	14.9%	10.3%	10.8%	10.5%	3.2%	3.1%	3.4%	1,564	1,533	1,381
Other	18.7%	18.6%	18.0%	43.3%	44.5%	44.5%	18.8%	18.7%	18.9%	12.1%	12.2%	12.4%	7.0%	6.0%	6.2%	25,816	25,559	23,008

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (69) Considering everything, how satisfied are you with your job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>21.6%</b>	<b>20.6%</b>	<b>19.5%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.6%</b>	<b>10.8%</b>	<b>11.3%</b>	<b>11.6%</b>	<b>5.6%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>392,826</b>	<b>404,704</b>	<b>374,286</b>
<b>Time in Federal Government</b>																		
< 1 year	33.6%	32.1%	27.9%	45.7%	45.9%	49.4%	11.9%	13.2%	13.3%	5.6%	6.1%	6.7%	3.1%	2.7%	2.6%	6,851	6,014	3,147
1-3 years	25.2%	23.8%	22.8%	45.5%	45.3%	45.5%	15.9%	16.3%	16.7%	9.2%	10.2%	10.4%	4.2%	4.4%	4.6%	29,912	28,201	32,792
4-5 years	22.0%	19.8%	17.9%	44.0%	44.6%	45.1%	16.9%	17.7%	18.7%	11.3%	12.3%	12.3%	5.8%	5.6%	6.0%	30,100	41,014	43,249
6-10 years	19.5%	18.6%	18.1%	44.2%	44.1%	43.7%	18.3%	18.5%	19.1%	11.7%	12.4%	12.6%	6.3%	6.4%	6.5%	91,766	87,683	73,249
11-14 years	19.5%	18.8%	17.4%	44.0%	44.0%	44.0%	18.7%	18.8%	19.6%	11.4%	12.1%	12.5%	6.4%	6.2%	6.5%	54,847	56,693	51,242
15-20 years	20.4%	19.8%	19.0%	43.9%	43.4%	43.5%	17.7%	18.7%	19.1%	11.8%	11.5%	12.0%	6.3%	6.5%	6.3%	51,688	48,649	39,881
> 20 years	23.4%	22.4%	21.1%	45.4%	45.4%	45.5%	16.5%	17.1%	17.9%	9.7%	9.9%	10.4%	4.9%	5.0%	5.1%	119,439	127,954	121,621
<b>Time with Current Agency</b>																		
< 1 year	31.4%	29.8%	27.6%	43.9%	44.8%	46.4%	13.3%	14.0%	14.1%	7.2%	7.6%	8.0%	4.2%	3.7%	3.8%	13,168	11,860	6,490
1-3 years	24.3%	22.5%	21.7%	44.0%	44.1%	43.7%	16.6%	16.7%	17.4%	10.0%	11.1%	11.6%	5.1%	5.5%	5.7%	47,659	44,475	49,791
4-5 years	20.7%	19.2%	17.3%	43.6%	43.9%	44.4%	17.6%	18.3%	19.2%	11.7%	12.4%	12.6%	6.5%	6.2%	6.5%	38,130	49,828	51,691
6-10 years	18.7%	18.4%	17.8%	44.3%	43.8%	43.7%	18.6%	18.9%	19.5%	12.1%	12.5%	12.5%	6.3%	6.5%	6.5%	98,033	95,662	80,817
11-20 years	20.1%	19.5%	18.5%	44.6%	44.4%	44.5%	18.2%	18.4%	19.1%	11.1%	11.7%	11.9%	6.0%	6.0%	6.0%	98,662	98,832	86,121
> 20 years	24.6%	23.2%	21.9%	46.3%	46.5%	46.7%	15.7%	16.7%	17.4%	9.0%	9.2%	9.7%	4.3%	4.3%	4.4%	87,643	94,311	89,053
<b>Leaving</b>																		
No	28.9%	27.7%	26.2%	50.9%	51.1%	51.5%	13.5%	13.9%	14.7%	5.1%	5.5%	5.7%	1.7%	1.8%	1.8%	259,240	262,953	239,899
Yes, to retire	19.9%	19.1%	17.6%	44.6%	45.0%	45.0%	18.3%	19.0%	20.3%	11.8%	11.6%	11.7%	5.4%	5.3%	5.4%	22,261	24,073	22,957
Yes, to other job in Govt	7.0%	6.3%	6.0%	33.3%	32.7%	32.3%	25.5%	26.0%	26.0%	21.7%	22.5%	22.9%	12.5%	12.5%	12.8%	70,622	73,335	68,004
Yes, to other job outside Govt	4.1%	3.6%	3.8%	25.0%	23.7%	23.6%	23.1%	24.2%	25.1%	27.8%	29.4%	28.0%	20.0%	19.2%	19.4%	13,777	15,835	15,600
Yes, other	5.4%	4.9%	5.0%	25.5%	26.2%	25.6%	27.1%	27.0%	27.2%	24.6%	24.6%	25.3%	17.4%	17.3%	16.9%	18,009	19,262	18,014
<b>Retiring</b>																		
Within 1 year	19.8%	18.6%	17.6%	41.2%	42.5%	42.0%	17.8%	17.7%	19.1%	13.3%	13.5%	13.8%	7.9%	7.8%	7.5%	13,547	14,832	13,910
Between 1-3 years	20.9%	20.3%	19.1%	45.3%	44.9%	45.9%	18.0%	18.6%	18.8%	10.8%	10.8%	11.4%	5.0%	5.4%	4.8%	38,007	39,865	36,271
Between 3-5 years	21.9%	21.0%	20.0%	45.3%	45.1%	45.2%	17.5%	18.3%	18.9%	10.6%	10.7%	10.7%	4.8%	5.0%	5.2%	42,191	43,383	39,543
5 or more years	21.9%	20.9%	19.8%	44.7%	44.7%	44.7%	17.1%	17.5%	18.2%	10.6%	11.2%	11.5%	5.6%	5.6%	5.8%	287,473	294,229	271,264

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(69) Considering everything, how satisfied are you with your job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>21.6%</b>	<b>20.6%</b>	<b>19.5%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>44.6%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.6%</b>	<b>10.8%</b>	<b>11.3%</b>	<b>11.6%</b>	<b>5.6%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>392,826</b>	<b>404,704</b>	<b>374,286</b>
<b>Self-Identify as:</b>																		
Heterosexual	22.9%	21.8%	20.5%	45.4%	45.3%	45.4%	16.4%	17.1%	17.6%	10.1%	10.6%	11.1%	5.2%	5.2%	5.4%	306,587	317,347	293,586
LGBT*	21.2%	20.7%	18.7%	42.0%	41.3%	42.4%	17.7%	16.7%	17.3%	12.5%	13.8%	13.4%	6.6%	7.5%	8.2%	11,330	11,025	9,788
Prefer not to say	14.9%	14.4%	14.0%	40.5%	41.3%	41.2%	22.6%	22.0%	23.3%	13.9%	14.2%	14.0%	8.1%	8.0%	7.5%	46,993	48,009	43,719
<b>Military Service</b>																		
No Prior Military Service	21.3%	20.3%	19.3%	45.8%	45.6%	45.8%	17.0%	17.7%	18.2%	10.6%	11.0%	11.3%	5.3%	5.3%	5.4%	277,608	280,839	257,293
Currently in Guard/Reserves	20.9%	20.8%	18.7%	44.1%	42.6%	42.8%	17.1%	17.8%	18.2%	10.8%	12.0%	13.4%	7.1%	6.9%	6.9%	6,155	6,994	6,516
Retired Separated/Discharged	25.8%	24.8%	23.4%	44.5%	45.1%	44.7%	16.6%	16.1%	17.3%	8.9%	9.8%	10.1%	4.2%	4.2%	4.5%	39,656	43,277	41,571
<b>Disability</b>																		
Yes	20.9%	20.5%	18.9%	40.8%	40.2%	40.3%	18.9%	18.8%	20.0%	11.6%	12.8%	12.7%	7.8%	7.8%	8.1%	51,625	53,445	48,905
No	22.0%	20.9%	19.7%	45.5%	45.5%	45.5%	16.9%	17.5%	18.1%	10.5%	10.9%	11.3%	5.1%	5.2%	5.3%	328,639	338,366	312,460

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

(70) Considering everything, how satisfied are you with your pay?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.8%</b>	<b>16.0%</b>	<b>15.0%</b>	<b>41.4%</b>	<b>41.1%</b>	<b>40.8%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>17.1%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>9.3%</b>	<b>393,242</b>	<b>405,405</b>	<b>374,805</b>
<b>Work Location</b>																		
Headquarters	17.9%	16.9%	15.7%	41.7%	41.7%	41.0%	16.9%	17.2%	17.9%	15.3%	15.8%	16.7%	8.2%	8.4%	8.8%	155,433	156,153	142,563
Field	16.3%	15.7%	14.8%	41.3%	40.8%	40.8%	16.8%	17.3%	17.7%	16.2%	16.7%	17.2%	9.4%	9.6%	9.5%	229,320	239,922	221,844
<b>Supervisory Status</b>																		
Non-Supervisor	15.1%	14.6%	13.7%	40.6%	40.4%	40.0%	17.8%	18.1%	18.6%	16.8%	17.0%	17.7%	9.8%	9.9%	10.0%	252,696	260,697	240,590
Team Leader	15.6%	15.2%	14.2%	41.8%	41.0%	41.1%	16.7%	17.1%	17.8%	16.5%	17.1%	17.7%	9.4%	9.6%	9.2%	49,452	53,276	49,526
Supervisor	21.3%	19.6%	18.8%	44.9%	44.9%	44.5%	14.6%	15.1%	15.5%	13.0%	13.9%	14.5%	6.2%	6.5%	6.7%	52,197	52,416	48,535
Manager	27.7%	26.4%	24.0%	43.8%	42.4%	42.8%	11.9%	13.3%	13.7%	11.5%	12.3%	13.4%	5.1%	5.6%	6.1%	24,688	24,318	21,555
Senior Leader	34.5%	30.4%	27.4%	36.2%	37.4%	37.1%	11.5%	13.1%	14.0%	11.8%	13.5%	14.3%	6.0%	5.7%	7.2%	8,094	8,026	7,026
<b>Sex</b>																		
Male	17.0%	16.2%	15.1%	41.4%	40.6%	40.4%	17.1%	17.8%	18.2%	15.4%	16.1%	16.9%	9.1%	9.4%	9.5%	196,514	205,030	188,480
Female	16.8%	16.1%	15.2%	41.5%	41.8%	41.4%	16.5%	16.6%	17.3%	16.5%	16.7%	17.2%	8.7%	8.8%	8.9%	184,921	188,435	174,526
<b>Hispanic or Latino</b>																		
Yes	18.1%	17.0%	16.6%	38.7%	38.5%	38.3%	16.5%	17.3%	17.5%	15.9%	16.2%	16.6%	10.9%	10.9%	11.0%	33,525	33,900	30,721
No	16.8%	16.1%	15.0%	41.8%	41.4%	41.2%	16.8%	17.2%	17.8%	15.9%	16.4%	17.0%	8.7%	8.9%	9.0%	344,016	355,772	328,526
<b>Race</b>																		
American Indian/ Alaska Native	15.0%	15.6%	12.9%	36.4%	36.8%	38.7%	20.9%	19.7%	20.0%	17.5%	16.4%	17.0%	10.3%	11.5%	11.4%	7,809	8,351	7,523
Asian	14.8%	14.1%	13.6%	41.7%	40.9%	41.3%	20.4%	21.2%	22.2%	14.9%	15.5%	14.7%	8.2%	8.4%	8.1%	19,484	18,651	17,033
Black/African American	16.5%	15.7%	14.9%	39.7%	39.1%	39.1%	16.6%	17.0%	17.5%	16.7%	17.6%	17.8%	10.6%	10.6%	10.7%	57,907	60,087	55,858
Native Hawaiian/ Pacific Islander	12.8%	15.8%	12.7%	40.3%	37.6%	36.1%	18.5%	20.0%	22.8%	16.5%	16.2%	16.8%	11.9%	10.4%	11.5%	2,202	2,468	2,322
White	17.8%	16.9%	15.8%	42.5%	42.3%	41.9%	16.0%	16.5%	17.0%	15.5%	15.9%	16.7%	8.2%	8.4%	8.6%	264,051	273,628	252,683
Two or more races (Not Hispanic/ Latino)	13.5%	12.7%	11.5%	36.4%	36.9%	36.1%	20.0%	19.2%	20.1%	17.4%	18.8%	19.7%	12.7%	12.4%	12.7%	14,352	14,448	13,035

## Report by Demographics

(70) Considering everything, how satisfied are you with your pay?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.8%</b>	<b>16.0%</b>	<b>15.0%</b>	<b>41.4%</b>	<b>41.1%</b>	<b>40.8%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>17.1%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>9.3%</b>	<b>393,242</b>	<b>405,405</b>	<b>374,805</b>
<b>Age Group</b>																		
25 and under	15.5%	14.6%	15.3%	38.6%	39.5%	37.7%	18.3%	17.2%	19.4%	16.6%	18.1%	17.6%	11.0%	10.7%	10.1%	2,668	2,614	2,599
26-29	13.7%	14.0%	14.1%	38.0%	39.6%	41.0%	19.3%	18.7%	19.0%	17.4%	16.6%	16.7%	11.6%	11.1%	9.3%	10,980	12,098	12,179
30-39	15.4%	14.8%	14.2%	40.6%	40.5%	40.7%	17.2%	17.8%	17.9%	16.3%	16.6%	16.7%	10.5%	10.4%	10.5%	73,277	71,558	63,933
40-49	16.9%	16.4%	15.4%	41.3%	41.4%	41.3%	16.6%	16.8%	17.6%	16.1%	16.0%	16.4%	9.1%	9.4%	9.2%	102,378	106,673	99,982
50-59	17.7%	16.8%	15.3%	42.5%	41.5%	41.0%	16.6%	17.1%	17.5%	15.3%	16.2%	17.4%	7.9%	8.4%	8.8%	141,546	147,579	136,725
60+	17.5%	16.0%	15.1%	40.9%	40.9%	39.6%	17.0%	18.0%	18.9%	16.3%	16.9%	17.8%	8.3%	8.2%	8.5%	61,131	63,141	56,677
<b>Level of Education</b>																		
Less than High School	11.8%	17.7%	14.4%	41.0%	32.7%	40.2%	19.1%	22.7%	21.0%	15.4%	14.5%	14.4%	12.7%	12.5%	10.0%	360	407	388
H.S. Diploma/ GED or equiv	16.9%	16.2%	14.9%	40.2%	39.6%	38.2%	17.3%	18.0%	19.2%	16.0%	16.6%	17.4%	9.5%	9.7%	10.3%	16,252	19,326	19,007
Trade/Technical Certificate	12.3%	12.1%	10.8%	37.0%	36.6%	35.4%	19.2%	20.0%	19.5%	19.3%	19.4%	21.5%	12.3%	11.8%	12.8%	8,182	9,564	8,984
Some College (no degree)	15.1%	14.5%	13.7%	37.4%	37.8%	37.7%	18.1%	18.0%	18.6%	18.0%	18.3%	19.0%	11.4%	11.3%	11.1%	52,771	60,118	57,832
Associate's Degree	14.3%	14.2%	13.1%	38.6%	37.8%	37.3%	17.3%	18.2%	19.0%	18.2%	18.6%	19.2%	11.7%	11.3%	11.5%	27,804	31,337	29,461
Bachelor's Degree	17.5%	16.8%	15.8%	42.7%	42.8%	42.9%	16.3%	16.8%	17.1%	15.2%	15.2%	15.9%	8.2%	8.4%	8.3%	132,222	135,708	124,845
Master's Degree	18.9%	17.9%	16.9%	44.4%	43.9%	43.4%	16.0%	16.2%	16.9%	13.9%	14.7%	15.2%	6.9%	7.3%	7.6%	101,777	98,110	87,501
Doctoral/ Professional Degree	16.8%	16.0%	15.1%	41.6%	40.3%	40.8%	16.5%	17.7%	18.0%	16.6%	17.4%	17.5%	8.5%	8.6%	8.5%	44,161	41,006	36,597
<b>Pay Category</b>																		
Federal Wage System	13.0%	13.1%	11.1%	38.0%	37.1%	34.8%	18.6%	18.9%	20.7%	18.6%	18.8%	20.9%	11.8%	12.0%	12.6%	9,575	12,656	12,289
GS 1-6	8.3%	7.6%	7.8%	28.3%	29.1%	28.4%	20.2%	20.6%	20.7%	24.9%	25.3%	25.4%	18.3%	17.4%	17.8%	18,646	21,912	21,968
GS 7-12	14.5%	13.9%	13.1%	41.5%	41.2%	41.4%	18.1%	18.4%	18.6%	16.9%	17.0%	17.8%	9.1%	9.5%	9.2%	153,229	166,320	157,584
GS 13-15	23.6%	22.6%	21.6%	47.1%	46.5%	46.6%	13.9%	14.5%	15.0%	10.8%	11.4%	11.8%	4.6%	4.9%	5.1%	169,573	162,331	143,904
SES	39.6%	34.5%	30.4%	35.6%	35.4%	36.0%	10.3%	12.6%	13.1%	9.3%	11.9%	14.2%	5.2%	5.6%	6.3%	5,772	5,706	4,884
SL/ST	25.7%	21.2%	20.3%	38.0%	39.7%	40.5%	15.9%	14.3%	17.7%	13.2%	17.7%	16.2%	7.2%	7.2%	5.3%	1,572	1,530	1,384
Other	13.4%	13.2%	12.8%	34.6%	36.0%	35.7%	17.2%	17.5%	18.2%	20.3%	20.2%	20.2%	14.6%	13.1%	13.1%	25,860	25,626	23,028

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (70) Considering everything, how satisfied are you with your pay?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.8%</b>	<b>16.0%</b>	<b>15.0%</b>	<b>41.4%</b>	<b>41.1%</b>	<b>40.8%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>17.1%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>9.3%</b>	<b>393,242</b>	<b>405,405</b>	<b>374,805</b>
<b>Time in Federal Government</b>																		
< 1 year	16.3%	15.5%	13.5%	38.5%	38.6%	39.4%	19.6%	18.8%	19.6%	17.0%	17.5%	18.9%	8.6%	9.6%	8.6%	6,850	6,042	3,162
1-3 years	14.0%	14.1%	13.5%	38.4%	38.2%	39.4%	19.2%	19.1%	19.1%	18.1%	18.9%	18.4%	10.3%	9.8%	9.7%	29,923	28,254	32,853
4-5 years	14.6%	14.0%	13.4%	39.7%	40.5%	40.7%	17.7%	18.1%	18.5%	17.6%	17.9%	17.8%	10.4%	9.5%	9.6%	30,120	41,109	43,297
6-10 years	15.5%	15.0%	14.2%	41.3%	40.8%	40.4%	17.1%	17.7%	18.1%	16.6%	16.7%	17.3%	9.4%	9.8%	10.0%	91,864	87,812	73,352
11-14 years	16.5%	15.8%	14.5%	41.7%	41.2%	40.5%	16.6%	17.2%	18.4%	15.7%	16.0%	16.8%	9.4%	9.8%	9.8%	54,880	56,762	51,286
15-20 years	17.9%	16.6%	15.5%	41.9%	41.9%	41.2%	16.6%	16.7%	17.1%	15.0%	15.7%	16.8%	8.6%	9.1%	9.4%	51,763	48,758	39,944
> 20 years	19.9%	18.6%	17.3%	43.2%	42.2%	41.8%	15.3%	16.2%	16.7%	14.3%	14.9%	16.1%	7.4%	8.0%	8.1%	119,610	128,160	121,814
<b>Time with Current Agency</b>																		
< 1 year	17.6%	16.2%	15.6%	40.5%	40.8%	40.7%	18.3%	18.1%	18.1%	15.7%	16.4%	17.4%	8.0%	8.5%	8.1%	13,171	11,902	6,502
1-3 years	14.8%	14.5%	13.8%	39.4%	39.2%	39.4%	18.7%	18.6%	19.2%	17.4%	18.2%	17.8%	9.8%	9.4%	9.7%	47,714	44,552	49,839
4-5 years	15.2%	14.6%	13.6%	39.9%	40.6%	41.0%	17.4%	17.9%	18.2%	17.0%	17.2%	17.7%	10.5%	9.7%	9.6%	38,147	49,925	51,785
6-10 years	15.7%	15.3%	14.4%	41.5%	40.7%	40.5%	17.0%	17.7%	18.1%	16.4%	16.6%	17.0%	9.4%	9.7%	9.8%	98,146	95,796	80,892
11-20 years	17.4%	16.3%	15.2%	41.9%	41.7%	40.9%	16.4%	16.8%	17.5%	15.4%	15.9%	17.0%	8.9%	9.3%	9.4%	98,759	98,988	86,247
> 20 years	20.3%	19.0%	17.7%	43.4%	42.4%	42.0%	14.8%	15.9%	16.4%	14.2%	14.8%	15.9%	7.3%	7.9%	7.9%	87,757	94,496	89,225
<b>Leaving</b>																		
No	20.7%	19.7%	18.5%	45.5%	45.0%	44.8%	15.5%	15.9%	16.4%	13.2%	13.8%	14.6%	5.1%	5.5%	5.6%	259,522	263,442	240,206
Yes, to retire	18.5%	17.3%	15.8%	43.5%	42.5%	41.7%	15.6%	17.2%	17.7%	15.1%	15.0%	17.0%	7.3%	7.8%	7.9%	22,306	24,055	22,991
Yes, to other job in Govt	9.0%	8.5%	8.1%	34.4%	34.7%	34.2%	19.8%	20.0%	20.7%	21.6%	21.4%	21.7%	15.2%	15.3%	15.3%	70,682	73,477	68,129
Yes, to other job outside Govt	6.3%	5.9%	5.8%	25.0%	25.5%	25.9%	18.3%	18.1%	19.3%	24.5%	25.6%	25.6%	25.9%	24.9%	23.3%	13,797	15,864	15,625
Yes, other	6.8%	7.2%	6.8%	28.9%	28.5%	29.0%	21.7%	22.4%	21.8%	21.6%	22.5%	22.3%	21.0%	19.5%	20.0%	18,016	19,301	18,046
<b>Retiring</b>																		
Within 1 year	19.6%	18.1%	17.3%	41.7%	42.4%	40.9%	15.5%	16.1%	16.7%	14.8%	14.7%	16.8%	8.4%	8.7%	8.3%	13,577	14,832	13,937
Between 1-3 years	18.0%	17.4%	15.8%	43.5%	42.1%	41.6%	15.6%	16.8%	17.3%	15.1%	15.6%	17.0%	7.8%	8.1%	8.2%	38,034	39,926	36,264
Between 3-5 years	17.8%	16.4%	15.2%	42.3%	41.4%	41.3%	16.7%	17.5%	17.8%	15.6%	16.7%	17.3%	7.6%	8.0%	8.4%	42,240	43,463	39,601
5 or more years	16.6%	15.9%	15.0%	41.1%	41.0%	40.8%	17.0%	17.3%	17.8%	16.0%	16.5%	17.0%	9.2%	9.4%	9.4%	287,785	294,771	271,694

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(70) Considering everything, how satisfied are you with your pay?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>16.8%</b>	<b>16.0%</b>	<b>15.0%</b>	<b>41.4%</b>	<b>41.1%</b>	<b>40.8%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.9%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>17.1%</b>	<b>9.0%</b>	<b>9.2%</b>	<b>9.3%</b>	<b>393,242</b>	<b>405,405</b>	<b>374,805</b>
<b>Self-Identify as:</b>																		
Heterosexual	17.6%	16.8%	15.6%	42.1%	41.6%	41.5%	16.3%	16.8%	17.2%	15.5%	16.1%	16.7%	8.5%	8.7%	8.9%	306,952	317,854	294,040
LGBT*	17.7%	16.0%	15.2%	39.2%	38.8%	37.3%	16.1%	15.6%	16.7%	16.8%	18.0%	19.7%	10.2%	11.5%	11.1%	11,331	11,049	9,808
Prefer not to say	13.0%	12.1%	12.1%	38.1%	38.5%	37.3%	19.6%	20.2%	21.1%	18.0%	17.7%	18.3%	11.3%	11.5%	11.2%	47,021	48,132	43,756
<b>Military Service</b>																		
No Prior Military Service	16.9%	16.1%	15.4%	41.9%	41.4%	41.4%	16.5%	17.1%	17.6%	15.9%	16.3%	16.8%	8.8%	9.0%	8.9%	277,931	281,359	257,701
Currently in Guard/Reserves	14.5%	15.4%	13.8%	38.8%	38.8%	39.8%	17.9%	16.5%	18.0%	18.8%	18.5%	18.3%	10.1%	10.9%	10.1%	6,158	7,001	6,528
Retired Separated/Discharged	19.7%	18.5%	17.0%	44.2%	44.5%	43.1%	16.6%	16.4%	17.3%	13.3%	14.2%	15.5%	6.3%	6.5%	7.1%	39,667	43,343	41,620
<b>Disability</b>																		
Yes	15.1%	14.1%	13.1%	37.1%	36.9%	36.4%	18.0%	18.7%	18.7%	18.1%	18.3%	18.9%	11.7%	12.0%	12.8%	51,676	53,501	48,950
No	17.3%	16.5%	15.5%	42.4%	41.9%	41.7%	16.5%	17.0%	17.6%	15.4%	16.0%	16.7%	8.4%	8.6%	8.6%	329,016	338,989	312,938

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

(71) Considering everything, how satisfied are you with your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>14.7%</b>	<b>13.8%</b>	<b>41.0%</b>	<b>40.9%</b>	<b>40.8%</b>	<b>21.4%</b>	<b>22.0%</b>	<b>22.8%</b>	<b>14.1%</b>	<b>14.5%</b>	<b>14.9%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>393,451</b>	<b>405,517</b>	<b>375,127</b>
<b>Work Location</b>																		
Headquarters	17.8%	16.7%	15.4%	41.8%	41.9%	41.8%	20.7%	21.4%	22.0%	12.9%	13.1%	13.8%	6.8%	6.9%	7.0%	155,504	156,211	142,696
Field	14.8%	13.7%	12.9%	40.6%	40.4%	40.2%	21.8%	22.3%	23.1%	14.7%	15.3%	15.6%	8.1%	8.4%	8.2%	229,472	239,991	222,032
<b>Supervisory Status</b>																		
Non-Supervisor	14.7%	13.7%	12.8%	40.5%	40.2%	40.0%	22.2%	22.8%	23.7%	14.3%	14.8%	15.0%	8.2%	8.4%	8.4%	252,876	260,763	240,820
Team Leader	14.0%	13.4%	12.3%	40.8%	40.6%	40.9%	22.1%	22.6%	23.0%	15.2%	15.3%	16.3%	7.8%	8.0%	7.5%	49,453	53,289	49,567
Supervisor	17.8%	16.3%	15.7%	43.6%	44.8%	43.5%	19.6%	19.7%	20.7%	13.5%	13.3%	14.1%	5.6%	5.8%	6.1%	52,210	52,435	48,556
Manager	25.1%	23.3%	21.4%	43.8%	43.1%	44.1%	15.5%	16.5%	16.6%	10.5%	11.6%	12.6%	5.1%	5.5%	5.3%	24,707	24,324	21,565
Senior Leader	41.1%	37.4%	36.1%	37.1%	38.3%	38.8%	9.8%	13.0%	13.1%	7.7%	7.6%	8.4%	4.3%	3.6%	3.5%	8,091	8,038	7,036
<b>Sex</b>																		
Male	16.3%	15.1%	14.0%	40.3%	40.1%	40.1%	21.0%	21.7%	22.5%	14.2%	14.8%	15.3%	8.1%	8.3%	8.1%	196,635	205,091	188,648
Female	15.5%	14.5%	13.8%	42.3%	42.2%	41.8%	21.7%	22.2%	22.9%	13.6%	13.9%	14.3%	6.8%	7.1%	7.2%	185,019	188,492	174,705
<b>Hispanic or Latino</b>																		
Yes	17.3%	16.0%	15.3%	39.1%	39.0%	38.5%	21.0%	21.6%	22.1%	13.6%	13.9%	14.7%	8.9%	9.6%	9.4%	33,537	33,902	30,724
No	15.9%	14.8%	13.8%	41.5%	41.3%	41.2%	21.3%	21.9%	22.7%	14.0%	14.5%	14.9%	7.4%	7.5%	7.5%	344,239	355,887	328,859
<b>Race</b>																		
American Indian/ Alaska Native	13.9%	14.3%	12.0%	35.7%	37.2%	37.9%	25.7%	24.6%	25.8%	14.1%	14.6%	15.0%	10.6%	9.4%	9.4%	7,821	8,357	7,541
Asian	17.5%	16.7%	16.0%	45.9%	46.4%	45.5%	20.9%	21.8%	22.5%	10.5%	9.6%	10.3%	5.2%	5.5%	5.7%	19,521	18,652	17,055
Black/African American	17.3%	16.2%	15.4%	42.1%	42.3%	43.0%	20.9%	21.8%	21.6%	12.2%	12.1%	12.3%	7.5%	7.5%	7.8%	57,908	60,120	55,922
Native Hawaiian/ Pacific Islander	14.9%	15.0%	14.1%	38.5%	39.9%	38.2%	25.8%	25.3%	25.6%	13.0%	12.2%	14.5%	7.7%	7.6%	7.6%	2,208	2,475	2,326
White	16.1%	14.8%	13.8%	41.4%	41.1%	40.8%	20.8%	21.4%	22.3%	14.3%	15.1%	15.6%	7.3%	7.7%	7.6%	264,202	273,715	252,891
Two or more races (Not Hispanic/ Latino)	13.2%	11.8%	11.8%	35.3%	35.6%	35.7%	22.9%	24.6%	24.9%	17.2%	17.4%	17.1%	11.3%	10.5%	10.5%	14,369	14,450	13,053

## Report by Demographics

(71) Considering everything, how satisfied are you with your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>14.7%</b>	<b>13.8%</b>	<b>41.0%</b>	<b>40.9%</b>	<b>40.8%</b>	<b>21.4%</b>	<b>22.0%</b>	<b>22.8%</b>	<b>14.1%</b>	<b>14.5%</b>	<b>14.9%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>393,451</b>	<b>405,517</b>	<b>375,127</b>
<b>Age Group</b>																		
25 and under	20.5%	16.4%	16.3%	46.2%	47.3%	43.0%	18.4%	20.8%	22.2%	9.9%	9.4%	12.3%	4.9%	6.1%	6.2%	2,667	2,615	2,593
26-29	15.2%	13.8%	12.7%	43.3%	42.1%	40.8%	20.3%	21.8%	22.8%	13.1%	14.2%	15.8%	8.1%	8.1%	7.8%	10,981	12,092	12,176
30-39	14.6%	13.2%	12.4%	40.8%	40.6%	40.5%	21.9%	22.2%	22.7%	14.4%	15.3%	15.6%	8.4%	8.7%	8.9%	73,309	71,519	63,927
40-49	15.5%	14.5%	13.6%	40.9%	41.0%	40.6%	20.9%	21.4%	22.6%	14.6%	14.7%	15.1%	8.1%	8.4%	8.1%	102,400	106,690	100,022
50-59	16.3%	15.4%	14.2%	41.0%	40.8%	40.8%	21.6%	22.1%	22.8%	13.8%	14.3%	14.7%	7.3%	7.4%	7.5%	141,606	147,633	136,845
60+	16.9%	15.9%	15.0%	41.0%	40.8%	41.3%	21.9%	22.9%	23.6%	13.6%	13.7%	13.9%	6.6%	6.7%	6.2%	61,226	63,226	56,849
<b>Level of Education</b>																		
Less than High School	16.7%	14.8%	17.6%	40.5%	41.0%	41.3%	28.2%	25.4%	25.0%	7.2%	9.4%	11.4%	7.4%	9.4%	4.7%	358	408	394
H.S. Diploma/ GED or equiv	18.1%	16.2%	16.1%	42.6%	42.4%	42.4%	21.1%	21.9%	22.9%	11.5%	12.4%	12.0%	6.7%	7.1%	6.7%	16,280	19,350	19,050
Trade/Technical Certificate	14.2%	13.8%	12.2%	41.4%	39.6%	40.0%	23.2%	23.8%	25.7%	13.9%	14.8%	14.2%	7.3%	8.0%	8.0%	8,191	9,562	9,009
Some College (no degree)	15.1%	14.4%	13.7%	38.8%	39.2%	39.0%	23.2%	23.4%	23.8%	14.3%	14.3%	14.9%	8.6%	8.7%	8.6%	52,821	60,183	57,914
Associate's Degree	15.0%	14.3%	13.0%	39.6%	39.9%	39.5%	23.1%	22.9%	24.3%	14.1%	14.6%	15.1%	8.2%	8.3%	8.1%	27,850	31,352	29,471
Bachelor's Degree	15.4%	14.0%	13.2%	41.9%	41.7%	41.6%	21.0%	21.7%	22.4%	14.2%	14.7%	15.2%	7.6%	7.9%	7.6%	132,305	135,750	124,951
Master's Degree	16.9%	15.5%	14.3%	41.8%	41.7%	41.5%	20.3%	21.2%	21.7%	13.9%	14.5%	15.0%	7.1%	7.1%	7.5%	101,798	98,092	87,532
Doctoral/ Professional Degree	17.8%	17.3%	16.1%	42.0%	41.6%	41.0%	19.2%	19.7%	20.2%	14.2%	14.4%	15.3%	6.9%	7.1%	7.4%	44,152	40,983	36,627
<b>Pay Category</b>																		
Federal Wage System	11.9%	12.0%	11.2%	37.0%	38.0%	36.8%	25.7%	25.1%	25.9%	15.2%	16.1%	17.0%	10.1%	8.7%	9.1%	9,588	12,657	12,287
GS 1-6	15.2%	14.2%	14.0%	39.9%	39.6%	39.2%	23.6%	24.6%	25.6%	13.4%	13.3%	13.1%	8.0%	8.3%	8.0%	18,703	21,952	22,026
GS 7-12	15.1%	14.0%	12.8%	41.5%	41.0%	41.1%	22.0%	22.5%	23.1%	13.8%	14.4%	15.0%	7.7%	8.2%	8.0%	153,381	166,432	157,748
GS 13-15	18.3%	16.8%	15.9%	42.6%	42.5%	42.4%	19.0%	19.8%	20.4%	13.6%	14.0%	14.6%	6.5%	6.9%	6.7%	169,588	162,297	143,974
SES	49.6%	45.5%	42.4%	34.4%	35.2%	37.3%	8.4%	9.8%	10.1%	5.3%	6.3%	7.5%	2.4%	3.2%	2.8%	5,765	5,703	4,874
SL/ST	23.3%	20.4%	19.8%	40.0%	39.5%	39.0%	15.9%	18.6%	20.9%	15.1%	15.7%	14.0%	5.6%	5.8%	6.2%	1,568	1,538	1,388
Other	12.3%	11.9%	11.7%	37.8%	39.2%	38.7%	22.8%	23.2%	24.1%	17.3%	16.7%	16.3%	9.8%	8.9%	9.1%	25,864	25,606	23,059

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (71) Considering everything, how satisfied are you with your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>14.7%</b>	<b>13.8%</b>	<b>41.0%</b>	<b>40.9%</b>	<b>40.8%</b>	<b>21.4%</b>	<b>22.0%</b>	<b>22.8%</b>	<b>14.1%</b>	<b>14.5%</b>	<b>14.9%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>393,451</b>	<b>405,517</b>	<b>375,127</b>
<b>Time in Federal Government</b>																		
< 1 year	28.6%	26.9%	22.6%	48.1%	47.9%	50.3%	14.5%	15.6%	17.8%	5.8%	7.4%	6.5%	2.9%	2.3%	2.8%	6,855	6,040	3,157
1-3 years	19.6%	18.1%	17.8%	44.8%	44.7%	43.9%	19.8%	20.9%	21.0%	10.8%	11.4%	12.1%	5.0%	5.0%	5.2%	29,952	28,258	32,830
4-5 years	15.9%	14.3%	13.2%	41.9%	42.4%	41.9%	21.4%	22.0%	23.1%	13.9%	14.4%	14.5%	6.9%	6.9%	7.4%	30,132	41,094	43,336
6-10 years	14.4%	13.4%	12.7%	40.3%	40.0%	39.5%	22.1%	22.7%	23.5%	15.0%	15.1%	15.6%	8.2%	8.8%	8.6%	91,898	87,804	73,398
11-14 years	14.2%	13.1%	12.2%	39.3%	39.2%	39.1%	22.4%	22.8%	23.5%	15.2%	15.6%	16.4%	8.9%	9.3%	8.9%	54,938	56,797	51,350
15-20 years	14.5%	13.9%	12.8%	39.2%	39.1%	39.3%	22.0%	22.3%	22.7%	15.1%	15.5%	15.9%	9.1%	9.3%	9.3%	51,791	48,776	39,987
> 20 years	16.5%	15.4%	14.3%	41.4%	41.1%	41.0%	20.9%	21.7%	22.4%	13.9%	14.4%	14.9%	7.2%	7.4%	7.4%	119,681	128,243	121,977
<b>Time with Current Agency</b>																		
< 1 year	26.6%	25.8%	23.0%	46.1%	45.5%	46.7%	15.6%	16.8%	18.5%	7.7%	8.5%	7.9%	4.0%	3.5%	3.9%	13,179	11,903	6,497
1-3 years	19.1%	17.1%	17.0%	42.6%	43.1%	42.0%	20.6%	21.0%	21.6%	11.7%	12.4%	12.9%	6.1%	6.3%	6.5%	47,723	44,556	49,855
4-5 years	14.8%	13.9%	12.5%	41.1%	41.0%	40.8%	21.7%	22.2%	23.2%	14.5%	15.0%	15.3%	7.9%	7.9%	8.3%	38,171	49,931	51,813
6-10 years	13.6%	12.9%	12.4%	39.6%	39.6%	39.4%	22.6%	23.0%	23.5%	15.6%	15.4%	16.0%	8.6%	9.1%	8.8%	98,182	95,792	80,984
11-20 years	14.3%	13.5%	12.5%	39.8%	39.5%	39.5%	22.0%	22.4%	23.3%	15.2%	15.5%	16.0%	8.8%	9.0%	8.7%	98,850	99,028	86,351
> 20 years	17.3%	15.7%	14.4%	42.5%	42.1%	42.1%	20.4%	21.6%	22.2%	13.2%	14.0%	14.5%	6.5%	6.6%	6.8%	87,814	94,567	89,317
<b>Leaving</b>																		
No	21.4%	19.9%	18.7%	48.6%	48.7%	48.8%	18.4%	19.2%	20.0%	8.6%	8.9%	9.4%	3.0%	3.3%	3.2%	259,641	263,482	240,384
Yes, to retire	13.5%	13.0%	11.6%	39.7%	38.7%	38.9%	23.0%	24.1%	25.1%	16.1%	16.6%	16.3%	7.7%	7.6%	8.0%	22,322	24,088	23,050
Yes, to other job in Govt	5.1%	4.5%	4.3%	27.1%	26.7%	25.9%	27.8%	27.7%	28.5%	24.4%	25.1%	25.5%	15.6%	15.9%	15.9%	70,741	73,500	68,200
Yes, to other job outside Govt	3.1%	2.6%	2.5%	18.9%	18.5%	19.4%	24.9%	25.9%	25.2%	29.7%	30.0%	30.8%	23.3%	22.9%	22.1%	13,813	15,867	15,632
Yes, other	3.4%	3.2%	3.4%	20.5%	20.9%	20.1%	27.7%	27.4%	28.6%	27.1%	27.3%	27.6%	21.2%	21.1%	20.4%	18,024	19,324	18,061
<b>Retiring</b>																		
Within 1 year	13.7%	12.9%	11.8%	37.6%	36.6%	36.8%	22.2%	22.8%	23.5%	16.8%	17.8%	17.5%	9.7%	9.8%	10.4%	13,575	14,854	13,967
Between 1-3 years	14.4%	13.6%	12.8%	40.3%	39.6%	40.4%	22.5%	23.5%	23.7%	15.3%	15.3%	15.9%	7.5%	8.0%	7.2%	38,071	39,985	36,369
Between 3-5 years	15.4%	14.3%	13.1%	40.6%	40.2%	40.8%	22.1%	23.0%	23.3%	14.7%	15.0%	15.1%	7.1%	7.5%	7.7%	42,264	43,479	39,673
5 or more years	16.4%	15.1%	14.2%	41.5%	41.6%	41.2%	21.0%	21.5%	22.4%	13.6%	14.1%	14.6%	7.5%	7.7%	7.6%	287,945	294,788	271,814

## Report by Demographics

(71) Considering everything, how satisfied are you with your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>15.9%</b>	<b>14.7%</b>	<b>13.8%</b>	<b>41.0%</b>	<b>40.9%</b>	<b>40.8%</b>	<b>21.4%</b>	<b>22.0%</b>	<b>22.8%</b>	<b>14.1%</b>	<b>14.5%</b>	<b>14.9%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>393,451</b>	<b>405,517</b>	<b>375,127</b>
<b>Self-Identify as:</b>																		
Heterosexual	17.0%	15.7%	14.6%	42.4%	42.1%	42.0%	20.5%	21.2%	22.0%	13.2%	13.8%	14.3%	6.9%	7.2%	7.2%	307,060	317,944	294,271
LGBT*	16.2%	14.7%	13.7%	37.8%	38.2%	37.5%	21.5%	21.0%	21.7%	16.0%	16.1%	17.2%	8.5%	10.0%	9.9%	11,347	11,049	9,816
Prefer not to say	10.1%	9.4%	9.3%	34.1%	34.6%	34.7%	26.1%	26.6%	27.1%	18.3%	18.2%	18.2%	11.4%	11.1%	10.7%	47,113	48,155	43,825
<b>Military Service</b>																		
No Prior Military Service	15.6%	14.6%	13.8%	42.3%	42.0%	41.6%	21.2%	22.0%	22.6%	13.8%	14.2%	14.7%	7.1%	7.3%	7.3%	278,054	281,399	257,894
Currently in Guard/Reserves	17.1%	15.6%	14.0%	40.3%	40.2%	41.2%	19.8%	20.5%	20.9%	14.2%	14.5%	15.2%	8.6%	9.2%	8.8%	6,165	7,006	6,527
Retired Separated/Discharged	19.3%	17.9%	16.6%	41.9%	42.8%	42.6%	20.7%	20.6%	21.7%	12.3%	12.8%	13.0%	5.7%	5.9%	6.2%	39,690	43,357	41,663
<b>Disability</b>																		
Yes	15.4%	14.5%	13.1%	37.0%	36.5%	36.4%	22.8%	23.0%	24.0%	14.8%	15.6%	16.0%	9.9%	10.4%	10.4%	51,708	53,532	49,037
No	16.1%	14.9%	14.0%	42.1%	41.9%	41.7%	21.0%	21.7%	22.4%	13.8%	14.2%	14.7%	7.1%	7.3%	7.2%	329,195	339,072	313,184

SOURCE: Federal Employee Viewpoint Survey

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

**(72) Have you been notified whether or not you are eligible to telework?**

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.3%</b>	<b>37.6%</b>	<b>35.7%</b>	<b>21.6%</b>	<b>21.3%</b>	<b>21.2%</b>	<b>29.1%</b>	<b>31.2%</b>	<b>32.8%</b>	<b>9.1%</b>	<b>9.8%</b>	<b>10.3%</b>	<b>392,364</b>	<b>404,547</b>	<b>374,027</b>
<b>Work Location</b>															
Headquarters	49.5%	46.7%	44.2%	18.8%	19.2%	19.6%	24.1%	25.9%	27.7%	7.6%	8.2%	8.6%	155,301	156,169	142,633
Field	35.2%	32.8%	31.2%	23.3%	22.6%	22.2%	31.7%	34.1%	35.5%	9.8%	10.6%	11.0%	229,094	239,701	221,706
<b>Supervisory Status</b>															
Non-Supervisor	39.8%	37.1%	35.3%	20.2%	19.8%	19.7%	30.2%	32.7%	34.1%	9.7%	10.5%	10.9%	252,440	260,522	240,496
Team Leader	39.5%	36.7%	34.8%	21.4%	21.7%	21.3%	30.4%	32.3%	33.8%	8.7%	9.3%	10.0%	49,399	53,254	49,509
Supervisor	41.7%	39.6%	37.1%	26.5%	26.1%	26.3%	24.7%	26.4%	28.2%	7.1%	7.9%	8.3%	52,131	52,375	48,518
Manager	43.3%	41.2%	39.1%	28.7%	29.7%	29.7%	22.2%	22.6%	24.5%	5.8%	6.4%	6.6%	24,677	24,304	21,561
Senior Leader	49.0%	47.8%	45.3%	23.0%	23.8%	23.0%	21.5%	21.0%	23.6%	6.4%	7.4%	8.2%	8,084	8,031	7,019
<b>Sex</b>															
Male	37.9%	35.1%	33.2%	23.1%	23.0%	22.7%	29.7%	31.7%	33.4%	9.4%	10.3%	10.8%	196,258	204,843	188,361
Female	43.1%	40.8%	38.8%	19.8%	19.2%	19.4%	28.5%	30.9%	32.2%	8.6%	9.1%	9.5%	184,783	188,371	174,521
<b>Hispanic or Latino</b>															
Yes	30.8%	27.6%	26.4%	18.6%	18.0%	17.8%	38.3%	41.0%	42.3%	12.3%	13.5%	13.5%	33,501	33,883	30,681
No	41.2%	38.7%	36.6%	22.0%	21.8%	21.7%	28.1%	30.2%	31.9%	8.6%	9.4%	9.9%	343,673	355,533	328,478
<b>Race</b>															
American Indian/ Alaska Native	25.3%	23.3%	20.7%	19.5%	18.8%	17.4%	41.6%	44.3%	47.9%	13.7%	13.6%	14.0%	7,812	8,353	7,515
Asian	43.7%	41.8%	39.3%	16.0%	15.0%	15.6%	28.1%	30.0%	31.0%	12.2%	13.2%	14.1%	19,496	18,640	17,041
Black/African American	40.7%	37.9%	35.5%	18.3%	18.2%	18.3%	32.3%	34.4%	36.1%	8.7%	9.4%	10.2%	57,814	60,058	55,920
Native Hawaiian/ Pacific Islander	23.7%	23.6%	19.3%	18.5%	17.6%	20.6%	45.2%	44.5%	44.2%	12.6%	14.3%	15.9%	2,202	2,469	2,330
White	40.7%	38.0%	36.2%	23.2%	22.8%	22.7%	27.6%	29.8%	31.4%	8.5%	9.4%	9.7%	263,794	273,445	252,540
Two or more races (Not Hispanic/ Latino)	35.6%	32.8%	31.2%	22.3%	21.7%	21.5%	32.3%	35.2%	36.6%	9.8%	10.3%	10.7%	14,347	14,456	13,053

## Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.3%</b>	<b>37.6%</b>	<b>35.7%</b>	<b>21.6%</b>	<b>21.3%</b>	<b>21.2%</b>	<b>29.1%</b>	<b>31.2%</b>	<b>32.8%</b>	<b>9.1%</b>	<b>9.8%</b>	<b>10.3%</b>	<b>392,364</b>	<b>404,547</b>	<b>374,027</b>
<b>Age Group</b>															
25 and under	27.0%	26.7%	24.4%	19.9%	18.9%	20.6%	33.1%	37.4%	38.1%	19.9%	17.0%	16.9%	2,669	2,609	2,591
26-29	33.9%	31.8%	32.1%	21.1%	19.4%	20.3%	30.6%	33.6%	33.2%	14.4%	15.1%	14.4%	10,948	12,069	12,129
30-39	38.9%	35.6%	34.4%	21.2%	21.5%	21.0%	29.4%	31.9%	33.0%	10.5%	11.0%	11.6%	73,163	71,398	63,777
40-49	38.9%	36.8%	35.1%	22.7%	22.2%	22.0%	29.7%	31.7%	32.9%	8.7%	9.2%	9.9%	102,112	106,430	99,673
50-59	42.1%	39.6%	36.9%	21.8%	21.6%	21.6%	28.3%	30.0%	32.3%	7.8%	8.8%	9.2%	141,198	147,278	136,462
60+	42.2%	39.4%	37.0%	20.1%	19.5%	19.4%	29.2%	31.5%	33.5%	8.5%	9.6%	10.1%	61,011	63,025	56,684
<b>Level of Education</b>															
Less than High School	21.3%	15.7%	15.3%	17.1%	20.4%	15.2%	39.8%	36.3%	36.7%	21.8%	27.6%	32.8%	360	409	393
H.S. Diploma/ GED or equiv	24.6%	21.5%	20.3%	21.5%	20.8%	20.4%	38.6%	41.2%	42.5%	15.3%	16.4%	16.7%	16,224	19,256	18,965
Trade/Technical Certificate	16.6%	15.4%	14.4%	26.9%	25.4%	23.8%	43.4%	44.3%	46.6%	13.0%	14.9%	15.2%	8,178	9,554	8,969
Some College (no degree)	27.4%	25.1%	23.4%	24.6%	24.0%	23.2%	37.5%	39.5%	41.3%	10.4%	11.4%	12.0%	52,738	60,104	57,837
Associate's Degree	24.1%	22.3%	20.4%	25.8%	25.4%	25.8%	39.5%	40.7%	42.0%	10.6%	11.6%	11.9%	27,823	31,320	29,440
Bachelor's Degree	43.6%	41.4%	39.6%	21.3%	20.8%	20.8%	26.6%	28.9%	30.3%	8.5%	8.9%	9.3%	132,069	135,607	124,839
Master's Degree	51.2%	48.9%	47.2%	19.7%	19.8%	20.1%	22.5%	24.2%	25.4%	6.7%	7.1%	7.3%	101,654	98,077	87,460
Doctoral/ Professional Degree	56.3%	55.4%	54.5%	16.4%	16.0%	15.6%	19.1%	19.7%	20.9%	8.3%	8.9%	9.0%	44,089	40,969	36,598
<b>Pay Category</b>															
Federal Wage System	5.3%	4.9%	4.5%	31.7%	28.7%	26.0%	48.5%	49.8%	53.2%	14.4%	16.5%	16.4%	9,543	12,604	12,213
GS 1-6	11.8%	10.4%	10.5%	26.2%	24.5%	24.3%	46.5%	49.0%	48.1%	15.5%	16.2%	17.1%	18,648	21,901	21,935
GS 7-12	34.9%	32.6%	30.8%	23.0%	22.7%	22.6%	32.9%	34.8%	36.4%	9.2%	9.9%	10.1%	153,203	166,305	157,575
GS 13-15	64.2%	61.6%	60.4%	15.9%	16.2%	16.3%	14.7%	16.4%	17.1%	5.2%	5.7%	6.2%	169,318	162,220	143,889
SES	65.4%	64.9%	62.9%	18.2%	17.7%	17.9%	11.0%	11.4%	12.8%	5.4%	6.0%	6.4%	5,754	5,692	4,879
SL/ST	42.0%	38.5%	37.9%	21.8%	22.1%	22.6%	24.2%	26.7%	27.7%	12.0%	12.8%	11.8%	1,567	1,541	1,384
Other	26.2%	24.6%	23.3%	25.9%	24.9%	24.8%	35.5%	37.5%	38.6%	12.4%	12.9%	13.4%	25,795	25,562	23,020

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.3%</b>	<b>37.6%</b>	<b>35.7%</b>	<b>21.6%</b>	<b>21.3%</b>	<b>21.2%</b>	<b>29.1%</b>	<b>31.2%</b>	<b>32.8%</b>	<b>9.1%</b>	<b>9.8%</b>	<b>10.3%</b>	<b>392,364</b>	<b>404,547</b>	<b>374,027</b>
<b>Time in Federal Government</b>															
< 1 year	23.7%	20.1%	19.0%	23.7%	25.3%	26.7%	35.2%	38.4%	36.7%	17.4%	16.3%	17.5%	6,849	6,039	3,154
1-3 years	27.8%	27.1%	27.4%	23.6%	21.9%	22.5%	35.5%	37.6%	36.7%	13.1%	13.4%	13.4%	29,900	28,255	32,797
4-5 years	34.7%	35.3%	34.1%	23.5%	22.7%	22.7%	31.7%	31.9%	32.5%	10.1%	10.1%	10.6%	30,084	41,074	43,249
6-10 years	39.1%	35.2%	32.2%	22.4%	22.7%	22.4%	29.5%	32.0%	34.8%	9.0%	10.0%	10.6%	91,753	87,756	73,294
11-14 years	38.2%	34.6%	33.2%	22.0%	22.1%	21.6%	31.0%	33.7%	35.1%	8.7%	9.6%	10.2%	54,847	56,715	51,270
15-20 years	40.4%	36.9%	34.5%	22.2%	21.4%	21.5%	29.1%	32.4%	34.3%	8.3%	9.3%	9.7%	51,714	48,721	39,922
> 20 years	50.4%	47.3%	44.3%	18.9%	18.7%	18.8%	23.8%	25.9%	28.3%	7.0%	8.1%	8.5%	119,462	128,067	121,874
<b>Time with Current Agency</b>															
< 1 year	28.8%	25.5%	22.5%	22.8%	24.0%	25.3%	34.8%	37.2%	37.8%	13.7%	13.3%	14.4%	13,148	11,903	6,504
1-3 years	32.7%	32.1%	31.3%	23.0%	21.5%	21.6%	33.1%	34.8%	35.1%	11.2%	11.7%	12.0%	47,664	44,533	49,791
4-5 years	39.3%	37.7%	36.0%	21.8%	21.8%	22.1%	29.6%	30.8%	31.8%	9.3%	9.7%	10.1%	38,098	49,888	51,740
6-10 years	40.1%	36.3%	33.5%	22.2%	22.5%	22.0%	29.1%	31.6%	34.3%	8.7%	9.6%	10.2%	98,026	95,765	80,858
11-20 years	39.8%	36.4%	34.6%	21.9%	21.4%	21.2%	29.9%	32.7%	34.2%	8.4%	9.5%	10.0%	98,712	98,912	86,220
> 20 years	49.9%	46.6%	43.7%	19.4%	19.0%	19.3%	23.5%	26.0%	28.1%	7.2%	8.4%	8.8%	87,658	94,399	89,235
<b>Leaving</b>															
No	42.1%	38.8%	37.0%	21.4%	21.1%	21.0%	26.9%	29.5%	30.9%	9.6%	10.6%	11.1%	259,203	263,167	240,067
Yes, to retire	40.9%	38.8%	35.8%	21.3%	20.6%	20.7%	29.7%	31.5%	33.9%	8.0%	9.0%	9.6%	22,269	24,037	23,027
Yes, to other job in Govt	37.7%	36.0%	34.0%	22.3%	22.5%	22.1%	32.5%	34.0%	36.0%	7.5%	7.5%	7.9%	70,669	73,465	68,109
Yes, to other job outside Govt	33.7%	34.4%	32.9%	23.2%	21.9%	22.1%	35.9%	35.2%	37.1%	7.2%	8.5%	7.8%	13,782	15,869	15,613
Yes, other	29.9%	29.4%	27.7%	21.8%	21.2%	21.8%	38.0%	39.0%	39.5%	10.3%	10.4%	11.0%	17,999	19,323	18,037
<b>Retiring</b>															
Within 1 year	40.9%	38.6%	36.4%	22.3%	21.1%	20.9%	29.7%	31.7%	33.6%	7.1%	8.5%	9.2%	13,558	14,824	13,970
Between 1-3 years	41.9%	38.6%	36.7%	21.0%	20.2%	20.4%	29.3%	31.6%	33.9%	7.9%	9.5%	9.1%	37,988	39,929	36,313
Between 3-5 years	41.2%	38.7%	36.2%	21.7%	21.2%	20.9%	29.3%	31.6%	33.9%	7.8%	8.6%	9.0%	42,177	43,446	39,614
5 or more years	39.9%	37.3%	35.5%	21.8%	21.6%	21.5%	29.0%	31.0%	32.5%	9.4%	10.0%	10.5%	287,534	294,553	271,484

## Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>40.3%</b>	<b>37.6%</b>	<b>35.7%</b>	<b>21.6%</b>	<b>21.3%</b>	<b>21.2%</b>	<b>29.1%</b>	<b>31.2%</b>	<b>32.8%</b>	<b>9.1%</b>	<b>9.8%</b>	<b>10.3%</b>	<b>392,364</b>	<b>404,547</b>	<b>374,027</b>
<b>Self-Identify as:</b>															
Heterosexual	40.0%	37.3%	35.2%	21.9%	21.5%	21.5%	29.2%	31.5%	33.2%	8.9%	9.7%	10.1%	306,652	317,696	293,957
LGBT*	43.5%	41.7%	39.5%	21.8%	22.2%	22.1%	26.2%	27.8%	29.1%	8.5%	8.3%	9.4%	11,323	11,035	9,809
Prefer not to say	39.9%	37.3%	35.8%	20.9%	20.8%	20.4%	29.5%	31.3%	32.0%	9.8%	10.5%	11.8%	47,010	48,087	43,766
<b>Military Service</b>															
No Prior Military Service	45.6%	43.0%	41.1%	18.3%	18.2%	18.3%	26.8%	28.9%	30.3%	9.2%	9.9%	10.3%	277,636	281,151	257,598
Currently in Guard/Reserves	25.8%	22.2%	22.5%	27.7%	25.5%	25.8%	36.0%	40.7%	40.2%	10.6%	11.6%	11.5%	6,158	7,001	6,524
Retired Separated/Discharged	31.6%	28.9%	26.5%	28.7%	28.2%	27.3%	32.6%	34.4%	37.3%	7.1%	8.5%	8.9%	39,657	43,335	41,648
	30.1%	27.3%	25.1%	27.1%	26.7%	26.5%	33.4%	35.8%	37.5%	9.4%	10.2%	10.9%	55,711	59,571	55,077
<b>Disability</b>															
Yes	31.8%	28.7%	26.1%	26.1%	25.8%	25.3%	34.2%	36.2%	38.5%	7.9%	9.2%	10.1%	51,639	53,479	48,991
No	41.9%	39.2%	37.4%	20.8%	20.5%	20.5%	28.1%	30.4%	31.8%	9.2%	9.9%	10.3%	328,675	338,741	312,777

## Report by Demographics

(73) Please select the response below that **BEST** describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.7%	4.8%	4.0%	11.8%	10.9%	10.3%	4.7%	4.5%	4.4%	11.8%	11.1%	10.9%	30.4%	31.7%	32.1%	4.2%	4.7%	5.2%	19.2%	19.8%	20.3%	12.2%	12.5%	12.9%	389,999	400,800	368,971
Work Location																											
Headquarters	6.1%	5.3%	4.2%	16.9%	15.9%	14.6%	5.6%	5.4%	5.3%	14.6%	13.5%	13.5%	20.8%	21.7%	22.2%	4.5%	5.1%	5.6%	19.0%	20.1%	20.8%	12.6%	13.1%	13.8%	155,017	155,437	141,707
Field	5.4%	4.6%	3.9%	8.9%	8.1%	7.9%	4.2%	4.0%	3.8%	10.2%	9.7%	9.5%	36.0%	37.5%	37.8%	4.0%	4.5%	4.9%	19.3%	19.6%	19.9%	11.9%	12.1%	12.3%	227,526	237,287	218,405
Supervisory Status																											
Non-Supervisor	6.9%	5.8%	4.8%	12.9%	11.9%	11.4%	4.1%	4.0%	4.0%	9.6%	9.1%	9.0%	29.8%	30.9%	31.1%	4.3%	4.9%	5.4%	20.3%	21.2%	21.6%	12.2%	12.3%	12.8%	250,688	257,710	236,831
Team Leader	4.2%	3.7%	3.0%	11.2%	10.2%	9.5%	5.4%	5.0%	4.8%	13.3%	12.3%	12.2%	31.7%	33.6%	34.1%	4.4%	5.0%	5.3%	19.3%	19.0%	19.7%	10.6%	11.1%	11.4%	49,206	52,909	49,027
Supervisor	2.6%	2.3%	2.1%	9.5%	8.4%	7.5%	6.1%	5.7%	5.1%	16.8%	15.9%	15.1%	32.9%	34.3%	35.6%	3.8%	4.0%	4.5%	15.5%	15.8%	16.3%	12.8%	13.6%	13.7%	51,981	52,138	48,151
Manager	2.0%	2.0%	1.5%	7.4%	6.3%	5.7%	6.4%	5.9%	5.2%	20.3%	18.7%	18.9%	31.0%	33.0%	34.2%	3.3%	3.6%	3.7%	15.4%	15.5%	15.9%	14.2%	15.1%	14.9%	24,655	24,243	21,438
Senior Leader	2.2%	2.0%	1.7%	6.1%	5.6%	5.3%	7.8%	7.7%	7.5%	25.7%	24.8%	24.5%	26.5%	27.0%	26.8%	1.9%	3.1%	3.0%	11.6%	11.3%	11.8%	18.2%	18.5%	19.4%	8,104	8,036	7,008
Sex																											
Male	4.2%	3.5%	3.0%	9.4%	8.6%	8.0%	4.6%	4.3%	4.1%	12.2%	11.1%	10.8%	34.7%	36.4%	36.6%	4.6%	5.0%	5.5%	16.9%	17.4%	18.1%	13.5%	13.7%	14.0%	195,899	204,021	187,116
Female	7.5%	6.5%	5.3%	14.9%	13.7%	13.2%	4.8%	4.7%	4.7%	11.2%	11.0%	10.9%	25.0%	25.7%	26.4%	3.6%	4.3%	4.8%	22.3%	23.1%	23.2%	10.5%	11.0%	11.5%	183,161	185,860	171,166
Hispanic or Latino																											
Yes	4.7%	3.7%	3.4%	9.0%	8.5%	7.8%	3.8%	3.5%	3.4%	8.0%	7.4%	7.3%	35.8%	37.7%	38.1%	3.6%	4.3%	4.9%	22.7%	23.1%	22.6%	12.3%	11.8%	12.4%	33,105	33,331	30,038
No	5.7%	4.9%	4.0%	12.1%	11.0%	10.5%	4.8%	4.6%	4.4%	12.2%	11.5%	11.2%	29.9%	31.2%	31.6%	4.2%	4.7%	5.2%	18.8%	19.5%	20.1%	12.2%	12.6%	13.0%	342,180	352,902	324,708
Race																											
American Indian/ Alaska Native	4.3%	3.3%	3.1%	6.4%	6.1%	4.7%	2.7%	2.4%	2.6%	6.8%	6.4%	6.5%	34.1%	35.4%	33.6%	6.0%	6.3%	6.8%	24.8%	24.5%	26.7%	15.0%	15.6%	16.2%	7,680	8,197	7,281
Asian	7.5%	7.1%	5.7%	15.8%	15.2%	14.5%	4.7%	4.6%	4.8%	10.8%	10.0%	9.8%	24.0%	24.7%	26.2%	4.3%	4.8%	5.3%	18.5%	18.2%	18.6%	14.5%	15.3%	15.3%	19,413	18,509	16,858
Black/African American	6.6%	5.6%	4.6%	15.2%	13.7%	12.7%	4.0%	3.9%	3.8%	8.6%	8.4%	8.0%	25.9%	26.4%	27.1%	3.4%	4.1%	4.6%	23.9%	25.1%	25.6%	12.6%	12.8%	13.6%	57,617	59,539	55,236
Native Hawaiian/ Pacific Islander	4.1%	3.4%	3.1%	5.6%	6.3%	4.7%	2.4%	3.2%	3.4%	7.7%	6.2%	5.4%	32.0%	34.7%	35.7%	4.8%	5.2%	5.7%	28.4%	26.8%	28.1%	15.1%	14.2%	14.0%	2,189	2,437	2,284
White	5.3%	4.5%	3.7%	10.9%	10.0%	9.5%	4.9%	4.7%	4.5%	12.9%	12.1%	11.9%	32.1%	33.5%	33.9%	4.3%	4.8%	5.3%	17.6%	18.2%	18.6%	11.9%	12.3%	12.6%	262,653	271,561	249,846
Two or more races (Not Hispanic/ Latino)	4.9%	4.5%	3.7%	10.1%	9.2%	9.5%	4.3%	4.3%	3.8%	10.7%	9.4%	9.3%	31.6%	33.8%	33.6%	4.2%	4.9%	5.3%	23.2%	23.5%	23.6%	11.1%	10.4%	11.2%	14,299	14,338	12,899

# Report by Demographics

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	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>5.7%</b>	<b>4.8%</b>	<b>4.0%</b>	<b>11.8%</b>	<b>10.9%</b>	<b>10.3%</b>	<b>4.7%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>11.8%</b>	<b>11.1%</b>	<b>10.9%</b>	<b>30.4%</b>	<b>31.7%</b>	<b>32.1%</b>	<b>4.2%</b>	<b>4.7%</b>	<b>5.2%</b>	<b>19.2%</b>	<b>19.8%</b>	<b>20.3%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.9%</b>	<b>389,999</b>	<b>400,800</b>	<b>368,971</b>
<b>Age Group</b>																											
25 and under	1.8%	2.1%	1.8%	6.2%	7.0%	6.0%	3.5%	4.6%	3.8%	11.4%	10.1%	9.6%	34.9%	34.0%	35.0%	3.4%	3.5%	5.4%	21.8%	24.1%	22.3%	17.1%	14.6%	16.1%	2,652	2,584	2,561
26-29	3.6%	2.8%	2.4%	9.9%	10.0%	9.8%	4.3%	4.5%	4.8%	11.6%	10.8%	9.9%	36.4%	36.4%	34.9%	3.7%	4.2%	3.7%	19.9%	20.3%	22.1%	10.8%	11.2%	12.3%	10,903	11,988	12,040
30-39	5.4%	4.6%	3.7%	12.8%	11.4%	11.1%	5.2%	4.7%	4.7%	11.1%	10.3%	10.3%	32.9%	35.2%	35.7%	3.0%	3.6%	3.8%	20.5%	20.8%	20.6%	9.2%	9.5%	10.1%	72,842	70,936	63,187
40-49	5.8%	4.9%	4.1%	12.4%	11.5%	11.0%	4.7%	4.6%	4.3%	11.2%	10.6%	10.7%	33.0%	34.0%	34.6%	3.4%	4.0%	4.5%	19.7%	20.2%	20.3%	9.8%	10.2%	10.6%	101,580	105,559	98,514
50-59	5.9%	5.1%	4.2%	11.6%	10.6%	9.9%	4.7%	4.5%	4.3%	12.6%	12.0%	11.5%	28.1%	29.0%	29.6%	4.8%	5.2%	5.8%	18.9%	19.8%	20.7%	13.5%	13.8%	14.0%	140,211	145,719	134,337
60+	6.1%	5.2%	4.5%	10.9%	9.7%	8.9%	4.1%	3.9%	3.9%	11.9%	11.0%	11.0%	26.4%	27.8%	27.8%	5.9%	6.6%	7.2%	17.0%	17.4%	18.3%	17.9%	18.3%	18.4%	60,551	62,274	55,634
<b>Level of Education</b>																											
Less than High School	6.9%	9.5%	5.6%	4.9%	7.2%	3.0%	1.8%	1.1%	2.9%	5.3%	4.4%	3.9%	27.9%	24.3%	20.2%	3.2%	3.9%	9.5%	18.6%	26.3%	25.6%	31.4%	23.3%	29.2%	347	399	382
H.S. Diploma/ GED or equiv	4.8%	3.6%	3.6%	6.6%	5.7%	5.2%	2.4%	2.3%	2.3%	5.4%	5.5%	5.4%	38.3%	39.8%	39.2%	4.4%	5.4%	6.4%	20.6%	20.9%	20.6%	17.4%	16.8%	17.5%	15,890	18,702	18,224
Trade/Technical Certificate	3.1%	2.8%	2.3%	4.5%	3.6%	3.4%	1.8%	1.6%	1.8%	4.6%	4.4%	4.7%	50.4%	50.4%	48.7%	4.7%	5.6%	5.8%	19.4%	19.8%	21.3%	11.5%	11.9%	12.0%	8,023	9,358	8,697
Some College (no degree)	4.6%	3.9%	3.3%	7.8%	6.9%	6.3%	2.8%	2.5%	2.4%	6.8%	6.6%	6.5%	41.0%	41.2%	41.2%	4.7%	5.4%	6.0%	21.0%	21.8%	22.3%	11.5%	11.6%	11.9%	52,128	59,119	56,516
Associate's Degree	4.2%	3.5%	2.9%	6.5%	5.8%	5.4%	2.2%	2.1%	2.0%	6.3%	6.1%	5.8%	42.7%	44.1%	44.0%	5.1%	5.5%	6.0%	21.8%	22.2%	22.6%	11.0%	10.8%	11.3%	27,485	30,821	28,821
Bachelor's Degree	6.2%	5.3%	4.5%	12.5%	11.7%	11.2%	5.0%	4.9%	4.8%	12.5%	11.7%	11.6%	28.6%	29.9%	30.2%	4.1%	4.8%	5.2%	19.0%	19.3%	19.6%	12.1%	12.4%	12.9%	131,629	134,841	123,678
Master's Degree	5.8%	5.0%	4.0%	15.3%	14.6%	13.9%	6.4%	6.2%	6.1%	16.7%	15.9%	15.6%	20.4%	21.4%	22.2%	4.0%	4.1%	4.5%	19.2%	20.1%	20.8%	12.2%	12.8%	12.9%	101,559	97,805	87,063
Doctoral/ Professional Degree	7.9%	7.4%	5.3%	18.1%	17.3%	17.4%	7.5%	7.5%	7.2%	16.7%	16.5%	17.1%	21.5%	21.9%	21.9%	2.5%	2.7%	2.9%	13.1%	13.2%	13.6%	12.6%	13.7%	14.4%	44,069	40,898	36,491
<b>Pay Category</b>																											
Federal Wage System	1.2%	1.0%	0.9%	1.1%	1.1%	1.0%	0.7%	0.8%	0.8%	2.2%	2.1%	2.1%	69.4%	67.5%	65.6%	4.0%	5.1%	5.8%	12.8%	12.5%	12.9%	8.6%	9.8%	10.9%	9,430	12,418	11,980
GS 1-6	3.4%	3.1%	3.1%	2.5%	2.0%	2.1%	1.1%	1.0%	1.1%	2.9%	2.8%	3.0%	44.8%	44.6%	43.9%	4.6%	5.4%	6.0%	27.8%	27.9%	27.1%	13.0%	13.1%	13.7%	18,108	21,098	20,907
GS 7-12	5.2%	4.3%	3.5%	9.6%	8.9%	8.6%	3.6%	3.4%	3.3%	8.7%	8.1%	8.0%	30.7%	31.9%	32.4%	5.0%	5.7%	6.3%	24.5%	25.0%	25.2%	12.7%	12.6%	12.7%	151,740	164,145	154,680
GS 13-15	8.4%	7.5%	6.3%	20.5%	19.2%	18.6%	7.9%	7.8%	7.7%	19.7%	18.9%	19.1%	16.1%	17.5%	17.6%	3.3%	3.4%	3.8%	11.7%	12.6%	13.2%	12.2%	13.1%	13.6%	169,581	162,217	143,729
SES	1.7%	1.3%	0.9%	6.8%	6.0%	5.0%	11.3%	10.2%	11.2%	38.2%	38.2%	37.4%	18.7%	18.5%	19.4%	1.3%	1.6%	1.1%	3.9%	3.9%	4.4%	18.2%	20.3%	20.6%	5,777	5,711	4,885
SL/ST	3.8%	2.8%	3.6%	7.0%	6.9%	8.3%	7.1%	7.5%	7.1%	21.2%	16.5%	16.4%	35.7%	36.4%	32.2%	2.8%	4.0%	3.0%	10.4%	12.6%	15.4%	12.0%	13.4%	13.9%	1,569	1,536	1,380
Other	2.9%	2.4%	1.8%	6.2%	5.8%	4.9%	3.7%	3.5%	3.2%	9.9%	9.7%	9.8%	47.4%	47.9%	47.7%	3.1%	3.0%	3.2%	16.4%	17.1%	18.1%	10.5%	10.6%	11.4%	25,579	25,304	22,663

SOURCE: Federal Employee Viewpoint Survey

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

# Report by Demographics

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	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.7%	4.8%	4.0%	11.8%	10.9%	10.3%	4.7%	4.5%	4.4%	11.8%	11.1%	10.9%	30.4%	31.7%	32.1%	4.2%	4.7%	5.2%	19.2%	19.8%	20.3%	12.2%	12.5%	12.9%	389,999	400,800	368,971
Time in Federal Government																											
< 1 year	2.1%	2.0%	2.2%	6.1%	5.5%	5.0%	2.9%	2.9%	2.4%	8.7%	7.9%	8.0%	37.3%	37.7%	41.2%	3.8%	4.1%	5.2%	25.0%	27.4%	23.8%	14.1%	12.5%	12.3%	6,767	5,936	3,080
1-3 years	3.4%	3.5%	2.6%	8.2%	8.3%	8.6%	3.6%	3.3%	3.6%	8.7%	8.6%	8.8%	38.3%	39.3%	38.7%	3.7%	3.9%	4.6%	22.9%	21.8%	21.3%	11.1%	11.3%	11.7%	29,663	27,970	32,372
4-5 years	5.1%	4.4%	3.6%	10.8%	10.9%	10.7%	4.2%	4.3%	4.3%	10.7%	10.5%	10.2%	35.3%	33.5%	32.7%	3.8%	4.7%	4.8%	19.9%	20.7%	22.2%	10.1%	10.9%	11.4%	29,939	40,742	42,831
6-10 years	6.0%	4.9%	3.8%	12.3%	10.8%	9.7%	4.6%	4.3%	4.1%	10.9%	9.9%	9.6%	31.5%	34.1%	36.0%	3.9%	4.4%	4.6%	20.3%	21.0%	21.1%	10.4%	10.7%	11.0%	91,323	87,084	72,384
11-14 years	5.2%	4.4%	3.6%	11.3%	9.9%	9.5%	4.6%	4.5%	4.2%	11.6%	10.6%	10.4%	33.5%	35.9%	35.8%	4.0%	4.5%	5.2%	19.2%	19.4%	20.0%	10.6%	10.9%	11.2%	54,536	56,215	50,597
15-20 years	5.5%	4.5%	3.7%	12.2%	10.9%	9.9%	4.9%	4.4%	4.3%	11.8%	10.6%	10.8%	31.4%	33.8%	34.4%	4.5%	4.7%	5.3%	18.4%	19.4%	19.5%	11.4%	11.7%	12.0%	51,395	48,241	39,301
> 20 years	7.1%	6.0%	5.1%	13.5%	12.5%	11.7%	5.4%	5.2%	4.9%	14.4%	13.8%	13.2%	22.2%	23.1%	23.8%	4.7%	5.4%	6.0%	16.5%	17.6%	18.7%	16.3%	16.4%	16.6%	118,865	126,969	120,258
Time with Current Agency																											
< 1 year	2.5%	2.2%	2.1%	7.7%	7.0%	5.7%	3.4%	3.2%	2.6%	9.6%	8.8%	8.8%	31.3%	32.2%	35.3%	4.2%	4.4%	4.7%	27.2%	28.6%	26.9%	14.1%	13.6%	13.9%	13,028	11,741	6,365
1-3 years	3.9%	3.9%	3.0%	10.5%	10.0%	9.8%	4.0%	3.9%	4.0%	10.0%	9.8%	9.7%	33.6%	34.3%	34.4%	3.7%	3.9%	4.5%	23.1%	22.7%	22.4%	11.1%	11.6%	12.2%	47,374	44,188	49,231
4-5 years	6.0%	4.7%	3.7%	12.0%	11.7%	11.3%	4.6%	4.5%	4.6%	11.9%	11.0%	10.5%	31.8%	31.8%	31.4%	3.6%	4.5%	4.8%	19.6%	20.8%	22.2%	10.5%	11.0%	11.4%	37,976	49,513	51,207
6-10 years	6.2%	5.1%	4.1%	12.5%	11.1%	10.1%	4.7%	4.5%	4.1%	11.1%	9.9%	9.9%	31.1%	33.6%	34.9%	4.1%	4.5%	4.8%	19.8%	20.4%	20.5%	10.5%	10.9%	11.5%	97,638	95,030	79,891
11-20 years	5.4%	4.5%	3.8%	11.8%	10.3%	9.8%	4.7%	4.4%	4.3%	11.7%	11.0%	10.8%	32.9%	34.9%	35.1%	4.1%	4.8%	5.3%	17.8%	18.4%	19.0%	11.5%	11.7%	11.9%	98,058	97,989	84,974
> 20 years	7.0%	6.0%	5.2%	12.5%	11.6%	10.9%	5.4%	5.1%	4.8%	14.6%	13.9%	13.3%	23.5%	24.2%	24.9%	5.0%	5.6%	6.2%	15.3%	16.6%	17.6%	16.8%	16.9%	16.9%	87,200	93,569	88,039
Leaving																											
No	6.4%	5.4%	4.6%	11.9%	10.7%	10.3%	4.8%	4.5%	4.4%	12.2%	11.5%	11.3%	30.7%	32.4%	32.8%	4.1%	4.7%	5.2%	16.5%	17.1%	17.4%	13.4%	13.6%	14.0%	257,778	260,798	236,856
Yes, to retire	5.9%	5.2%	4.3%	10.9%	9.4%	8.9%	4.0%	4.0%	3.9%	11.2%	10.4%	9.9%	27.3%	29.2%	29.2%	6.1%	6.1%	6.5%	17.1%	17.5%	19.2%	17.7%	18.2%	18.3%	22,151	23,836	22,659
Yes, to other job in Govt	4.0%	3.2%	2.5%	12.9%	12.3%	11.2%	4.7%	4.6%	4.3%	11.0%	10.1%	10.3%	29.1%	29.6%	30.2%	3.9%	4.3%	4.9%	25.7%	26.9%	27.2%	8.7%	8.9%	9.3%	70,401	73,021	67,532
Yes, to other job outside Govt	3.8%	3.4%	2.7%	9.8%	9.4%	9.4%	4.3%	5.0%	5.0%	12.0%	11.8%	10.7%	33.9%	33.5%	33.3%	3.8%	4.4%	4.0%	25.2%	23.9%	25.6%	7.1%	8.5%	9.2%	13,698	15,757	15,458
Yes, other	4.2%	3.8%	2.9%	8.9%	8.5%	8.1%	3.5%	3.5%	3.4%	9.5%	9.3%	9.2%	33.8%	34.7%	35.2%	4.2%	4.8%	5.2%	26.0%	25.9%	26.2%	9.9%	9.6%	9.9%	17,813	19,060	17,712
Retiring																											
Within 1 year	5.7%	5.4%	4.4%	11.1%	8.9%	8.8%	4.0%	3.9%	3.8%	10.8%	10.5%	10.5%	27.8%	29.1%	29.1%	5.9%	5.8%	6.0%	17.5%	18.4%	18.9%	17.1%	18.0%	18.5%	13,485	14,713	13,761
Between 1-3 years	6.0%	5.1%	4.4%	10.6%	9.5%	9.1%	4.3%	4.0%	4.1%	12.4%	11.4%	11.0%	27.7%	29.0%	29.2%	5.2%	6.2%	6.4%	17.5%	18.4%	19.4%	16.1%	16.3%	16.5%	37,734	39,503	35,734
Between 3-5 years	5.6%	5.0%	4.1%	10.7%	9.8%	9.2%	4.5%	4.3%	4.1%	12.3%	11.6%	11.2%	29.2%	30.0%	30.4%	5.2%	5.6%	6.6%	18.4%	19.0%	19.9%	14.1%	14.8%	14.6%	41,971	43,020	39,034
5 or more years	5.6%	4.7%	3.9%	12.1%	11.2%	10.6%	4.8%	4.6%	4.4%	11.7%	11.0%	10.9%	31.1%	32.6%	33.0%	3.8%	4.3%	4.8%	19.6%	20.1%	20.4%	11.3%	11.5%	12.0%	286,167	292,392	268,570

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(73) Please select the response below that **BEST** describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.7%	4.8%	4.0%	11.8%	10.9%	10.3%	4.7%	4.5%	4.4%	11.8%	11.1%	10.9%	30.4%	31.7%	32.1%	4.2%	4.7%	5.2%	19.2%	19.8%	20.3%	12.2%	12.5%	12.9%	389,999	400,800	368,971
Self-Identify as:																											
Heterosexual	5.6%	4.8%	3.9%	11.6%	10.7%	10.1%	4.6%	4.4%	4.2%	11.7%	10.9%	10.7%	30.9%	32.4%	32.8%	4.2%	4.7%	5.2%	19.1%	19.7%	20.2%	12.3%	12.5%	12.8%	305,362	315,343	290,674
LGBT*	6.0%	5.8%	4.1%	13.6%	12.7%	12.2%	5.8%	5.4%	4.8%	12.4%	12.1%	12.5%	28.3%	28.9%	30.1%	3.3%	4.3%	4.2%	19.8%	20.0%	20.8%	10.7%	10.8%	11.3%	11,303	10,998	9,736
Prefer not to say	5.6%	4.9%	4.2%	11.9%	10.9%	10.4%	4.8%	4.4%	4.6%	11.6%	11.0%	11.0%	28.9%	30.2%	30.0%	4.4%	4.9%	5.3%	20.1%	20.7%	21.0%	12.7%	12.9%	13.5%	46,657	47,578	43,104
Military Service																											
No Prior Military Service	6.7%	5.8%	4.8%	14.1%	13.1%	12.5%	5.5%	5.3%	5.2%	13.0%	12.4%	12.2%	26.7%	28.0%	28.0%	3.8%	4.2%	4.7%	18.0%	18.6%	19.3%	12.2%	12.7%	13.2%	276,135	278,697	254,201
Currently in Guard/Reserves	2.4%	1.7%	1.5%	6.0%	5.0%	5.0%	3.2%	3.0%	2.8%	8.7%	7.7%	7.0%	40.5%	41.7%	42.8%	3.6%	4.0%	4.9%	24.8%	26.0%	24.3%	10.8%	10.8%	11.6%	6,132	6,959	6,463
Retired	2.9%	2.5%	1.9%	6.7%	5.9%	5.5%	3.2%	3.0%	2.9%	11.0%	10.0%	9.4%	33.1%	35.3%	35.8%	6.3%	6.9%	7.3%	22.1%	22.2%	23.0%	14.7%	14.4%	14.3%	39,510	43,094	41,220
Separated/Discharged	4.6%	3.6%	3.0%	8.3%	7.2%	6.4%	3.2%	3.0%	2.7%	8.5%	7.9%	7.8%	40.2%	41.3%	42.8%	3.9%	4.8%	5.3%	20.6%	21.4%	21.0%	10.8%	10.8%	11.0%	55,504	59,113	54,506
Disability																											
Yes	5.7%	4.6%	3.8%	8.5%	7.7%	6.8%	3.1%	2.8%	2.8%	8.5%	7.8%	7.5%	32.8%	33.9%	35.2%	5.0%	5.8%	6.3%	25.0%	26.0%	26.2%	11.3%	11.4%	11.5%	51,337	52,974	48,271
No	5.6%	4.9%	4.0%	12.4%	11.4%	10.9%	5.0%	4.8%	4.6%	12.4%	11.7%	11.5%	30.1%	31.5%	31.7%	4.0%	4.5%	5.0%	18.0%	18.6%	19.2%	12.4%	12.7%	13.2%	327,023	335,979	308,956



## Report by Demographics

### (74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.4%</b>	<b>33.1%</b>	<b>33.0%</b>	<b>45.8%</b>	<b>46.0%</b>	<b>45.2%</b>	<b>20.8%</b>	<b>20.9%</b>	<b>21.8%</b>	<b>391,178</b>	<b>403,625</b>	<b>372,726</b>
<b>Work Location</b>												
Headquarters	35.7%	35.5%	35.4%	47.5%	47.4%	46.6%	16.8%	17.1%	18.0%	154,954	155,868	142,253
Field	32.2%	31.8%	31.8%	44.7%	45.2%	44.2%	23.1%	23.0%	23.9%	228,559	239,377	221,186
<b>Supervisory Status</b>												
Non-Supervisor	34.2%	33.9%	33.9%	45.4%	45.7%	44.9%	20.4%	20.5%	21.2%	251,887	260,137	239,932
Team Leader	33.6%	33.5%	33.3%	44.8%	45.0%	43.8%	21.6%	21.4%	22.9%	49,287	53,167	49,377
Supervisor	32.2%	31.4%	31.1%	46.2%	46.6%	45.8%	21.5%	22.0%	23.1%	52,034	52,314	48,398
Manager	27.9%	28.3%	27.8%	50.0%	49.4%	48.7%	22.1%	22.3%	23.4%	24,610	24,280	21,500
Senior Leader	24.4%	23.3%	23.3%	55.2%	56.3%	56.0%	20.4%	20.4%	20.7%	8,071	8,019	7,024
<b>Sex</b>												
Male	33.1%	32.8%	32.7%	46.0%	46.3%	45.3%	20.9%	20.9%	22.0%	195,892	204,663	188,003
Female	33.7%	33.4%	33.4%	45.5%	45.7%	45.0%	20.7%	20.8%	21.6%	184,376	188,035	174,043
<b>Hispanic or Latino</b>												
Yes	29.4%	28.8%	29.3%	46.4%	47.1%	45.6%	24.1%	24.0%	25.1%	33,412	33,831	30,607
No	33.8%	33.5%	33.4%	45.7%	46.0%	45.2%	20.4%	20.5%	21.4%	342,989	355,073	327,693
<b>Race</b>												
American Indian/ Alaska Native	29.8%	30.5%	31.0%	43.8%	42.8%	44.2%	26.3%	26.7%	24.7%	7,794	8,350	7,501
Asian	33.9%	34.9%	33.2%	46.1%	45.9%	45.7%	20.0%	19.2%	21.1%	19,474	18,611	17,007
Black/African American	34.6%	33.8%	34.4%	46.9%	47.9%	46.3%	18.5%	18.3%	19.4%	57,775	59,984	55,779
Native Hawaiian/ Pacific Islander	29.4%	29.4%	27.8%	42.5%	43.6%	43.8%	28.1%	26.9%	28.4%	2,202	2,465	2,320
White	33.3%	32.9%	32.8%	45.7%	45.9%	45.2%	20.9%	21.2%	22.0%	263,140	273,056	251,928
Two or more races (Not Hispanic/ Latino)	32.2%	32.3%	31.7%	43.8%	43.5%	42.7%	23.9%	24.2%	25.5%	14,300	14,421	12,998

## Report by Demographics

### (74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.4%</b>	<b>33.1%</b>	<b>33.0%</b>	<b>45.8%</b>	<b>46.0%</b>	<b>45.2%</b>	<b>20.8%</b>	<b>20.9%</b>	<b>21.8%</b>	<b>391,178</b>	<b>403,625</b>	<b>372,726</b>
<b>Age Group</b>												
25 and under	27.1%	29.9%	32.2%	52.3%	48.8%	47.6%	20.6%	21.2%	20.1%	2,659	2,605	2,579
26-29	31.6%	32.1%	33.4%	43.9%	44.7%	42.5%	24.5%	23.2%	24.2%	10,925	12,061	12,122
30-39	32.1%	31.0%	31.1%	44.6%	45.3%	44.1%	23.3%	23.8%	24.8%	72,971	71,282	63,638
40-49	31.2%	31.4%	31.4%	46.1%	46.1%	45.4%	22.7%	22.5%	23.2%	101,796	106,153	99,382
50-59	35.8%	35.6%	35.1%	45.4%	45.5%	44.7%	18.9%	19.0%	20.2%	140,779	146,872	135,850
60+	34.5%	33.9%	33.4%	48.0%	48.6%	48.4%	17.5%	17.6%	18.3%	60,798	62,915	56,457
<b>Level of Education</b>												
Less than High School	32.2%	35.8%	30.8%	42.1%	45.3%	48.2%	25.7%	18.9%	21.0%	361	408	393
H.S. Diploma/ GED or equiv	31.1%	30.4%	30.6%	47.3%	47.9%	47.3%	21.6%	21.7%	22.1%	16,212	19,289	18,962
Trade/Technical Certificate	28.4%	27.8%	27.3%	42.4%	44.6%	43.8%	29.2%	27.6%	28.8%	8,179	9,543	8,938
Some College (no degree)	30.9%	30.7%	30.4%	44.4%	45.0%	44.3%	24.7%	24.3%	25.3%	52,624	60,040	57,691
Associate's Degree	30.6%	29.8%	29.7%	43.8%	44.8%	44.0%	25.6%	25.4%	26.3%	27,738	31,262	29,376
Bachelor's Degree	35.0%	34.8%	34.8%	45.3%	45.4%	44.4%	19.6%	19.8%	20.7%	131,784	135,413	124,520
Master's Degree	36.5%	36.7%	36.9%	45.8%	45.7%	44.6%	17.7%	17.6%	18.5%	101,439	97,937	87,279
Doctoral/ Professional Degree	29.2%	28.5%	28.7%	53.0%	53.1%	52.6%	17.8%	18.4%	18.7%	43,990	40,892	36,492
<b>Pay Category</b>												
Federal Wage System	27.6%	26.8%	26.0%	40.3%	41.7%	42.2%	32.1%	31.6%	31.7%	9,551	12,638	12,235
GS 1-6	19.6%	19.2%	20.2%	48.7%	49.8%	48.8%	31.7%	30.9%	31.1%	18,631	21,863	21,901
GS 7-12	34.5%	34.4%	34.5%	45.1%	45.1%	44.4%	20.4%	20.4%	21.0%	152,741	165,997	157,170
GS 13-15	39.2%	39.1%	39.1%	46.6%	46.6%	45.5%	14.2%	14.3%	15.4%	168,994	161,978	143,536
SES	20.0%	19.3%	20.9%	60.9%	61.7%	57.1%	19.0%	19.0%	22.0%	5,760	5,695	4,880
SL/ST	25.8%	22.0%	19.8%	52.9%	56.7%	57.0%	21.3%	21.4%	23.2%	1,564	1,532	1,378
Other	24.1%	24.0%	23.8%	45.6%	46.1%	45.1%	30.2%	29.9%	31.1%	25,788	25,563	22,940

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.4%</b>	<b>33.1%</b>	<b>33.0%</b>	<b>45.8%</b>	<b>46.0%</b>	<b>45.2%</b>	<b>20.8%</b>	<b>20.9%</b>	<b>21.8%</b>	<b>391,178</b>	<b>403,625</b>	<b>372,726</b>
<b>Time in Federal Government</b>												
< 1 year	26.2%	24.5%	22.3%	50.3%	53.0%	51.6%	23.5%	22.5%	26.1%	6,836	6,018	3,141
1-3 years	26.5%	27.0%	27.9%	48.6%	48.1%	47.3%	24.9%	24.9%	24.8%	29,838	28,211	32,751
4-5 years	30.7%	31.7%	32.6%	45.3%	46.2%	45.1%	24.1%	22.1%	22.3%	30,015	41,018	43,189
6-10 years	33.2%	32.2%	31.2%	44.8%	45.2%	44.6%	22.0%	22.6%	24.2%	91,585	87,623	73,168
11-14 years	32.0%	31.0%	30.9%	45.6%	46.1%	44.9%	22.4%	22.9%	24.3%	54,742	56,642	51,123
15-20 years	32.9%	31.9%	31.1%	46.0%	46.4%	45.4%	21.1%	21.7%	23.5%	51,574	48,648	39,816
> 20 years	38.9%	38.8%	38.6%	45.4%	45.3%	44.7%	15.6%	15.9%	16.7%	119,223	127,941	121,523
<b>Time with Current Agency</b>												
< 1 year	30.2%	28.9%	27.4%	48.2%	49.7%	48.7%	21.5%	21.4%	23.9%	13,137	11,870	6,486
1-3 years	29.5%	29.7%	30.4%	46.8%	46.4%	45.5%	23.7%	23.9%	24.0%	47,589	44,498	49,726
4-5 years	32.7%	32.9%	33.1%	44.5%	45.4%	44.5%	22.8%	21.7%	22.4%	38,013	49,818	51,645
6-10 years	33.7%	33.0%	32.1%	44.6%	44.9%	44.5%	21.7%	22.1%	23.4%	97,849	95,605	80,692
11-20 years	32.7%	31.7%	31.7%	45.7%	46.5%	45.4%	21.6%	21.8%	23.0%	98,462	98,781	85,970
> 20 years	38.2%	38.1%	38.0%	46.8%	46.3%	45.6%	15.0%	15.6%	16.4%	87,466	94,308	88,988
<b>Leaving</b>												
No	33.5%	33.0%	33.0%	48.0%	48.3%	47.4%	18.6%	18.7%	19.7%	258,739	262,896	239,559
Yes, to retire	36.1%	36.6%	36.0%	46.3%	45.8%	45.7%	17.5%	17.6%	18.3%	22,225	24,042	22,921
Yes, to other job in Govt	34.6%	34.4%	34.3%	40.4%	40.5%	39.9%	25.0%	25.1%	25.8%	70,453	73,291	67,957
Yes, to other job outside Govt	28.4%	29.2%	29.4%	42.3%	43.0%	41.5%	29.3%	27.8%	29.2%	13,735	15,819	15,567
Yes, other	28.8%	28.5%	28.8%	42.1%	42.2%	41.3%	29.1%	29.3%	30.0%	17,945	19,266	18,004
<b>Retiring</b>												
Within 1 year	35.4%	36.6%	34.8%	45.5%	45.4%	46.0%	19.1%	18.0%	19.2%	13,526	14,833	13,904
Between 1-3 years	35.7%	35.2%	35.6%	46.0%	46.1%	45.2%	18.4%	18.7%	19.2%	37,873	39,846	36,188
Between 3-5 years	35.9%	35.1%	34.7%	44.7%	45.3%	45.1%	19.4%	19.5%	20.2%	42,093	43,407	39,491
5 or more years	32.8%	32.4%	32.5%	45.9%	46.1%	45.2%	21.3%	21.4%	22.4%	286,961	294,110	270,955

## Report by Demographics

### (74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.4%</b>	<b>33.1%</b>	<b>33.0%</b>	<b>45.8%</b>	<b>46.0%</b>	<b>45.2%</b>	<b>20.8%</b>	<b>20.9%</b>	<b>21.8%</b>	<b>391,178</b>	<b>403,625</b>	<b>372,726</b>
<b>Self-Identify as:</b>												
Heterosexual	33.3%	33.0%	32.8%	46.1%	46.4%	45.5%	20.6%	20.7%	21.7%	306,000	317,272	293,239
LGBT*	33.1%	34.0%	33.6%	45.3%	44.5%	43.8%	21.6%	21.5%	22.6%	11,309	11,038	9,786
Prefer not to say	33.9%	33.5%	33.6%	43.2%	44.0%	43.3%	22.9%	22.6%	23.1%	46,881	47,984	43,652
<b>Military Service</b>												
No Prior Military Service	33.9%	33.8%	33.8%	46.4%	46.4%	45.7%	19.8%	19.8%	20.5%	277,039	280,760	256,974
Currently in Guard/Reserves	34.2%	32.1%	32.2%	42.6%	43.9%	41.7%	23.3%	24.0%	26.1%	6,149	7,000	6,504
Retired Separated/Discharged	34.6%	34.0%	33.8%	45.8%	46.2%	44.9%	19.5%	19.8%	21.3%	39,562	43,275	41,527
<b>Disability</b>												
Yes	33.2%	32.3%	32.3%	43.4%	44.3%	43.0%	23.3%	23.4%	24.7%	51,481	53,408	48,840
No	33.5%	33.2%	33.1%	46.3%	46.4%	45.7%	20.3%	20.4%	21.2%	328,035	338,296	312,070

## Report by Demographics

### (75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.8%</b>	<b>27.4%</b>	<b>28.0%</b>	<b>61.0%</b>	<b>60.7%</b>	<b>59.9%</b>	<b>12.1%</b>	<b>11.9%</b>	<b>12.2%</b>	<b>390,233</b>	<b>402,481</b>	<b>371,495</b>
<b>Work Location</b>												
Headquarters	27.0%	27.9%	28.7%	63.8%	63.5%	62.5%	9.2%	8.6%	8.8%	154,597	155,393	141,796
Field	26.8%	27.2%	27.7%	59.3%	59.1%	58.3%	13.9%	13.8%	14.1%	228,013	238,773	220,464
<b>Supervisory Status</b>												
Non-Supervisor	26.6%	26.9%	27.6%	61.0%	60.9%	60.0%	12.4%	12.2%	12.4%	251,249	259,293	239,054
Team Leader	26.7%	28.1%	28.3%	60.6%	59.8%	59.3%	12.7%	12.1%	12.4%	49,212	53,066	49,264
Supervisor	27.7%	28.1%	29.1%	61.0%	60.6%	59.8%	11.4%	11.3%	11.2%	51,908	52,237	48,273
Manager	27.6%	28.4%	28.9%	62.4%	61.7%	60.6%	9.9%	9.9%	10.5%	24,569	24,225	21,461
Senior Leader	31.5%	32.2%	32.3%	61.4%	60.1%	60.2%	7.1%	7.7%	7.5%	8,051	7,998	6,995
<b>Sex</b>												
Male	27.5%	27.8%	28.2%	61.1%	60.8%	60.1%	11.4%	11.4%	11.6%	195,492	204,150	187,456
Female	26.1%	26.9%	27.7%	60.9%	60.6%	59.5%	13.1%	12.5%	12.8%	183,862	187,441	173,425
<b>Hispanic or Latino</b>												
Yes	27.0%	27.9%	27.6%	58.2%	57.9%	57.2%	14.9%	14.2%	15.1%	33,294	33,730	30,502
No	26.9%	27.4%	28.1%	61.3%	61.0%	60.2%	11.8%	11.6%	11.8%	342,211	354,108	326,649
<b>Race</b>												
American Indian/ Alaska Native	28.9%	29.8%	29.4%	54.0%	52.6%	53.6%	17.1%	17.6%	17.0%	7,765	8,323	7,490
Asian	24.5%	24.7%	26.1%	63.1%	63.5%	61.2%	12.4%	11.7%	12.7%	19,431	18,557	16,953
Black/African American	32.1%	32.7%	33.1%	57.7%	57.4%	57.0%	10.1%	9.9%	9.9%	57,380	59,548	55,310
Native Hawaiian/ Pacific Islander	27.2%	29.3%	28.3%	56.6%	55.9%	56.9%	16.2%	14.8%	14.8%	2,192	2,456	2,315
White	25.9%	26.4%	27.0%	62.1%	61.7%	60.9%	12.0%	11.9%	12.1%	262,763	272,555	251,409
Two or more races (Not Hispanic/ Latino)	27.9%	27.9%	29.0%	57.7%	57.1%	55.9%	14.4%	15.0%	15.1%	14,285	14,408	12,951

## Report by Demographics

### (75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.8%</b>	<b>27.4%</b>	<b>28.0%</b>	<b>61.0%</b>	<b>60.7%</b>	<b>59.9%</b>	<b>12.1%</b>	<b>11.9%</b>	<b>12.2%</b>	<b>390,233</b>	<b>402,481</b>	<b>371,495</b>
<b>Age Group</b>												
25 and under	21.1%	23.5%	26.2%	66.6%	61.3%	60.1%	12.3%	15.1%	13.8%	2,652	2,597	2,581
26-29	24.3%	25.7%	26.1%	62.0%	60.2%	59.4%	13.7%	14.1%	14.5%	10,920	12,037	12,116
30-39	26.3%	26.7%	27.2%	59.7%	59.4%	58.6%	14.0%	13.9%	14.1%	72,956	71,277	63,575
40-49	27.0%	27.8%	28.7%	60.5%	60.0%	59.2%	12.4%	12.2%	12.1%	101,692	106,069	99,264
50-59	27.9%	28.7%	28.9%	60.7%	60.6%	59.7%	11.4%	10.7%	11.4%	140,328	146,365	135,332
60+	25.7%	25.4%	26.2%	64.1%	64.3%	63.6%	10.2%	10.3%	10.2%	60,432	62,402	55,934
<b>Level of Education</b>												
Less than High School	25.9%	33.4%	29.5%	57.1%	53.9%	57.4%	17.0%	12.7%	13.1%	356	399	381
H.S. Diploma/ GED or equiv	25.1%	25.9%	26.3%	63.6%	62.5%	62.7%	11.2%	11.5%	10.9%	16,094	19,174	18,770
Trade/Technical Certificate	26.3%	27.4%	29.0%	60.2%	59.8%	59.3%	13.5%	12.8%	11.7%	8,121	9,477	8,903
Some College (no degree)	27.2%	27.0%	27.6%	59.9%	60.1%	59.2%	13.0%	12.9%	13.1%	52,375	59,738	57,316
Associate's Degree	26.7%	27.3%	28.2%	59.7%	59.6%	58.3%	13.6%	13.1%	13.5%	27,634	31,164	29,238
Bachelor's Degree	27.1%	27.6%	28.2%	60.5%	60.1%	59.2%	12.4%	12.3%	12.6%	131,577	135,126	124,257
Master's Degree	29.1%	30.3%	30.5%	59.8%	59.3%	58.7%	11.1%	10.4%	10.8%	101,321	97,795	87,156
Doctoral/ Professional Degree	20.3%	20.9%	21.5%	69.2%	68.4%	67.6%	10.6%	10.7%	10.9%	43,939	40,816	36,435
<b>Pay Category</b>												
Federal Wage System	29.1%	29.9%	31.6%	57.3%	56.9%	56.2%	13.6%	13.2%	12.2%	9,490	12,556	12,187
GS 1-6	23.8%	25.1%	26.3%	61.0%	60.5%	59.1%	15.2%	14.4%	14.6%	18,480	21,718	21,718
GS 7-12	28.5%	28.7%	28.9%	59.0%	58.8%	58.4%	12.5%	12.5%	12.7%	152,404	165,458	156,541
GS 13-15	27.3%	28.2%	28.7%	62.9%	62.8%	61.9%	9.8%	9.0%	9.3%	168,773	161,715	143,275
SES	30.1%	31.3%	30.9%	65.5%	63.9%	63.4%	4.4%	4.8%	5.7%	5,754	5,681	4,869
SL/ST	18.2%	18.6%	21.0%	72.4%	72.7%	68.7%	9.4%	8.7%	10.3%	1,555	1,530	1,373
Other	18.2%	18.8%	19.5%	66.1%	65.0%	63.8%	15.7%	16.2%	16.8%	25,658	25,511	22,885

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.8%</b>	<b>27.4%</b>	<b>28.0%</b>	<b>61.0%</b>	<b>60.7%</b>	<b>59.9%</b>	<b>12.1%</b>	<b>11.9%</b>	<b>12.2%</b>	<b>390,233</b>	<b>402,481</b>	<b>371,495</b>
<b>Time in Federal Government</b>												
< 1 year	25.1%	25.6%	27.1%	64.8%	65.5%	63.8%	10.1%	8.8%	9.1%	6,830	6,014	3,141
1-3 years	24.4%	25.6%	26.3%	63.7%	62.5%	62.5%	11.8%	11.9%	11.2%	29,802	28,171	32,730
4-5 years	25.6%	27.2%	27.5%	61.5%	61.0%	60.2%	12.9%	11.9%	12.3%	29,959	40,950	43,106
6-10 years	26.8%	26.7%	27.0%	60.8%	60.7%	59.8%	12.3%	12.6%	13.1%	91,384	87,448	72,971
11-14 years	26.5%	26.9%	27.9%	60.5%	60.1%	59.1%	13.0%	13.0%	13.0%	54,596	56,508	51,003
15-20 years	28.0%	28.8%	29.3%	59.5%	58.8%	57.7%	12.4%	12.3%	13.0%	51,445	48,483	39,635
> 20 years	28.1%	28.5%	29.2%	60.6%	60.6%	59.7%	11.3%	10.8%	11.1%	118,878	127,409	120,931
<b>Time with Current Agency</b>												
< 1 year	27.5%	27.6%	30.0%	61.4%	62.6%	59.9%	11.1%	9.8%	10.1%	13,123	11,841	6,470
1-3 years	25.5%	26.5%	27.1%	62.0%	61.0%	60.8%	12.5%	12.5%	12.1%	47,505	44,410	49,642
4-5 years	26.6%	27.9%	27.8%	60.4%	60.2%	59.7%	13.0%	11.9%	12.5%	37,951	49,750	51,526
6-10 years	26.8%	27.0%	27.3%	60.8%	60.4%	59.8%	12.4%	12.7%	12.9%	97,614	95,414	80,460
11-20 years	27.4%	27.6%	28.5%	60.3%	60.1%	58.8%	12.3%	12.3%	12.6%	98,205	98,435	85,679
> 20 years	27.5%	28.1%	28.8%	61.7%	61.5%	60.5%	10.8%	10.4%	10.7%	87,226	93,924	88,558
<b>Leaving</b>												
No	27.6%	28.1%	28.9%	62.4%	62.0%	61.0%	10.0%	9.9%	10.1%	258,065	262,132	238,762
Yes, to retire	26.7%	27.3%	27.4%	62.3%	61.8%	61.4%	11.0%	10.9%	11.2%	22,109	23,870	22,744
Yes, to other job in Govt	27.1%	27.8%	27.9%	56.7%	56.5%	56.4%	16.2%	15.7%	15.7%	70,377	73,211	67,843
Yes, to other job outside Govt	20.8%	21.7%	22.7%	60.3%	60.5%	58.8%	18.9%	17.8%	18.5%	13,733	15,819	15,542
Yes, other	21.9%	22.1%	22.7%	59.3%	59.7%	58.7%	18.9%	18.2%	18.6%	17,905	19,199	17,939
<b>Retiring</b>												
Within 1 year	26.2%	27.2%	26.6%	62.3%	61.4%	61.9%	11.5%	11.4%	11.5%	13,487	14,717	13,778
Between 1-3 years	26.9%	26.7%	28.0%	62.4%	62.3%	60.5%	10.7%	11.0%	11.5%	37,718	39,636	35,916
Between 3-5 years	28.5%	28.6%	29.0%	59.7%	60.8%	59.9%	11.8%	10.7%	11.1%	41,919	43,173	39,294
5 or more years	26.7%	27.4%	28.0%	60.9%	60.5%	59.7%	12.3%	12.2%	12.3%	286,439	293,613	270,385

## Report by Demographics

### (75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>26.8%</b>	<b>27.4%</b>	<b>28.0%</b>	<b>61.0%</b>	<b>60.7%</b>	<b>59.9%</b>	<b>12.1%</b>	<b>11.9%</b>	<b>12.2%</b>	<b>390,233</b>	<b>402,481</b>	<b>371,495</b>
<b>Self-Identify as:</b>												
Heterosexual	27.4%	27.9%	28.5%	61.0%	60.6%	59.8%	11.6%	11.5%	11.7%	305,255	316,366	292,297
LGBT*	24.5%	25.5%	26.7%	63.4%	63.0%	59.6%	12.1%	11.5%	13.7%	11,300	11,018	9,763
Prefer not to say	24.5%	25.2%	25.8%	60.3%	60.2%	59.2%	15.3%	14.6%	14.9%	46,768	47,837	43,488
<b>Military Service</b>												
No Prior Military Service	25.8%	26.4%	27.2%	62.1%	61.8%	60.8%	12.1%	11.8%	12.1%	276,427	280,002	256,162
Currently in Guard/Reserves	40.8%	41.2%	40.4%	45.2%	46.5%	46.5%	14.0%	12.3%	13.1%	6,151	6,978	6,515
Retired Separated/Discharged	30.3%	30.4%	30.4%	59.6%	59.5%	59.3%	10.1%	10.1%	10.3%	39,469	43,155	41,399
	26.3%	27.1%	27.7%	60.3%	59.8%	59.0%	13.4%	13.1%	13.3%	55,453	59,332	54,751
<b>Disability</b>												
Yes	26.9%	27.7%	28.1%	59.2%	58.8%	58.3%	13.9%	13.5%	13.6%	51,362	53,170	48,661
No	26.9%	27.4%	28.0%	61.4%	61.0%	60.2%	11.7%	11.5%	11.8%	327,254	337,438	311,081



## Report by Demographics

### (76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>13.6%</b>	<b>13.9%</b>	<b>14.3%</b>	<b>81.0%</b>	<b>80.7%</b>	<b>80.3%</b>	<b>5.3%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>387,376</b>	<b>398,860</b>	<b>368,151</b>
<b>Work Location</b>												
Headquarters	12.3%	12.8%	12.8%	82.4%	82.0%	81.8%	5.3%	5.2%	5.3%	153,454	153,939	140,410
Field	14.4%	14.5%	15.1%	80.3%	80.1%	79.5%	5.3%	5.4%	5.4%	226,403	236,743	218,665
<b>Supervisory Status</b>												
Non-Supervisor	13.5%	13.8%	14.1%	80.7%	80.5%	80.1%	5.8%	5.7%	5.8%	249,347	256,945	236,951
Team Leader	12.2%	12.4%	12.4%	82.2%	81.7%	81.7%	5.6%	5.8%	5.9%	48,821	52,592	48,824
Supervisor	15.3%	15.3%	16.4%	81.2%	81.0%	79.7%	3.5%	3.7%	3.9%	51,616	51,761	47,835
Manager	15.1%	15.1%	16.3%	81.6%	81.7%	80.7%	3.2%	3.2%	3.0%	24,425	24,053	21,281
Senior Leader	15.6%	15.0%	16.1%	80.4%	80.9%	80.0%	3.9%	4.1%	3.9%	7,998	7,930	6,932
<b>Sex</b>												
Male	12.5%	12.4%	12.9%	82.2%	82.1%	81.6%	5.3%	5.5%	5.6%	194,157	202,402	185,857
Female	15.2%	15.8%	16.2%	79.5%	78.9%	78.6%	5.3%	5.3%	5.2%	182,498	185,719	171,844
<b>Hispanic or Latino</b>												
Yes	17.1%	18.3%	18.0%	76.3%	75.3%	75.4%	6.6%	6.4%	6.6%	33,032	33,384	30,228
No	13.3%	13.4%	13.9%	81.6%	81.4%	80.8%	5.2%	5.2%	5.3%	339,823	351,010	323,823
<b>Race</b>												
American Indian/ Alaska Native	19.7%	20.9%	21.4%	71.5%	70.4%	70.3%	8.8%	8.7%	8.2%	7,736	8,212	7,405
Asian	12.8%	12.7%	13.2%	79.4%	79.3%	78.1%	7.8%	7.9%	8.7%	19,267	18,432	16,808
Black/African American	19.6%	20.2%	20.9%	75.5%	74.8%	73.9%	4.9%	5.0%	5.2%	56,800	58,718	54,501
Native Hawaiian/ Pacific Islander	14.6%	17.4%	15.6%	75.5%	74.0%	75.8%	10.0%	8.6%	8.6%	2,177	2,441	2,299
White	12.1%	12.2%	12.6%	83.1%	82.9%	82.4%	4.8%	4.9%	4.9%	261,113	270,536	249,593
Two or more races (Not Hispanic/ Latino)	15.0%	15.3%	14.7%	77.9%	76.8%	78.0%	7.1%	7.9%	7.2%	14,171	14,243	12,827

## Report by Demographics

### (76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>13.6%</b>	<b>13.9%</b>	<b>14.3%</b>	<b>81.0%</b>	<b>80.7%</b>	<b>80.3%</b>	<b>5.3%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>387,376</b>	<b>398,860</b>	<b>368,151</b>
<b>Age Group</b>												
25 and under	7.8%	9.3%	8.5%	83.4%	81.6%	84.0%	8.7%	9.1%	7.6%	2,643	2,588	2,570
26-29	9.9%	9.0%	9.7%	81.9%	82.6%	82.8%	8.2%	8.3%	7.5%	10,844	11,984	12,051
30-39	12.0%	12.3%	12.7%	81.2%	80.9%	80.4%	6.7%	6.8%	6.8%	72,479	70,833	63,204
40-49	14.7%	15.2%	15.8%	80.3%	79.8%	79.2%	5.0%	5.0%	5.0%	101,024	105,117	98,402
50-59	14.4%	14.7%	15.1%	81.0%	80.7%	80.1%	4.6%	4.5%	4.7%	139,171	144,838	133,844
60+	13.6%	13.4%	13.5%	81.8%	81.6%	81.4%	4.7%	5.1%	5.1%	59,980	61,796	55,423
<b>Level of Education</b>												
Less than High School	22.3%	29.9%	25.6%	64.8%	59.7%	64.0%	12.9%	10.4%	10.5%	362	389	375
H.S. Diploma/ GED or equiv	18.6%	19.0%	19.6%	76.3%	74.9%	74.3%	5.1%	6.1%	6.1%	15,983	18,928	18,591
Trade/Technical Certificate	16.4%	16.4%	16.9%	76.2%	76.3%	76.5%	7.4%	7.3%	6.6%	8,052	9,398	8,775
Some College (no degree)	17.3%	17.3%	17.9%	77.0%	76.9%	76.5%	5.6%	5.8%	5.5%	51,954	59,145	56,738
Associate's Degree	15.4%	15.7%	15.5%	77.8%	77.8%	77.8%	6.7%	6.5%	6.7%	27,405	30,861	28,954
Bachelor's Degree	13.4%	13.2%	13.6%	81.6%	81.9%	81.1%	5.0%	4.9%	5.2%	130,626	133,995	123,239
Master's Degree	11.7%	12.1%	12.3%	83.5%	83.2%	83.1%	4.8%	4.7%	4.7%	100,616	96,914	86,403
Doctoral/ Professional Degree	7.4%	7.5%	8.0%	87.4%	86.9%	86.6%	5.2%	5.6%	5.4%	43,677	40,558	36,193
<b>Pay Category</b>												
Federal Wage System	15.7%	16.4%	15.3%	76.8%	75.2%	76.8%	7.5%	8.4%	7.9%	9,425	12,433	12,009
GS 1-6	15.1%	15.6%	16.2%	74.8%	73.8%	73.7%	10.0%	10.5%	10.1%	18,379	21,499	21,507
GS 7-12	15.2%	15.3%	15.7%	79.5%	79.4%	79.0%	5.3%	5.2%	5.3%	151,236	163,907	155,172
GS 13-15	11.4%	11.5%	12.0%	85.1%	85.1%	84.5%	3.5%	3.4%	3.5%	167,555	160,383	142,086
SES	10.0%	10.6%	10.6%	88.1%	86.9%	86.3%	1.9%	2.4%	3.1%	5,706	5,635	4,827
SL/ST	7.4%	7.7%	7.0%	87.5%	87.1%	88.6%	5.0%	5.2%	4.3%	1,559	1,519	1,358
Other	11.7%	11.9%	12.5%	81.5%	81.7%	81.2%	6.8%	6.4%	6.3%	25,525	25,306	22,714

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>13.6%</b>	<b>13.9%</b>	<b>14.3%</b>	<b>81.0%</b>	<b>80.7%</b>	<b>80.3%</b>	<b>5.3%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>387,376</b>	<b>398,860</b>	<b>368,151</b>
<b>Time in Federal Government</b>												
< 1 year	8.7%	9.8%	10.0%	84.8%	83.6%	84.1%	6.4%	6.6%	5.9%	6,781	5,942	3,107
1-3 years	10.0%	10.3%	10.3%	82.5%	82.2%	83.0%	7.5%	7.5%	6.8%	29,625	27,891	32,437
4-5 years	10.8%	10.9%	10.9%	82.2%	82.4%	82.5%	7.0%	6.6%	6.6%	29,767	40,643	42,791
6-10 years	12.6%	12.9%	13.6%	81.4%	80.9%	80.0%	6.0%	6.1%	6.4%	90,818	86,807	72,398
11-14 years	14.0%	14.2%	15.5%	81.0%	80.7%	79.3%	5.0%	5.1%	5.2%	54,235	56,117	50,584
15-20 years	16.0%	17.1%	17.1%	79.5%	78.3%	78.0%	4.5%	4.7%	4.9%	51,064	48,030	39,346
> 20 years	16.3%	16.1%	16.5%	80.1%	80.2%	79.6%	3.6%	3.8%	3.9%	117,852	126,050	119,672
<b>Time with Current Agency</b>												
< 1 year	10.3%	11.5%	12.0%	83.1%	82.3%	81.8%	6.6%	6.2%	6.2%	13,024	11,727	6,412
1-3 years	10.9%	11.1%	11.2%	81.9%	81.5%	82.1%	7.1%	7.3%	6.7%	47,206	44,016	49,218
4-5 years	11.9%	11.9%	11.9%	81.1%	81.6%	81.8%	7.0%	6.5%	6.4%	37,723	49,338	51,105
6-10 years	13.1%	13.6%	14.3%	81.2%	80.6%	79.7%	5.7%	5.9%	6.1%	96,944	94,619	79,792
11-20 years	15.4%	15.7%	16.5%	80.1%	79.7%	78.8%	4.5%	4.6%	4.7%	97,473	97,629	84,976
> 20 years	15.9%	15.7%	16.3%	81.0%	80.9%	80.1%	3.1%	3.3%	3.6%	86,485	92,941	87,632
<b>Leaving</b>												
No	13.5%	13.8%	14.3%	82.3%	81.9%	81.4%	4.1%	4.3%	4.3%	256,204	259,828	236,575
Yes, to retire	16.0%	16.1%	16.7%	79.7%	79.4%	78.3%	4.4%	4.5%	5.0%	21,961	23,673	22,539
Yes, to other job in Govt	14.0%	14.4%	14.3%	78.5%	78.3%	78.4%	7.5%	7.3%	7.3%	69,888	72,531	67,268
Yes, to other job outside Govt	10.6%	10.8%	11.1%	79.9%	80.5%	80.2%	9.5%	8.7%	8.7%	13,614	15,677	15,452
Yes, other	13.3%	13.1%	13.9%	77.0%	77.5%	76.7%	9.7%	9.3%	9.4%	17,764	19,029	17,809
<b>Retiring</b>												
Within 1 year	15.5%	15.3%	15.8%	79.4%	79.9%	79.0%	5.2%	4.8%	5.2%	13,373	14,574	13,688
Between 1-3 years	14.9%	14.9%	15.5%	81.0%	80.6%	79.8%	4.1%	4.6%	4.7%	37,407	39,235	35,577
Between 3-5 years	15.2%	15.3%	15.6%	80.5%	80.1%	79.9%	4.3%	4.6%	4.4%	41,550	42,739	38,897
5 or more years	13.2%	13.5%	13.9%	81.2%	80.9%	80.5%	5.6%	5.6%	5.6%	284,521	291,152	268,092

## Report by Demographics

### (76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>13.6%</b>	<b>13.9%</b>	<b>14.3%</b>	<b>81.0%</b>	<b>80.7%</b>	<b>80.3%</b>	<b>5.3%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>387,376</b>	<b>398,860</b>	<b>368,151</b>
<b>Self-Identify as:</b>												
Heterosexual	13.7%	13.9%	14.3%	81.2%	81.0%	80.5%	5.1%	5.1%	5.2%	303,013	313,570	289,727
LGBT*	15.7%	15.8%	16.0%	79.6%	79.7%	78.7%	4.6%	4.5%	5.3%	11,247	10,942	9,700
Prefer not to say	13.7%	14.5%	14.8%	79.3%	78.6%	78.1%	7.0%	6.9%	7.0%	46,457	47,432	43,106
<b>Military Service</b>												
No Prior Military Service	14.2%	14.3%	14.7%	81.1%	81.0%	80.6%	4.7%	4.7%	4.7%	274,492	277,638	254,093
Currently in Guard/Reserves	11.4%	11.2%	11.8%	77.8%	78.3%	78.7%	10.8%	10.5%	9.6%	6,097	6,905	6,441
Retired Separated/Discharged	10.9%	10.9%	11.4%	83.0%	82.9%	82.0%	6.0%	6.2%	6.6%	39,109	42,680	40,884
	14.4%	15.1%	15.3%	79.6%	78.9%	78.4%	6.0%	6.0%	6.2%	55,088	58,810	54,279
<b>Disability</b>												
Yes	16.1%	16.5%	16.7%	76.5%	76.1%	75.8%	7.4%	7.4%	7.6%	50,918	52,624	48,115
No	13.2%	13.4%	13.9%	81.9%	81.6%	81.1%	4.9%	5.0%	5.0%	324,968	334,554	308,488

## Report by Demographics

### (77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>3.7%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>79.1%</b>	<b>78.8%</b>	<b>78.7%</b>	<b>17.2%</b>	<b>17.4%</b>	<b>17.4%</b>	<b>390,848</b>	<b>403,125</b>	<b>372,753</b>
<b>Work Location</b>												
Headquarters	4.3%	4.5%	4.7%	82.4%	82.4%	82.3%	13.3%	13.1%	13.1%	154,757	155,597	142,202
Field	3.3%	3.4%	3.4%	77.1%	76.8%	76.7%	19.6%	19.8%	19.9%	228,476	239,190	221,310
<b>Supervisory Status</b>												
Non-Supervisor	3.7%	3.8%	3.8%	79.0%	78.8%	78.8%	17.3%	17.4%	17.4%	251,717	259,762	239,960
Team Leader	3.8%	3.8%	4.1%	78.4%	78.5%	78.2%	17.8%	17.7%	17.8%	49,272	53,134	49,393
Supervisor	3.5%	3.6%	4.1%	79.6%	78.9%	78.6%	16.9%	17.5%	17.3%	51,964	52,267	48,444
Manager	3.2%	3.2%	3.4%	80.7%	80.4%	79.8%	16.1%	16.4%	16.8%	24,611	24,260	21,504
Senior Leader	4.1%	3.6%	4.2%	83.3%	83.2%	82.9%	12.5%	13.2%	12.9%	8,055	8,016	7,009
<b>Sex</b>												
Male	3.3%	3.4%	3.5%	80.0%	79.8%	79.5%	16.7%	16.9%	17.0%	195,783	204,420	188,061
Female	4.1%	4.3%	4.4%	77.9%	77.7%	77.7%	17.9%	18.0%	17.8%	184,218	187,807	174,064
<b>Hispanic or Latino</b>												
Yes	4.3%	4.7%	4.5%	74.5%	74.5%	74.5%	21.1%	20.8%	21.0%	33,375	33,763	30,647
No	3.6%	3.7%	3.9%	79.6%	79.4%	79.2%	16.8%	16.9%	16.9%	342,773	354,689	327,760
<b>Race</b>												
American Indian/ Alaska Native	4.3%	4.7%	4.5%	70.9%	69.8%	71.0%	24.8%	25.5%	24.4%	7,778	8,328	7,520
Asian	5.1%	5.1%	5.6%	78.2%	77.9%	77.0%	16.7%	17.0%	17.4%	19,416	18,590	16,987
Black/African American	5.5%	5.8%	6.0%	80.0%	79.8%	79.7%	14.5%	14.4%	14.3%	57,589	59,751	55,611
Native Hawaiian/ Pacific Islander	5.0%	5.2%	4.4%	76.4%	75.6%	74.2%	18.6%	19.2%	21.3%	2,197	2,464	2,320
White	3.1%	3.1%	3.3%	79.6%	79.4%	79.2%	17.3%	17.5%	17.5%	263,166	272,946	252,195
Two or more races (Not Hispanic/ Latino)	3.9%	4.3%	4.1%	75.8%	74.9%	75.4%	20.3%	20.8%	20.5%	14,315	14,396	13,014

## Report by Demographics

### (77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>3.7%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>79.1%</b>	<b>78.8%</b>	<b>78.7%</b>	<b>17.2%</b>	<b>17.4%</b>	<b>17.4%</b>	<b>390,848</b>	<b>403,125</b>	<b>372,753</b>
<b>Age Group</b>												
25 and under	2.5%	2.8%	2.7%	80.5%	79.0%	79.4%	17.0%	18.2%	17.9%	2,656	2,602	2,581
26-29	4.4%	3.5%	4.4%	74.2%	74.7%	74.5%	21.3%	21.8%	21.0%	10,927	12,041	12,122
30-39	5.7%	5.6%	5.9%	70.5%	70.3%	70.1%	23.7%	24.1%	23.9%	72,980	71,264	63,629
40-49	3.6%	3.9%	3.9%	77.6%	77.8%	77.6%	18.8%	18.3%	18.5%	101,746	106,122	99,462
50-59	2.8%	3.0%	3.1%	83.4%	83.2%	82.8%	13.8%	13.8%	14.1%	140,618	146,688	135,894
60+	2.8%	2.8%	2.9%	85.0%	84.3%	84.3%	12.2%	12.8%	12.8%	60,670	62,672	56,367
<b>Level of Education</b>												
Less than High School	11.2%	16.2%	9.7%	71.7%	63.3%	72.0%	17.2%	20.5%	18.3%	353	401	388
H.S. Diploma/ GED or equiv	4.6%	4.7%	5.6%	79.5%	79.1%	78.4%	15.9%	16.2%	16.0%	16,174	19,248	18,929
Trade/Technical Certificate	4.0%	4.5%	4.7%	78.1%	78.7%	78.0%	17.9%	16.8%	17.2%	8,149	9,507	8,948
Some College (no degree)	3.9%	4.2%	4.1%	78.4%	78.2%	78.4%	17.7%	17.6%	17.5%	52,554	59,942	57,657
Associate's Degree	4.1%	3.9%	4.2%	78.2%	78.3%	77.9%	17.7%	17.8%	17.9%	27,707	31,217	29,355
Bachelor's Degree	3.2%	3.3%	3.5%	78.7%	78.3%	78.0%	18.1%	18.4%	18.5%	131,768	135,288	124,598
Master's Degree	3.9%	4.1%	3.9%	80.0%	79.8%	80.2%	16.1%	16.1%	15.9%	101,425	97,857	87,335
Doctoral/ Professional Degree	3.1%	2.9%	3.1%	80.8%	80.9%	80.5%	16.1%	16.2%	16.4%	43,933	40,852	36,518
<b>Pay Category</b>												
Federal Wage System	5.0%	5.5%	5.1%	77.4%	77.0%	78.0%	17.6%	17.5%	16.9%	9,523	12,619	12,246
GS 1-6	5.2%	5.3%	5.9%	75.3%	75.2%	74.8%	19.4%	19.5%	19.3%	18,587	21,812	21,885
GS 7-12	3.8%	3.8%	3.9%	78.1%	77.7%	77.8%	18.1%	18.5%	18.3%	152,741	165,802	157,160
GS 13-15	3.1%	3.3%	3.3%	82.4%	82.4%	82.2%	14.4%	14.3%	14.5%	168,853	161,801	143,580
SES	2.4%	2.1%	3.0%	88.0%	88.1%	87.3%	9.6%	9.8%	9.7%	5,749	5,692	4,875
SL/ST	2.1%	4.4%	2.3%	84.9%	83.7%	84.8%	13.1%	11.9%	12.9%	1,564	1,532	1,381
Other	2.8%	2.6%	3.0%	75.3%	76.2%	75.7%	21.9%	21.2%	21.3%	25,737	25,540	22,996

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>3.7%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>79.1%</b>	<b>78.8%</b>	<b>78.7%</b>	<b>17.2%</b>	<b>17.4%</b>	<b>17.4%</b>	<b>390,848</b>	<b>403,125</b>	<b>372,753</b>
<b>Time in Federal Government</b>												
< 1 year	4.2%	4.1%	5.8%	82.1%	82.5%	80.5%	13.7%	13.4%	13.6%	6,829	6,016	3,146
1-3 years	4.2%	4.4%	4.3%	78.6%	77.9%	79.1%	17.2%	17.6%	16.6%	29,836	28,199	32,769
4-5 years	4.2%	4.0%	4.1%	77.8%	78.4%	78.3%	18.1%	17.6%	17.6%	30,026	40,965	43,213
6-10 years	4.0%	4.2%	4.4%	77.4%	76.9%	76.6%	18.5%	18.8%	19.0%	91,537	87,571	73,155
11-14 years	3.9%	3.6%	4.1%	77.0%	77.4%	76.3%	19.1%	19.0%	19.6%	54,678	56,573	51,221
15-20 years	3.4%	3.5%	3.6%	78.7%	78.0%	77.5%	17.9%	18.4%	18.8%	51,542	48,582	39,855
> 20 years	2.9%	3.2%	3.2%	82.5%	82.0%	82.0%	14.6%	14.8%	14.8%	119,088	127,708	121,427
<b>Time with Current Agency</b>												
< 1 year	5.1%	4.8%	6.4%	80.6%	82.1%	79.9%	14.4%	13.1%	13.6%	13,124	11,845	6,492
1-3 years	4.5%	4.4%	4.5%	78.6%	77.9%	78.7%	17.0%	17.7%	16.8%	47,545	44,452	49,722
4-5 years	4.2%	4.1%	4.1%	77.7%	78.2%	78.2%	18.1%	17.7%	17.7%	38,042	49,754	51,666
6-10 years	3.8%	4.1%	4.2%	77.8%	77.3%	77.1%	18.4%	18.6%	18.7%	97,792	95,539	80,718
11-20 years	3.3%	3.3%	3.6%	78.3%	78.1%	77.6%	18.4%	18.5%	18.8%	98,383	98,623	86,078
> 20 years	2.7%	3.0%	3.0%	83.0%	82.3%	82.3%	14.2%	14.7%	14.8%	87,360	94,180	88,908
<b>Leaving</b>												
No	3.7%	3.7%	3.9%	81.0%	80.7%	80.5%	15.3%	15.6%	15.6%	258,485	262,550	239,562
Yes, to retire	3.2%	3.3%	3.7%	82.2%	82.0%	81.7%	14.7%	14.6%	14.6%	22,170	23,997	22,907
Yes, to other job in Govt	4.2%	4.2%	4.1%	74.9%	75.0%	74.9%	20.9%	20.7%	21.0%	70,498	73,290	68,014
Yes, to other job outside Govt	2.5%	2.9%	3.2%	72.6%	71.9%	72.1%	24.9%	25.2%	24.7%	13,747	15,823	15,593
Yes, other	3.3%	3.9%	3.8%	72.9%	72.8%	73.8%	23.8%	23.3%	22.3%	17,925	19,211	18,003
<b>Retiring</b>												
Within 1 year	3.3%	3.0%	3.2%	81.3%	82.2%	81.7%	15.4%	14.8%	15.2%	13,500	14,785	13,880
Between 1-3 years	2.6%	2.8%	3.1%	83.9%	82.5%	82.3%	13.5%	14.7%	14.6%	37,849	39,786	36,147
Between 3-5 years	2.8%	2.7%	2.9%	82.8%	82.4%	82.4%	14.3%	14.9%	14.7%	42,046	43,269	39,489
5 or more years	3.9%	4.0%	4.1%	77.9%	77.9%	77.7%	18.1%	18.1%	18.1%	286,804	293,928	271,121

## Report by Demographics

### (77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>3.7%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>79.1%</b>	<b>78.8%</b>	<b>78.7%</b>	<b>17.2%</b>	<b>17.4%</b>	<b>17.4%</b>	<b>390,848</b>	<b>403,125</b>	<b>372,753</b>
<b>Self-Identify as:</b>												
Heterosexual	3.8%	3.8%	3.9%	79.4%	79.3%	79.1%	16.8%	16.9%	16.9%	305,802	316,897	293,308
LGBT*	2.7%	3.2%	2.8%	80.6%	79.3%	79.1%	16.7%	17.5%	18.1%	11,290	11,029	9,798
Prefer not to say	3.3%	3.7%	4.0%	76.3%	76.4%	75.8%	20.4%	20.0%	20.2%	46,857	47,937	43,689
<b>Military Service</b>												
No Prior Military Service	3.6%	3.7%	3.8%	78.8%	78.5%	78.6%	17.6%	17.7%	17.5%	276,831	280,443	257,050
Currently in Guard/Reserves	5.7%	5.2%	5.2%	72.3%	72.3%	71.8%	21.9%	22.5%	23.0%	6,143	6,987	6,515
Retired Separated/Discharged	3.1%	3.1%	3.4%	84.2%	84.2%	83.3%	12.7%	12.7%	13.3%	39,548	43,216	41,531
	4.1%	4.2%	4.2%	77.0%	77.2%	77.0%	18.9%	18.6%	18.8%	55,606	59,446	55,014
<b>Disability</b>												
Yes	3.8%	4.2%	4.4%	77.8%	77.5%	77.3%	18.4%	18.3%	18.3%	51,490	53,314	48,836
No	3.6%	3.7%	3.8%	79.4%	79.2%	79.0%	16.9%	17.2%	17.2%	327,752	337,933	312,194



## Report by Demographics

### (78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>2.3%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>80.4%</b>	<b>80.1%</b>	<b>79.8%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>391,248</b>	<b>403,461</b>	<b>373,277</b>
<b>Work Location</b>												
Headquarters	2.6%	2.9%	2.9%	83.7%	83.7%	83.6%	13.6%	13.5%	13.5%	154,914	155,750	142,365
Field	2.1%	2.1%	2.3%	78.5%	78.1%	77.7%	19.4%	19.8%	20.0%	228,731	239,377	221,640
<b>Supervisory Status</b>												
Non-Supervisor	2.3%	2.3%	2.5%	80.4%	80.1%	79.9%	17.3%	17.5%	17.6%	251,955	259,991	240,282
Team Leader	2.2%	2.3%	2.5%	79.8%	79.7%	79.2%	18.0%	18.0%	18.3%	49,327	53,158	49,484
Supervisor	2.4%	2.6%	2.7%	80.8%	80.2%	79.7%	16.8%	17.3%	17.6%	52,050	52,319	48,491
Manager	2.3%	2.6%	2.6%	81.1%	80.9%	80.1%	16.6%	16.5%	17.3%	24,640	24,302	21,541
Senior Leader	4.2%	3.4%	3.6%	83.0%	83.3%	83.4%	12.8%	13.3%	13.0%	8,059	8,013	7,012
<b>Sex</b>												
Male	2.2%	2.2%	2.3%	81.2%	81.0%	80.6%	16.6%	16.8%	17.0%	195,994	204,555	188,256
Female	2.5%	2.6%	2.8%	79.4%	79.1%	78.8%	18.0%	18.3%	18.4%	184,427	188,022	174,387
<b>Hispanic or Latino</b>												
Yes	2.8%	3.0%	3.2%	76.5%	76.4%	76.0%	20.7%	20.6%	20.8%	33,412	33,787	30,671
No	2.3%	2.3%	2.5%	80.9%	80.6%	80.3%	16.8%	17.1%	17.2%	343,144	355,012	328,263
<b>Race</b>												
American Indian/ Alaska Native	3.7%	3.7%	3.8%	71.1%	70.2%	71.6%	25.2%	26.1%	24.6%	7,794	8,334	7,523
Asian	3.3%	3.5%	3.8%	79.5%	79.4%	77.9%	17.2%	17.1%	18.3%	19,463	18,603	17,007
Black/African American	4.3%	4.4%	4.6%	81.2%	80.8%	80.4%	14.5%	14.9%	14.9%	57,656	59,893	55,824
Native Hawaiian/ Pacific Islander	4.5%	4.1%	2.9%	77.4%	76.2%	75.8%	18.1%	19.7%	21.3%	2,202	2,461	2,326
White	1.7%	1.8%	1.9%	81.0%	80.7%	80.4%	17.3%	17.5%	17.7%	263,398	273,101	252,461
Two or more races (Not Hispanic/ Latino)	2.4%	2.4%	2.2%	77.1%	76.7%	76.9%	20.5%	20.9%	20.9%	14,332	14,419	13,017

## Report by Demographics

### (78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>2.3%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>80.4%</b>	<b>80.1%</b>	<b>79.8%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>391,248</b>	<b>403,461</b>	<b>373,277</b>
<b>Age Group</b>												
25 and under	1.1%	1.8%	1.6%	82.5%	79.8%	79.4%	16.4%	18.4%	19.0%	2,649	2,594	2,578
26-29	1.5%	1.0%	1.7%	78.4%	78.9%	78.5%	20.1%	20.1%	19.8%	10,912	12,032	12,123
30-39	1.5%	1.5%	1.7%	77.1%	76.5%	76.3%	21.4%	22.0%	22.0%	73,004	71,203	63,589
40-49	2.0%	2.3%	2.3%	79.6%	79.5%	79.1%	18.4%	18.2%	18.5%	101,904	106,121	99,490
50-59	2.7%	2.9%	2.9%	82.1%	81.9%	81.5%	15.2%	15.2%	15.6%	140,773	146,876	136,178
60+	3.3%	3.3%	3.4%	83.2%	82.6%	82.4%	13.5%	14.2%	14.2%	60,758	62,899	56,614
<b>Level of Education</b>												
Less than High School	10.8%	16.1%	10.1%	66.8%	64.2%	73.6%	22.4%	19.7%	16.2%	360	405	392
H.S. Diploma/ GED or equiv	4.6%	4.4%	5.1%	79.9%	79.6%	78.5%	15.5%	16.0%	16.5%	16,197	19,285	18,990
Trade/Technical Certificate	3.3%	3.6%	3.3%	78.2%	79.4%	79.1%	18.4%	17.0%	17.5%	8,172	9,537	8,991
Some College (no degree)	2.9%	3.1%	3.1%	79.2%	78.9%	78.9%	18.0%	18.0%	18.0%	52,638	59,985	57,788
Associate's Degree	2.8%	2.6%	3.0%	79.2%	79.2%	78.7%	18.0%	18.2%	18.4%	27,760	31,268	29,438
Bachelor's Degree	1.9%	1.9%	2.1%	80.3%	79.8%	79.2%	17.8%	18.3%	18.6%	131,891	135,408	124,725
Master's Degree	2.0%	2.1%	2.1%	81.6%	81.4%	81.6%	16.4%	16.4%	16.3%	101,487	97,910	87,389
Doctoral/ Professional Degree	1.2%	1.2%	1.4%	83.3%	83.1%	82.4%	15.4%	15.7%	16.2%	43,960	40,845	36,533
<b>Pay Category</b>												
Federal Wage System	3.5%	3.9%	3.5%	78.2%	78.2%	78.9%	18.3%	17.9%	17.6%	9,553	12,618	12,255
GS 1-6	3.7%	4.0%	4.5%	77.0%	76.3%	75.7%	19.3%	19.8%	19.8%	18,638	21,876	21,965
GS 7-12	2.3%	2.3%	2.4%	79.6%	79.1%	79.0%	18.1%	18.6%	18.6%	152,868	165,925	157,428
GS 13-15	1.9%	1.9%	2.0%	83.6%	83.7%	83.1%	14.6%	14.4%	14.9%	169,015	161,964	143,722
SES	2.6%	2.0%	2.8%	88.7%	87.9%	87.8%	8.7%	10.1%	9.4%	5,748	5,691	4,872
SL/ST	1.7%	2.4%	1.5%	85.0%	86.1%	83.5%	13.3%	11.4%	15.0%	1,555	1,530	1,378
Other	1.9%	1.9%	2.1%	77.1%	77.6%	77.2%	21.0%	20.5%	20.7%	25,784	25,538	23,011

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>2.3%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>80.4%</b>	<b>80.1%</b>	<b>79.8%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>391,248</b>	<b>403,461</b>	<b>373,277</b>
<b>Time in Federal Government</b>												
< 1 year	2.4%	2.5%	4.2%	84.2%	84.7%	82.7%	13.4%	12.8%	13.2%	6,835	6,008	3,144
1-3 years	2.2%	2.3%	2.3%	81.8%	80.9%	82.0%	16.0%	16.9%	15.8%	29,848	28,168	32,765
4-5 years	1.9%	1.9%	1.9%	80.4%	81.1%	80.9%	17.6%	16.9%	17.2%	30,022	40,993	43,232
6-10 years	1.9%	2.1%	2.2%	80.2%	79.8%	79.1%	17.9%	18.1%	18.7%	91,631	87,613	73,250
11-14 years	2.0%	2.0%	2.3%	79.5%	79.1%	78.3%	18.5%	18.9%	19.4%	54,784	56,619	51,233
15-20 years	2.5%	2.6%	2.7%	79.2%	78.7%	78.1%	18.2%	18.7%	19.2%	51,606	48,640	39,911
> 20 years	2.9%	3.0%	3.1%	81.1%	80.7%	80.4%	16.0%	16.3%	16.5%	119,221	127,913	121,774
<b>Time with Current Agency</b>												
< 1 year	3.1%	3.1%	4.3%	83.0%	84.0%	81.8%	13.9%	12.9%	13.8%	13,141	11,850	6,473
1-3 years	2.4%	2.3%	2.3%	81.5%	80.7%	81.5%	16.1%	17.0%	16.2%	47,591	44,419	49,746
4-5 years	2.1%	2.1%	2.1%	80.0%	80.7%	80.5%	17.9%	17.2%	17.4%	38,036	49,800	51,715
6-10 years	1.9%	2.2%	2.3%	80.0%	79.6%	79.0%	18.1%	18.3%	18.7%	97,908	95,598	80,812
11-20 years	2.3%	2.3%	2.6%	79.3%	79.0%	78.4%	18.4%	18.7%	19.1%	98,508	98,765	86,169
> 20 years	2.8%	2.8%	3.0%	81.6%	80.9%	80.6%	15.6%	16.2%	16.5%	87,468	94,307	89,174
<b>Leaving</b>												
No	2.4%	2.5%	2.7%	82.5%	82.1%	81.7%	15.1%	15.4%	15.6%	258,822	262,846	239,951
Yes, to retire	3.3%	3.6%	3.9%	80.2%	80.2%	79.7%	16.5%	16.3%	16.4%	22,215	24,048	22,991
Yes, to other job in Govt	2.1%	2.0%	1.9%	76.6%	76.9%	76.6%	21.3%	21.0%	21.5%	70,513	73,279	68,068
Yes, to other job outside Govt	1.1%	1.1%	1.3%	74.1%	73.9%	73.8%	24.8%	25.0%	24.9%	13,758	15,815	15,583
Yes, other	1.6%	1.9%	2.0%	75.1%	74.3%	75.2%	23.3%	23.8%	22.8%	17,935	19,231	18,008
<b>Retiring</b>												
Within 1 year	3.3%	3.4%	3.5%	79.4%	80.1%	79.6%	17.2%	16.5%	16.9%	13,533	14,828	13,954
Between 1-3 years	3.0%	3.0%	3.3%	81.9%	80.8%	80.4%	15.0%	16.2%	16.2%	37,905	39,873	36,278
Between 3-5 years	2.9%	2.9%	3.1%	81.6%	80.8%	80.9%	15.5%	16.2%	16.1%	42,071	43,360	39,572
5 or more years	2.1%	2.2%	2.3%	80.2%	80.0%	79.7%	17.7%	17.8%	18.0%	287,097	294,041	271,344

## Report by Demographics

### (78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>2.3%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>80.4%</b>	<b>80.1%</b>	<b>79.8%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>391,248</b>	<b>403,461</b>	<b>373,277</b>
<b>Self-Identify as:</b>												
Heterosexual	2.3%	2.4%	2.5%	81.0%	80.8%	80.4%	16.7%	16.9%	17.1%	306,108	317,165	293,771
LGBT*	2.1%	2.4%	2.4%	80.8%	79.1%	78.5%	17.1%	18.5%	19.1%	11,308	11,029	9,795
Prefer not to say	2.5%	2.7%	3.0%	76.6%	76.6%	75.9%	20.9%	20.6%	21.0%	46,922	48,005	43,743
<b>Military Service</b>												
No Prior Military Service	2.2%	2.3%	2.5%	80.3%	80.0%	79.7%	17.5%	17.6%	17.8%	277,130	280,714	257,420
Currently in Guard/Reserves	2.3%	2.5%	2.4%	75.4%	75.2%	75.0%	22.2%	22.3%	22.6%	6,150	6,977	6,512
Retired Separated/Discharged	2.4%	2.4%	2.7%	84.4%	84.0%	83.0%	13.2%	13.5%	14.3%	39,580	43,244	41,598
	2.4%	2.5%	2.6%	78.9%	78.8%	78.7%	18.6%	18.7%	18.7%	55,655	59,484	55,074
<b>Disability</b>												
Yes	2.9%	3.2%	3.2%	78.1%	77.9%	77.7%	19.0%	19.0%	19.1%	51,560	53,383	48,952
No	2.2%	2.2%	2.4%	81.0%	80.6%	80.3%	16.8%	17.1%	17.3%	328,094	338,204	312,590

## Report by Demographics

### (79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.9%</b>	<b>38.7%</b>	<b>37.3%</b>	<b>39.0%</b>	<b>39.5%</b>	<b>39.3%</b>	<b>12.0%</b>	<b>12.8%</b>	<b>14.0%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>6.6%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.8%</b>	<b>204,775</b>	<b>190,959</b>	<b>167,341</b>	<b>6,007</b>	<b>6,780</b>	<b>7,571</b>
<b>Work Location</b>																					
Headquarters	39.7%	38.9%	37.4%	38.9%	39.3%	39.6%	11.2%	11.9%	12.8%	7.0%	7.1%	7.3%	3.1%	2.9%	3.0%	99,468	90,950	78,699	1,897	2,036	2,095
Field	40.2%	38.7%	37.4%	39.2%	39.8%	39.1%	12.4%	13.3%	14.7%	5.9%	5.9%	6.1%	2.4%	2.4%	2.7%	101,827	96,500	85,018	3,669	4,215	4,837
<b>Supervisory Status</b>																					
Non-Supervisor	41.8%	40.6%	39.2%	38.1%	38.6%	38.2%	11.1%	12.0%	13.1%	6.2%	6.2%	6.5%	2.7%	2.6%	3.0%	131,474	122,145	107,489	4,146	4,666	5,299
Team Leader	36.5%	35.8%	35.0%	40.8%	40.6%	40.4%	13.0%	13.7%	14.8%	6.9%	7.2%	7.2%	2.9%	2.8%	2.7%	26,217	25,326	22,038	653	789	906
Supervisor	34.7%	33.0%	32.0%	41.8%	42.7%	42.5%	13.8%	14.9%	15.8%	6.8%	7.0%	7.1%	2.8%	2.4%	2.6%	26,568	24,518	21,205	669	732	722
Manager	37.7%	35.5%	32.7%	40.0%	41.3%	42.0%	13.5%	14.1%	16.3%	6.3%	6.7%	6.3%	2.4%	2.4%	2.7%	12,774	11,602	9,714	283	262	257
Senior Leader	46.5%	43.4%	39.0%	35.4%	37.8%	40.2%	12.3%	12.5%	13.8%	3.9%	4.9%	5.6%	1.9%	1.5%	1.5%	4,809	4,419	3,732	90	100	112
<b>Sex</b>																					
Male	37.6%	36.1%	34.8%	40.5%	41.1%	40.9%	13.2%	14.2%	15.3%	6.0%	6.0%	6.2%	2.7%	2.5%	2.8%	92,310	86,438	74,668	2,475	2,608	2,918
Female	42.6%	41.6%	40.1%	37.5%	37.8%	37.6%	10.5%	11.2%	12.4%	6.8%	6.9%	7.0%	2.7%	2.6%	2.9%	105,950	98,456	87,082	3,240	3,824	4,280
<b>Hispanic or Latino</b>																					
Yes	42.0%	39.6%	39.2%	35.8%	37.2%	35.3%	12.9%	14.5%	16.8%	6.1%	5.8%	5.6%	3.2%	2.9%	3.1%	14,165	12,854	10,989	643	777	820
No	40.0%	38.8%	37.3%	39.3%	39.7%	39.6%	11.7%	12.5%	13.6%	6.4%	6.5%	6.7%	2.7%	2.5%	2.8%	182,109	170,196	148,972	4,935	5,513	6,186
<b>Race</b>																					
American Indian/ Alaska Native	35.9%	33.6%	32.5%	36.0%	37.9%	33.8%	18.0%	18.6%	23.2%	7.4%	6.3%	8.3%	2.7%	3.6%	2.2%	2,119	1,951	1,658	164	183	257
Asian	40.5%	38.1%	38.3%	41.8%	42.6%	41.4%	12.1%	13.3%	14.2%	3.9%	4.3%	3.9%	1.8%	1.6%	2.2%	11,680	10,230	8,848	311	353	373
Black/African American	44.7%	43.6%	41.1%	35.6%	36.5%	37.2%	10.1%	10.7%	12.5%	6.5%	6.5%	6.2%	3.0%	2.8%	3.0%	32,167	29,808	25,863	870	1,015	1,050
Native Hawaiian/ Pacific Islander	34.5%	33.0%	31.4%	38.5%	42.2%	38.1%	17.7%	17.7%	22.6%	4.8%	5.1%	5.9%	4.5%	2.0%	2.0%	739	776	659	31	55	57
White	39.5%	38.3%	37.1%	39.6%	40.1%	39.7%	11.9%	12.6%	13.7%	6.4%	6.5%	6.8%	2.6%	2.5%	2.7%	136,035	128,135	112,538	3,657	4,053	4,575
Two or more races (Not Hispanic/ Latino)	36.7%	36.9%	34.4%	38.8%	37.3%	37.5%	13.2%	14.7%	15.4%	7.2%	7.5%	8.4%	4.1%	3.6%	4.3%	6,879	6,197	5,271	207	229	243

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.9%</b>	<b>38.7%</b>	<b>37.3%</b>	<b>39.0%</b>	<b>39.5%</b>	<b>39.3%</b>	<b>12.0%</b>	<b>12.8%</b>	<b>14.0%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>6.6%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.8%</b>	<b>204,775</b>	<b>190,959</b>	<b>167,341</b>	<b>6,007</b>	<b>6,780</b>	<b>7,571</b>
<b>Age Group</b>																					
25 and under	46.2%	41.9%	41.7%	37.6%	40.8%	36.7%	9.2%	12.3%	13.8%	5.6%	3.9%	6.3%	1.3%	1.1%	1.5%	1,123	1,050	1,029	55	47	61
26-29	38.3%	39.1%	37.6%	42.6%	40.0%	39.6%	10.2%	12.3%	12.7%	5.7%	6.4%	7.6%	3.2%	2.2%	2.4%	5,710	5,885	6,003	162	167	172
30-39	41.0%	39.9%	38.9%	38.5%	38.4%	38.4%	10.2%	11.1%	11.9%	7.1%	7.7%	7.1%	3.1%	2.9%	3.7%	40,837	36,034	31,007	974	976	1,014
40-49	40.8%	39.4%	38.2%	38.2%	39.2%	39.0%	11.4%	11.9%	13.1%	6.7%	6.6%	6.6%	2.9%	2.9%	3.1%	53,811	50,927	45,279	1,337	1,577	1,831
50-59	39.3%	38.0%	36.5%	39.1%	39.9%	39.6%	12.7%	13.6%	14.8%	6.3%	6.0%	6.6%	2.6%	2.5%	2.5%	72,921	68,692	59,470	2,309	2,648	2,962
60+	38.0%	36.7%	34.8%	40.3%	40.7%	40.3%	14.4%	15.2%	17.0%	5.1%	5.5%	5.7%	2.1%	1.9%	2.2%	29,413	27,114	22,818	1,155	1,344	1,485
<b>Level of Education</b>																					
Less than High School	31.8%	26.1%	29.3%	52.9%	38.0%	36.7%	13.6%	27.5%	28.4%	1.3%	7.2%	2.7%	0.3%	1.1%	3.0%	92	97	87	16	16	7
H.S. Diploma/ GED or equiv	42.3%	37.6%	34.9%	34.2%	34.7%	35.4%	15.5%	20.0%	21.5%	5.7%	5.3%	5.1%	2.4%	2.4%	3.1%	4,963	5,125	4,758	398	592	728
Trade/Technical Certificate	37.9%	35.0%	31.1%	35.5%	37.3%	35.9%	19.5%	20.5%	24.9%	5.4%	4.7%	5.9%	1.7%	2.7%	2.1%	2,085	2,123	1,799	196	230	319
Some College (no degree)	39.4%	37.5%	36.0%	36.2%	37.8%	37.4%	14.4%	15.4%	16.4%	6.7%	6.2%	7.1%	3.2%	3.1%	3.1%	19,280	19,391	17,065	973	1,283	1,524
Associate's Degree	38.8%	36.5%	35.6%	38.0%	39.2%	36.5%	14.1%	15.6%	19.0%	6.0%	6.2%	6.5%	3.1%	2.5%	2.5%	8,920	8,872	7,640	535	692	744
Bachelor's Degree	40.6%	39.6%	38.6%	39.3%	39.5%	39.5%	11.2%	12.0%	12.8%	6.2%	6.4%	6.4%	2.6%	2.5%	2.7%	70,202	66,808	59,176	1,701	1,856	2,110
Master's Degree	39.6%	38.8%	37.4%	39.6%	40.2%	40.1%	11.1%	11.5%	12.5%	7.0%	6.8%	6.9%	2.7%	2.7%	3.1%	63,422	57,240	49,084	1,273	1,251	1,221
Doctoral/ Professional Degree	40.5%	39.4%	37.7%	40.6%	41.1%	41.1%	10.9%	11.1%	12.2%	5.5%	6.4%	6.4%	2.5%	2.0%	2.5%	30,371	26,250	22,840	640	586	586
<b>Pay Category</b>																					
Federal Wage System	27.7%	23.3%	17.0%	36.6%	33.8%	33.7%	28.2%	34.5%	41.3%	4.7%	5.3%	4.8%	2.7%	3.0%	3.3%	894	972	858	180	269	323
GS 1-6	30.9%	29.9%	28.6%	34.5%	34.7%	33.5%	25.7%	28.8%	30.5%	6.5%	4.2%	5.2%	2.4%	2.3%	2.1%	2,503	2,707	2,665	640	875	1,029
GS 7-12	40.2%	38.8%	37.7%	38.5%	39.3%	38.3%	12.1%	13.0%	14.8%	6.5%	6.2%	6.3%	2.8%	2.6%	2.9%	61,381	59,932	53,952	2,750	3,208	3,760
GS 13-15	41.0%	40.1%	38.8%	39.4%	39.7%	40.2%	10.7%	10.9%	11.4%	6.3%	6.7%	6.8%	2.6%	2.5%	2.9%	119,953	108,973	93,579	1,588	1,517	1,471
SES	49.3%	44.7%	41.9%	36.2%	38.6%	39.6%	9.5%	11.2%	12.2%	3.9%	4.2%	5.0%	1.0%	1.3%	1.3%	3,741	3,487	2,927	61	62	61
SL/ST	42.5%	32.9%	34.2%	35.3%	43.5%	41.9%	13.9%	16.8%	15.8%	5.9%	4.8%	6.0%	2.4%	2.0%	2.0%	979	897	766	37	26	30
Other	33.9%	32.4%	30.5%	42.2%	42.0%	41.2%	14.2%	15.9%	17.3%	6.6%	6.8%	8.3%	3.2%	2.9%	2.7%	10,487	9,315	8,020	512	535	580

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.9%</b>	<b>38.7%</b>	<b>37.3%</b>	<b>39.0%</b>	<b>39.5%</b>	<b>39.3%</b>	<b>12.0%</b>	<b>12.8%</b>	<b>14.0%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>6.6%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.8%</b>	<b>204,775</b>	<b>190,959</b>	<b>167,341</b>	<b>6,007</b>	<b>6,780</b>	<b>7,571</b>
<b>Time in Federal Government</b>																					
< 1 year	43.0%	41.8%	37.5%	37.9%	36.0%	37.3%	12.6%	15.7%	20.7%	4.7%	4.6%	2.8%	1.9%	1.9%	1.8%	2,590	1,986	1,002	196	160	112
1-3 years	41.9%	40.1%	38.4%	37.2%	38.6%	37.9%	12.7%	13.3%	14.6%	5.9%	5.7%	6.3%	2.2%	2.3%	2.7%	13,542	11,763	13,509	538	534	711
4-5 years	39.4%	38.7%	37.9%	39.0%	39.2%	38.1%	12.2%	12.5%	13.8%	6.6%	7.0%	7.0%	2.8%	2.7%	3.2%	15,412	19,752	19,715	467	679	782
6-10 years	38.9%	38.3%	37.2%	39.1%	39.9%	39.3%	12.0%	12.1%	13.5%	6.9%	6.9%	6.9%	3.2%	2.8%	3.2%	48,341	40,608	31,712	1,280	1,362	1,450
11-14 years	39.0%	36.4%	35.2%	38.8%	40.0%	39.7%	12.4%	13.4%	15.2%	6.9%	7.4%	6.9%	2.9%	2.8%	3.0%	27,476	25,312	21,257	842	928	1,030
15-20 years	38.7%	36.9%	34.6%	39.6%	40.1%	40.7%	12.3%	13.3%	14.8%	6.7%	6.7%	6.7%	2.8%	3.0%	3.2%	25,870	21,463	16,573	764	841	918
> 20 years	41.6%	40.2%	38.6%	39.2%	39.3%	39.5%	11.1%	12.6%	13.1%	5.7%	5.6%	6.4%	2.4%	2.3%	2.4%	66,917	65,671	59,148	1,751	2,074	2,340
<b>Time with Current Agency</b>																					
< 1 year	40.0%	39.8%	39.9%	37.4%	36.0%	33.6%	13.7%	15.1%	19.2%	6.0%	6.1%	4.9%	2.9%	2.9%	2.4%	5,422	4,354	2,196	325	284	206
1-3 years	40.8%	39.4%	38.1%	37.0%	37.9%	37.3%	12.6%	12.8%	14.2%	6.5%	7.0%	7.1%	3.1%	3.0%	3.4%	23,944	20,364	21,893	771	748	1,002
4-5 years	39.7%	38.7%	37.7%	38.1%	38.6%	38.3%	12.0%	12.4%	13.6%	6.9%	7.3%	7.0%	3.3%	3.0%	3.5%	20,723	24,858	23,957	545	753	939
6-10 years	38.6%	38.2%	37.0%	39.8%	40.1%	39.5%	11.8%	12.2%	13.4%	6.9%	6.8%	7.0%	2.9%	2.7%	3.0%	51,878	45,066	35,737	1,351	1,443	1,574
11-20 years	39.3%	37.2%	34.9%	39.4%	40.3%	40.5%	11.9%	13.2%	14.9%	6.8%	6.7%	6.8%	2.6%	2.7%	2.9%	49,427	43,818	35,774	1,520	1,703	1,850
> 20 years	42.3%	40.4%	39.2%	39.5%	39.8%	40.0%	11.1%	12.7%	13.1%	5.0%	5.1%	5.8%	2.1%	1.9%	2.0%	48,182	47,591	42,900	1,261	1,549	1,704
<b>Leaving</b>																					
No	45.0%	43.6%	42.3%	38.5%	39.0%	38.8%	10.3%	11.3%	12.5%	4.6%	4.6%	4.8%	1.5%	1.5%	1.6%	138,610	126,782	110,331	3,921	4,513	4,961
Yes, to retire	38.5%	36.4%	34.2%	39.7%	41.7%	40.7%	13.4%	14.0%	16.6%	5.7%	6.0%	6.1%	2.7%	1.8%	2.3%	10,338	10,150	8,926	355	417	519
Yes, to other job in Govt	28.5%	28.6%	27.0%	40.3%	39.9%	39.7%	14.6%	14.6%	16.0%	10.9%	11.3%	11.4%	5.7%	5.5%	5.9%	36,145	34,134	29,655	912	959	1,031
Yes, to other job outside Govt	26.3%	26.4%	25.8%	41.5%	40.9%	41.3%	15.7%	16.0%	16.9%	10.6%	11.5%	10.3%	6.0%	5.2%	5.8%	6,832	7,455	6,958	219	224	268
Yes, other	25.5%	24.4%	23.6%	38.9%	39.8%	40.3%	18.8%	20.2%	19.4%	11.4%	9.9%	10.9%	5.4%	5.8%	5.9%	7,909	7,751	6,802	363	391	457
<b>Retiring</b>																					
Within 1 year	38.9%	37.7%	33.4%	39.9%	39.4%	40.6%	12.5%	14.2%	16.5%	5.7%	6.3%	6.7%	3.0%	2.4%	2.9%	6,282	6,220	5,458	212	248	293
Between 1-3 years	38.6%	36.0%	36.0%	39.6%	41.1%	39.7%	13.4%	14.8%	15.9%	6.0%	5.8%	6.0%	2.5%	2.4%	2.5%	18,505	17,468	15,018	632	729	827
Between 3-5 years	38.6%	37.1%	35.4%	40.3%	39.9%	39.8%	12.7%	14.6%	15.5%	5.9%	6.2%	7.0%	2.4%	2.2%	2.4%	20,832	19,340	16,656	631	747	845
5 or more years	40.5%	39.4%	38.1%	38.8%	39.3%	39.2%	11.5%	12.1%	13.2%	6.5%	6.5%	6.6%	2.8%	2.6%	2.9%	152,944	141,834	123,986	4,159	4,541	5,001

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>39.9%</b>	<b>38.7%</b>	<b>37.3%</b>	<b>39.0%</b>	<b>39.5%</b>	<b>39.3%</b>	<b>12.0%</b>	<b>12.8%</b>	<b>14.0%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>6.6%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.8%</b>	<b>204,775</b>	<b>190,959</b>	<b>167,341</b>	<b>6,007</b>	<b>6,780</b>	<b>7,571</b>
<b>Self-Identify as:</b>																					
Heterosexual	41.3%	40.0%	38.6%	38.7%	39.2%	39.2%	11.3%	12.0%	13.3%	6.2%	6.3%	6.3%	2.5%	2.5%	2.6%	159,205	148,652	129,952	4,267	4,885	5,511
LGBT*	39.8%	40.3%	38.2%	38.5%	39.2%	38.7%	12.0%	11.5%	11.8%	6.8%	6.2%	7.4%	2.9%	2.8%	3.8%	6,510	5,816	4,942	147	152	142
Prefer not to say	33.0%	31.7%	31.5%	41.0%	41.4%	39.9%	14.9%	16.3%	17.3%	7.4%	7.4%	7.7%	3.7%	3.1%	3.6%	23,759	22,100	19,230	844	901	957
<b>Military Service</b>																					
No Prior Military Service	41.2%	40.0%	38.7%	39.2%	39.5%	39.3%	10.9%	11.7%	12.8%	6.1%	6.3%	6.5%	2.5%	2.4%	2.7%	158,553	147,382	129,787	4,241	4,739	5,239
Currently in Guard/Reserves	39.1%	35.7%	36.3%	35.9%	36.4%	36.9%	14.1%	17.6%	15.6%	7.6%	6.2%	6.8%	3.2%	4.1%	4.4%	2,011	1,879	1,567	93	101	104
Retired Separated/Discharged	34.8%	33.3%	32.1%	40.3%	41.6%	40.3%	15.3%	15.5%	17.9%	6.7%	6.9%	6.9%	2.8%	2.7%	2.8%	14,123	13,383	11,295	549	597	713
	38.1%	36.5%	34.3%	37.3%	38.3%	38.7%	13.8%	15.2%	16.9%	7.3%	6.8%	6.8%	3.6%	3.2%	3.5%	22,358	21,012	17,864	707	897	1,021
<b>Disability</b>																					
Yes	37.8%	36.4%	34.6%	36.6%	37.6%	37.0%	14.0%	15.2%	16.8%	7.6%	7.1%	7.6%	4.1%	3.8%	3.9%	21,680	19,558	16,215	775	919	1,002
No	40.5%	39.2%	37.8%	39.4%	39.7%	39.6%	11.5%	12.3%	13.5%	6.2%	6.3%	6.4%	2.5%	2.4%	2.7%	176,104	164,813	144,899	4,885	5,478	6,133

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

### (80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>48.9%</b>	<b>47.6%</b>	<b>46.4%</b>	<b>40.8%</b>	<b>41.4%</b>	<b>42.7%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>148,859</b>	<b>151,249</b>	<b>138,977</b>	<b>3,222</b>	<b>2,908</b>	<b>3,202</b>
<b>Work Location</b>																					
Headquarters	51.4%	50.4%	49.1%	39.3%	40.3%	41.6%	6.4%	6.4%	6.5%	2.0%	2.1%	2.0%	1.0%	0.8%	0.8%	60,720	60,668	55,440	1,252	1,084	1,148
Field	47.5%	46.0%	44.9%	41.6%	42.0%	43.3%	7.3%	8.1%	8.1%	2.5%	2.7%	2.6%	1.0%	1.2%	1.1%	85,401	87,771	80,463	1,869	1,744	1,934
<b>Supervisory Status</b>																					
Non-Supervisor	49.2%	48.1%	47.1%	40.4%	40.8%	42.0%	7.0%	7.4%	7.4%	2.4%	2.6%	2.4%	1.0%	1.1%	1.1%	100,314	101,490	93,193	2,268	2,083	2,217
Team Leader	47.6%	46.1%	44.4%	42.0%	42.2%	43.9%	7.4%	8.0%	7.8%	2.1%	2.7%	2.5%	0.9%	1.0%	1.4%	18,455	19,838	18,403	350	340	377
Supervisor	47.6%	46.1%	44.4%	42.6%	44.1%	44.9%	6.2%	7.3%	7.7%	2.6%	1.9%	2.4%	0.9%	0.7%	0.5%	18,401	18,106	16,604	361	296	369
Manager	53.0%	48.9%	48.7%	38.8%	41.9%	41.8%	5.9%	6.4%	6.8%	1.5%	2.0%	2.2%	0.8%	0.7%	0.5%	7,899	7,948	6,911	137	94	120
Senior Leader	55.6%	55.2%	49.8%	32.3%	33.6%	38.7%	8.4%	8.0%	7.9%	2.7%	2.5%	3.2%	0.8%	0.8%	0.3%	1,853	1,905	1,669	48	29	36
<b>Sex</b>																					
Male	47.1%	45.6%	44.0%	42.1%	42.9%	44.3%	7.5%	8.1%	8.4%	2.3%	2.4%	2.4%	1.0%	1.0%	1.0%	70,431	73,075	66,808	1,569	1,357	1,544
Female	51.6%	50.6%	49.9%	38.9%	39.3%	40.5%	6.2%	6.6%	6.3%	2.3%	2.5%	2.3%	0.9%	1.0%	1.0%	74,121	74,062	68,163	1,537	1,443	1,544
<b>Hispanic or Latino</b>																					
Yes	47.8%	47.0%	45.1%	38.8%	39.5%	40.2%	9.1%	9.5%	10.7%	2.6%	2.8%	2.9%	1.7%	1.2%	1.1%	11,602	11,624	10,269	364	319	346
No	49.2%	47.9%	46.7%	40.8%	41.5%	42.8%	6.7%	7.2%	7.1%	2.3%	2.4%	2.3%	0.9%	1.0%	1.0%	131,385	133,988	123,285	2,697	2,456	2,682
<b>Race</b>																					
American Indian/ Alaska Native	38.2%	39.0%	36.4%	43.7%	44.9%	45.5%	14.7%	11.7%	13.1%	2.2%	2.9%	3.2%	1.2%	1.5%	1.9%	2,681	2,817	2,532	79	78	91
Asian	48.6%	47.3%	46.0%	42.1%	42.1%	44.5%	7.1%	8.4%	7.7%	1.5%	1.2%	1.2%	0.7%	0.9%	0.6%	7,534	7,232	6,424	225	210	216
Black/African American	51.3%	50.5%	49.2%	38.4%	38.8%	40.5%	7.3%	7.5%	7.3%	2.1%	2.2%	1.9%	0.9%	1.1%	1.0%	24,018	24,336	22,582	659	590	654
Native Hawaiian/ Pacific Islander	46.1%	42.6%	37.8%	39.9%	42.3%	44.9%	11.0%	10.2%	11.4%	1.9%	3.3%	3.3%	1.1%	1.5%	2.6%	756	879	764	26	12	25
White	49.4%	48.0%	46.6%	40.9%	41.6%	42.8%	6.4%	7.0%	7.1%	2.4%	2.5%	2.4%	0.9%	0.9%	1.0%	97,915	100,290	92,221	1,835	1,651	1,805
Two or more races (Not Hispanic/ Latino)	43.8%	43.1%	44.5%	41.2%	42.7%	41.6%	9.2%	9.4%	9.0%	3.6%	3.2%	3.6%	2.3%	1.6%	1.3%	5,500	5,473	4,902	116	122	109

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>48.9%</b>	<b>47.6%</b>	<b>46.4%</b>	<b>40.8%</b>	<b>41.4%</b>	<b>42.7%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>148,859</b>	<b>151,249</b>	<b>138,977</b>	<b>3,222</b>	<b>2,908</b>	<b>3,202</b>
<b>Age Group</b>																					
25 and under	55.5%	55.8%	56.9%	34.9%	34.3%	32.6%	5.9%	7.7%	6.9%	3.5%	1.7%	2.4%	0.1%	0.5%	1.1%	934	856	951	16	15	19
26-29	52.4%	53.1%	52.6%	36.7%	36.9%	37.3%	6.6%	6.4%	6.8%	3.0%	2.3%	2.3%	1.4%	1.3%	1.1%	4,212	4,687	4,780	84	66	81
30-39	50.6%	48.6%	48.4%	38.3%	39.7%	40.2%	7.0%	7.5%	7.3%	2.6%	3.0%	2.7%	1.4%	1.2%	1.3%	26,891	25,436	22,586	488	402	437
40-49	48.9%	48.5%	46.9%	40.2%	40.5%	42.3%	7.3%	7.3%	7.1%	2.4%	2.6%	2.6%	1.1%	1.2%	1.1%	35,959	37,428	34,875	772	687	777
50-59	48.7%	46.9%	45.3%	41.8%	42.5%	43.8%	6.6%	7.3%	7.6%	2.2%	2.4%	2.2%	0.8%	0.9%	0.9%	56,492	58,066	53,462	1,229	1,096	1,220
60+	45.9%	44.6%	42.8%	43.7%	44.2%	46.0%	7.6%	8.5%	8.4%	2.0%	1.9%	1.9%	0.8%	0.8%	0.8%	23,856	24,155	21,323	622	633	646
<b>Level of Education</b>																					
Less than High School	33.2%	30.4%	33.7%	42.9%	40.3%	47.0%	18.5%	25.3%	11.8%	2.4%	1.2%	4.3%	3.0%	2.8%	3.2%	127	156	131	8	10	7
H.S. Diploma/ GED or equiv	45.3%	43.1%	41.3%	40.9%	42.3%	44.6%	10.5%	11.0%	10.4%	2.2%	2.3%	2.7%	1.1%	1.3%	1.0%	6,033	6,814	6,743	178	204	245
Trade/Technical Certificate	39.4%	38.3%	38.1%	45.7%	44.9%	45.0%	10.2%	12.2%	13.0%	3.5%	3.2%	2.5%	1.2%	1.4%	1.4%	2,867	3,236	2,972	85	109	104
Some College (no degree)	44.9%	44.0%	42.8%	42.0%	42.6%	44.3%	9.4%	9.4%	9.0%	2.4%	2.6%	2.7%	1.3%	1.4%	1.3%	19,485	21,912	20,478	474	472	537
Associate's Degree	44.5%	43.2%	41.6%	43.3%	42.8%	43.9%	8.2%	9.6%	10.5%	2.8%	3.1%	2.8%	1.2%	1.3%	1.2%	10,035	11,010	10,172	284	279	271
Bachelor's Degree	49.8%	49.4%	48.5%	41.0%	41.3%	42.0%	6.2%	6.3%	6.4%	2.1%	2.3%	2.2%	0.9%	0.8%	0.9%	52,041	53,051	48,777	999	847	976
Master's Degree	52.7%	50.9%	49.2%	39.0%	39.9%	41.7%	5.3%	6.0%	6.0%	2.1%	2.3%	2.2%	0.9%	0.8%	0.9%	40,345	38,687	34,629	746	624	673
Doctoral/ Professional Degree	52.0%	49.2%	49.9%	37.8%	40.0%	40.2%	6.4%	6.7%	6.4%	2.8%	2.8%	2.6%	0.9%	1.2%	1.0%	14,399	13,008	11,729	360	288	296
<b>Pay Category</b>																					
Federal Wage System	37.0%	34.7%	33.4%	43.6%	46.5%	47.1%	13.8%	13.5%	14.7%	3.8%	3.4%	3.1%	1.8%	1.9%	1.7%	3,082	3,932	3,796	96	119	139
GS 1-6	37.9%	36.5%	36.8%	42.6%	43.4%	44.6%	14.3%	14.8%	13.9%	3.3%	3.5%	2.9%	1.9%	1.8%	1.8%	4,696	5,365	5,399	268	273	293
GS 7-12	48.1%	47.4%	46.0%	41.5%	41.5%	42.9%	7.0%	7.5%	7.6%	2.4%	2.5%	2.5%	1.0%	1.1%	1.1%	59,882	63,858	60,276	1,399	1,349	1,520
GS 13-15	53.5%	52.2%	51.5%	39.1%	39.9%	40.8%	4.9%	5.2%	5.1%	1.8%	2.0%	2.0%	0.7%	0.6%	0.7%	68,741	66,023	58,276	1,139	875	916
SES	65.6%	61.9%	61.0%	29.0%	32.2%	32.3%	3.4%	4.0%	5.8%	1.7%	1.3%	0.9%	0.3%	0.6%	0.1%	1,218	1,195	1,054	15	16	18
SL/ST	48.3%	43.7%	42.8%	45.8%	42.1%	47.1%	5.1%	8.6%	6.8%	0.6%	4.5%	2.8%	0.3%	1.1%	0.5%	399	383	356	17	15	8
Other	44.2%	41.6%	39.7%	42.1%	43.3%	45.9%	9.1%	10.2%	9.8%	3.2%	3.8%	3.0%	1.5%	1.1%	1.5%	7,728	7,594	6,764	210	184	208

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

# Report by Demographics

## (80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>48.9%</b>	<b>47.6%</b>	<b>46.4%</b>	<b>40.8%</b>	<b>41.4%</b>	<b>42.7%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>148,859</b>	<b>151,249</b>	<b>138,977</b>	<b>3,222</b>	<b>2,908</b>	<b>3,202</b>
<b>Time in Federal Government</b>																					
< 1 year	55.8%	53.7%	53.7%	34.2%	37.0%	34.8%	8.2%	7.6%	9.8%	1.3%	1.3%	1.4%	0.4%	0.4%	0.3%	2,189	1,765	879	73	47	32
1-3 years	49.9%	49.8%	48.9%	38.8%	38.7%	39.6%	7.6%	8.4%	8.2%	2.6%	2.1%	2.2%	1.1%	1.1%	1.1%	9,996	9,262	10,898	271	241	283
4-5 years	50.9%	49.5%	49.2%	39.1%	40.0%	40.6%	6.6%	6.8%	6.6%	2.4%	2.8%	2.6%	1.0%	1.0%	1.1%	10,740	14,962	15,780	255	307	367
6-10 years	48.9%	47.3%	45.7%	40.4%	41.2%	42.9%	6.8%	7.4%	7.7%	2.6%	2.9%	2.5%	1.3%	1.2%	1.1%	34,484	32,150	26,121	743	607	587
11-14 years	46.7%	45.2%	43.2%	41.8%	42.6%	44.2%	8.2%	8.3%	8.6%	2.3%	2.7%	2.8%	0.9%	1.1%	1.2%	19,646	19,867	17,834	425	412	462
15-20 years	46.1%	44.7%	44.4%	42.1%	42.5%	43.7%	8.2%	8.9%	8.0%	2.5%	2.8%	2.7%	1.0%	1.1%	1.2%	18,836	17,315	13,833	434	337	402
> 20 years	50.0%	48.5%	47.0%	41.3%	42.0%	43.3%	6.0%	6.6%	6.9%	1.9%	2.0%	2.0%	0.8%	0.8%	0.8%	50,052	53,202	50,682	946	888	988
<b>Time with Current Agency</b>																					
< 1 year	52.4%	51.0%	51.5%	37.7%	39.1%	37.1%	7.4%	6.8%	8.9%	1.9%	2.2%	1.5%	0.7%	1.0%	0.9%	4,532	3,914	2,068	140	97	59
1-3 years	50.4%	49.1%	48.5%	39.0%	39.8%	40.0%	6.9%	7.7%	8.0%	2.5%	2.3%	2.4%	1.1%	1.1%	1.1%	17,035	15,670	17,657	403	344	447
4-5 years	50.0%	49.6%	47.9%	40.1%	39.6%	41.7%	6.4%	7.1%	6.9%	2.5%	2.7%	2.5%	1.0%	1.0%	1.1%	14,257	18,647	19,029	315	357	431
6-10 years	48.1%	46.9%	45.4%	41.2%	41.5%	43.3%	7.2%	7.7%	7.6%	2.5%	2.7%	2.6%	1.1%	1.1%	1.1%	37,218	35,805	29,519	763	680	675
11-20 years	47.2%	45.6%	44.3%	41.5%	42.5%	44.1%	7.9%	8.2%	7.8%	2.4%	2.7%	2.5%	1.0%	1.1%	1.2%	36,226	35,623	30,712	820	688	784
> 20 years	50.2%	48.3%	47.2%	41.4%	42.3%	43.1%	5.9%	6.6%	7.0%	1.8%	2.0%	1.9%	0.7%	0.8%	0.7%	36,227	38,428	36,679	684	648	704
<b>Leaving</b>																					
No	53.7%	52.0%	50.8%	38.6%	39.3%	40.5%	5.7%	6.3%	6.4%	1.5%	1.7%	1.7%	0.5%	0.6%	0.7%	98,331	97,874	89,158	2,078	1,888	2,064
Yes, to retire	45.2%	42.7%	42.1%	45.0%	46.3%	45.9%	7.0%	7.9%	8.7%	2.3%	2.3%	2.4%	0.5%	0.7%	0.9%	8,965	9,675	9,145	207	230	232
Yes, to other job in Govt	40.8%	41.2%	39.7%	44.8%	44.5%	46.0%	8.6%	8.7%	9.1%	3.9%	4.0%	3.6%	1.9%	1.6%	1.6%	27,708	28,923	26,182	561	452	526
Yes, to other job outside Govt	37.0%	36.8%	38.0%	43.6%	45.0%	45.7%	10.2%	10.6%	9.3%	6.3%	5.1%	5.4%	2.9%	2.5%	1.6%	4,481	5,231	5,183	100	106	106
Yes, other	33.5%	33.0%	32.4%	45.0%	45.1%	48.8%	14.7%	14.5%	12.0%	4.4%	4.5%	4.1%	2.3%	3.0%	2.7%	6,181	6,566	6,144	175	152	166
<b>Retiring</b>																					
Within 1 year	45.8%	43.6%	43.7%	44.5%	46.2%	45.1%	6.8%	7.2%	7.8%	2.4%	2.2%	2.5%	0.5%	0.7%	1.0%	5,392	5,914	5,413	129	138	146
Between 1-3 years	45.9%	45.2%	42.8%	44.0%	43.6%	46.1%	7.1%	8.2%	8.0%	2.1%	2.2%	2.2%	0.9%	0.8%	1.0%	15,120	15,810	14,354	376	363	367
Between 3-5 years	46.7%	46.1%	44.0%	43.8%	42.7%	45.0%	6.6%	7.7%	7.9%	2.1%	2.6%	2.2%	0.8%	0.9%	0.9%	16,799	17,001	15,414	356	320	355
5 or more years	50.0%	48.6%	47.6%	39.7%	40.6%	41.7%	6.9%	7.3%	7.3%	2.4%	2.5%	2.4%	1.0%	1.1%	1.0%	107,512	108,448	99,544	2,210	1,968	2,179

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>48.9%</b>	<b>47.6%</b>	<b>46.4%</b>	<b>40.8%</b>	<b>41.4%</b>	<b>42.7%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>148,859</b>	<b>151,249</b>	<b>138,977</b>	<b>3,222</b>	<b>2,908</b>	<b>3,202</b>
<b>Self-Identify as:</b>																					
Heterosexual	50.1%	48.9%	47.7%	40.2%	40.8%	42.1%	6.5%	7.0%	7.0%	2.3%	2.3%	2.2%	0.9%	0.9%	0.9%	116,063	118,507	108,976	2,460	2,216	2,435
LGBT*	50.7%	49.9%	49.9%	38.5%	38.8%	37.4%	7.6%	7.1%	7.7%	2.1%	2.9%	3.3%	1.2%	1.2%	1.7%	4,359	4,200	3,699	78	67	73
Prefer not to say	42.4%	41.1%	38.9%	43.9%	44.1%	46.5%	9.7%	9.9%	10.3%	2.6%	3.4%	3.0%	1.4%	1.5%	1.3%	17,979	18,226	16,501	415	420	438
<b>Military Service</b>																					
No Prior Military Service	50.7%	49.6%	48.9%	39.9%	40.4%	41.2%	6.3%	6.8%	6.7%	2.2%	2.4%	2.3%	0.9%	0.9%	0.9%	107,060	107,400	98,563	2,201	1,985	2,085
Currently in Guard/Reserves	46.6%	44.7%	43.8%	38.5%	43.8%	43.5%	9.3%	7.6%	8.6%	3.8%	3.0%	2.8%	1.9%	0.9%	1.3%	2,120	2,388	2,175	64	46	66
Retired Separated/Discharged	48.7%	46.7%	44.5%	41.7%	42.9%	44.9%	6.9%	7.5%	7.7%	1.9%	2.1%	2.2%	0.9%	0.8%	0.8%	14,961	16,007	14,898	337	327	405
	43.9%	42.4%	39.8%	43.1%	43.2%	46.0%	8.9%	9.7%	9.8%	2.9%	3.1%	2.9%	1.2%	1.5%	1.5%	19,648	20,538	18,618	469	428	496
<b>Disability</b>																					
Yes	45.7%	43.9%	41.2%	41.4%	41.6%	43.9%	8.5%	10.0%	10.2%	2.9%	3.2%	3.1%	1.4%	1.4%	1.6%	20,036	20,169	18,095	524	464	500
No	49.7%	48.5%	47.6%	40.5%	41.2%	42.3%	6.6%	6.9%	6.9%	2.2%	2.3%	2.2%	0.9%	0.9%	0.9%	124,218	126,570	116,522	2,576	2,354	2,560

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

### (81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.1%</b>	<b>29.2%</b>	<b>27.7%</b>	<b>50.4%</b>	<b>50.6%</b>	<b>51.8%</b>	<b>15.7%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>2.9%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>102,282</b>	<b>106,036</b>	<b>100,599</b>	<b>7,335</b>	<b>7,380</b>	<b>7,562</b>
<b>Work Location</b>																					
Headquarters	33.1%	32.4%	30.2%	49.6%	50.1%	51.4%	13.9%	14.5%	15.0%	2.5%	2.3%	2.6%	0.8%	0.7%	0.7%	40,307	41,865	39,622	2,740	2,719	2,733
Field	28.4%	27.5%	26.3%	50.8%	50.9%	51.9%	16.6%	17.6%	17.6%	3.1%	3.0%	3.1%	1.1%	1.0%	1.1%	60,084	62,128	58,747	4,410	4,453	4,609
<b>Supervisory Status</b>																					
Non-Supervisor	30.3%	29.4%	28.1%	49.8%	50.4%	51.4%	15.9%	16.6%	16.6%	2.9%	2.7%	2.9%	1.0%	0.9%	0.9%	64,787	66,828	63,328	4,960	5,043	5,002
Team Leader	27.1%	27.6%	25.9%	52.2%	51.1%	52.6%	16.6%	17.6%	17.5%	3.1%	3.1%	2.9%	1.0%	0.7%	1.1%	13,335	14,632	13,867	812	897	947
Supervisor	30.0%	28.7%	26.7%	51.9%	51.7%	53.1%	14.9%	16.2%	16.7%	2.5%	2.6%	2.7%	0.7%	0.8%	0.8%	13,658	13,911	13,462	912	844	971
Manager	33.4%	30.6%	30.2%	50.4%	53.0%	51.0%	12.5%	13.4%	15.4%	2.9%	2.2%	2.8%	0.7%	0.7%	0.6%	6,795	6,785	6,170	371	337	367
Senior Leader	40.7%	39.9%	33.6%	44.3%	41.5%	48.2%	11.7%	14.9%	15.3%	2.3%	2.7%	2.4%	0.9%	1.0%	0.5%	2,420	2,448	2,216	138	119	123
<b>Sex</b>																					
Male	29.3%	28.3%	26.7%	50.4%	50.6%	51.7%	16.3%	17.4%	17.5%	2.9%	2.8%	3.0%	1.1%	0.9%	1.0%	51,797	53,967	50,571	3,736	3,753	3,843
Female	31.4%	30.7%	29.2%	50.4%	50.6%	51.8%	14.7%	15.3%	15.4%	2.8%	2.6%	2.7%	0.8%	0.8%	0.8%	48,026	49,398	47,510	3,331	3,388	3,465
<b>Hispanic or Latino</b>																					
Yes	30.3%	29.9%	28.7%	48.3%	48.4%	48.1%	16.9%	17.1%	18.6%	3.0%	3.1%	3.4%	1.5%	1.4%	1.3%	8,909	8,941	8,256	774	703	748
No	30.2%	29.3%	27.7%	50.6%	50.9%	52.2%	15.4%	16.3%	16.4%	2.8%	2.7%	2.8%	0.9%	0.8%	0.9%	89,899	93,587	88,890	6,223	6,342	6,464
<b>Race</b>																					
American Indian/ Alaska Native	24.9%	25.0%	22.1%	48.9%	47.9%	49.6%	21.9%	22.1%	23.1%	3.2%	3.4%	4.2%	1.2%	1.7%	1.1%	2,071	2,298	2,131	161	198	158
Asian	29.4%	28.2%	26.3%	50.5%	51.2%	52.7%	16.9%	17.8%	18.5%	2.2%	2.0%	1.7%	1.0%	0.7%	0.9%	4,626	4,442	4,313	442	434	433
Black/African American	34.4%	32.3%	30.2%	47.8%	49.6%	51.9%	15.0%	15.3%	14.9%	2.1%	1.9%	2.2%	0.8%	0.8%	0.8%	18,001	18,925	17,983	1,430	1,536	1,551
Native Hawaiian/ Pacific Islander	26.5%	24.3%	22.4%	52.0%	47.7%	54.1%	19.3%	23.9%	19.5%	0.6%	3.3%	3.2%	1.7%	0.8%	0.7%	580	676	631	65	46	59
White	29.6%	29.0%	27.6%	51.2%	51.1%	51.8%	15.1%	16.3%	16.6%	3.1%	2.9%	3.1%	0.9%	0.8%	1.0%	66,859	69,337	65,722	4,362	4,320	4,469
Two or more races (Not Hispanic/ Latino)	27.9%	26.8%	26.5%	48.3%	51.0%	50.5%	18.6%	17.1%	18.4%	3.3%	4.0%	3.4%	2.0%	1.0%	1.1%	3,891	3,972	3,701	290	256	285

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.1%</b>	<b>29.2%</b>	<b>27.7%</b>	<b>50.4%</b>	<b>50.6%</b>	<b>51.8%</b>	<b>15.7%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>2.9%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>102,282</b>	<b>106,036</b>	<b>100,599</b>	<b>7,335</b>	<b>7,380</b>	<b>7,562</b>
<b>Age Group</b>																					
25 and under	35.0%	37.4%	37.9%	48.0%	48.0%	46.1%	11.5%	10.9%	13.3%	0.5%	2.4%	2.3%	4.9%	1.4%	0.4%	564	567	609	48	48	37
26-29	33.2%	34.4%	32.7%	48.5%	46.4%	47.9%	13.8%	14.6%	13.7%	3.7%	3.3%	4.2%	0.8%	1.3%	1.4%	2,570	2,935	2,921	189	177	205
30-39	31.8%	30.7%	30.3%	47.8%	48.7%	49.9%	14.5%	15.6%	15.1%	4.3%	3.9%	3.3%	1.5%	1.2%	1.4%	18,453	17,998	16,625	1,218	1,113	1,073
40-49	29.7%	29.8%	27.5%	50.8%	50.5%	52.1%	15.6%	15.8%	16.4%	2.8%	2.9%	3.1%	1.1%	1.0%	0.9%	27,435	28,746	27,657	1,784	1,767	1,889
50-59	30.1%	28.6%	26.9%	51.7%	51.7%	52.2%	15.3%	16.8%	17.5%	2.2%	2.2%	2.6%	0.7%	0.6%	0.8%	37,961	39,769	37,775	2,639	2,876	2,894
60+	27.4%	25.6%	24.1%	50.6%	52.4%	54.2%	19.1%	19.7%	18.7%	2.3%	1.7%	2.4%	0.6%	0.5%	0.5%	14,903	15,494	14,266	1,436	1,372	1,411
<b>Level of Education</b>																					
Less than High School	31.4%	21.3%	27.2%	46.0%	55.7%	49.4%	16.4%	21.5%	22.2%	2.5%	0.3%	0.0%	3.7%	1.3%	1.2%	91	116	111	8	12	12
H.S. Diploma/ GED or equiv	26.9%	23.9%	24.8%	51.0%	53.7%	50.7%	19.6%	19.6%	21.6%	1.6%	2.0%	1.9%	0.8%	0.8%	1.0%	3,887	4,554	4,746	371	432	479
Trade/Technical Certificate	23.9%	21.3%	22.2%	48.5%	49.1%	51.2%	22.8%	26.4%	22.3%	3.3%	2.6%	2.9%	1.5%	0.7%	1.5%	2,077	2,424	2,426	190	230	253
Some College (no degree)	26.1%	27.2%	24.2%	51.4%	50.1%	52.3%	18.6%	19.2%	20.2%	2.8%	2.4%	2.5%	1.1%	1.1%	0.8%	13,634	15,677	15,585	1,097	1,241	1,392
Associate's Degree	26.9%	26.7%	24.7%	51.4%	51.8%	52.3%	18.0%	18.0%	19.0%	2.5%	2.7%	2.9%	1.2%	0.8%	1.0%	7,436	8,428	8,070	622	692	748
Bachelor's Degree	30.8%	29.8%	29.1%	50.2%	50.6%	51.3%	15.0%	15.7%	15.4%	3.0%	3.0%	3.2%	0.9%	0.9%	1.0%	35,282	36,089	33,896	2,368	2,362	2,339
Master's Degree	34.5%	33.1%	31.0%	49.4%	50.3%	51.8%	12.4%	13.1%	13.5%	2.9%	2.7%	2.9%	0.8%	0.7%	0.8%	28,410	27,928	25,334	1,817	1,614	1,559
Doctoral/ Professional Degree	30.0%	30.3%	29.3%	51.9%	50.0%	52.5%	14.2%	16.0%	14.2%	3.1%	2.9%	3.0%	0.8%	0.8%	0.9%	9,453	8,860	8,341	670	605	578
<b>Pay Category</b>																					
Federal Wage System	23.0%	20.7%	22.8%	49.9%	54.4%	50.7%	21.8%	21.5%	22.4%	3.1%	2.2%	2.6%	2.1%	1.2%	1.4%	2,608	3,442	3,626	243	328	334
GS 1-6	23.5%	23.8%	22.0%	50.1%	50.9%	51.7%	22.1%	21.7%	22.2%	3.0%	2.7%	3.0%	1.4%	0.9%	1.1%	4,499	5,431	5,641	481	557	605
GS 7-12	30.4%	30.0%	28.2%	50.4%	50.0%	51.5%	15.4%	16.4%	16.4%	2.8%	2.8%	2.9%	1.0%	0.9%	0.9%	40,743	44,369	42,946	3,014	3,268	3,392
GS 13-15	33.5%	32.6%	31.2%	50.5%	50.6%	52.0%	12.7%	13.4%	13.5%	2.6%	2.7%	2.6%	0.6%	0.6%	0.7%	45,619	43,952	39,996	2,776	2,483	2,435
SES	47.8%	48.4%	42.5%	41.3%	40.8%	43.7%	8.3%	8.7%	12.6%	2.4%	1.6%	1.0%	0.2%	0.5%	0.3%	1,642	1,704	1,483	83	69	63
SL/ST	31.2%	34.5%	25.1%	47.6%	45.4%	53.2%	19.0%	16.4%	15.6%	1.4%	1.9%	5.3%	0.8%	1.9%	0.7%	328	323	307	23	27	22
Other	21.3%	19.9%	18.5%	52.2%	52.5%	54.1%	21.1%	23.1%	21.8%	4.2%	3.3%	4.4%	1.2%	1.1%	1.2%	4,941	4,835	4,558	541	453	520

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

# Report by Demographics

## (81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.1%</b>	<b>29.2%</b>	<b>27.7%</b>	<b>50.4%</b>	<b>50.6%</b>	<b>51.8%</b>	<b>15.7%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>2.9%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>102,282</b>	<b>106,036</b>	<b>100,599</b>	<b>7,335</b>	<b>7,380</b>	<b>7,562</b>
<b>Time in Federal Government</b>																					
< 1 year	37.9%	33.6%	36.9%	45.9%	50.7%	48.4%	14.1%	13.4%	12.2%	1.7%	1.9%	1.3%	0.3%	0.5%	1.2%	1,623	1,441	773	140	124	69
1-3 years	31.3%	31.3%	30.0%	49.9%	49.1%	51.6%	15.1%	15.9%	14.8%	2.7%	2.8%	2.8%	1.1%	0.8%	0.8%	7,120	6,964	8,276	583	571	669
4-5 years	31.7%	31.7%	29.2%	49.5%	48.3%	50.7%	15.4%	16.2%	16.0%	2.4%	2.8%	3.0%	1.0%	1.0%	1.0%	7,427	10,402	10,929	572	740	822
6-10 years	30.0%	28.9%	27.3%	49.8%	50.5%	51.1%	15.5%	16.6%	17.2%	3.4%	3.1%	3.2%	1.4%	1.0%	1.2%	23,024	21,968	18,892	1,669	1,552	1,458
11-14 years	28.4%	27.1%	25.7%	51.4%	50.6%	51.3%	16.0%	18.0%	18.6%	3.2%	3.1%	3.3%	1.0%	1.1%	1.0%	14,050	14,577	13,777	1,044	1,048	1,047
15-20 years	27.9%	25.9%	25.6%	52.2%	53.2%	52.1%	16.1%	16.7%	18.4%	3.0%	3.2%	2.8%	0.9%	1.0%	1.1%	14,300	13,414	11,245	995	937	879
> 20 years	30.9%	30.1%	28.1%	50.3%	51.1%	52.7%	15.7%	16.2%	15.9%	2.4%	2.1%	2.5%	0.6%	0.6%	0.7%	33,016	35,451	34,761	2,165	2,251	2,445
<b>Time with Current Agency</b>																					
< 1 year	37.8%	36.5%	35.5%	46.0%	49.6%	47.3%	13.5%	11.6%	14.2%	2.3%	1.9%	2.1%	0.4%	0.4%	1.0%	3,346	2,977	1,700	259	290	161
1-3 years	32.9%	32.0%	30.8%	48.5%	48.6%	51.0%	14.9%	15.7%	14.6%	2.6%	2.8%	2.7%	1.1%	0.9%	0.9%	11,760	11,362	12,823	923	832	1,011
4-5 years	32.1%	31.8%	29.2%	49.4%	48.1%	50.7%	14.9%	16.4%	15.8%	2.5%	2.8%	3.2%	1.1%	1.0%	1.1%	9,714	12,945	13,365	715	921	989
6-10 years	29.1%	28.3%	27.0%	50.5%	50.8%	51.3%	15.7%	16.8%	17.5%	3.4%	3.1%	3.2%	1.3%	0.9%	1.0%	24,946	24,391	21,329	1,788	1,641	1,646
11-20 years	27.5%	26.4%	25.5%	52.1%	52.2%	52.2%	16.3%	17.4%	18.4%	3.2%	2.9%	3.0%	0.9%	1.0%	1.0%	26,405	26,414	23,957	1,924	1,867	1,799
> 20 years	30.2%	29.2%	27.1%	51.0%	51.6%	53.4%	15.9%	16.5%	16.2%	2.2%	2.1%	2.5%	0.7%	0.5%	0.7%	24,117	25,821	25,225	1,502	1,621	1,733
<b>Leaving</b>																					
No	32.7%	31.7%	29.8%	50.4%	50.4%	51.8%	14.2%	15.2%	15.4%	2.2%	2.2%	2.4%	0.5%	0.6%	0.6%	69,966	70,967	67,064	4,778	4,763	4,710
Yes, to retire	25.9%	24.1%	22.8%	50.1%	54.3%	54.5%	21.3%	18.9%	19.5%	1.9%	2.2%	2.6%	0.8%	0.6%	0.6%	5,702	6,312	6,102	521	512	570
Yes, to other job in Govt	26.7%	26.2%	25.5%	50.9%	50.8%	51.3%	16.4%	17.8%	17.8%	4.2%	3.9%	3.9%	1.8%	1.3%	1.5%	18,037	19,212	17,925	1,300	1,315	1,385
Yes, to other job outside Govt	20.7%	21.1%	22.1%	50.1%	50.8%	52.0%	19.6%	21.3%	18.9%	6.2%	4.5%	4.7%	3.3%	2.4%	2.3%	2,813	3,345	3,419	219	233	271
Yes, other	20.1%	19.9%	19.1%	49.6%	48.4%	49.1%	23.2%	24.4%	24.6%	4.7%	5.1%	5.1%	2.4%	2.2%	2.1%	3,901	4,201	4,016	328	362	409
<b>Retiring</b>																					
Within 1 year	26.3%	24.1%	24.3%	49.8%	54.4%	54.4%	21.0%	18.9%	17.9%	1.8%	1.9%	2.5%	1.0%	0.6%	0.9%	3,323	3,860	3,604	306	302	371
Between 1-3 years	26.3%	25.6%	23.3%	52.3%	52.9%	54.2%	18.3%	18.8%	18.7%	2.4%	2.1%	3.1%	0.7%	0.6%	0.7%	10,084	10,385	9,852	792	776	869
Between 3-5 years	27.5%	26.6%	25.2%	52.3%	52.0%	53.7%	16.9%	18.5%	17.9%	2.7%	2.3%	2.5%	0.6%	0.6%	0.7%	11,673	11,941	11,119	824	867	852
5 or more years	31.2%	30.4%	28.9%	49.9%	50.0%	51.1%	14.9%	15.8%	16.1%	3.0%	2.9%	2.9%	1.1%	0.9%	1.0%	74,758	77,162	73,185	5,152	5,151	5,196

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.1%</b>	<b>29.2%</b>	<b>27.7%</b>	<b>50.4%</b>	<b>50.6%</b>	<b>51.8%</b>	<b>15.7%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>2.9%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>102,282</b>	<b>106,036</b>	<b>100,599</b>	<b>7,335</b>	<b>7,380</b>	<b>7,562</b>
<b>Self-Identify as:</b>																					
Heterosexual	30.9%	30.0%	28.4%	50.4%	50.7%	51.9%	14.9%	16.0%	16.0%	2.8%	2.6%	2.8%	0.9%	0.8%	0.9%	82,017	85,177	81,055	5,650	5,712	5,887
LGBT*	31.2%	30.2%	30.7%	49.8%	49.3%	49.2%	14.9%	15.0%	14.5%	3.3%	4.2%	4.7%	0.8%	1.2%	0.9%	2,778	2,792	2,522	158	166	165
Prefer not to say	24.8%	24.5%	22.8%	50.3%	50.5%	51.1%	20.0%	19.8%	21.8%	3.5%	3.6%	3.3%	1.4%	1.5%	1.1%	11,098	11,615	10,870	980	982	973
<b>Military Service</b>																					
No Prior Military Service	30.2%	29.7%	28.5%	51.0%	51.0%	51.8%	15.0%	15.8%	15.8%	2.9%	2.8%	2.9%	0.9%	0.8%	0.9%	71,116	72,139	68,323	4,795	4,816	4,875
Currently in Guard/Reserves	34.9%	30.9%	29.0%	46.5%	50.0%	50.9%	13.5%	15.5%	15.7%	3.6%	2.6%	3.1%	1.5%	1.0%	1.3%	2,294	2,735	2,543	184	175	190
Retired Separated/Discharged	32.4%	30.8%	27.9%	49.8%	51.0%	52.7%	14.9%	15.8%	16.4%	2.1%	1.8%	2.4%	0.9%	0.6%	0.6%	11,247	12,560	12,134	873	888	963
	27.6%	26.7%	25.2%	49.6%	49.3%	51.0%	18.4%	19.4%	19.4%	3.2%	3.3%	3.2%	1.1%	1.3%	1.2%	14,725	15,539	14,614	1,164	1,209	1,241
<b>Disability</b>																					
Yes	28.7%	28.0%	25.7%	48.6%	48.1%	50.4%	18.5%	20.0%	19.5%	3.0%	2.7%	3.2%	1.3%	1.2%	1.2%	13,290	14,068	13,099	1,085	1,116	1,117
No	30.6%	29.6%	28.2%	50.8%	51.1%	52.0%	15.0%	15.8%	16.1%	2.8%	2.7%	2.8%	0.9%	0.8%	0.9%	86,342	89,201	84,769	5,991	6,023	6,182

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

### (82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>27.1%</b>	<b>26.1%</b>	<b>25.3%</b>	<b>48.4%</b>	<b>48.7%</b>	<b>48.8%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>51,991</b>	<b>55,156</b>	<b>52,178</b>	<b>8,067</b>	<b>8,714</b>	<b>8,882</b>
<b>Work Location</b>																					
Headquarters	28.6%	28.4%	26.9%	46.7%	47.1%	47.2%	20.4%	20.2%	21.5%	2.7%	2.8%	2.8%	1.6%	1.6%	1.5%	18,544	19,460	17,958	2,992	3,341	3,330
Field	26.3%	25.2%	24.6%	49.2%	49.4%	49.4%	20.0%	21.1%	21.6%	2.9%	2.8%	3.1%	1.6%	1.5%	1.3%	32,264	34,419	32,803	4,863	5,124	5,272
<b>Supervisory Status</b>																					
Non-Supervisor	26.2%	26.1%	24.8%	48.0%	47.6%	48.1%	21.0%	21.4%	22.4%	3.1%	3.1%	3.1%	1.8%	1.8%	1.5%	33,304	35,492	33,466	5,516	5,954	5,955
Team Leader	25.6%	22.4%	23.5%	48.5%	50.5%	49.6%	21.7%	23.1%	22.7%	2.9%	2.7%	2.8%	1.3%	1.3%	1.4%	5,920	6,465	6,066	935	1,066	1,102
Supervisor	27.7%	26.8%	25.9%	51.3%	51.6%	51.0%	17.7%	18.6%	19.6%	2.2%	2.0%	2.5%	1.1%	0.9%	1.0%	7,356	7,654	7,404	944	1,042	1,083
Manager	33.9%	31.4%	31.9%	48.3%	52.0%	49.0%	14.2%	14.0%	15.6%	2.5%	1.4%	2.7%	0.9%	1.2%	0.8%	3,653	3,670	3,315	385	388	430
Senior Leader	41.8%	39.1%	34.1%	42.7%	41.0%	46.5%	14.3%	16.4%	16.7%	0.6%	1.8%	2.5%	0.6%	1.7%	0.2%	1,043	1,066	1,015	122	106	113
<b>Sex</b>																					
Male	25.2%	23.7%	23.3%	48.0%	49.1%	48.8%	22.4%	22.9%	23.6%	2.8%	2.7%	2.8%	1.7%	1.6%	1.5%	22,417	23,588	22,367	3,882	4,149	4,246
Female	29.3%	28.6%	27.6%	48.9%	48.3%	48.7%	17.5%	18.6%	19.4%	2.9%	2.9%	3.1%	1.4%	1.5%	1.2%	28,304	30,202	28,429	3,882	4,266	4,331
<b>Hispanic or Latino</b>																					
Yes	27.9%	26.4%	26.8%	46.2%	48.1%	47.4%	21.0%	20.7%	20.9%	2.8%	2.6%	3.2%	2.1%	2.2%	1.6%	5,578	5,896	5,329	882	836	899
No	27.0%	26.2%	25.2%	48.8%	48.8%	49.0%	19.9%	20.7%	21.5%	2.9%	2.8%	2.9%	1.5%	1.4%	1.3%	44,634	47,467	45,009	6,758	7,497	7,550
<b>Race</b>																					
American Indian/ Alaska Native	27.0%	22.4%	20.5%	46.2%	47.9%	48.0%	23.8%	25.2%	26.5%	1.8%	2.2%	2.6%	1.2%	2.3%	2.5%	1,499	1,713	1,587	190	254	210
Asian	25.5%	21.5%	21.2%	46.3%	49.9%	49.9%	24.0%	25.7%	25.4%	2.5%	2.2%	2.2%	1.7%	0.7%	1.2%	2,193	2,124	1,990	504	496	493
Black/African American	29.4%	28.4%	28.0%	48.4%	48.0%	49.1%	18.7%	19.7%	19.6%	2.2%	2.6%	2.2%	1.2%	1.4%	1.2%	11,204	12,073	11,582	1,555	1,872	1,885
Native Hawaiian/ Pacific Islander	26.1%	21.3%	16.1%	40.6%	51.2%	45.8%	27.7%	23.7%	35.0%	2.4%	1.9%	2.5%	3.2%	1.9%	0.7%	329	402	371	62	63	66
White	27.0%	26.3%	25.2%	49.0%	49.1%	48.7%	19.5%	20.2%	21.4%	3.2%	2.9%	3.3%	1.4%	1.5%	1.4%	31,360	33,196	31,239	4,743	5,009	5,192
Two or more races (Not Hispanic/ Latino)	24.1%	23.9%	25.5%	47.8%	47.3%	45.0%	21.1%	23.0%	23.7%	3.4%	3.2%	3.8%	3.7%	2.6%	2.1%	2,188	2,250	2,046	324	329	324

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>27.1%</b>	<b>26.1%</b>	<b>25.3%</b>	<b>48.4%</b>	<b>48.7%</b>	<b>48.8%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>51,991</b>	<b>55,156</b>	<b>52,178</b>	<b>8,067</b>	<b>8,714</b>	<b>8,882</b>
<b>Age Group</b>																					
25 and under	34.6%	24.1%	36.4%	42.5%	45.2%	39.2%	17.9%	27.8%	21.3%	1.3%	2.0%	2.8%	3.7%	0.9%	0.4%	163	186	170	36	49	33
26-29	29.0%	35.9%	25.4%	43.7%	41.6%	45.3%	19.9%	15.6%	23.4%	5.2%	4.5%	4.4%	2.1%	2.3%	1.4%	842	939	971	180	185	202
30-39	29.6%	27.0%	28.5%	45.8%	48.6%	47.7%	19.6%	19.4%	18.9%	3.3%	3.4%	3.3%	1.7%	1.7%	1.7%	7,924	8,132	7,511	1,244	1,165	1,163
40-49	27.5%	27.7%	25.7%	49.2%	48.9%	49.7%	18.5%	19.1%	20.3%	3.2%	2.6%	3.1%	1.6%	1.8%	1.3%	14,413	15,500	14,847	1,909	2,164	2,256
50-59	26.6%	25.3%	24.0%	49.4%	48.6%	49.1%	20.3%	21.9%	22.7%	2.4%	2.8%	2.9%	1.3%	1.5%	1.3%	20,517	21,796	20,670	3,169	3,462	3,511
60+	23.5%	22.2%	23.4%	48.7%	49.9%	48.5%	23.6%	24.5%	24.7%	2.4%	2.2%	2.3%	1.8%	1.2%	1.1%	7,972	8,367	7,634	1,498	1,649	1,644
<b>Level of Education</b>																					
Less than High School	32.3%	19.1%	24.6%	46.7%	60.1%	58.4%	21.0%	20.1%	13.5%	0.0%	0.0%	2.4%	0.0%	0.7%	1.1%	79	95	97	5	15	14
H.S. Diploma/ GED or equiv	26.7%	23.2%	24.7%	50.2%	51.8%	49.4%	19.6%	22.0%	23.4%	2.6%	1.5%	1.9%	1.0%	1.5%	0.6%	3,078	3,579	3,652	410	532	527
Trade/Technical Certificate	24.6%	22.7%	20.9%	47.8%	49.2%	47.3%	22.2%	24.4%	26.4%	4.1%	2.3%	3.2%	1.2%	1.3%	2.2%	1,408	1,575	1,580	203	267	280
Some College (no degree)	24.6%	25.5%	24.7%	49.3%	49.2%	48.9%	22.2%	21.0%	22.8%	2.5%	2.8%	2.5%	1.4%	1.5%	1.1%	9,413	10,795	10,655	1,313	1,496	1,624
Associate's Degree	25.2%	25.7%	22.9%	48.4%	47.6%	50.9%	21.9%	22.6%	22.2%	3.1%	2.3%	2.6%	1.5%	1.8%	1.4%	4,514	5,039	4,784	685	818	802
Bachelor's Degree	27.6%	26.6%	26.1%	49.1%	49.2%	49.0%	19.1%	19.9%	20.3%	2.6%	2.9%	3.3%	1.6%	1.4%	1.4%	17,500	18,202	17,020	2,642	2,725	2,817
Master's Degree	30.3%	28.4%	27.8%	46.1%	46.6%	47.3%	18.6%	20.2%	20.0%	3.3%	3.2%	3.4%	1.8%	1.6%	1.5%	11,786	11,765	10,441	1,897	1,977	1,912
Doctoral/ Professional Degree	28.6%	26.5%	25.6%	47.8%	49.0%	47.3%	17.4%	18.5%	21.4%	3.3%	3.8%	3.5%	2.8%	2.2%	2.2%	3,190	3,072	2,808	667	652	655
<b>Pay Category</b>																					
Federal Wage System	22.4%	20.9%	20.9%	48.8%	51.7%	48.4%	24.7%	22.7%	27.4%	2.8%	3.2%	2.0%	1.2%	1.6%	1.3%	1,441	1,915	1,919	261	374	342
GS 1-6	24.1%	23.1%	22.6%	45.6%	46.0%	47.9%	25.7%	25.5%	25.2%	3.2%	2.9%	2.7%	1.4%	2.5%	1.5%	2,889	3,561	3,657	486	628	644
GS 7-12	26.2%	25.6%	24.9%	49.5%	48.9%	49.2%	19.7%	21.2%	21.4%	2.9%	2.8%	3.3%	1.7%	1.5%	1.3%	23,555	25,862	24,971	3,447	3,952	4,044
GS 13-15	31.9%	30.4%	29.1%	47.2%	48.7%	49.0%	17.1%	17.4%	18.1%	2.6%	2.3%	2.4%	1.3%	1.2%	1.3%	19,556	19,063	17,114	2,996	2,920	2,947
SES	56.8%	51.7%	48.1%	34.6%	37.1%	39.6%	6.9%	9.3%	11.1%	1.4%	1.5%	0.8%	0.3%	0.3%	0.4%	579	604	541	80	63	53
SL/ST	40.7%	35.7%	27.6%	43.8%	37.4%	38.8%	13.7%	24.8%	26.6%	1.2%	0.0%	0.0%	0.6%	2.1%	6.9%	113	118	95	16	25	27
Other	20.4%	22.4%	22.2%	51.0%	48.6%	47.3%	23.5%	23.3%	24.7%	3.1%	3.9%	3.8%	2.1%	1.8%	1.9%	2,886	3,013	2,768	540	522	564

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>27.1%</b>	<b>26.1%</b>	<b>25.3%</b>	<b>48.4%</b>	<b>48.7%</b>	<b>48.8%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>51,991</b>	<b>55,156</b>	<b>52,178</b>	<b>8,067</b>	<b>8,714</b>	<b>8,882</b>
<b>Time in Federal Government</b>																					
< 1 year	38.7%	32.5%	29.0%	39.8%	38.4%	44.2%	20.2%	26.0%	25.3%	0.7%	2.0%	1.2%	0.6%	1.2%	0.2%	511	490	272	140	147	84
1-3 years	28.3%	26.5%	25.1%	44.7%	45.6%	47.1%	22.5%	23.7%	23.5%	3.1%	3.3%	2.9%	1.4%	0.9%	1.3%	2,573	2,584	2,990	564	643	689
4-5 years	28.8%	25.7%	25.8%	44.9%	46.8%	47.1%	22.1%	22.3%	22.8%	2.7%	3.3%	3.2%	1.5%	2.0%	1.2%	2,924	4,065	4,394	631	836	923
6-10 years	26.1%	25.8%	25.2%	47.7%	48.6%	48.4%	20.6%	20.9%	21.2%	3.7%	3.1%	3.5%	2.0%	1.7%	1.7%	10,691	10,505	9,099	1,758	1,784	1,665
11-14 years	26.4%	25.5%	24.1%	48.5%	48.5%	49.2%	20.7%	20.6%	21.9%	2.9%	3.4%	3.0%	1.5%	2.0%	1.8%	7,181	7,752	7,450	1,102	1,115	1,217
15-20 years	26.6%	25.2%	24.6%	49.7%	50.2%	50.9%	19.1%	20.1%	19.6%	2.7%	2.7%	3.5%	1.8%	1.8%	1.4%	8,006	7,857	6,577	1,077	1,096	932
> 20 years	27.4%	26.8%	26.2%	50.5%	49.8%	48.9%	18.6%	20.1%	21.5%	2.4%	2.1%	2.4%	1.2%	1.2%	1.1%	19,264	20,961	20,350	2,582	2,901	3,147
<b>Time with Current Agency</b>																					
< 1 year	35.1%	31.5%	25.9%	43.4%	42.7%	46.5%	19.3%	22.3%	25.8%	1.2%	2.5%	1.7%	1.1%	1.0%	0.1%	1,199	1,173	659	293	326	170
1-3 years	28.8%	27.2%	26.0%	44.2%	44.4%	46.1%	22.4%	24.2%	23.1%	3.2%	3.0%	3.1%	1.4%	1.3%	1.7%	4,721	4,590	5,127	930	987	1,118
4-5 years	27.9%	25.5%	26.2%	45.8%	47.6%	45.6%	21.4%	21.9%	23.2%	3.4%	3.2%	3.5%	1.4%	1.8%	1.4%	4,191	5,553	5,797	790	1,024	1,172
6-10 years	25.5%	25.9%	24.5%	48.5%	48.3%	49.0%	20.8%	20.9%	21.9%	3.3%	3.1%	3.2%	1.9%	1.8%	1.4%	12,199	12,302	10,829	1,995	2,018	1,916
11-20 years	26.4%	25.3%	24.4%	49.3%	49.9%	50.4%	19.7%	20.2%	20.4%	2.7%	2.9%	3.2%	1.9%	1.8%	1.6%	14,553	15,158	13,692	2,003	2,093	2,081
> 20 years	27.7%	26.7%	26.5%	51.1%	50.9%	49.9%	17.8%	19.3%	20.4%	2.4%	2.1%	2.2%	1.1%	1.1%	1.0%	14,032	15,254	14,859	1,820	2,027	2,161
<b>Leaving</b>																					
No	30.0%	29.0%	27.9%	48.8%	48.8%	49.3%	18.4%	19.2%	19.6%	1.9%	2.1%	2.3%	0.9%	0.8%	0.8%	33,966	35,490	33,471	5,078	5,462	5,479
Yes, to retire	23.2%	21.5%	22.2%	50.7%	53.0%	51.4%	21.8%	22.1%	23.2%	2.9%	2.2%	2.3%	1.4%	1.2%	0.9%	3,469	3,853	3,716	522	578	684
Yes, to other job in Govt	22.0%	21.7%	21.6%	48.4%	48.3%	47.1%	22.6%	23.1%	24.7%	4.6%	4.1%	4.5%	2.3%	2.7%	2.2%	9,678	10,506	9,678	1,585	1,700	1,708
Yes, to other job outside Govt	20.6%	18.8%	17.9%	46.0%	44.6%	47.0%	22.0%	25.3%	25.9%	6.1%	5.7%	5.8%	5.4%	5.6%	3.4%	1,462	1,672	1,641	252	286	309
Yes, other	19.1%	17.9%	17.2%	42.8%	45.6%	45.0%	27.7%	27.9%	28.4%	5.6%	4.8%	5.1%	4.7%	3.8%	4.2%	2,441	2,617	2,560	397	441	439
<b>Retiring</b>																					
Within 1 year	24.8%	21.6%	23.6%	49.3%	51.5%	49.9%	20.6%	22.3%	22.4%	3.0%	2.5%	2.7%	2.3%	2.0%	1.3%	1,992	2,295	2,136	320	359	429
Between 1-3 years	24.9%	24.0%	23.1%	50.0%	50.8%	49.7%	21.5%	21.8%	23.9%	2.5%	2.3%	2.3%	1.1%	1.2%	0.9%	5,614	5,936	5,508	873	976	1,029
Between 3-5 years	25.0%	24.7%	24.7%	50.7%	48.3%	47.6%	20.8%	23.3%	23.8%	2.1%	2.3%	2.3%	1.4%	1.5%	1.7%	6,267	6,617	6,210	1,011	1,062	1,043
5 or more years	27.9%	27.0%	25.8%	47.9%	48.4%	48.9%	19.6%	20.2%	20.7%	3.0%	2.9%	3.2%	1.6%	1.6%	1.4%	36,826	38,890	36,724	5,554	5,955	6,015

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>27.1%</b>	<b>26.1%</b>	<b>25.3%</b>	<b>48.4%</b>	<b>48.7%</b>	<b>48.8%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>21.6%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>51,991</b>	<b>55,156</b>	<b>52,178</b>	<b>8,067</b>	<b>8,714</b>	<b>8,882</b>
<b>Self-Identify as:</b>																					
Heterosexual	27.6%	26.9%	25.8%	48.9%	48.9%	49.3%	19.6%	20.2%	20.8%	2.7%	2.6%	2.8%	1.3%	1.4%	1.3%	40,956	43,566	41,272	6,208	6,742	6,926
LGBT*	31.5%	30.0%	30.7%	46.3%	46.2%	43.2%	15.9%	18.6%	20.0%	4.5%	3.5%	4.7%	1.6%	1.7%	1.4%	1,634	1,650	1,446	180	198	197
Prefer not to say	23.7%	21.0%	21.2%	45.6%	48.9%	47.7%	24.1%	24.2%	25.4%	3.9%	3.5%	3.9%	2.7%	2.5%	1.8%	6,397	6,769	6,326	1,008	1,122	1,137
<b>Military Service</b>																					
No Prior Military Service	28.0%	27.0%	26.5%	49.2%	49.5%	48.9%	18.4%	19.4%	20.2%	2.9%	2.7%	3.1%	1.5%	1.4%	1.4%	38,075	39,883	37,483	5,398	5,710	5,734
Currently in Guard/Reserves	27.6%	27.4%	27.6%	42.1%	40.9%	41.3%	25.7%	25.2%	27.5%	2.5%	3.8%	2.3%	2.1%	2.8%	1.3%	631	697	690	158	192	164
Retired Separated/Discharged	25.9%	23.9%	21.7%	45.1%	48.8%	48.0%	25.4%	23.9%	27.0%	2.2%	2.1%	2.1%	1.3%	1.3%	1.2%	4,108	4,459	4,307	921	1,059	1,198
<b>Disability</b>																					
Yes	26.0%	24.8%	23.2%	45.7%	45.7%	46.6%	21.6%	23.2%	24.4%	4.2%	3.8%	3.7%	2.5%	2.6%	2.0%	8,713	9,080	8,275	1,173	1,352	1,374
No	27.5%	26.6%	25.9%	49.1%	49.5%	49.3%	19.6%	20.1%	20.8%	2.5%	2.5%	2.8%	1.3%	1.3%	1.2%	41,990	44,687	42,442	6,588	7,025	7,177

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

\*Lesbian, Gay, Bisexual, or Transgender

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

## Report by Demographics

### (83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.2%</b>	<b>31.8%</b>	<b>31.3%</b>	<b>39.0%</b>	<b>39.8%</b>	<b>40.4%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>23.9%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>1.7%</b>	<b>10,701</b>	<b>10,781</b>	<b>10,509</b>	<b>4,380</b>	<b>4,620</b>	<b>4,356</b>
<b>Work Location</b>																					
Headquarters	37.2%	33.5%	33.3%	37.7%	39.0%	39.7%	20.5%	23.3%	22.6%	3.1%	2.6%	2.6%	1.5%	1.6%	1.8%	5,033	4,990	4,810	1,853	1,950	1,861
Field	30.4%	30.6%	30.1%	40.0%	40.5%	40.9%	25.4%	24.8%	24.6%	2.5%	2.6%	2.9%	1.7%	1.4%	1.6%	5,442	5,553	5,427	2,391	2,532	2,359
<b>Supervisory Status</b>																					
Non-Supervisor	32.8%	31.4%	31.9%	38.7%	38.9%	40.1%	23.7%	25.7%	23.6%	3.0%	2.3%	2.6%	1.9%	1.7%	1.8%	6,905	7,006	6,738	2,931	3,166	2,885
Team Leader	34.4%	31.1%	30.1%	40.5%	41.1%	41.2%	21.6%	22.7%	24.1%	2.5%	4.3%	2.9%	1.0%	0.9%	1.7%	1,454	1,467	1,483	488	539	552
Supervisor	30.7%	32.7%	29.8%	41.1%	42.5%	43.5%	24.8%	21.3%	22.2%	2.3%	2.2%	3.3%	1.1%	1.3%	1.2%	1,319	1,368	1,340	579	534	526
Manager	40.6%	37.0%	31.7%	36.1%	41.8%	34.7%	20.1%	17.8%	30.1%	2.1%	2.9%	2.2%	1.1%	0.5%	1.3%	608	563	526	214	220	226
Senior Leader	37.1%	43.4%	36.5%	34.8%	33.5%	38.0%	25.2%	17.3%	23.0%	1.4%	0.8%	1.1%	1.5%	5.0%	1.4%	229	213	230	79	69	82
<b>Sex</b>																					
Male	32.0%	30.4%	29.8%	38.1%	40.4%	40.2%	25.9%	25.5%	26.3%	2.6%	2.2%	2.2%	1.5%	1.5%	1.5%	4,589	4,665	4,567	1,974	2,073	2,006
Female	34.9%	33.1%	33.3%	39.7%	39.2%	40.6%	20.8%	23.2%	20.9%	2.9%	3.0%	3.3%	1.7%	1.5%	1.8%	5,851	5,871	5,699	2,217	2,372	2,214
<b>Hispanic or Latino</b>																					
Yes	32.3%	30.9%	32.8%	39.6%	39.5%	37.5%	23.7%	25.2%	25.3%	2.1%	1.8%	2.4%	2.3%	2.6%	1.9%	1,063	1,125	1,040	409	421	401
No	33.5%	31.9%	31.5%	39.0%	39.9%	40.7%	23.1%	24.2%	23.4%	2.8%	2.7%	2.8%	1.5%	1.3%	1.6%	9,280	9,314	9,135	3,729	3,983	3,760
<b>Race</b>																					
American Indian/ Alaska Native	32.8%	32.3%	28.6%	32.5%	38.0%	38.4%	30.3%	23.9%	30.2%	1.5%	2.6%	1.8%	2.9%	3.2%	1.1%	250	259	260	87	105	72
Asian	32.8%	28.5%	29.8%	38.0%	44.1%	45.8%	25.9%	24.7%	20.3%	2.3%	1.5%	2.8%	1.0%	1.1%	1.3%	790	705	719	278	280	243
Black/African American	34.4%	32.0%	30.4%	38.7%	40.7%	42.7%	22.7%	24.4%	22.4%	2.1%	1.9%	3.2%	2.1%	1.1%	1.3%	2,368	2,563	2,501	940	1,077	1,010
Native Hawaiian/ Pacific Islander	35.8%	35.6%	25.4%	43.1%	26.7%	45.1%	20.9%	35.6%	28.5%	0.2%	2.1%	0.9%	0.0%	0.0%	0.0%	79	99	91	34	27	24
White	32.9%	32.4%	32.7%	40.0%	39.4%	38.8%	23.1%	24.0%	24.3%	2.9%	2.8%	2.3%	1.2%	1.3%	1.9%	6,143	6,036	5,921	2,480	2,595	2,529
Two or more races (Not Hispanic/ Latino)	36.5%	31.5%	33.3%	36.6%	38.3%	35.1%	20.2%	23.1%	23.0%	5.5%	2.3%	7.4%	1.3%	4.9%	1.2%	416	406	396	172	187	144

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.2%</b>	<b>31.8%</b>	<b>31.3%</b>	<b>39.0%</b>	<b>39.8%</b>	<b>40.4%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>23.9%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>1.7%</b>	<b>10,701</b>	<b>10,781</b>	<b>10,509</b>	<b>4,380</b>	<b>4,620</b>	<b>4,356</b>
<b>Age Group</b>																					
25 and under	39.2%	49.5%	33.8%	31.6%	26.9%	45.6%	27.2%	23.5%	13.7%	0.0%	0.0%	7.0%	2.0%	0.0%	0.0%	46	46	53	17	24	12
26-29	36.8%	37.9%	38.2%	37.7%	38.3%	36.3%	14.3%	16.8%	16.4%	8.9%	3.1%	4.0%	2.3%	3.9%	5.1%	292	306	328	76	80	98
30-39	38.1%	38.9%	37.0%	41.7%	39.1%	42.3%	14.1%	15.9%	14.1%	4.1%	4.0%	4.0%	2.1%	2.1%	2.6%	3,511	3,166	3,009	562	569	516
40-49	34.6%	32.9%	31.5%	38.8%	42.6%	42.4%	22.3%	21.2%	22.4%	2.4%	2.3%	2.4%	1.8%	1.0%	1.2%	2,893	3,024	2,903	1,033	1,085	1,088
50-59	26.9%	24.3%	26.2%	38.2%	37.1%	38.6%	33.0%	35.9%	32.9%	0.7%	1.7%	1.6%	1.1%	1.1%	0.7%	2,751	2,959	2,956	1,767	1,917	1,786
60+	27.1%	21.7%	22.4%	34.0%	42.0%	35.7%	36.9%	34.3%	39.8%	1.7%	0.9%	1.3%	0.3%	1.1%	0.8%	1,186	1,258	1,217	910	931	836
<b>Level of Education</b>																					
Less than High School	33.4%	29.8%	31.6%	52.6%	53.1%	58.9%	12.2%	14.0%	8.8%	0.0%	0.4%	0.0%	1.9%	2.7%	0.7%	27	47	35	10	7	7
H.S. Diploma/ GED or equiv	28.7%	25.6%	27.3%	39.2%	47.1%	42.4%	29.9%	25.1%	27.0%	1.3%	1.4%	2.3%	0.8%	0.9%	1.1%	568	655	737	207	255	311
Trade/Technical Certificate	26.3%	23.7%	22.0%	38.0%	40.5%	43.3%	32.3%	31.4%	30.6%	2.9%	0.7%	2.9%	0.6%	3.7%	1.2%	249	297	320	113	143	133
Some College (no degree)	29.1%	30.4%	28.0%	38.0%	38.8%	41.9%	29.8%	27.2%	25.4%	2.3%	2.1%	2.9%	0.8%	1.4%	1.8%	1,464	1,698	1,734	695	809	807
Associate's Degree	29.5%	31.0%	28.3%	40.3%	35.5%	38.7%	25.0%	29.9%	28.4%	2.4%	2.3%	2.3%	2.9%	1.3%	2.3%	797	880	905	371	431	416
Bachelor's Degree	33.9%	33.5%	34.1%	39.2%	37.7%	39.5%	22.1%	24.9%	22.6%	2.9%	2.3%	2.6%	1.9%	1.5%	1.2%	2,978	3,010	2,940	1,370	1,435	1,325
Master's Degree	38.0%	33.6%	35.0%	39.1%	41.9%	39.7%	18.8%	19.8%	20.3%	3.1%	3.3%	2.9%	1.0%	1.4%	2.1%	2,922	2,870	2,576	1,055	1,050	904
Doctoral/ Professional Degree	37.6%	35.5%	36.2%	39.3%	41.8%	38.7%	15.7%	17.1%	20.5%	4.0%	3.9%	2.9%	3.3%	1.6%	1.7%	1,474	1,141	1,058	414	361	342
<b>Pay Category</b>																					
Federal Wage System	28.1%	29.9%	26.4%	39.1%	41.8%	43.7%	29.6%	24.3%	26.0%	2.0%	2.3%	2.5%	1.2%	1.8%	1.5%	336	489	478	123	175	179
GS 1-6	27.7%	27.3%	29.8%	38.6%	38.1%	44.0%	27.0%	29.9%	20.1%	3.4%	2.5%	3.9%	3.3%	2.2%	2.3%	717	895	989	245	336	308
GS 7-12	33.8%	32.1%	31.4%	38.9%	38.2%	39.4%	23.1%	25.8%	25.4%	2.7%	2.2%	2.4%	1.5%	1.6%	1.4%	4,163	4,406	4,415	1,796	2,034	1,976
GS 13-15	37.8%	34.1%	34.7%	39.2%	42.6%	39.8%	19.5%	19.3%	21.7%	2.4%	3.1%	2.2%	1.1%	0.8%	1.5%	4,402	4,021	3,658	1,736	1,652	1,491
SES	62.6%	51.0%	53.0%	21.8%	24.7%	32.8%	14.3%	21.9%	12.5%	1.3%	1.7%	1.2%	0.0%	0.7%	0.5%	117	113	126	52	44	42
SL/ST	55.5%	55.3%	59.0%	18.6%	19.4%	28.0%	25.9%	20.9%	7.7%	0.0%	0.9%	0.0%	0.0%	3.6%	5.3%	37	53	27	17	21	14
Other	23.3%	27.8%	28.7%	43.7%	42.8%	38.6%	27.2%	24.4%	26.1%	3.9%	3.8%	5.1%	1.9%	1.3%	1.5%	703	609	596	277	231	234

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.2%</b>	<b>31.8%</b>	<b>31.3%</b>	<b>39.0%</b>	<b>39.8%</b>	<b>40.4%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>23.9%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>1.7%</b>	<b>10,701</b>	<b>10,781</b>	<b>10,509</b>	<b>4,380</b>	<b>4,620</b>	<b>4,356</b>
<b>Time in Federal Government</b>																					
< 1 year	43.6%	38.5%	36.2%	34.5%	32.0%	35.1%	19.6%	24.3%	17.8%	1.7%	1.0%	5.9%	0.6%	4.2%	5.1%	235	197	125	68	72	41
1-3 years	30.0%	33.5%	35.4%	41.8%	36.8%	41.0%	20.2%	24.1%	18.9%	4.1%	2.9%	3.3%	3.8%	2.6%	1.4%	966	926	1,099	268	300	332
4-5 years	36.2%	35.7%	31.9%	42.2%	39.8%	41.1%	17.6%	19.6%	20.5%	2.4%	2.6%	4.1%	1.7%	2.2%	2.4%	1,009	1,239	1,286	295	438	437
6-10 years	34.4%	33.4%	33.0%	40.6%	40.9%	42.1%	19.5%	21.3%	19.9%	3.9%	3.2%	2.6%	1.6%	1.3%	2.3%	2,815	2,686	2,381	929	911	813
11-14 years	35.6%	32.4%	32.1%	37.0%	42.3%	42.2%	23.1%	21.7%	21.9%	2.6%	2.4%	2.8%	1.7%	1.2%	1.1%	1,623	1,554	1,513	598	575	544
15-20 years	30.4%	27.5%	28.7%	38.3%	42.8%	41.4%	28.1%	26.1%	26.8%	2.1%	2.5%	1.9%	1.0%	1.1%	1.2%	1,328	1,231	1,069	588	561	502
> 20 years	30.8%	27.5%	28.5%	36.2%	38.1%	36.0%	31.3%	31.5%	33.1%	1.1%	2.0%	1.7%	0.6%	0.9%	0.7%	2,505	2,756	2,834	1,506	1,658	1,599
<b>Time with Current Agency</b>																					
< 1 year	35.5%	35.7%	34.7%	37.3%	37.5%	35.5%	22.7%	22.1%	22.3%	1.5%	0.6%	4.2%	3.0%	4.1%	3.4%	481	410	288	146	171	79
1-3 years	35.2%	32.2%	33.8%	39.7%	37.9%	40.9%	19.2%	24.5%	20.4%	4.0%	2.9%	3.3%	1.9%	2.5%	1.7%	1,639	1,486	1,674	477	487	552
4-5 years	33.9%	35.2%	28.9%	42.4%	37.8%	42.6%	20.0%	22.1%	21.9%	2.1%	3.5%	4.1%	1.6%	1.4%	2.5%	1,203	1,507	1,558	383	561	577
6-10 years	32.2%	33.2%	33.9%	39.9%	40.8%	40.8%	22.4%	22.1%	21.3%	4.0%	2.4%	2.3%	1.5%	1.5%	1.8%	2,827	2,771	2,527	1,044	1,027	877
11-20 years	32.7%	29.4%	31.3%	38.1%	42.7%	40.6%	25.7%	24.5%	24.7%	1.9%	2.6%	2.4%	1.6%	0.8%	1.1%	2,542	2,502	2,272	1,095	1,087	1,041
> 20 years	32.9%	27.7%	27.9%	36.2%	38.8%	37.3%	29.1%	30.6%	32.5%	1.0%	2.3%	1.7%	0.8%	0.7%	0.6%	1,744	1,878	1,934	1,083	1,152	1,118
<b>Leaving</b>																					
No	35.9%	34.6%	34.1%	38.9%	38.3%	40.2%	21.7%	24.1%	22.3%	2.2%	2.2%	2.2%	1.3%	0.8%	1.1%	7,251	7,041	6,870	2,842	2,894	2,805
Yes, to retire	29.9%	18.9%	22.9%	36.5%	46.1%	37.9%	32.9%	33.4%	35.5%	0.4%	0.6%	1.9%	0.3%	1.0%	1.7%	472	560	581	331	307	357
Yes, to other job in Govt	28.4%	28.0%	27.4%	41.8%	42.5%	42.9%	23.5%	23.4%	23.6%	4.1%	3.4%	3.9%	2.1%	2.7%	2.2%	1,917	2,099	1,938	745	878	729
Yes, to other job outside Govt	34.0%	26.0%	30.6%	32.9%	41.3%	39.5%	22.2%	22.0%	23.4%	5.7%	5.1%	3.3%	5.2%	5.6%	3.3%	349	371	378	107	134	143
Yes, other	24.2%	27.1%	27.2%	36.0%	40.6%	34.5%	32.7%	24.8%	29.5%	4.2%	4.3%	4.6%	2.9%	3.2%	4.2%	479	498	518	213	274	209
<b>Retiring</b>																					
Within 1 year	36.4%	22.7%	21.7%	29.7%	39.4%	37.5%	31.1%	35.8%	37.8%	1.3%	0.1%	1.6%	1.5%	1.9%	1.4%	258	311	326	203	187	216
Between 1-3 years	24.0%	23.2%	22.5%	36.9%	39.3%	35.3%	37.5%	35.4%	38.8%	0.8%	1.5%	2.5%	0.8%	0.7%	0.9%	708	743	760	502	518	560
Between 3-5 years	23.7%	22.9%	27.0%	36.2%	38.9%	34.5%	37.9%	35.0%	36.1%	1.4%	2.4%	1.8%	0.8%	0.7%	0.6%	756	829	808	540	581	503
5 or more years	34.9%	33.7%	32.9%	39.8%	39.8%	41.6%	20.5%	22.1%	21.0%	3.0%	2.8%	2.9%	1.7%	1.6%	1.7%	8,652	8,554	8,246	2,952	3,143	2,911

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>33.2%</b>	<b>31.8%</b>	<b>31.3%</b>	<b>39.0%</b>	<b>39.8%</b>	<b>40.4%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>23.9%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>1.7%</b>	<b>10,701</b>	<b>10,781</b>	<b>10,509</b>	<b>4,380</b>	<b>4,620</b>	<b>4,356</b>
<b>Self-Identify as:</b>																					
Heterosexual	<b>34.2%</b>	32.6%	32.8%	<b>38.9%</b>	39.7%	40.1%	<b>22.7%</b>	24.0%	22.8%	<b>2.7%</b>	2.5%	2.9%	<b>1.6%</b>	1.3%	1.5%	<b>8,615</b>	8,651	8,485	<b>3,340</b>	3,592	3,445
LGBT*	<b>37.8%</b>	36.8%	26.4%	<b>29.8%</b>	34.9%	41.6%	<b>26.9%</b>	23.2%	26.0%	<b>5.3%</b>	1.5%	3.8%	<b>0.2%</b>	3.6%	2.2%	<b>223</b>	217	171	<b>108</b>	96	108
Prefer not to say	<b>27.1%</b>	25.8%	25.5%	<b>40.9%</b>	41.5%	40.3%	<b>27.8%</b>	27.6%	30.0%	<b>2.8%</b>	2.8%	2.0%	<b>1.5%</b>	2.3%	2.2%	<b>1,179</b>	1,258	1,221	<b>542</b>	598	483
<b>Military Service</b>																					
No Prior Military Service	<b>34.8%</b>	33.4%	32.3%	<b>39.1%</b>	39.7%	40.5%	<b>21.9%</b>	22.9%	22.4%	<b>2.9%</b>	2.7%	3.1%	<b>1.5%</b>	1.3%	1.6%	<b>7,771</b>	7,611	7,294	<b>2,978</b>	3,111	2,889
Currently in Guard/Reserves	<b>37.3%</b>	35.2%	35.0%	<b>34.6%</b>	43.0%	38.5%	<b>18.4%</b>	18.8%	22.5%	<b>6.5%</b>	1.8%	1.9%	<b>3.1%</b>	1.2%	2.1%	<b>267</b>	284	241	<b>62</b>	91	89
Retired Separated/Discharged	<b>28.4%</b>	26.1%	30.2%	<b>37.7%</b>	42.3%	39.2%	<b>31.2%</b>	29.8%	29.5%	<b>2.1%</b>	1.2%	0.3%	<b>0.6%</b>	0.6%	0.8%	<b>789</b>	934	974	<b>496</b>	548	571
	<b>31.0%</b>	29.5%	30.4%	<b>40.9%</b>	38.9%	40.3%	<b>23.9%</b>	26.5%	24.6%	<b>2.1%</b>	2.7%	2.9%	<b>2.2%</b>	2.5%	1.8%	<b>1,510</b>	1,619	1,636	<b>615</b>	663	619
<b>Disability</b>																					
Yes	<b>29.4%</b>	27.9%	28.4%	<b>37.3%</b>	38.7%	38.5%	<b>28.4%</b>	29.0%	28.0%	<b>2.3%</b>	2.1%	2.8%	<b>2.7%</b>	2.3%	2.4%	<b>1,440</b>	1,596	1,574	<b>631</b>	744	658
No	<b>34.1%</b>	32.8%	32.4%	<b>39.6%</b>	40.1%	40.7%	<b>22.1%</b>	23.2%	22.7%	<b>2.8%</b>	2.5%	2.7%	<b>1.3%</b>	1.3%	1.4%	<b>8,958</b>	8,906	8,654	<b>3,573</b>	3,710	3,525

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

\*Lesbian, Gay, Bisexual, or Transgender

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



## Report by Demographics

### (84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.3%</b>	<b>26.6%</b>	<b>25.9%</b>	<b>37.3%</b>	<b>39.7%</b>	<b>41.7%</b>	<b>30.2%</b>	<b>31.3%</b>	<b>29.5%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1.8%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>7,399</b>	<b>7,497</b>	<b>7,385</b>	<b>3,730</b>	<b>3,831</b>	<b>3,459</b>
<b>Work Location</b>																					
Headquarters	33.5%	28.1%	27.9%	36.2%	40.9%	41.5%	27.9%	29.4%	28.0%	1.5%	0.7%	1.6%	0.9%	1.0%	0.9%	3,368	3,510	3,379	1,574	1,571	1,471
Field	27.9%	25.6%	24.6%	37.9%	39.0%	41.8%	32.1%	32.3%	30.4%	1.6%	1.9%	1.9%	0.5%	1.1%	1.2%	3,820	3,776	3,761	2,015	2,130	1,879
<b>Supervisory Status</b>																					
Non-Supervisor	29.3%	26.4%	26.7%	36.3%	38.6%	41.3%	31.7%	32.6%	29.4%	1.9%	1.4%	1.6%	0.8%	1.0%	1.0%	4,738	4,721	4,675	2,497	2,606	2,325
Team Leader	27.6%	23.5%	20.5%	42.4%	41.3%	45.2%	28.6%	33.4%	31.0%	1.2%	1.1%	2.4%	0.3%	0.7%	0.9%	849	950	937	395	468	408
Supervisor	30.9%	26.7%	25.9%	40.2%	43.2%	43.4%	27.4%	26.9%	27.8%	0.9%	1.7%	2.0%	0.6%	1.4%	0.9%	956	989	958	476	444	428
Manager	41.0%	33.4%	27.5%	34.8%	45.2%	34.7%	22.8%	19.1%	32.4%	0.7%	0.8%	2.4%	0.6%	1.5%	2.9%	481	473	411	182	164	167
Senior Leader	43.2%	42.3%	34.6%	28.0%	29.8%	36.2%	28.5%	25.2%	25.8%	0.0%	0.4%	2.1%	0.3%	2.3%	1.2%	202	211	216	76	64	66
<b>Sex</b>																					
Male	30.4%	26.1%	25.7%	34.3%	39.1%	39.0%	33.3%	32.7%	32.3%	1.2%	1.2%	1.7%	0.7%	1.0%	1.2%	3,114	3,229	3,183	1,678	1,682	1,573
Female	30.7%	26.9%	26.5%	40.4%	40.9%	44.6%	26.4%	29.4%	26.2%	2.0%	1.6%	1.9%	0.6%	1.2%	0.8%	4,038	4,051	3,967	1,859	1,983	1,765
<b>Hispanic or Latino</b>																					
Yes	32.7%	26.6%	26.8%	35.3%	38.3%	38.6%	28.7%	31.9%	29.8%	1.7%	0.7%	2.6%	1.6%	2.5%	2.2%	730	781	731	358	341	316
No	30.4%	26.5%	26.0%	37.7%	40.1%	42.2%	29.9%	31.1%	29.2%	1.5%	1.5%	1.7%	0.5%	0.8%	1.0%	6,363	6,430	6,341	3,126	3,291	2,955
<b>Race</b>																					
American Indian/ Alaska Native	27.5%	37.2%	24.9%	39.2%	38.6%	41.0%	29.0%	22.7%	29.0%	1.1%	1.0%	3.4%	3.3%	0.5%	1.7%	230	261	248	68	82	60
Asian	35.8%	25.6%	26.5%	41.7%	45.2%	48.4%	20.8%	27.3%	22.4%	1.7%	0.9%	0.9%	0.0%	1.0%	1.8%	494	432	465	204	228	191
Black/African American	33.6%	28.8%	28.7%	39.3%	43.8%	45.0%	25.6%	25.2%	24.0%	1.1%	1.7%	1.9%	0.4%	0.5%	0.5%	2,062	2,114	2,053	801	849	781
Native Hawaiian/ Pacific Islander	34.5%	22.8%	17.9%	41.8%	38.7%	55.1%	23.7%	37.4%	24.9%	0.0%	0.0%	2.1%	0.0%	1.2%	0.0%	67	82	70	33	24	18
White	28.4%	25.4%	25.1%	35.1%	36.8%	38.2%	34.1%	35.2%	34.0%	1.9%	1.2%	1.6%	0.5%	1.4%	1.1%	3,720	3,827	3,836	2,136	2,196	1,995
Two or more races (Not Hispanic/ Latino)	28.1%	25.0%	24.2%	37.0%	38.1%	45.4%	32.5%	34.3%	25.4%	1.0%	1.0%	4.2%	1.4%	1.6%	0.9%	302	286	243	134	133	110

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.3%</b>	<b>26.6%</b>	<b>25.9%</b>	<b>37.3%</b>	<b>39.7%</b>	<b>41.7%</b>	<b>30.2%</b>	<b>31.3%</b>	<b>29.5%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1.8%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>7,399</b>	<b>7,497</b>	<b>7,385</b>	<b>3,730</b>	<b>3,831</b>	<b>3,459</b>
<b>Age Group</b>																					
25 and under	41.9%	59.8%	48.7%	34.3%	19.0%	36.3%	17.4%	21.2%	14.2%	6.4%	0.0%	0.8%	0.0%	0.0%	0.0%	29	28	24	17	26	12
26-29	34.7%	39.3%	27.5%	30.8%	36.3%	43.9%	29.3%	19.4%	24.3%	5.2%	0.8%	2.7%	0.0%	4.3%	1.6%	95	102	107	72	67	76
30-39	41.5%	32.9%	31.8%	28.1%	34.0%	33.4%	29.0%	30.8%	32.1%	1.1%	0.8%	0.9%	0.3%	1.5%	1.9%	688	679	696	487	522	460
40-49	30.6%	26.8%	26.8%	35.5%	40.1%	40.8%	32.1%	30.9%	29.6%	1.2%	1.5%	1.8%	0.6%	0.6%	1.0%	1,627	1,740	1,721	865	950	924
50-59	27.0%	24.7%	24.4%	40.8%	40.0%	42.9%	29.8%	32.8%	29.6%	1.3%	1.5%	2.2%	1.0%	1.0%	0.9%	3,284	3,290	3,223	1,490	1,554	1,368
60+	29.0%	24.0%	22.9%	38.5%	42.9%	45.9%	29.9%	30.5%	28.5%	2.4%	1.3%	1.5%	0.3%	1.2%	1.2%	1,652	1,624	1,557	780	700	603
<b>Level of Education</b>																					
Less than High School	36.8%	32.1%	24.9%	22.8%	51.5%	66.3%	39.5%	11.5%	8.8%	0.0%	0.4%	0.0%	0.8%	4.5%	0.0%	22	42	36	6	4	4
H.S. Diploma/ GED or equiv	31.6%	25.5%	30.2%	43.2%	44.3%	40.0%	24.5%	27.2%	27.2%	0.6%	2.0%	1.5%	0.1%	0.9%	1.1%	563	616	714	211	225	221
Trade/Technical Certificate	32.1%	24.0%	21.3%	38.9%	39.7%	47.1%	28.6%	34.4%	28.0%	0.2%	0.8%	2.6%	0.2%	1.1%	1.1%	236	264	257	93	109	89
Some College (no degree)	26.1%	25.0%	26.0%	36.9%	43.7%	43.6%	33.5%	29.3%	28.2%	2.8%	1.0%	1.1%	0.8%	1.0%	1.2%	1,314	1,531	1,459	568	694	621
Associate's Degree	27.4%	28.9%	24.7%	35.0%	35.7%	38.0%	35.4%	33.0%	34.0%	1.8%	1.5%	2.6%	0.5%	0.8%	0.7%	663	696	675	297	325	329
Bachelor's Degree	31.0%	27.1%	26.8%	36.4%	39.1%	39.9%	30.7%	31.4%	30.1%	1.4%	1.4%	2.2%	0.5%	1.0%	1.0%	2,227	2,098	2,144	1,106	1,181	1,045
Master's Degree	36.0%	28.4%	25.0%	35.8%	36.2%	42.2%	26.5%	33.6%	30.8%	1.0%	1.2%	0.8%	0.7%	0.5%	1.2%	1,694	1,645	1,479	908	864	765
Doctoral/ Professional Degree	25.5%	23.2%	23.4%	43.7%	34.6%	49.2%	23.9%	35.1%	24.4%	3.5%	2.8%	1.6%	3.5%	4.4%	1.3%	489	440	450	398	320	273
<b>Pay Category</b>																					
Federal Wage System	26.9%	26.9%	21.1%	36.9%	41.9%	42.6%	34.9%	30.0%	34.0%	1.3%	0.7%	1.9%	0.0%	0.4%	0.4%	246	371	372	110	134	149
GS 1-6	27.8%	24.7%	27.8%	38.1%	45.0%	45.3%	31.6%	27.5%	24.3%	2.1%	1.6%	1.8%	0.5%	1.2%	0.9%	535	682	749	193	270	229
GS 7-12	30.4%	25.7%	26.2%	36.1%	39.3%	39.6%	31.3%	32.7%	30.7%	1.5%	1.1%	2.2%	0.8%	1.2%	1.3%	2,938	3,029	3,033	1,517	1,676	1,521
GS 13-15	33.3%	28.7%	26.6%	37.6%	37.4%	42.3%	26.9%	31.3%	29.3%	1.4%	1.6%	0.9%	0.8%	1.0%	0.8%	2,921	2,660	2,452	1,467	1,358	1,230
SES	62.5%	43.9%	39.0%	23.0%	34.6%	43.5%	13.2%	20.1%	16.0%	0.8%	0.7%	0.5%	0.5%	0.7%	1.0%	117	106	130	51	41	38
SL/ST	41.0%	55.9%	30.3%	32.5%	4.8%	35.8%	26.5%	38.2%	26.9%	0.0%	0.0%	0.0%	0.0%	1.1%	6.9%	30	29	22	19	14	14
Other	21.7%	26.9%	22.0%	47.6%	39.0%	43.7%	27.5%	31.6%	31.2%	2.4%	1.6%	1.8%	0.9%	0.9%	1.4%	412	432	436	232	219	182

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.3%</b>	<b>26.6%</b>	<b>25.9%</b>	<b>37.3%</b>	<b>39.7%</b>	<b>41.7%</b>	<b>30.2%</b>	<b>31.3%</b>	<b>29.5%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1.8%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>7,399</b>	<b>7,497</b>	<b>7,385</b>	<b>3,730</b>	<b>3,831</b>	<b>3,459</b>
<b>Time in Federal Government</b>																					
< 1 year	50.3%	38.9%	35.5%	26.3%	28.4%	40.9%	23.3%	32.3%	23.7%	0.2%	0.4%	0.0%	0.0%	0.0%	0.0%	108	102	78	63	66	41
1-3 years	31.0%	27.9%	30.0%	38.0%	35.5%	39.5%	29.1%	35.7%	28.0%	1.3%	0.8%	0.9%	0.6%	0.2%	1.5%	443	421	494	228	289	290
4-5 years	36.8%	29.5%	23.8%	36.1%	40.6%	39.5%	26.7%	28.2%	33.3%	0.4%	0.7%	2.5%	0.0%	1.0%	0.9%	401	557	611	264	356	344
6-10 years	29.6%	25.9%	26.8%	35.3%	41.2%	38.3%	32.7%	30.5%	32.2%	1.8%	1.1%	1.7%	0.6%	1.4%	0.9%	1,276	1,228	1,153	769	761	622
11-14 years	27.4%	24.1%	22.6%	35.3%	38.0%	43.0%	33.9%	33.7%	32.3%	2.6%	2.5%	1.5%	0.8%	1.7%	0.7%	858	915	907	476	478	479
15-20 years	26.6%	25.6%	25.7%	38.3%	42.0%	43.2%	32.6%	29.9%	28.0%	1.8%	1.2%	2.4%	0.8%	1.3%	0.7%	1,049	949	809	501	481	412
> 20 years	30.8%	26.2%	26.3%	40.0%	40.7%	43.2%	27.1%	30.8%	27.2%	1.3%	1.5%	1.9%	0.8%	0.8%	1.4%	3,086	3,151	3,150	1,288	1,299	1,189
<b>Time with Current Agency</b>																					
< 1 year	40.1%	34.3%	33.9%	35.1%	36.8%	36.3%	24.6%	26.6%	29.8%	0.0%	0.4%	0.0%	0.2%	1.9%	0.0%	266	238	179	115	150	82
1-3 years	32.8%	25.5%	28.6%	36.7%	34.0%	37.7%	29.0%	39.3%	30.5%	0.9%	1.2%	1.2%	0.5%	0.1%	2.0%	806	722	840	398	449	444
4-5 years	33.3%	30.3%	24.1%	36.5%	39.9%	43.3%	29.1%	28.8%	29.5%	0.9%	0.6%	2.4%	0.1%	0.4%	0.7%	591	752	816	350	440	450
6-10 years	28.6%	25.6%	26.3%	36.2%	41.7%	39.8%	31.8%	29.3%	31.2%	2.5%	1.6%	1.7%	0.9%	1.7%	0.9%	1,504	1,503	1,444	833	876	686
11-20 years	27.5%	25.3%	25.4%	37.4%	39.4%	41.5%	32.3%	32.2%	30.6%	2.1%	1.5%	1.9%	0.8%	1.6%	0.7%	1,868	1,882	1,727	928	870	859
> 20 years	30.6%	26.1%	24.5%	39.1%	42.1%	45.7%	28.4%	29.8%	26.3%	1.1%	1.6%	2.2%	0.8%	0.5%	1.3%	2,137	2,185	2,166	948	922	835
<b>Leaving</b>																					
No	34.0%	29.7%	28.2%	37.3%	38.8%	42.4%	27.1%	29.7%	27.4%	1.0%	1.2%	1.4%	0.5%	0.6%	0.6%	5,024	4,983	4,997	2,424	2,387	2,213
Yes, to retire	25.8%	23.2%	23.0%	43.5%	47.7%	44.8%	29.3%	27.1%	26.9%	1.1%	0.9%	3.1%	0.3%	1.1%	2.2%	640	703	691	257	260	270
Yes, to other job in Govt	22.0%	18.9%	20.9%	35.5%	39.3%	39.0%	38.3%	37.0%	37.0%	3.1%	2.3%	2.1%	1.1%	2.5%	1.1%	1,115	1,174	1,052	638	723	563
Yes, to other job outside Govt	15.5%	19.9%	22.1%	38.1%	37.2%	31.7%	41.3%	37.9%	37.5%	3.8%	0.6%	5.9%	1.4%	4.4%	2.8%	152	163	161	90	127	122
Yes, other	22.4%	16.8%	17.8%	34.1%	41.1%	37.1%	38.3%	39.2%	37.2%	3.1%	2.4%	3.6%	2.1%	0.5%	4.3%	273	269	284	176	218	181
<b>Retiring</b>																					
Within 1 year	35.3%	27.3%	24.0%	40.3%	43.5%	44.5%	23.2%	26.3%	25.4%	0.8%	0.9%	5.0%	0.4%	2.0%	1.2%	350	408	390	154	154	153
Between 1-3 years	24.7%	24.8%	22.0%	41.4%	42.1%	48.1%	30.9%	30.5%	26.8%	2.7%	1.8%	2.1%	0.3%	0.8%	1.0%	970	955	953	441	405	412
Between 3-5 years	24.5%	23.7%	25.5%	39.5%	41.0%	40.5%	33.6%	33.3%	31.5%	1.7%	1.3%	1.7%	0.7%	0.7%	0.8%	1,016	1,056	972	474	445	396
5 or more years	32.3%	27.8%	26.7%	36.0%	38.8%	40.9%	29.6%	31.1%	30.0%	1.4%	1.3%	1.4%	0.8%	1.0%	1.1%	4,827	4,830	4,801	2,489	2,665	2,349

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

## Report by Demographics

### (84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>All Responses</b>	<b>30.3%</b>	<b>26.6%</b>	<b>25.9%</b>	<b>37.3%</b>	<b>39.7%</b>	<b>41.7%</b>	<b>30.2%</b>	<b>31.3%</b>	<b>29.5%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1.8%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>7,399</b>	<b>7,497</b>	<b>7,385</b>	<b>3,730</b>	<b>3,831</b>	<b>3,459</b>
<b>Self-Identify as:</b>																					
Heterosexual	31.0%	27.6%	27.0%	37.0%	39.3%	41.3%	30.1%	31.0%	29.3%	1.4%	1.2%	1.5%	0.6%	0.8%	0.9%	5,732	5,839	5,759	2,833	2,956	2,687
LGBT*	38.1%	30.4%	20.8%	33.9%	39.0%	39.2%	22.5%	25.6%	34.6%	3.1%	1.0%	3.1%	2.4%	4.0%	2.3%	199	198	161	94	88	92
Prefer not to say	26.0%	20.7%	22.7%	42.1%	42.9%	42.6%	29.3%	32.9%	29.5%	1.9%	1.5%	3.3%	0.7%	2.0%	1.9%	979	991	982	457	484	384
<b>Military Service</b>																					
No Prior Military Service	30.4%	27.3%	25.7%	38.8%	39.7%	43.8%	28.3%	30.6%	27.7%	2.0%	1.3%	1.8%	0.5%	1.1%	1.0%	5,304	5,229	5,110	2,534	2,587	2,288
Currently in Guard/Reserves	44.6%	31.5%	29.1%	27.9%	30.4%	31.4%	25.2%	37.3%	36.6%	0.6%	0.8%	0.4%	1.7%	0.0%	2.5%	102	120	115	56	76	57
Retired Separated/Discharged	30.3%	23.8%	30.0%	36.5%	40.9%	39.0%	32.2%	33.0%	29.1%	0.4%	1.6%	1.4%	0.6%	0.8%	0.5%	682	772	808	435	469	455
	28.8%	25.4%	25.2%	34.2%	40.9%	37.1%	34.9%	31.0%	33.9%	1.2%	1.4%	2.3%	0.9%	1.2%	1.5%	1,000	1,090	1,056	502	520	491
<b>Disability</b>																					
Yes	28.8%	25.0%	27.9%	37.3%	38.0%	38.0%	31.1%	32.9%	29.9%	2.1%	2.1%	2.6%	0.8%	1.9%	1.6%	1,244	1,324	1,274	540	603	501
No	31.0%	27.1%	25.7%	37.4%	40.3%	42.6%	29.6%	30.6%	29.2%	1.4%	1.1%	1.7%	0.6%	0.8%	0.9%	5,921	5,945	5,860	3,020	3,070	2,803

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

\*Lesbian, Gay, Bisexual, or Transgender

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



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