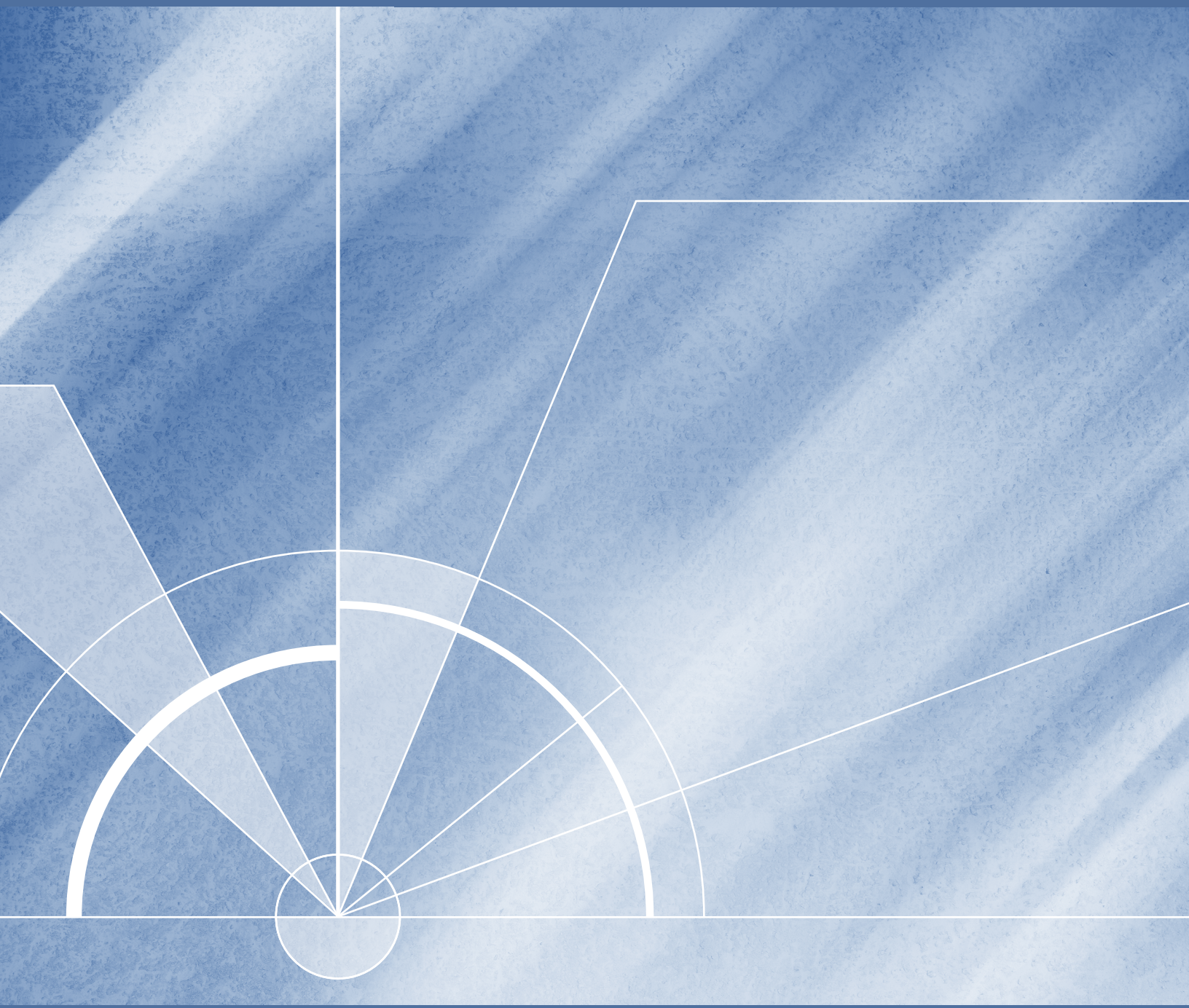
2016

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Report by Demographic Questions by Agency
(Unweighted Data)



United States Office of Personnel Management

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2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY

(Unweighted data)

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(Unweighted data)

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2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

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

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

Survey Items

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

Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 80 agencies (37 departments/large agencies and 43 small/independent agencies) participated in this year's survey. Of the 889,590 employees who received the FEVS, 407,789 completed the survey for a governmentwide response rate of 45.8 percent.

How Was the Survey Administered?

The survey was a self-administered Web survey.

When Were Employees Surveyed?

Agency launch dates were organized in two waves this year, with approximately 6–week administration periods beginning April 26th and May 3rd.

Data Weighting

Data collected from the 2016 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2016 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

Data Analysis

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

Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
Agency	Year	Number of Respondents	HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	**2016**	**407,789**	**40.4%**	**59.6%**	**65.3%**	**12.8%**	**13.5%**	**6.4%**	**2.1%**	**2.5%**	**4.9%**	**39.9%**	**44.1%**	**1.5%**	**0.4%**	**6.7%**
	'15	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
BBG	**2016**	**904**	**92.9%**	**7.1%**	**61.6%**	**12.4%**	**17.1%**	**7.2%**	**1.6%**	**2.6%**	**0.6%**	**45.7%**	**49.1%**	**0.8%**	**0.0%**	**1.2%**
	'15	1,102	91.8%	8.2%	61.4%	12.7%	16.4%	8.0%	1.6%	3.7%	0.7%	45.3%	47.6%	0.9%	0.0%	1.9%
	'14	1,051	94.4%	5.6%	60.8%	13.4%	16.6%	7.4%	1.8%	3.4%	0.6%	45.8%	48.2%	1.1%	0.0%	0.9%
CSOSA	**2016**	**618**	**44.8%**	**55.2%**	**71.5%**	**7.9%**	**13.5%**	**4.6%**	**2.5%**	**0.3%**	**1.9%**	**61.0%**	**32.9%**	**1.7%**	**0.0%**	**2.2%**
	'15	648	47.4%	52.6%	73.1%	6.4%	13.6%	5.0%	1.9%	0.6%	1.6%	63.0%	33.0%	1.1%	0.0%	0.6%
	'14	722	43.3%	56.7%	72.8%	7.1%	14.1%	3.8%	2.2%	0.4%	1.3%	64.3%	29.5%	1.3%	0.0%	3.1%
DHS	**2016**	**46,991**	**27.6%**	**72.4%**	**63.2%**	**12.2%**	**15.3%**	**7.7%**	**1.6%**	**2.7%**	**1.7%**	**36.8%**	**46.6%**	**1.2%**	**0.1%**	**10.9%**
	'15	43,090	25.3%	74.7%	63.7%	12.7%	14.7%	7.3%	1.5%	3.4%	1.8%	38.2%	42.5%	1.1%	0.1%	12.9%
	'14	42,798	25.8%	74.2%	62.8%	13.2%	14.9%	7.6%	1.6%	3.5%	1.9%	39.2%	42.3%	1.1%	0.1%	11.9%
DOC	**2016**	**9,784**	**66.5%**	**33.5%**	**63.9%**	**12.6%**	**13.9%**	**6.7%**	**2.8%**	**1.4%**	**3.8%**	**27.7%**	**56.1%**	**3.0%**	**1.0%**	**7.0%**
	'15	10,129	65.5%	34.5%	64.1%	12.6%	14.2%	6.4%	2.7%	1.5%	5.3%	29.7%	51.6%	3.0%	0.9%	8.0%
	'14	9,892	65.5%	34.5%	64.7%	13.1%	13.8%	5.8%	2.6%	1.4%	6.7%	31.2%	49.6%	2.8%	1.1%	7.1%
DOE	**2016**	**8,075**	**44.5%**	**55.5%**	**67.8%**	**12.5%**	**12.0%**	**5.0%**	**2.7%**	**3.3%**	**0.4%**	**20.7%**	**62.7%**	**3.7%**	**0.7%**	**8.5%**
	'15	8,469	44.1%	55.9%	66.4%	14.6%	11.2%	4.9%	2.9%	4.2%	0.5%	21.2%	60.3%	3.6%	0.6%	9.6%
	'14	6,515	43.9%	56.1%	68.1%	13.5%	11.8%	4.3%	2.2%	4.2%	0.6%	22.5%	60.4%	3.1%	0.6%	8.7%
DOI	**2016**	**23,098**	**35.9%**	**64.1%**	**55.7%**	**15.0%**	**17.8%**	**10.2%**	**1.3%**	**4.3%**	**5.6%**	**57.2%**	**30.1%**	**0.6%**	**0.1%**	**1.9%**
	'15	26,366	35.2%	64.8%	56.0%	15.7%	17.6%	9.6%	1.1%	4.7%	5.5%	58.5%	28.5%	0.6%	0.1%	2.2%
	'14	18,384	34.0%	66.0%	56.5%	15.9%	17.4%	9.1%	1.1%	4.6%	6.2%	60.2%	26.4%	0.6%	0.1%	1.8%
DOJ	**2016**	**16,501**	**36.8%**	**63.2%**	**64.7%**	**12.1%**	**14.9%**	**5.8%**	**2.5%**	**2.1%**	**2.2%**	**39.3%**	**49.3%**	**2.3%**	**0.3%**	**4.4%**
	'15	20,218	33.9%	66.1%	64.9%	12.4%	14.8%	5.6%	2.3%	2.7%	2.3%	41.9%	46.1%	1.9%	0.4%	4.7%
	'14	17,213	32.4%	67.6%	66.0%	11.9%	14.7%	5.3%	2.2%	3.1%	2.2%	43.1%	45.9%	1.7%	0.4%	3.5%
DOL	**2016**	**11,262**	**37.4%**	**62.6%**	**70.2%**	**8.7%**	**13.3%**	**6.0%**	**1.8%**	**0.1%**	**3.6%**	**52.8%**	**41.5%**	**1.3%**	**0.2%**	**0.5%**
	'15	11,359	37.0%	63.0%	70.4%	8.7%	13.5%	5.7%	1.7%	0.1%	3.9%	53.8%	40.5%	1.3%	0.1%	0.4%
	'14	10,953	37.1%	62.9%	70.9%	8.6%	13.1%	5.7%	1.6%	0.1%	4.3%	53.6%	40.3%	1.2%	0.1%	0.4%
DOT	**2016**	**14,871**	**33.5%**	**66.5%**	**68.3%**	**11.7%**	**11.1%**	**6.6%**	**2.3%**	**3.8%**	**0.8%**	**19.1%**	**55.6%**	**2.0%**	**0.3%**	**18.4%**
	'15	15,598	30.8%	69.2%	69.2%	12.1%	10.5%	6.3%	1.8%	4.2%	1.7%	18.9%	55.0%	1.8%	0.3%	18.1%
	'14	11,673	34.4%	65.6%	68.1%	11.6%	11.5%	6.4%	2.3%	3.8%	1.6%	18.4%	54.6%	2.4%	0.3%	19.0%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
Agency	Year	Number of Respondents	HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	**2016**	**407,789**	**40.4%**	**59.6%**	**65.3%**	**12.8%**	**13.5%**	**6.4%**	**2.1%**	**2.5%**	**4.9%**	**39.9%**	**44.1%**	**1.5%**	**0.4%**	**6.7%**
	'15	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
Educ	**2016**	**2,862**	**69.5%**	**30.5%**	**71.1%**	**9.5%**	**12.6%**	**4.8%**	**2.0%**	**0.1%**	**0.6%**	**26.8%**	**66.2%**	**2.4%**	**0.4%**	**3.6%**
	'15	2,701	67.5%	32.5%	70.7%	9.9%	11.9%	5.0%	2.6%	0.1%	0.7%	26.0%	67.2%	2.5%	0.3%	3.2%
	'14	2,415	68.0%	32.0%	71.4%	10.0%	11.2%	5.0%	2.4%	0.1%	0.7%	28.1%	65.3%	2.3%	0.5%	3.0%
EEOC	**2016**	**1,510**	**19.6%**	**80.4%**	**74.7%**	**5.9%**	**11.6%**	**5.6%**	**2.2%**	**0.1%**	**10.8%**	**45.5%**	**41.5%**	**1.5%**	**0.0%**	**0.6%**
	'15	1,247	18.8%	81.2%	75.1%	5.6%	11.3%	5.5%	2.5%	0.1%	10.7%	45.5%	41.9%	1.7%	0.0%	0.2%
	'14	1,129	21.0%	79.0%	73.3%	6.8%	11.8%	5.7%	2.4%	0.1%	9.5%	44.9%	43.8%	1.5%	0.0%	0.2%
EPA	**2016**	**10,156**	**37.6%**	**62.4%**	**72.4%**	**11.5%**	**9.7%**	**4.1%**	**2.2%**	**0.1%**	**0.3%**	**19.3%**	**77.9%**	**2.0%**	**0.3%**	**0.2%**
	'15	4,456	40.5%	59.5%	70.8%	10.9%	10.2%	4.0%	4.0%	0.1%	0.4%	16.9%	78.3%	4.0%	0.2%	0.1%
	'14	3,863	39.2%	60.8%	71.3%	10.8%	9.5%	4.3%	4.0%	0.0%	0.4%	19.0%	76.5%	3.7%	0.2%	0.2%
FCC	**2016**	**648**	**87.0%**	**13.0%**	**61.9%**	**12.6%**	**14.5%**	**7.0%**	**4.0%**	**0.0%**	**0.8%**	**13.5%**	**81.4%**	**3.9%**	**0.5%**	**0.0%**
	'15	573	82.1%	17.9%	65.7%	12.2%	13.8%	5.9%	2.4%	0.2%	0.9%	15.3%	80.4%	2.8%	0.4%	0.0%
	'14	702	83.7%	16.3%	65.4%	14.1%	12.2%	6.8%	1.5%	0.0%	0.4%	16.5%	80.5%	1.8%	0.7%	0.0%
FERC	**2016**	**1,150**	**90.3%**	**9.7%**	**61.3%**	**19.1%**	**11.7%**	**4.2%**	**3.7%**	**0.0%**	**0.1%**	**18.6%**	**75.0%**	**3.7%**	**1.4%**	**1.1%**
	'15	996	88.2%	11.8%	62.2%	18.7%	10.5%	4.3%	4.3%	0.0%	0.1%	17.5%	76.3%	4.2%	1.4%	0.5%
	'14	896	86.5%	13.5%	61.2%	20.0%	10.5%	4.8%	3.4%	0.1%	0.2%	20.8%	72.8%	3.8%	1.4%	0.9%
FTC	**2016**	**641**	**78.5%**	**21.5%**	**52.4%**	**30.0%**	**9.9%**	**4.7%**	**3.1%**	**0.0%**	**0.5%**	**15.1%**	**79.8%**	**4.6%**	**0.0%**	**0.0%**
	'15	626	77.2%	22.8%	50.4%	30.8%	9.8%	5.3%	3.7%	0.0%	0.2%	18.6%	75.9%	5.2%	0.0%	0.2%
	'14	518	73.6%	26.4%	44.5%	38.7%	8.3%	4.7%	3.8%	0.0%	0.6%	18.2%	75.7%	4.9%	0.0%	0.6%
GSA	**2016**	**7,081**	**46.3%**	**53.7%**	**67.9%**	**8.9%**	**14.3%**	**7.6%**	**1.4%**	**0.3%**	**0.7%**	**40.6%**	**57.1%**	**0.9%**	**0.0%**	**0.3%**
	'15	7,874	45.5%	54.5%	68.5%	9.5%	13.6%	6.9%	1.4%	0.5%	0.9%	43.2%	54.2%	1.0%	0.0%	0.3%
	'14	8,567	43.6%	56.4%	67.8%	10.3%	13.4%	7.0%	1.6%	1.0%	1.3%	45.3%	51.3%	0.8%	0.0%	0.3%
HHS	**2016**	**40,345**	**64.8%**	**35.2%**	**66.5%**	**13.5%**	**12.7%**	**5.3%**	**2.0%**	**0.8%**	**3.5%**	**27.9%**	**59.6%**	**0.9%**	**1.0%**	**6.1%**
	'15	36,772	62.7%	37.3%	65.8%	14.0%	12.8%	5.3%	2.0%	1.0%	4.2%	29.6%	56.8%	1.0%	0.9%	6.4%
	'14	32,806	61.6%	38.4%	67.0%	13.9%	12.3%	5.0%	1.8%	1.3%	4.8%	31.2%	55.1%	0.9%	0.8%	5.9%
HUD	**2016**	**5,464**	**37.7%**	**62.3%**	**72.1%**	**7.6%**	**12.1%**	**6.5%**	**1.7%**	**0.0%**	**0.6%**	**31.1%**	**66.5%**	**1.3%**	**0.1%**	**0.4%**
	'15	5,404	37.8%	62.2%	71.4%	8.5%	11.5%	6.6%	2.0%	0.0%	0.5%	31.8%	66.1%	1.4%	0.1%	0.1%
	'14	3,890	33.8%	66.2%	72.4%	8.5%	10.6%	6.9%	1.5%	0.1%	0.4%	36.4%	61.9%	1.1%	0.0%	0.2%

SOURCE: Federal Employee Viewpoint Survey

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Agency	Year	Number of Respondents	HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	**2016**	**407,789**	**40.4%**	**59.6%**	**65.3%**	**12.8%**	**13.5%**	**6.4%**	**2.1%**	**2.5%**	**4.9%**	**39.9%**	**44.1%**	**1.5%**	**0.4%**	**6.7%**
	'15	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
NARA	**2016**	**1,870**	**45.1%**	**54.9%**	**69.0%**	**12.8%**	**11.2%**	**5.8%**	**1.1%**	**0.3%**	**31.3%**	**40.1%**	**27.0%**	**0.9%**	**0.1%**	**0.4%**
	'15	1,721	46.2%	53.8%	67.2%	13.8%	12.2%	5.7%	1.1%	0.5%	26.0%	42.7%	29.2%	1.0%	0.1%	0.4%
	'14	1,686	45.0%	55.0%	66.7%	15.4%	11.6%	5.3%	1.1%	0.3%	25.6%	44.5%	27.9%	1.0%	0.1%	0.7%
NASA	**2016**	**11,202**	**8.9%**	**91.1%**	**55.4%**	**27.5%**	**10.1%**	**3.9%**	**3.1%**	**0.0%**	**0.6%**	**14.4%**	**81.1%**	**2.9%**	**0.7%**	**0.2%**
	'15	9,936	10.3%	89.7%	56.3%	26.8%	10.0%	3.8%	3.1%	0.0%	0.6%	15.2%	80.4%	3.0%	0.7%	0.1%
	'14	9,430	9.3%	90.7%	55.2%	27.0%	10.6%	4.1%	3.1%	0.0%	0.6%	15.8%	79.6%	3.1%	0.7%	0.1%
NCUA	**2016**	**661**	**31.8%**	**68.2%**	**70.9%**	**11.7%**	**12.3%**	**0.9%**	**4.1%**	**1.3%**	**0.8%**	**37.6%**	**38.1%**	**3.5%**	**0.0%**	**18.8%**
	'15	777	29.0%	71.0%	70.2%	12.8%	12.3%	1.1%	3.7%	0.7%	0.9%	39.8%	35.6%	3.1%	0.1%	19.8%
	'14	809	25.9%	74.1%	72.2%	12.2%	10.3%	1.4%	3.8%	1.2%	1.2%	42.4%	30.9%	3.6%	0.1%	20.7%
NLRB	**2016**	**882**	**34.5%**	**65.5%**	**68.7%**	**3.5%**	**15.0%**	**9.1%**	**3.7%**	**0.5%**	**6.3%**	**24.6%**	**61.7%**	**4.1%**	**0.0%**	**2.9%**
	'15	902	33.9%	66.1%	68.9%	3.2%	15.1%	9.3%	3.5%	0.4%	6.8%	23.3%	62.3%	4.2%	0.0%	3.0%
	'14	696	35.0%	65.0%	68.5%	4.7%	14.8%	8.6%	3.3%	0.5%	8.1%	24.0%	61.8%	4.1%	0.0%	1.5%
NRC	**2016**	**2,152**	**69.0%**	**31.0%**	**77.7%**	**5.2%**	**10.5%**	**3.6%**	**2.9%**	**0.0%**	**0.9%**	**9.8%**	**81.3%**	**4.8%**	**1.8%**	**1.3%**
	'15	2,675	70.8%	29.2%	76.5%	6.4%	10.6%	3.6%	2.9%	0.0%	1.5%	10.3%	80.6%	4.6%	1.5%	1.4%
	'14	2,467	71.0%	29.0%	74.9%	7.1%	11.7%	3.2%	3.1%	0.0%	1.1%	10.4%	80.3%	4.6%	1.6%	1.9%
NSF	**2016**	**854**	**98.6%**	**1.4%**	**64.7%**	**17.0%**	**11.0%**	**2.4%**	**4.8%**	**0.4%**	**1.0%**	**24.2%**	**42.8%**	**6.9%**	**5.5%**	**19.3%**
	'15	900	98.1%	1.9%	65.2%	16.1%	10.8%	3.9%	4.0%	0.8%	1.2%	24.7%	42.2%	6.3%	5.1%	19.7%
	'14	917	98.2%	1.8%	62.5%	19.6%	10.5%	3.2%	4.1%	0.5%	2.0%	26.8%	39.1%	6.7%	5.7%	19.4%
OMB	**2016**	**351**	**99.1%**	**0.9%**	**70.7%**	**10.9%**	**11.8%**	**3.4%**	**3.2%**	**0.0%**	**0.0%**	**19.4%**	**66.0%**	**14.4%**	**0.3%**	**0.0%**
	'15	305	100.0%	0.0%	71.2%	9.6%	13.6%	3.6%	2.0%	0.0%	0.0%	11.4%	71.7%	16.5%	0.0%	0.3%
	'14	304	100.0%	0.0%	68.8%	12.2%	12.9%	2.7%	3.4%	0.0%	0.0%	10.9%	73.5%	15.6%	0.0%	0.0%
OPM	**2016**	**3,196**	**40.9%**	**59.1%**	**81.0%**	**6.4%**	**8.2%**	**2.9%**	**1.5%**	**0.1%**	**5.2%**	**60.7%**	**32.7%**	**1.2%**	**0.1%**	**0.1%**
	'15	3,378	40.0%	60.0%	80.1%	7.1%	8.4%	2.7%	1.7%	0.1%	4.7%	60.1%	33.3%	1.5%	0.2%	0.2%
	'14	3,596	38.1%	61.9%	81.7%	6.7%	8.1%	2.3%	1.2%	0.1%	4.6%	62.0%	32.0%	0.9%	0.1%	0.3%
PBGC	**2016**	**569**	**99.6%**	**0.4%**	**67.5%**	**9.4%**	**13.5%**	**4.6%**	**5.0%**	**0.0%**	**0.4%**	**20.7%**	**74.1%**	**0.2%**	**4.5%**	**0.2%**
	'15	630	99.3%	0.7%	66.9%	9.7%	13.3%	5.6%	4.4%	0.2%	0.3%	21.6%	72.4%	0.0%	4.7%	0.8%
	'14	481	99.3%	0.7%	67.9%	9.8%	12.0%	5.7%	4.6%	0.0%	0.4%	26.7%	67.8%	0.0%	4.9%	0.2%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
Agency	Year	Number of Respondents	HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	**2016**	**407,789**	**40.4%**	**59.6%**	**65.3%**	**12.8%**	**13.5%**	**6.4%**	**2.1%**	**2.5%**	**4.9%**	**39.9%**	**44.1%**	**1.5%**	**0.4%**	**6.7%**
	'15	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
RRB	**2016**	**320**	**76.2%**	**23.8%**	**68.1%**	**11.1%**	**13.0%**	**4.6%**	**3.3%**	**0.0%**	**5.3%**	**63.8%**	**28.6%**	**2.0%**	**0.0%**	**0.3%**
	'15	481	73.4%	26.6%	69.3%	10.7%	11.8%	5.8%	2.4%	0.0%	5.6%	65.2%	27.4%	1.3%	0.0%	0.4%
	'14	526	75.6%	24.4%	73.1%	9.5%	9.9%	5.2%	2.3%	0.0%	5.8%	69.0%	24.0%	1.0%	0.2%	0.0%
SBA	**2016**	**1,383**	**34.5%**	**65.5%**	**65.7%**	**9.7%**	**12.2%**	**10.0%**	**2.4%**	**0.1%**	**1.5%**	**40.9%**	**55.3%**	**1.8%**	**0.1%**	**0.4%**
	'15	1,303	30.4%	69.6%	66.2%	10.1%	11.6%	8.9%	3.3%	0.0%	2.0%	44.6%	51.1%	2.0%	0.2%	0.2%
	'14	1,395	31.0%	69.0%	70.1%	9.1%	10.8%	7.4%	2.6%	0.0%	2.4%	48.0%	47.3%	1.7%	0.1%	0.5%
SEC	**2016**	**3,213**	**58.8%**	**41.2%**	**69.5%**	**10.5%**	**12.2%**	**4.9%**	**3.0%**	**0.9%**	**0.4%**	**7.0%**	**38.6%**	**2.7%**	**0.9%**	**49.4%**
	'15	1,921	52.2%	47.8%	66.8%	13.3%	10.6%	5.2%	4.1%	0.8%	0.3%	7.6%	42.0%	3.5%	1.6%	44.2%
	'14	2,472	56.9%	43.1%	69.6%	12.8%	10.1%	4.7%	2.8%	0.8%	0.7%	9.1%	43.2%	2.8%	0.9%	42.4%
SSA	**2016**	**8,907**	**32.0%**	**68.0%**	**74.1%**	**9.7%**	**7.8%**	**6.7%**	**1.8%**	**0.2%**	**4.4%**	**59.7%**	**32.0%**	**1.4%**	**0.2%**	**2.2%**
	'15	10,527	30.1%	69.9%	74.6%	9.7%	7.7%	6.4%	1.7%	0.2%	4.5%	62.4%	29.4%	1.4%	0.2%	1.9%
	'14	9,540	30.0%	70.0%	74.4%	9.0%	8.7%	6.1%	1.7%	0.3%	2.4%	64.8%	29.0%	1.3%	0.2%	2.0%
State	**2016**	**5,256**	**35.2%**	**64.8%**	**35.1%**	**10.3%**	**23.1%**	**23.0%**	**8.5%**	**1.2%**	**0.9%**	**20.9%**	**37.2%**	**10.3%**	**0.4%**	**29.0%**
	'15	4,060	55.4%	44.6%	41.7%	12.6%	18.0%	16.9%	10.9%	1.2%	0.6%	19.4%	40.0%	13.5%	0.8%	24.6%
	'14	3,776	49.1%	50.9%	42.6%	12.5%	20.9%	15.3%	8.8%	1.2%	0.8%	22.8%	36.3%	9.8%	0.9%	28.3%
Treas	**2016**	**45,497**	**32.1%**	**67.9%**	**73.7%**	**9.3%**	**10.8%**	**4.4%**	**1.8%**	**1.6%**	**6.7%**	**44.2%**	**37.0%**	**0.9%**	**0.2%**	**9.4%**
	'15	51,700	31.3%	68.7%	74.4%	9.3%	10.5%	4.2%	1.6%	1.8%	7.3%	45.5%	35.4%	0.8%	0.3%	8.9%
	'14	51,038	30.2%	69.8%	74.1%	9.5%	10.8%	4.0%	1.5%	1.9%	7.5%	44.9%	35.7%	0.7%	0.3%	9.0%
USAID	**2016**	**2,285**	**59.9%**	**40.1%**	**38.9%**	**13.8%**	**24.0%**	**16.8%**	**6.5%**	**0.9%**	**0.4%**	**10.9%**	**53.6%**	**5.1%**	**0.9%**	**28.1%**
	'15	2,004	64.2%	35.8%	42.7%	14.1%	24.3%	13.0%	6.0%	1.0%	0.2%	13.5%	51.9%	4.3%	0.8%	28.3%
	'14	2,045	64.1%	35.9%	44.2%	14.7%	20.9%	13.9%	6.2%	1.1%	0.5%	13.9%	51.3%	4.2%	0.5%	28.3%
USDA	**2016**	**22,878**	**32.6%**	**67.4%**	**61.8%**	**10.7%**	**19.6%**	**6.3%**	**1.6%**	**1.0%**	**5.1%**	**62.1%**	**28.9%**	**1.2%**	**0.2%**	**1.6%**
	'15	20,624	33.3%	66.7%	60.2%	12.2%	19.1%	6.5%	2.0%	1.0%	4.2%	63.1%	29.7%	1.5%	0.2%	0.4%
	'14	20,162	32.6%	67.4%	59.4%	12.2%	19.8%	6.9%	1.8%	1.2%	4.9%	65.5%	26.4%	1.4%	0.2%	0.4%
VA	**2016**	**30,313**	**39.1%**	**60.9%**	**69.4%**	**14.0%**	**9.4%**	**5.4%**	**1.8%**	**5.4%**	**17.8%**	**41.4%**	**21.9%**	**0.9%**	**0.8%**	**11.8%**
	'15	32,236	38.3%	61.7%	70.0%	14.0%	9.4%	5.0%	1.6%	6.2%	18.2%	42.4%	20.6%	0.8%	0.9%	10.9%
	'14	27,639	40.4%	59.6%	70.5%	14.4%	9.2%	4.3%	1.6%	6.1%	20.2%	40.8%	19.4%	0.8%	1.0%	11.8%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
Agency	Year	Number of Respondents	HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	**2016**	**407,789**	**40.4%**	**59.6%**	**65.3%**	**12.8%**	**13.5%**	**6.4%**	**2.1%**	**2.5%**	**4.9%**	**39.9%**	**44.1%**	**1.5%**	**0.4%**	**6.7%**
	'15	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
DOD	**2016**	**58,630**	**41.2%**	**58.8%**	**60.9%**	**16.2%**	**14.5%**	**6.5%**	**2.0%**	**5.6%**	**6.2%**	**52.6%**	**32.9%**	**0.8%**	**0.1%**	**1.8%**
	'15	72,919	40.6%	59.4%	60.5%	17.3%	14.0%	6.3%	1.9%	7.2%	7.8%	51.8%	30.3%	0.7%	0.1%	2.1%
	'14	75,025	40.5%	59.5%	60.8%	17.4%	14.1%	6.1%	1.6%	7.8%	8.8%	52.7%	27.6%	0.6%	0.1%	2.4%
USACE	**2016**	**3,599**	**45.0%**	**55.0%**	**60.2%**	**17.5%**	**13.8%**	**6.1%**	**2.5%**	**5.1%**	**2.9%**	**52.3%**	**36.2%**	**1.0%**	**0.1%**	**2.4%**
	'15	4,306	40.5%	59.5%	62.6%	18.2%	12.4%	4.8%	2.0%	7.9%	4.0%	53.5%	31.0%	0.8%	0.1%	2.7%
	'14	2,433	42.8%	57.2%	63.2%	18.9%	11.4%	4.9%	1.7%	7.2%	3.8%	54.4%	31.1%	0.7%	0.0%	2.8%
Air Force	**2016**	**15,586**	**29.1%**	**70.9%**	**60.7%**	**16.4%**	**13.8%**	**7.3%**	**1.7%**	**10.8%**	**7.8%**	**58.1%**	**21.5%**	**0.4%**	**0.0%**	**1.3%**
	'15	18,776	29.0%	71.0%	59.1%	16.9%	14.7%	7.5%	1.7%	12.2%	8.1%	55.8%	22.0%	0.4%	0.1%	1.4%
	'14	19,168	28.1%	71.9%	58.9%	17.1%	14.9%	7.8%	1.3%	12.7%	8.0%	57.5%	20.2%	0.3%	0.1%	1.3%
Army‡	**2016**	**13,487**	**56.3%**	**43.7%**	**60.7%**	**16.4%**	**15.2%**	**5.6%**	**2.1%**	**3.7%**	**7.3%**	**55.9%**	**30.6%**	**0.8%**	**0.1%**	**1.6%**
	'15	16,697	55.2%	44.8%	62.5%	16.9%	13.3%	5.3%	2.0%	6.0%	10.2%	53.1%	27.8%	0.8%	0.1%	2.0%
	'14	19,981	54.8%	45.2%	63.3%	16.6%	13.5%	4.9%	1.6%	7.5%	10.9%	52.9%	26.0%	0.5%	0.1%	2.2%
Navy‡	**2016**	**11,146**	**42.4%**	**57.6%**	**56.9%**	**19.3%**	**14.4%**	**7.0%**	**2.4%**	**5.7%**	**5.4%**	**48.1%**	**35.9%**	**0.9%**	**0.3%**	**3.7%**
	'15	16,210	42.4%	57.6%	57.1%	20.6%	13.8%	6.4%	2.1%	6.3%	7.3%	48.3%	33.3%	0.5%	0.2%	4.1%
	'14	17,745	42.4%	57.6%	56.9%	21.5%	13.7%	5.9%	1.9%	6.2%	8.3%	48.4%	31.7%	0.6%	0.3%	4.5%
Marine Corps	**2016**	**1,215**	**59.6%**	**40.4%**	**53.4%**	**17.0%**	**20.4%**	**7.1%**	**2.1%**	**7.1%**	**5.2%**	**53.2%**	**31.7%**	**0.5%**	**0.0%**	**2.4%**
	'15	1,681	57.9%	42.1%	49.9%	18.3%	20.8%	9.2%	1.9%	6.9%	5.4%	54.1%	30.8%	0.3%	0.0%	2.5%
	'14	1,716	55.9%	44.1%	53.6%	19.3%	18.3%	7.1%	1.6%	6.8%	5.8%	55.6%	28.9%	0.4%	0.0%	2.6%
DOD 4th Estate	**2016**	**13,597**	**36.4%**	**63.6%**	**65.3%**	**12.8%**	**14.4%**	**5.9%**	**1.6%**	**1.7%**	**4.8%**	**46.8%**	**44.6%**	**1.1%**	**0.1%**	**0.9%**
	'15	15,249	35.1%	64.9%	64.0%	14.4%	13.9%	6.0%	1.7%	3.3%	6.6%	48.4%	39.6%	1.1%	0.1%	0.9%
	'14	13,982	32.8%	67.2%	65.1%	13.1%	14.3%	5.8%	1.7%	3.8%	8.8%	50.8%	34.0%	1.2%	0.0%	1.4%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report on Demographic Questions by Agency (Unweighted)

			Leaving					Retiring				Age Group					
Agency	Year	Number of Respondents	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	**2016**	**407,789**	**67.5%**	**5.8%**	**18.4%**	**3.6%**	**4.7%**	**3.6%**	**10.0%**	**11.1%**	**75.4%**	**0.7%**	**2.8%**	**18.8%**	**26.2%**	**36.0%**	**15.5%**
	'15	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
BBG	**2016**	**904**	**72.7%**	**5.3%**	**13.5%**	**3.9%**	**4.5%**	**3.4%**	**11.0%**	**11.2%**	**74.4%**	**0.1%**	**1.3%**	**11.5%**	**24.0%**	**37.1%**	**26.0%**
	'15	1,102	70.2%	6.8%	13.1%	5.0%	5.0%	4.4%	9.9%	11.5%	74.2%	0.2%	1.1%	10.7%	23.9%	37.5%	26.7%
	'14	1,051	69.7%	7.1%	12.8%	5.5%	4.9%	4.1%	9.9%	9.8%	76.2%	0.5%	1.0%	11.7%	25.1%	37.1%	24.5%
CSOSA	**2016**	**618**	**60.3%**	**3.4%**	**28.9%**	**2.2%**	**5.3%**	**1.6%**	**6.0%**	**8.1%**	**84.3%**	**0.3%**	**2.1%**	**33.2%**	**36.9%**	**19.9%**	**7.6%**
	'15	648	58.1%	3.7%	33.1%	1.3%	3.9%	2.4%	6.3%	7.9%	83.3%	0.2%	2.8%	31.0%	36.9%	21.0%	8.2%
	'14	722	57.0%	3.5%	33.1%	1.8%	4.5%	2.4%	5.4%	5.4%	86.7%	0.1%	5.4%	33.9%	33.8%	20.4%	6.4%
DHS	**2016**	**46,991**	**62.0%**	**4.9%**	**24.5%**	**3.5%**	**5.2%**	**3.0%**	**8.9%**	**10.4%**	**77.7%**	**0.7%**	**3.0%**	**22.4%**	**32.5%**	**30.4%**	**10.9%**
	'15	43,090	59.7%	4.8%	25.4%	4.4%	5.6%	3.1%	8.5%	10.2%	78.2%	0.9%	3.6%	22.5%	31.7%	30.3%	11.0%
	'14	42,798	59.7%	4.7%	25.7%	4.4%	5.6%	3.0%	7.8%	9.8%	79.3%	1.0%	3.8%	22.6%	31.9%	30.0%	10.7%
DOC	**2016**	**9,784**	**73.5%**	**3.8%**	**15.2%**	**3.3%**	**4.2%**	**2.4%**	**6.9%**	**8.6%**	**82.1%**	**1.2%**	**3.8%**	**22.7%**	**27.2%**	**31.4%**	**13.6%**
	'15	10,129	71.3%	4.3%	15.7%	4.1%	4.6%	2.6%	7.7%	8.7%	81.1%	1.1%	4.3%	21.6%	26.9%	31.4%	14.6%
	'14	9,892	72.2%	4.7%	14.7%	4.3%	4.0%	3.0%	7.1%	8.0%	81.8%	1.0%	4.7%	20.8%	27.1%	32.2%	14.2%
DOE	**2016**	**8,075**	**66.7%**	**6.6%**	**16.9%**	**5.0%**	**4.8%**	**4.1%**	**11.5%**	**11.5%**	**72.9%**	**0.5%**	**2.9%**	**18.6%**	**24.4%**	**37.4%**	**16.4%**
	'15	8,469	64.7%	6.8%	17.3%	6.0%	5.2%	4.3%	11.3%	12.1%	72.3%	0.5%	2.7%	17.7%	24.6%	38.3%	16.1%
	'14	6,515	62.0%	7.8%	17.5%	6.7%	6.0%	4.6%	11.5%	11.9%	71.9%	0.6%	3.1%	16.5%	24.5%	39.6%	15.6%
DOI	**2016**	**23,098**	**66.6%**	**6.2%**	**19.0%**	**3.3%**	**4.8%**	**3.8%**	**10.6%**	**11.5%**	**74.1%**	**0.9%**	**2.7%**	**17.9%**	**26.8%**	**35.4%**	**16.4%**
	'15	26,366	65.7%	6.7%	18.9%	3.8%	4.9%	4.2%	11.0%	11.7%	73.1%	0.8%	3.0%	17.2%	26.4%	36.3%	16.2%
	'14	18,384	63.6%	7.9%	18.8%	4.6%	5.1%	5.1%	11.2%	12.0%	71.7%	0.9%	3.1%	16.4%	25.7%	37.8%	16.1%
DOJ	**2016**	**16,501**	**71.5%**	**6.4%**	**14.6%**	**3.7%**	**3.8%**	**4.0%**	**10.6%**	**11.3%**	**74.1%**	**0.7%**	**3.1%**	**21.6%**	**34.1%**	**30.8%**	**9.6%**
	'15	20,218	73.3%	6.1%	13.4%	3.7%	3.5%	4.0%	10.1%	11.3%	74.6%	0.7%	3.4%	21.7%	36.5%	29.1%	8.5%
	'14	17,213	71.7%	6.6%	14.1%	3.9%	3.6%	4.0%	10.4%	11.2%	74.4%	0.7%	3.3%	22.3%	37.0%	29.1%	7.8%
DOL	**2016**	**11,262**	**68.1%**	**5.2%**	**19.0%**	**3.4%**	**4.3%**	**3.1%**	**8.9%**	**9.6%**	**78.4%**	**0.8%**	**3.9%**	**21.4%**	**25.2%**	**31.9%**	**16.7%**
	'15	11,359	66.6%	5.8%	19.4%	3.7%	4.5%	3.8%	9.3%	10.0%	77.0%	0.7%	4.0%	20.2%	25.4%	32.7%	17.0%
	'14	10,953	64.7%	5.9%	20.2%	4.6%	4.6%	3.6%	9.9%	9.3%	77.2%	0.6%	4.6%	19.4%	25.8%	32.6%	17.0%
DOT	**2016**	**14,871**	**69.5%**	**6.6%**	**16.8%**	**3.5%**	**3.6%**	**3.9%**	**11.1%**	**12.7%**	**72.3%**	**0.3%**	**2.1%**	**13.1%**	**23.6%**	**41.6%**	**19.2%**
	'15	15,598	69.8%	6.4%	15.8%	4.0%	4.1%	4.0%	11.0%	12.0%	73.0%	0.4%	2.1%	12.7%	24.6%	41.1%	19.1%
	'14	11,673	68.3%	6.9%	16.0%	4.3%	4.5%	4.5%	10.9%	12.2%	72.4%	0.5%	2.3%	12.6%	25.8%	40.9%	17.9%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

			Leaving					Retiring				Age Group					
Agency	Year	Number of Respondents	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	**2016**	**407,789**	**67.5%**	**5.8%**	**18.4%**	**3.6%**	**4.7%**	**3.6%**	**10.0%**	**11.1%**	**75.4%**	**0.7%**	**2.8%**	**18.8%**	**26.2%**	**36.0%**	**15.5%**
	'15	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
Educ	**2016**	**2,862**	**64.4%**	**5.5%**	**20.9%**	**4.5%**	**4.7%**	**3.2%**	**9.8%**	**9.1%**	**78.0%**	**0.5%**	**3.6%**	**21.0%**	**28.1%**	**31.1%**	**15.8%**
	'15	2,701	64.9%	5.6%	19.8%	4.5%	5.2%	2.9%	10.5%	9.7%	76.8%	0.6%	3.6%	19.5%	28.8%	30.4%	17.1%
	'14	2,415	64.2%	5.8%	20.7%	4.8%	4.5%	3.4%	9.2%	10.3%	77.0%	1.0%	3.8%	18.7%	29.0%	30.0%	17.4%
EEOC	**2016**	**1,510**	**66.6%**	**5.9%**	**19.9%**	**2.2%**	**5.4%**	**3.0%**	**10.3%**	**9.8%**	**77.0%**	**0.8%**	**3.2%**	**19.0%**	**26.0%**	**32.5%**	**18.5%**
	'15	1,247	64.7%	7.2%	20.7%	2.5%	4.9%	4.4%	9.0%	11.5%	75.1%	0.6%	1.8%	16.8%	26.9%	34.8%	19.2%
	'14	1,129	63.0%	7.5%	21.3%	3.2%	5.0%	5.0%	10.7%	10.1%	74.1%	0.0%	1.1%	15.3%	26.8%	35.5%	21.3%
EPA	**2016**	**10,156**	**72.9%**	**5.8%**	**14.4%**	**3.1%**	**3.8%**	**3.6%**	**10.8%**	**11.4%**	**74.3%**	**0.5%**	**2.4%**	**16.5%**	**24.0%**	**39.6%**	**17.0%**
	'15	4,456	69.5%	5.9%	15.9%	4.8%	3.9%	3.7%	10.1%	11.4%	74.8%	0.2%	1.9%	16.5%	25.1%	40.0%	16.2%
	'14	3,863	69.0%	6.2%	15.5%	5.1%	4.2%	3.5%	10.5%	10.8%	75.2%	0.5%	2.7%	17.1%	24.3%	39.8%	15.7%
FCC	**2016**	**648**	**68.0%**	**6.9%**	**11.1%**	**7.3%**	**6.6%**	**4.1%**	**10.3%**	**12.3%**	**73.4%**	**0.3%**	**2.0%**	**14.0%**	**25.2%**	**37.3%**	**21.1%**
	'15	573	69.3%	7.6%	12.8%	4.8%	5.4%	6.1%	10.3%	10.3%	73.4%	0.5%	1.7%	15.5%	24.8%	35.6%	21.8%
	'14	702	74.1%	7.7%	11.3%	3.6%	3.2%	4.9%	12.6%	9.0%	73.5%	0.4%	2.0%	14.4%	26.2%	36.6%	20.4%
FERC	**2016**	**1,150**	**72.7%**	**5.6%**	**10.4%**	**7.0%**	**4.4%**	**4.3%**	**7.5%**	**8.4%**	**79.8%**	**1.1%**	**6.4%**	**31.4%**	**19.6%**	**23.0%**	**18.4%**
	'15	996	72.7%	3.2%	10.7%	9.1%	4.2%	2.3%	8.4%	8.7%	80.5%	1.4%	7.8%	29.8%	20.4%	24.1%	16.5%
	'14	896	70.8%	3.4%	14.0%	8.6%	3.2%	2.1%	7.0%	11.0%	79.9%	1.9%	8.4%	29.0%	20.0%	25.3%	15.4%
FTC	**2016**	**641**	**70.8%**	**3.8%**	**14.9%**	**6.9%**	**3.6%**	**2.8%**	**5.5%**	**7.1%**	**84.6%**	**0.3%**	**3.7%**	**31.4%**	**29.0%**	**24.5%**	**11.1%**
	'15	626	66.2%	3.4%	15.3%	9.6%	5.5%	2.0%	5.4%	6.6%	85.9%	0.6%	4.2%	28.0%	28.8%	27.3%	11.2%
	'14	518	67.6%	3.7%	14.7%	9.5%	4.5%	2.7%	5.3%	7.4%	84.6%	1.0%	4.6%	27.6%	28.0%	26.4%	12.4%
GSA	**2016**	**7,081**	**70.9%**	**5.6%**	**17.3%**	**2.7%**	**3.5%**	**3.4%**	**9.0%**	**9.9%**	**77.6%**	**0.9%**	**3.7%**	**22.5%**	**23.6%**	**34.9%**	**14.4%**
	'15	7,874	68.5%	5.8%	18.1%	3.2%	4.3%	3.6%	9.5%	9.7%	77.2%	0.9%	4.8%	20.9%	24.6%	34.0%	14.8%
	'14	8,567	68.6%	5.4%	18.3%	3.2%	4.5%	3.1%	9.4%	10.6%	76.9%	1.3%	5.3%	19.4%	25.7%	33.7%	14.7%
HHS	**2016**	**40,345**	**70.1%**	**4.0%**	**17.8%**	**3.7%**	**4.5%**	**2.5%**	**7.6%**	**8.9%**	**81.0%**	**1.0%**	**3.4%**	**21.7%**	**27.9%**	**30.3%**	**15.8%**
	'15	36,772	68.4%	4.5%	18.4%	4.1%	4.7%	2.9%	7.7%	9.2%	80.2%	0.9%	3.4%	20.4%	28.0%	31.2%	16.3%
	'14	32,806	66.8%	4.9%	18.8%	4.4%	5.0%	3.0%	8.3%	9.3%	79.4%	0.8%	3.4%	19.3%	27.7%	32.1%	16.7%
HUD	**2016**	**5,464**	**64.8%**	**7.3%**	**20.6%**	**2.9%**	**4.3%**	**4.1%**	**11.8%**	**11.6%**	**72.5%**	**0.6%**	**2.2%**	**15.6%**	**22.0%**	**37.0%**	**22.5%**
	'15	5,404	62.0%	8.2%	21.0%	4.3%	4.5%	5.2%	11.8%	12.1%	70.9%	0.8%	2.7%	14.8%	22.7%	36.3%	22.7%
	'14	3,890	58.7%	8.5%	22.6%	4.9%	5.3%	5.0%	12.8%	12.2%	70.0%	0.5%	2.9%	14.3%	21.7%	36.9%	23.7%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

			Leaving					Retiring				Age Group					
Agency	Year	Number of Respondents	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	**2016**	**407,789**	**67.5%**	**5.8%**	**18.4%**	**3.6%**	**4.7%**	**3.6%**	**10.0%**	**11.1%**	**75.4%**	**0.7%**	**2.8%**	**18.8%**	**26.2%**	**36.0%**	**15.5%**
	'15	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
NARA	**2016**	**1,870**	**65.4%**	**4.4%**	**21.7%**	**3.1%**	**5.4%**	**2.4%**	**7.2%**	**8.7%**	**81.7%**	**2.3%**	**5.7%**	**21.9%**	**24.1%**	**31.4%**	**14.6%**
	'15	1,721	66.9%	4.4%	19.8%	3.5%	5.4%	2.6%	7.5%	7.9%	82.0%	0.7%	4.8%	19.2%	26.6%	32.7%	16.0%
	'14	1,686	61.1%	6.1%	22.2%	5.0%	5.6%	4.0%	8.1%	8.1%	79.8%	0.8%	5.0%	19.3%	26.3%	31.9%	16.8%
NASA	**2016**	**11,202**	**79.5%**	**5.6%**	**8.0%**	**3.1%**	**3.8%**	**3.4%**	**9.8%**	**12.4%**	**74.4%**	**1.2%**	**3.6%**	**16.0%**	**21.8%**	**43.3%**	**14.1%**
	'15	9,936	78.1%	6.0%	8.4%	3.8%	3.8%	3.3%	10.2%	12.2%	74.3%	1.4%	3.4%	14.6%	23.3%	43.5%	13.7%
	'14	9,430	77.7%	5.5%	8.8%	4.1%	3.9%	3.3%	10.1%	11.6%	75.0%	1.4%	3.6%	14.5%	25.0%	42.2%	13.4%
NCUA	**2016**	**661**	**73.6%**	**5.2%**	**14.2%**	**2.7%**	**4.3%**	**3.7%**	**8.7%**	**10.2%**	**77.5%**	**0.5%**	**4.4%**	**22.1%**	**26.6%**	**35.9%**	**10.6%**
	'15	777	77.3%	3.2%	10.9%	3.9%	4.7%	1.9%	7.5%	9.1%	81.6%	0.4%	5.9%	21.8%	28.4%	34.2%	9.3%
	'14	809	78.8%	2.8%	10.3%	3.7%	4.3%	1.7%	6.8%	9.0%	82.6%	1.0%	7.5%	20.3%	28.2%	34.6%	8.4%
NLRB	**2016**	**882**	**69.1%**	**7.0%**	**14.4%**	**4.0%**	**5.5%**	**4.6%**	**8.9%**	**8.7%**	**77.8%**	**0.9%**	**4.8%**	**22.8%**	**24.7%**	**27.8%**	**19.0%**
	'15	902	71.8%	5.9%	12.1%	4.4%	5.7%	3.1%	12.0%	10.6%	74.3%	1.0%	4.7%	22.3%	23.2%	28.8%	20.1%
	'14	696	68.3%	8.0%	14.1%	5.0%	4.6%	4.0%	11.5%	11.5%	73.0%	0.7%	6.8%	20.1%	23.0%	30.5%	19.0%
NRC	**2016**	**2,152**	**71.7%**	**5.8%**	**12.2%**	**4.8%**	**5.5%**	**4.4%**	**9.6%**	**11.6%**	**74.4%**	**1.3%**	**3.6%**	**20.4%**	**19.7%**	**34.9%**	**20.0%**
	'15	2,675	74.6%	5.8%	10.4%	4.7%	4.5%	3.8%	10.2%	10.3%	75.7%	1.2%	3.8%	20.6%	20.6%	34.6%	19.2%
	'14	2,467	74.2%	5.7%	11.1%	4.6%	4.5%	3.6%	10.1%	10.3%	76.0%	1.0%	5.0%	19.0%	21.6%	34.7%	18.8%
NSF	**2016**	**854**	**66.9%**	**4.8%**	**18.7%**	**4.2%**	**5.3%**	**3.5%**	**10.6%**	**11.1%**	**74.9%**	**1.3%**	**4.4%**	**13.9%**	**24.7%**	**32.0%**	**23.7%**
	'15	900	64.9%	4.8%	20.8%	5.0%	4.5%	3.4%	11.6%	12.8%	72.2%	0.9%	4.0%	13.8%	24.2%	33.9%	23.2%
	'14	917	64.4%	5.8%	19.5%	4.5%	5.7%	4.1%	11.9%	11.3%	72.7%	1.2%	4.0%	13.2%	27.2%	32.0%	22.5%
OMB	**2016**	**351**	**66.1%**	**3.8%**	**14.6%**	**10.2%**	**5.3%**	**2.1%**	**4.8%**	**3.9%**	**89.3%**	**1.4%**	**10.5%**	**42.2%**	**22.5%**	**16.5%**	**6.8%**
	'15	305	65.3%	2.7%	17.2%	9.4%	5.4%	1.7%	4.1%	5.1%	89.1%	1.0%	8.2%	42.3%	24.6%	16.4%	7.5%
	'14	304	58.7%	2.7%	20.8%	13.0%	4.8%	2.4%	5.8%	5.2%	86.6%	0.0%	7.6%	43.8%	23.0%	16.4%	9.2%
OPM	**2016**	**3,196**	**68.9%**	**4.7%**	**19.9%**	**1.9%**	**4.6%**	**3.2%**	**8.4%**	**8.8%**	**79.7%**	**1.0%**	**3.9%**	**26.2%**	**26.1%**	**32.4%**	**10.5%**
	'15	3,378	69.2%	5.1%	19.8%	2.3%	3.5%	3.5%	8.4%	8.4%	79.7%	0.9%	4.1%	25.5%	26.3%	33.0%	10.3%
	'14	3,596	68.5%	4.4%	21.0%	2.2%	3.9%	2.7%	7.6%	8.5%	81.2%	1.1%	5.0%	25.4%	26.9%	31.6%	10.0%
PBGC	**2016**	**569**	**67.7%**	**5.6%**	**19.1%**	**4.3%**	**3.3%**	**3.4%**	**8.2%**	**8.6%**	**79.8%**	**1.1%**	**3.3%**	**16.7%**	**29.0%**	**33.0%**	**16.9%**
	'15	630	62.9%	5.9%	21.0%	3.6%	6.6%	4.3%	8.5%	8.0%	79.2%	1.0%	4.8%	14.4%	32.4%	31.6%	15.9%
	'14	481	61.9%	5.0%	23.9%	4.3%	5.0%	2.3%	9.6%	9.2%	78.9%	2.1%	4.2%	15.4%	27.9%	35.8%	14.8%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

			Leaving					Retiring				Age Group					
Agency	Year	Number of Respondents	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	**2016**	**407,789**	**67.5%**	**5.8%**	**18.4%**	**3.6%**	**4.7%**	**3.6%**	**10.0%**	**11.1%**	**75.4%**	**0.7%**	**2.8%**	**18.8%**	**26.2%**	**36.0%**	**15.5%**
	'15	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
RRB	**2016**	**320**	**73.1%**	**8.9%**	**12.8%**	**2.6%**	**2.6%**	**4.6%**	**16.1%**	**14.5%**	**64.8%**	**0.3%**	**1.9%**	**13.1%**	**20.0%**	**41.9%**	**22.8%**
	'15	481	76.1%	8.6%	11.2%	2.4%	1.7%	5.2%	13.0%	13.4%	68.4%	0.0%	2.7%	13.3%	24.1%	39.9%	20.0%
	'14	526	70.6%	11.9%	12.8%	1.6%	3.1%	6.7%	16.2%	10.4%	66.7%	0.6%	2.5%	12.4%	26.0%	37.6%	20.9%
SBA	**2016**	**1,383**	**59.9%**	**6.9%**	**24.7%**	**2.5%**	**6.0%**	**3.8%**	**11.8%**	**11.7%**	**72.7%**	**0.2%**	**2.5%**	**14.3%**	**24.0%**	**36.2%**	**22.7%**
	'15	1,303	61.6%	6.0%	23.3%	3.9%	5.3%	4.0%	11.3%	12.0%	72.7%	0.4%	3.0%	13.1%	24.9%	36.1%	22.4%
	'14	1,395	63.4%	7.9%	20.8%	4.1%	3.7%	4.4%	11.7%	11.3%	72.6%	0.5%	3.6%	13.5%	23.1%	36.6%	22.8%
SEC	**2016**	**3,213**	**80.6%**	**2.7%**	**5.5%**	**7.0%**	**4.1%**	**1.4%**	**5.1%**	**6.4%**	**87.1%**	**0.1%**	**1.8%**	**25.9%**	**36.2%**	**26.5%**	**9.5%**
	'15	1,921	78.5%	2.2%	7.2%	8.0%	4.1%	1.2%	5.4%	6.5%	87.0%	0.1%	1.8%	24.5%	36.7%	27.2%	9.7%
	'14	2,472	75.6%	2.8%	8.7%	8.0%	4.8%	1.3%	4.4%	6.8%	87.5%	0.1%	1.7%	26.7%	34.9%	26.9%	9.7%
SSA	**2016**	**8,907**	**73.7%**	**5.8%**	**13.8%**	**2.9%**	**3.9%**	**3.3%**	**8.5%**	**8.7%**	**79.5%**	**0.6%**	**3.3%**	**27.9%**	**28.3%**	**26.3%**	**13.6%**
	'15	10,527	74.7%	6.8%	12.3%	2.8%	3.5%	3.9%	9.6%	8.6%	77.9%	0.7%	3.9%	26.0%	27.7%	27.0%	14.7%
	'14	9,540	73.5%	7.8%	11.9%	2.8%	3.9%	4.6%	10.7%	9.9%	74.8%	0.2%	4.1%	23.5%	26.5%	29.7%	16.0%
State	**2016**	**5,256**	**73.1%**	**5.7%**	**11.1%**	**5.7%**	**4.5%**	**3.2%**	**9.4%**	**11.3%**	**76.1%**	**0.4%**	**3.1%**	**25.6%**	**30.0%**	**29.7%**	**11.2%**
	'15	4,060	70.4%	7.1%	11.4%	6.4%	4.6%	4.3%	11.0%	12.1%	72.5%	0.5%	4.3%	23.7%	26.4%	32.6%	12.5%
	'14	3,776	72.3%	6.6%	11.5%	5.4%	4.3%	4.3%	10.3%	11.5%	73.9%	0.4%	4.5%	23.6%	27.7%	31.7%	12.0%
Treas	**2016**	**45,497**	**72.2%**	**8.3%**	**12.7%**	**3.2%**	**3.7%**	**5.0%**	**13.6%**	**13.5%**	**67.9%**	**0.4%**	**1.8%**	**14.6%**	**22.6%**	**42.0%**	**18.7%**
	'15	51,700	72.1%	7.9%	12.5%	3.5%	4.0%	4.7%	13.0%	12.9%	69.4%	0.4%	2.2%	14.8%	24.0%	41.2%	17.4%
	'14	51,038	72.8%	7.7%	12.6%	3.3%	3.7%	4.6%	12.5%	12.7%	70.2%	0.5%	2.6%	14.4%	25.1%	40.4%	16.9%
USAID	**2016**	**2,285**	**67.0%**	**4.3%**	**13.4%**	**7.8%**	**7.4%**	**3.0%**	**7.0%**	**9.6%**	**80.4%**	**0.2%**	**2.2%**	**29.4%**	**30.1%**	**26.7%**	**11.5%**
	'15	2,004	64.7%	4.6%	15.4%	8.9%	6.4%	2.7%	7.2%	8.5%	81.7%	0.6%	2.4%	30.6%	29.7%	25.4%	11.3%
	'14	2,045	62.1%	4.3%	14.9%	10.3%	8.3%	3.2%	6.1%	8.1%	82.5%	0.5%	3.0%	31.8%	29.2%	24.7%	10.7%
USDA	**2016**	**22,878**	**70.8%**	**6.9%**	**14.9%**	**3.3%**	**4.1%**	**4.2%**	**12.2%**	**12.0%**	**71.6%**	**1.1%**	**3.2%**	**17.3%**	**23.5%**	**38.3%**	**16.7%**
	'15	20,624	68.5%	6.9%	16.3%	3.8%	4.6%	4.2%	12.0%	12.6%	71.2%	0.7%	2.5%	16.4%	24.6%	38.6%	17.2%
	'14	20,162	67.7%	7.2%	15.5%	4.6%	5.0%	4.3%	11.6%	12.3%	71.8%	0.8%	2.9%	16.3%	25.0%	39.6%	15.4%
VA	**2016**	**30,313**	**66.1%**	**5.4%**	**17.4%**	**4.8%**	**6.4%**	**3.4%**	**9.2%**	**10.8%**	**76.6%**	**0.5%**	**2.5%**	**17.2%**	**25.3%**	**36.6%**	**18.0%**
	'15	32,236	64.8%	5.8%	18.2%	4.5%	6.7%	3.6%	9.6%	10.7%	76.1%	0.4%	2.5%	16.5%	25.4%	36.9%	18.3%
	'14	27,639	65.7%	5.8%	17.4%	4.8%	6.2%	3.6%	9.5%	11.0%	75.8%	0.6%	2.9%	15.5%	25.2%	37.3%	18.6%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	**2016**	**407,789**	**67.5%**	**5.8%**	**18.4%**	**3.6%**	**4.7%**	**3.6%**	**10.0%**	**11.1%**	**75.4%**	**0.7%**	**2.8%**	**18.8%**	**26.2%**	**36.0%**	**15.5%**
	'15	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
DOD	**2016**	**58,630**	**58.3%**	**6.0%**	**27.0%**	**3.1%**	**5.6%**	**3.8%**	**10.0%**	**12.1%**	**74.1%**	**0.6%**	**2.3%**	**15.1%**	**23.5%**	**43.2%**	**15.3%**
	'15	72,919	59.1%	6.4%	25.4%	3.5%	5.6%	4.0%	10.6%	11.8%	73.7%	0.6%	2.8%	14.0%	24.0%	43.3%	15.4%
	'14	75,025	58.5%	6.7%	24.9%	4.1%	5.8%	4.1%	10.3%	11.6%	74.0%	0.6%	3.1%	13.3%	25.3%	42.8%	14.9%
USACE	**2016**	**3,599**	**66.8%**	**7.1%**	**18.4%**	**2.9%**	**4.8%**	**4.4%**	**11.0%**	**10.8%**	**73.8%**	**0.9%**	**4.1%**	**21.1%**	**23.5%**	**35.5%**	**14.8%**
	'15	4,306	64.7%	7.9%	19.0%	3.7%	4.7%	4.9%	11.4%	10.9%	72.8%	1.2%	4.8%	18.2%	23.2%	37.5%	15.0%
	'14	2,433	60.3%	8.7%	21.4%	4.9%	4.7%	6.0%	11.9%	11.8%	70.4%	1.0%	4.0%	15.1%	22.9%	40.5%	16.5%
Air Force	**2016**	**15,586**	**58.5%**	**6.0%**	**25.8%**	**3.3%**	**6.4%**	**4.0%**	**10.3%**	**12.5%**	**73.3%**	**0.5%**	**1.6%**	**12.5%**	**23.7%**	**46.5%**	**15.1%**
	'15	18,776	58.4%	6.1%	25.6%	3.6%	6.3%	4.1%	10.2%	11.9%	73.8%	0.5%	1.7%	12.0%	24.7%	46.5%	14.6%
	'14	19,168	58.4%	6.3%	24.8%	4.3%	6.2%	3.9%	9.7%	11.8%	74.6%	0.5%	2.2%	11.6%	26.4%	45.6%	13.7%
Army‡	**2016**	**13,487**	**53.0%**	**6.0%**	**31.0%**	**3.4%**	**6.6%**	**3.7%**	**10.2%**	**13.0%**	**73.2%**	**0.4%**	**1.5%**	**12.5%**	**24.2%**	**44.9%**	**16.6%**
	'15	16,697	56.2%	6.8%	27.7%	3.3%	5.9%	4.1%	11.0%	12.8%	72.1%	0.3%	1.7%	12.3%	24.3%	44.0%	17.4%
	'14	19,981	54.7%	7.2%	27.5%	4.1%	6.6%	4.2%	11.2%	12.3%	72.4%	0.4%	2.0%	12.3%	25.3%	43.4%	16.6%
Navy‡	**2016**	**11,146**	**60.9%**	**6.3%**	**24.7%**	**3.0%**	**5.1%**	**3.8%**	**9.8%**	**12.3%**	**74.1%**	**0.6%**	**2.3%**	**14.5%**	**23.7%**	**43.8%**	**15.0%**
	'15	16,210	61.0%	6.7%	23.1%	3.8%	5.4%	4.1%	11.2%	11.7%	73.0%	0.6%	3.0%	13.2%	23.8%	44.4%	15.0%
	'14	17,745	60.5%	7.2%	22.4%	4.4%	5.5%	4.3%	10.4%	11.7%	73.6%	0.9%	3.2%	12.8%	25.0%	43.8%	14.3%
Marine Corps	**2016**	**1,215**	**57.3%**	**5.3%**	**30.1%**	**3.1%**	**4.1%**	**2.8%**	**10.6%**	**12.5%**	**74.1%**	**0.3%**	**1.7%**	**11.5%**	**25.2%**	**46.3%**	**15.0%**
	'15	1,681	57.0%	5.6%	29.4%	3.0%	5.0%	3.3%	10.4%	13.3%	73.0%	0.1%	1.5%	12.6%	25.8%	44.7%	15.2%
	'14	1,716	56.4%	5.9%	28.0%	3.6%	6.1%	3.5%	9.2%	10.5%	76.8%	0.2%	2.0%	12.6%	28.7%	42.5%	13.9%
DOD 4th Estate	**2016**	**13,597**	**59.2%**	**5.4%**	**28.4%**	**2.7%**	**4.4%**	**3.5%**	**9.5%**	**11.0%**	**76.1%**	**0.7%**	**3.6%**	**19.9%**	**22.3%**	**38.9%**	**14.6%**
	'15	15,249	59.6%	5.8%	26.5%	3.5%	4.7%	3.6%	9.6%	10.6%	76.2%	0.8%	4.5%	18.0%	23.1%	38.8%	14.7%
	'14	13,982	61.2%	5.8%	24.9%	3.3%	4.8%	3.8%	9.8%	10.2%	76.1%	0.9%	5.7%	17.3%	24.3%	37.4%	14.4%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Time with Current Agency: Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Time in Federal Government: Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	**2016**	**407,789**	**3.4%**	**12.4%**	**9.9%**	**25.6%**	**25.7%**	**22.9%**	**1.8%**	**7.8%**	**7.8%**	**23.8%**	**14.3%**	**13.4%**	**31.1%**
	'15	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
BBG	**2016**	**904**	**1.5%**	**6.7%**	**5.8%**	**27.9%**	**29.4%**	**28.7%**	**2.0%**	**4.8%**	**5.0%**	**25.5%**	**13.4%**	**14.7%**	**34.7%**
	'15	1,102	1.2%	6.4%	8.0%	24.7%	26.5%	33.1%	0.6%	4.7%	7.2%	23.0%	13.8%	11.3%	39.4%
	'14	1,051	1.1%	8.4%	9.9%	21.8%	24.8%	34.0%	0.7%	5.8%	8.9%	20.8%	13.3%	9.4%	41.0%
CSOSA	**2016**	**618**	**3.4%**	**8.9%**	**8.9%**	**31.1%**	**44.4%**	**3.4%**	**1.9%**	**5.3%**	**5.5%**	**29.5%**	**17.5%**	**23.7%**	**16.7%**
	'15	648	1.5%	8.9%	9.7%	31.7%	44.2%	4.0%	0.8%	4.6%	9.3%	26.4%	18.9%	22.1%	17.9%
	'14	722	0.9%	10.6%	14.0%	30.1%	40.4%	4.1%	0.6%	5.7%	12.1%	25.8%	22.9%	16.6%	16.2%
DHS	**2016**	**46,991**	**2.7%**	**10.1%**	**10.5%**	**30.9%**	**34.5%**	**11.4%**	**1.3%**	**6.1%**	**8.0%**	**26.4%**	**21.7%**	**16.3%**	**20.2%**
	'15	43,090	1.8%	11.3%	12.3%	30.0%	34.0%	10.5%	1.0%	6.9%	9.9%	25.6%	22.4%	14.7%	19.4%
	'14	42,798	1.4%	14.0%	14.6%	27.8%	31.6%	10.7%	0.7%	9.0%	11.4%	23.9%	21.7%	13.4%	20.0%
DOC	**2016**	**9,784**	**3.8%**	**14.5%**	**9.7%**	**23.1%**	**26.6%**	**22.3%**	**2.2%**	**9.7%**	**8.5%**	**22.4%**	**12.5%**	**15.1%**	**29.5%**
	'15	10,129	3.6%	12.4%	10.5%	23.6%	25.1%	24.7%	2.3%	9.0%	9.0%	22.3%	11.5%	14.3%	31.6%
	'14	9,892	1.7%	14.7%	11.5%	21.6%	25.4%	25.2%	1.1%	10.7%	10.1%	20.5%	11.8%	14.0%	31.9%
DOE	**2016**	**8,075**	**4.3%**	**12.5%**	**8.7%**	**26.8%**	**20.9%**	**26.8%**	**2.2%**	**6.4%**	**6.7%**	**24.3%**	**12.2%**	**12.0%**	**36.2%**
	'15	8,469	2.5%	10.6%	11.5%	26.3%	20.7%	28.4%	1.2%	5.9%	8.8%	22.6%	13.4%	9.4%	38.7%
	'14	6,515	1.9%	12.6%	14.8%	22.4%	20.5%	27.8%	0.9%	7.6%	11.6%	19.0%	13.7%	8.3%	38.8%
DOI	**2016**	**23,098**	**3.0%**	**10.1%**	**9.6%**	**22.0%**	**28.4%**	**26.9%**	**1.2%**	**4.9%**	**6.9%**	**19.4%**	**13.8%**	**16.2%**	**37.6%**
	'15	26,366	2.0%	9.3%	11.3%	20.7%	28.4%	28.2%	0.8%	4.9%	8.2%	17.7%	14.5%	14.7%	39.2%
	'14	18,384	0.8%	11.4%	12.0%	19.0%	27.4%	29.3%	0.3%	6.1%	9.0%	15.4%	15.0%	13.1%	41.2%
DOJ	**2016**	**16,501**	**2.4%**	**10.1%**	**7.3%**	**22.2%**	**34.0%**	**24.0%**	**1.4%**	**6.8%**	**6.0%**	**20.1%**	**15.0%**	**18.8%**	**31.9%**
	'15	20,218	2.9%	7.6%	10.2%	20.8%	35.0%	23.5%	1.9%	5.6%	8.2%	18.9%	15.4%	19.3%	30.8%
	'14	17,213	1.2%	9.4%	11.7%	19.8%	33.8%	24.2%	0.8%	6.7%	9.6%	17.9%	14.5%	18.5%	32.0%
DOL	**2016**	**11,262**	**3.8%**	**13.6%**	**12.0%**	**25.8%**	**25.4%**	**19.4%**	**2.0%**	**8.7%**	**9.5%**	**25.5%**	**11.5%**	**14.5%**	**28.3%**
	'15	11,359	3.5%	14.3%	12.9%	24.0%	24.4%	20.9%	1.9%	9.1%	11.3%	22.8%	12.0%	13.1%	29.8%
	'14	10,953	1.2%	17.5%	14.1%	21.6%	24.3%	21.4%	0.7%	11.5%	12.2%	20.3%	13.0%	11.5%	30.8%
DOT	**2016**	**14,871**	**3.3%**	**12.9%**	**8.8%**	**25.1%**	**26.7%**	**23.2%**	**1.9%**	**7.7%**	**7.1%**	**23.4%**	**12.6%**	**14.6%**	**32.7%**
	'15	15,598	4.1%	10.2%	10.9%	23.8%	27.0%	24.0%	2.1%	6.6%	9.2%	21.7%	13.8%	13.2%	33.4%
	'14	11,673	1.2%	12.4%	12.7%	21.3%	27.2%	25.2%	0.5%	8.1%	10.6%	18.9%	13.5%	12.7%	35.8%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Time with Current Agency: Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Time in Federal Government: Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	**2016**	**407,789**	**3.4%**	**12.4%**	**9.9%**	**25.6%**	**25.7%**	**22.9%**	**1.8%**	**7.8%**	**7.8%**	**23.8%**	**14.3%**	**13.4%**	**31.1%**
	'15	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
Educ	**2016**	**2,862**	**3.8%**	**15.1%**	**11.2%**	**22.3%**	**23.7%**	**23.9%**	**2.2%**	**9.4%**	**9.1%**	**21.1%**	**10.8%**	**12.9%**	**34.5%**
	'15	2,701	4.2%	10.7%	17.5%	19.7%	22.9%	25.0%	2.6%	6.9%	13.6%	17.8%	10.6%	12.4%	36.1%
	'14	2,415	3.5%	14.2%	14.7%	19.9%	23.9%	23.9%	2.1%	9.2%	12.2%	17.7%	10.1%	12.1%	36.6%
EEOC	**2016**	**1,510**	**8.3%**	**14.0%**	**4.6%**	**24.3%**	**22.4%**	**26.4%**	**4.3%**	**10.4%**	**3.6%**	**22.7%**	**7.6%**	**14.7%**	**36.7%**
	'15	1,247	8.5%	3.4%	13.9%	20.4%	26.1%	27.7%	4.2%	3.0%	9.6%	20.1%	7.9%	15.6%	39.7%
	'14	1,129	0.0%	4.9%	20.0%	17.3%	26.8%	30.9%	0.1%	2.4%	14.6%	16.7%	9.9%	12.1%	44.2%
EPA	**2016**	**10,156**	**2.6%**	**3.9%**	**6.3%**	**17.8%**	**27.9%**	**41.5%**	**1.7%**	**2.7%**	**4.9%**	**15.4%**	**11.4%**	**15.0%**	**48.9%**
	'15	4,456	0.7%	3.3%	9.5%	17.7%	27.5%	41.3%	0.4%	1.9%	7.0%	14.9%	11.9%	14.1%	49.8%
	'14	3,863	0.5%	7.1%	9.3%	16.8%	25.7%	40.6%	0.2%	5.2%	7.4%	14.0%	10.1%	13.4%	49.6%
FCC	**2016**	**648**	**2.8%**	**11.1%**	**9.8%**	**15.0%**	**29.7%**	**31.6%**	**1.6%**	**6.0%**	**6.3%**	**15.3%**	**10.5%**	**18.6%**	**41.7%**
	'15	573	2.2%	12.7%	6.3%	16.6%	30.4%	31.8%	0.6%	8.6%	4.5%	16.4%	13.0%	14.3%	42.6%
	'14	702	1.1%	15.5%	4.5%	13.0%	33.9%	32.0%	0.5%	9.4%	5.1%	13.0%	12.7%	15.7%	43.7%
FERC	**2016**	**1,150**	**5.0%**	**19.1%**	**10.7%**	**25.0%**	**18.1%**	**22.1%**	**3.7%**	**14.1%**	**9.4%**	**25.7%**	**11.8%**	**7.4%**	**27.8%**
	'15	996	4.3%	18.1%	11.5%	26.8%	16.1%	23.2%	2.6%	13.6%	11.3%	26.5%	11.4%	6.5%	28.1%
	'14	896	2.9%	18.5%	17.7%	22.7%	14.3%	23.9%	2.2%	14.2%	15.3%	22.7%	9.1%	6.7%	29.8%
FTC	**2016**	**641**	**6.4%**	**20.6%**	**11.5%**	**24.3%**	**19.9%**	**17.3%**	**3.3%**	**12.2%**	**10.5%**	**25.6%**	**11.3%**	**12.6%**	**24.5%**
	'15	626	3.5%	21.5%	10.9%	21.1%	24.0%	19.0%	1.8%	13.9%	10.2%	20.7%	14.7%	13.0%	25.7%
	'14	518	4.3%	21.6%	12.4%	19.0%	23.9%	18.8%	2.2%	14.5%	11.2%	19.2%	13.5%	14.3%	25.1%
GSA	**2016**	**7,081**	**3.6%**	**9.2%**	**9.7%**	**26.3%**	**25.2%**	**26.0%**	**1.7%**	**3.7%**	**6.7%**	**24.9%**	**15.0%**	**10.6%**	**37.4%**
	'15	7,874	2.9%	8.5%	12.8%	24.7%	22.4%	28.7%	0.9%	4.4%	9.8%	21.8%	14.0%	8.5%	40.6%
	'14	8,567	1.5%	11.1%	15.6%	21.5%	19.9%	30.4%	0.5%	6.4%	12.7%	17.8%	12.5%	7.3%	42.9%
HHS	**2016**	**40,345**	**4.7%**	**16.6%**	**11.8%**	**24.4%**	**25.8%**	**16.7%**	**2.8%**	**10.8%**	**9.6%**	**23.7%**	**14.0%**	**14.3%**	**24.8%**
	'15	36,772	4.0%	15.0%	14.0%	22.4%	26.4%	18.2%	2.2%	9.7%	11.8%	21.2%	14.8%	13.4%	26.7%
	'14	32,806	2.7%	17.8%	14.6%	20.8%	25.6%	18.5%	1.6%	12.1%	12.4%	19.1%	15.4%	11.7%	27.7%
HUD	**2016**	**5,464**	**2.9%**	**11.1%**	**9.9%**	**24.0%**	**22.9%**	**29.1%**	**1.5%**	**6.9%**	**7.0%**	**21.9%**	**10.6%**	**12.0%**	**40.1%**
	'15	5,404	5.9%	7.6%	12.7%	20.1%	22.5%	31.3%	3.1%	5.0%	10.4%	17.8%	11.3%	10.6%	41.9%
	'14	3,890	0.5%	13.4%	13.7%	18.8%	21.0%	32.7%	0.2%	8.8%	11.0%	15.7%	11.7%	8.8%	43.8%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	**2016**	**407,789**	**3.4%**	**12.4%**	**9.9%**	**25.6%**	**25.7%**	**22.9%**	**1.8%**	**7.8%**	**7.8%**	**23.8%**	**14.3%**	**13.4%**	**31.1%**
	'15	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
NARA	**2016**	**1,870**	**6.5%**	**15.5%**	**7.5%**	**25.8%**	**24.8%**	**19.9%**	**3.1%**	**10.7%**	**6.7%**	**24.6%**	**13.0%**	**14.1%**	**27.8%**
	'15	1,721	2.5%	8.3%	13.2%	25.8%	27.5%	22.6%	0.8%	4.0%	11.0%	23.9%	16.3%	13.1%	30.8%
	'14	1,686	1.1%	10.4%	17.9%	23.8%	24.7%	22.0%	0.5%	5.4%	14.7%	21.5%	16.5%	11.2%	30.2%
NASA	**2016**	**11,202**	**1.5%**	**7.0%**	**5.7%**	**17.9%**	**23.9%**	**44.1%**	**1.1%**	**5.0%**	**5.1%**	**16.8%**	**11.7%**	**11.8%**	**48.6%**
	'15	9,936	0.9%	7.0%	7.3%	17.0%	21.6%	46.2%	0.7%	5.4%	6.4%	15.2%	11.8%	9.5%	51.0%
	'14	9,430	1.4%	7.7%	7.6%	17.2%	20.4%	45.8%	1.0%	6.0%	6.7%	15.4%	11.4%	8.1%	51.3%
NCUA	**2016**	**661**	**3.6%**	**18.3%**	**17.1%**	**19.1%**	**19.0%**	**22.9%**	**0.9%**	**7.6%**	**11.9%**	**25.8%**	**9.0%**	**13.4%**	**31.3%**
	'15	777	3.5%	18.0%	16.3%	19.3%	20.0%	22.9%	0.9%	8.9%	14.9%	22.9%	8.1%	13.3%	31.0%
	'14	809	3.7%	21.0%	15.0%	17.7%	18.1%	24.6%	1.3%	11.8%	17.4%	17.8%	7.1%	12.2%	32.4%
NLRB	**2016**	**882**	**4.0%**	**13.5%**	**9.2%**	**12.6%**	**27.0%**	**33.7%**	**1.7%**	**8.5%**	**8.1%**	**14.4%**	**10.6%**	**15.9%**	**40.8%**
	'15	902	4.3%	10.5%	11.8%	11.2%	27.2%	35.1%	2.2%	6.9%	10.7%	11.0%	12.2%	14.4%	42.5%
	'14	696	1.2%	14.2%	8.6%	11.3%	27.6%	37.1%	0.3%	9.5%	8.2%	12.1%	15.7%	11.1%	43.1%
NRC	**2016**	**2,152**	**1.8%**	**11.6%**	**4.3%**	**35.4%**	**26.7%**	**20.1%**	**1.6%**	**7.9%**	**3.6%**	**30.0%**	**17.7%**	**10.9%**	**28.4%**
	'15	2,675	2.9%	8.5%	7.4%	36.0%	24.6%	20.6%	2.2%	5.4%	6.4%	30.0%	16.5%	9.8%	29.7%
	'14	2,467	2.5%	6.2%	12.3%	36.6%	20.5%	22.0%	1.7%	4.5%	8.9%	30.5%	14.5%	8.5%	31.4%
NSF	**2016**	**854**	**3.1%**	**15.5%**	**10.9%**	**25.5%**	**25.2%**	**19.8%**	**1.2%**	**7.4%**	**7.4%**	**21.4%**	**16.3%**	**14.0%**	**32.2%**
	'15	900	2.6%	14.4%	11.1%	23.6%	28.2%	20.1%	1.7%	6.9%	7.2%	19.0%	18.4%	12.9%	33.8%
	'14	917	2.3%	16.3%	10.3%	25.7%	24.8%	20.6%	0.7%	8.9%	8.6%	19.7%	16.1%	12.0%	34.1%
OMB	**2016**	**351**	**13.2%**	**18.2%**	**11.4%**	**27.0%**	**17.6%**	**12.6%**	**6.4%**	**12.9%**	**9.1%**	**29.2%**	**9.9%**	**12.6%**	**19.9%**
	'15	305	8.8%	10.1%	19.9%	29.1%	18.9%	13.2%	4.4%	5.4%	16.3%	28.8%	13.6%	11.9%	19.7%
	'14	304	0.0%	17.3%	17.7%	33.0%	17.7%	14.3%	0.0%	10.0%	12.4%	33.0%	11.0%	12.0%	21.6%
OPM	**2016**	**3,196**	**3.4%**	**13.0%**	**14.2%**	**33.7%**	**22.7%**	**13.1%**	**1.7%**	**7.5%**	**8.8%**	**29.9%**	**13.8%**	**10.8%**	**27.6%**
	'15	3,378	2.2%	13.1%	20.9%	33.0%	16.7%	14.1%	1.1%	6.2%	14.7%	26.3%	12.5%	10.2%	28.9%
	'14	3,596	1.5%	20.3%	17.0%	33.9%	13.5%	13.8%	0.5%	11.7%	13.6%	23.7%	12.4%	8.3%	29.9%
PBGC	**2016**	**569**	**3.4%**	**16.1%**	**7.5%**	**24.2%**	**25.0%**	**23.8%**	**0.9%**	**9.0%**	**7.3%**	**20.2%**	**12.7%**	**17.0%**	**32.9%**
	'15	630	2.0%	15.0%	10.9%	23.2%	25.8%	23.1%	1.2%	9.6%	8.6%	19.9%	13.0%	15.6%	32.1%
	'14	481	4.3%	15.8%	10.4%	22.3%	24.3%	23.0%	2.4%	9.4%	9.6%	18.7%	13.1%	14.0%	32.7%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
Agency	Year	Number of Respondents	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	**2016**	**407,789**	**3.4%**	**12.4%**	**9.9%**	**25.6%**	**25.7%**	**22.9%**	**1.8%**	**7.8%**	**7.8%**	**23.8%**	**14.3%**	**13.4%**	**31.1%**
	'15	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
RRB	**2016**	**320**	**4.3%**	**15.1%**	**9.2%**	**16.4%**	**9.5%**	**45.4%**	**1.7%**	**7.9%**	**6.3%**	**22.1%**	**3.0%**	**7.3%**	**51.8%**
	'15	481	6.9%	10.1%	12.3%	11.2%	8.8%	50.6%	3.4%	6.5%	11.4%	12.1%	5.2%	4.3%	57.1%
	'14	526	3.3%	12.6%	9.3%	9.9%	8.8%	56.0%	2.1%	7.0%	10.1%	11.8%	4.3%	3.1%	61.6%
SBA	**2016**	**1,383**	**4.0%**	**16.5%**	**12.4%**	**20.6%**	**17.5%**	**29.0%**	**1.7%**	**7.9%**	**9.0%**	**22.0%**	**7.3%**	**11.1%**	**40.9%**
	'15	1,303	2.1%	19.3%	13.0%	17.8%	18.2%	29.7%	0.9%	10.3%	10.2%	18.8%	6.5%	12.0%	41.4%
	'14	1,395	3.6%	21.2%	11.9%	14.5%	18.3%	30.5%	1.8%	12.0%	10.6%	15.8%	5.6%	12.7%	41.6%
SEC	**2016**	**3,213**	**3.8%**	**21.1%**	**11.0%**	**16.7%**	**33.9%**	**13.5%**	**2.2%**	**13.4%**	**9.2%**	**18.6%**	**18.8%**	**17.3%**	**20.4%**
	'15	1,921	3.0%	18.7%	9.8%	17.5%	37.3%	13.8%	1.0%	12.0%	9.0%	18.4%	21.4%	17.0%	21.1%
	'14	2,472	2.3%	18.7%	10.4%	25.1%	30.0%	13.5%	1.1%	13.3%	9.3%	23.7%	17.4%	14.4%	20.9%
SSA	**2016**	**8,907**	**3.4%**	**12.0%**	**5.3%**	**26.8%**	**29.0%**	**23.4%**	**2.4%**	**9.4%**	**4.9%**	**25.5%**	**16.9%**	**12.5%**	**28.4%**
	'15	10,527	5.7%	6.1%	10.7%	24.8%	26.6%	26.1%	4.1%	4.9%	9.9%	23.3%	14.8%	11.8%	31.2%
	'14	9,540	0.4%	6.6%	16.2%	21.4%	26.4%	29.0%	0.1%	5.0%	14.5%	20.3%	14.1%	11.0%	35.1%
State	**2016**	**5,256**	**1.9%**	**10.9%**	**11.2%**	**25.5%**	**30.5%**	**19.9%**	**1.0%**	**7.4%**	**9.7%**	**24.2%**	**18.1%**	**14.0%**	**25.7%**
	'15	4,060	1.6%	11.2%	12.0%	22.3%	27.3%	25.7%	0.5%	6.9%	10.7%	21.7%	15.4%	12.3%	32.5%
	'14	3,776	2.2%	14.5%	11.3%	23.8%	25.6%	22.5%	1.2%	9.8%	9.6%	22.4%	16.1%	10.9%	29.9%
Treas	**2016**	**45,497**	**1.2%**	**5.6%**	**6.1%**	**25.5%**	**23.7%**	**37.9%**	**0.6%**	**3.2%**	**4.1%**	**22.9%**	**11.4%**	**12.6%**	**45.2%**
	'15	51,700	1.3%	5.7%	9.7%	22.8%	22.3%	38.2%	0.5%	3.4%	7.6%	20.4%	11.6%	11.1%	45.4%
	'14	51,038	0.9%	7.2%	12.1%	19.0%	21.5%	39.3%	0.5%	4.2%	10.0%	16.9%	11.7%	9.8%	46.9%
USAID	**2016**	**2,285**	**2.7%**	**13.8%**	**17.7%**	**30.5%**	**23.9%**	**11.4%**	**1.0%**	**7.6%**	**11.9%**	**29.6%**	**17.7%**	**13.4%**	**18.9%**
	'15	2,004	3.0%	17.3%	21.4%	25.9%	20.2%	12.2%	1.4%	9.9%	15.4%	26.6%	15.7%	10.4%	20.6%
	'14	2,045	3.1%	23.5%	23.3%	19.6%	16.9%	13.6%	1.3%	13.5%	19.1%	22.1%	13.8%	9.3%	20.9%
USDA	**2016**	**22,878**	**2.9%**	**9.6%**	**6.9%**	**19.2%**	**27.3%**	**34.2%**	**1.6%**	**5.7%**	**5.3%**	**17.2%**	**14.8%**	**13.6%**	**41.9%**
	'15	20,624	2.1%	6.5%	9.4%	18.9%	28.0%	35.2%	0.8%	3.6%	7.1%	16.1%	15.4%	13.5%	43.4%
	'14	20,162	0.9%	8.2%	10.3%	19.1%	25.2%	36.2%	0.3%	4.9%	7.9%	16.0%	15.0%	11.5%	44.3%
VA	**2016**	**30,313**	**5.0%**	**22.4%**	**13.8%**	**27.4%**	**17.7%**	**13.8%**	**3.1%**	**16.8%**	**11.8%**	**27.3%**	**11.5%**	**9.9%**	**19.6%**
	'15	32,236	4.7%	21.5%	14.6%	26.1%	17.9%	15.3%	2.8%	15.9%	12.7%	25.6%	12.1%	9.8%	21.3%
	'14	27,639	4.7%	22.1%	15.6%	24.0%	17.4%	16.3%	2.9%	16.3%	14.1%	23.6%	11.8%	9.1%	22.2%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Time with Current Agency: Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Time in Federal Government: Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	**2016**	**407,789**	**3.4%**	**12.4%**	**9.9%**	**25.6%**	**25.7%**	**22.9%**	**1.8%**	**7.8%**	**7.8%**	**23.8%**	**14.3%**	**13.4%**	**31.1%**
	'15	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
DOD	**2016**	**58,630**	**4.8%**	**15.0%**	**13.0%**	**29.5%**	**20.8%**	**16.9%**	**1.9%**	**8.6%**	**10.3%**	**28.7%**	**14.3%**	**10.4%**	**25.8%**
	'15	72,919	3.7%	13.3%	16.8%	27.2%	20.2%	18.7%	1.5%	7.8%	14.2%	25.8%	13.4%	9.6%	27.8%
	'14	75,025	2.1%	17.2%	18.3%	24.2%	18.9%	19.2%	0.6%	11.3%	15.5%	22.9%	12.6%	8.4%	28.8%
USACE	**2016**	**3,599**	**2.3%**	**9.1%**	**8.4%**	**28.9%**	**22.1%**	**29.3%**	**0.9%**	**4.8%**	**6.4%**	**25.9%**	**12.4%**	**11.6%**	**38.2%**
	'15	4,306	2.5%	7.8%	13.5%	24.3%	22.4%	29.5%	1.2%	4.1%	10.4%	20.5%	14.0%	10.9%	38.8%
	'14	2,433	0.7%	8.1%	18.9%	17.8%	22.8%	31.7%	0.1%	4.4%	13.5%	15.2%	13.8%	10.9%	42.1%
Air Force	**2016**	**15,586**	**5.4%**	**15.8%**	**12.6%**	**26.6%**	**22.7%**	**16.8%**	**2.2%**	**9.7%**	**11.4%**	**26.9%**	**15.1%**	**12.0%**	**22.8%**
	'15	18,776	4.7%	14.5%	16.7%	23.9%	22.1%	18.1%	2.1%	8.9%	15.6%	24.1%	14.4%	10.6%	24.3%
	'14	19,168	3.2%	17.2%	16.7%	22.6%	21.4%	18.8%	0.9%	12.6%	15.3%	22.7%	14.1%	9.5%	24.9%
Army‡	**2016**	**13,487**	**6.0%**	**15.9%**	**13.1%**	**32.4%**	**20.7%**	**11.9%**	**1.9%**	**8.1%**	**9.4%**	**31.0%**	**16.6%**	**10.3%**	**22.6%**
	'15	16,697	3.9%	12.5%	18.1%	31.6%	19.4%	14.5%	0.9%	6.0%	13.9%	29.9%	14.8%	9.9%	24.6%
	'14	19,981	2.2%	17.6%	20.1%	27.7%	17.0%	15.4%	0.4%	9.8%	16.0%	25.8%	12.8%	8.3%	26.9%
Navy‡	**2016**	**11,146**	**4.3%**	**13.4%**	**13.0%**	**28.2%**	**20.8%**	**20.4%**	**1.7%**	**8.1%**	**11.2%**	**27.5%**	**13.0%**	**10.1%**	**28.4%**
	'15	16,210	3.2%	12.0%	15.8%	26.0%	20.8%	22.3%	1.2%	8.0%	14.2%	24.6%	12.3%	9.0%	30.7%
	'14	17,745	1.3%	15.8%	17.5%	22.3%	20.3%	22.8%	0.5%	11.8%	15.3%	20.7%	12.1%	7.8%	31.8%
Marine Corps	**2016**	**1,215**	**2.7%**	**12.3%**	**12.9%**	**35.2%**	**22.8%**	**14.0%**	**1.2%**	**6.6%**	**9.7%**	**33.8%**	**14.8%**	**10.0%**	**23.9%**
	'15	1,681	1.8%	12.8%	16.6%	34.4%	20.0%	14.4%	0.6%	8.1%	14.1%	31.5%	13.4%	8.4%	24.0%
	'14	1,716	1.8%	17.4%	20.6%	27.9%	16.7%	15.7%	0.9%	11.0%	17.9%	26.2%	11.6%	7.8%	24.7%
DOD 4th Estate	**2016**	**13,597**	**4.3%**	**16.3%**	**14.7%**	**30.5%**	**18.3%**	**15.9%**	**2.1%**	**9.5%**	**10.3%**	**29.5%**	**12.9%**	**8.8%**	**26.9%**
	'15	15,249	3.6%	15.8%	17.3%	28.0%	17.5%	17.8%	1.8%	9.2%	13.9%	25.6%	11.5%	8.5%	29.5%
	'14	13,982	1.7%	20.2%	18.5%	24.7%	16.0%	18.9%	0.6%	12.3%	15.3%	22.7%	10.7%	7.4%	31.1%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	**2016**	**407,789**	**51.5%**	**48.5%**	**8.9%**	**91.1%**	**2.1%**	**5.3%**	**15.9%**	**0.6%**	**72.1%**	**3.9%**	**84.0%**	**3.1%**	**12.9%**
	'15	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	84.3%	2.9%	12.8%
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
BBG	**2016**	**904**	**59.9%**	**40.1%**	**8.2%**	**91.8%**	**0.6%**	**19.3%**	**20.9%**	**0.4%**	**57.0%**	**1.9%**	**84.0%**	**3.0%**	**13.0%**
	'15	1,102	60.4%	39.6%	10.8%	89.2%	0.4%	18.2%	20.6%	0.2%	58.0%	2.7%	84.7%	2.1%	13.2%
	'14	1,051	58.4%	41.6%	9.5%	90.5%	0.5%	19.3%	22.1%	0.3%	55.1%	2.6%	83.5%	1.9%	14.6%
CSOSA	**2016**	**618**	**35.3%**	**64.7%**	**5.9%**	**94.1%**	**0.3%**	**2.9%**	**73.3%**	**0.0%**	**19.9%**	**3.5%**	**87.7%**	**3.1%**	**9.2%**
	'15	648	36.1%	63.9%	6.2%	93.8%	0.7%	1.8%	74.4%	0.2%	20.1%	2.8%	87.6%	3.3%	9.1%
	'14	722	36.3%	63.7%	5.7%	94.3%	0.3%	1.9%	73.8%	0.0%	19.6%	4.3%	87.9%	4.0%	8.0%
DHS	**2016**	**46,991**	**64.0%**	**36.0%**	**16.4%**	**83.6%**	**0.9%**	**4.5%**	**13.0%**	**0.9%**	**76.3%**	**4.4%**	**84.3%**	**2.8%**	**12.9%**
	'15	43,090	63.9%	36.1%	15.6%	84.4%	1.1%	4.4%	12.7%	1.0%	76.6%	4.2%	84.0%	2.8%	13.2%
	'14	42,798	63.5%	36.5%	15.2%	84.8%	1.0%	4.2%	12.9%	0.9%	76.7%	4.3%	85.3%	2.7%	12.0%
DOC	**2016**	**9,784**	**54.0%**	**46.0%**	**5.3%**	**94.7%**	**0.6%**	**10.3%**	**14.0%**	**0.4%**	**71.3%**	**3.4%**	**83.2%**	**3.6%**	**13.2%**
	'15	10,129	54.1%	45.9%	5.5%	94.5%	0.6%	10.5%	14.5%	0.3%	70.7%	3.4%	83.0%	3.7%	13.3%
	'14	9,892	54.3%	45.7%	5.3%	94.7%	0.4%	10.7%	14.5%	0.5%	70.5%	3.4%	83.4%	3.7%	12.9%
DOE	**2016**	**8,075**	**62.1%**	**37.9%**	**7.4%**	**92.6%**	**1.3%**	**4.0%**	**8.5%**	**0.4%**	**82.1%**	**3.8%**	**83.3%**	**2.4%**	**14.3%**
	'15	8,469	62.6%	37.4%	7.6%	92.4%	1.4%	3.9%	8.6%	0.3%	81.9%	3.9%	83.5%	2.2%	14.3%
	'14	6,515	61.8%	38.2%	7.3%	92.7%	1.3%	3.7%	8.2%	0.3%	82.4%	4.0%	83.5%	2.4%	14.1%
DOI	**2016**	**23,098**	**54.3%**	**45.7%**	**6.7%**	**93.3%**	**10.7%**	**1.9%**	**4.1%**	**0.5%**	**78.7%**	**4.1%**	**81.1%**	**3.3%**	**15.6%**
	'15	26,366	55.2%	44.8%	6.3%	93.7%	9.1%	1.8%	4.4%	0.4%	80.4%	3.9%	82.1%	3.1%	14.8%
	'14	18,384	54.9%	45.1%	6.3%	93.7%	8.6%	1.7%	4.0%	0.5%	81.3%	3.9%	81.1%	3.1%	15.8%
DOJ	**2016**	**16,501**	**54.3%**	**45.7%**	**9.6%**	**90.4%**	**1.0%**	**3.4%**	**15.8%**	**0.6%**	**76.2%**	**3.0%**	**87.1%**	**2.8%**	**10.1%**
	'15	20,218	54.8%	45.2%	10.2%	89.8%	0.9%	3.1%	16.1%	0.6%	76.5%	2.8%	88.0%	2.5%	9.4%
	'14	17,213	55.4%	44.6%	10.8%	89.2%	0.9%	3.0%	16.9%	0.6%	75.6%	3.0%	87.9%	2.6%	9.5%
DOL	**2016**	**11,262**	**52.3%**	**47.7%**	**10.9%**	**89.1%**	**0.9%**	**5.4%**	**19.9%**	**0.4%**	**69.8%**	**3.5%**	**84.3%**	**3.7%**	**12.0%**
	'15	11,359	51.3%	48.7%	10.9%	89.1%	0.8%	5.2%	20.2%	0.4%	70.1%	3.3%	84.6%	3.4%	12.0%
	'14	10,953	51.2%	48.8%	10.4%	89.6%	0.9%	4.5%	19.2%	0.5%	71.5%	3.5%	84.5%	3.4%	12.1%
DOT	**2016**	**14,871**	**64.8%**	**35.2%**	**7.4%**	**92.6%**	**1.3%**	**4.4%**	**13.0%**	**0.5%**	**76.7%**	**4.0%**	**83.8%**	**2.5%**	**13.8%**
	'15	15,598	66.1%	33.9%	7.5%	92.5%	1.3%	4.2%	12.7%	0.6%	77.3%	4.0%	84.6%	2.5%	12.9%
	'14	11,673	64.5%	35.5%	7.4%	92.6%	1.2%	4.3%	13.5%	0.5%	76.7%	3.8%	83.9%	2.5%	13.7%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	**2016**	**407,789**	**51.5%**	**48.5%**	**8.9%**	**91.1%**	**2.1%**	**5.3%**	**15.9%**	**0.6%**	**72.1%**	**3.9%**	**84.0%**	**3.1%**	**12.9%**
	'15	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	84.3%	2.9%	12.8%
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
Educ	**2016**	**2,862**	**37.5%**	**62.5%**	**6.8%**	**93.2%**	**1.0%**	**4.5%**	**35.1%**	**0.4%**	**54.4%**	**4.6%**	**81.5%**	**5.8%**	**12.8%**
	'15	2,701	38.5%	61.5%	6.8%	93.2%	0.7%	4.4%	33.8%	0.4%	56.6%	4.1%	81.3%	5.6%	13.1%
	'14	2,415	36.8%	63.2%	6.6%	93.4%	0.7%	3.8%	32.6%	0.2%	59.4%	3.3%	82.4%	5.0%	12.6%
EEOC	**2016**	**1,510**	**37.3%**	**62.7%**	**17.5%**	**82.5%**	**0.9%**	**4.7%**	**38.6%**	**0.4%**	**51.1%**	**4.3%**	**85.0%**	**5.1%**	**9.9%**
	'15	1,247	37.5%	62.5%	17.6%	82.4%	0.7%	4.1%	35.6%	0.2%	55.4%	4.0%	83.7%	5.2%	11.1%
	'14	1,129	37.1%	62.9%	16.4%	83.6%	0.9%	3.2%	37.2%	0.2%	54.1%	4.5%	83.7%	5.4%	10.9%
EPA	**2016**	**10,156**	**46.5%**	**53.5%**	**6.9%**	**93.1%**	**0.7%**	**5.4%**	**15.5%**	**0.2%**	**74.8%**	**3.3%**	**82.7%**	**4.4%**	**12.9%**
	'15	4,456	46.3%	53.7%	7.1%	92.9%	0.7%	5.1%	14.3%	0.4%	76.6%	2.9%	82.6%	4.6%	12.8%
	'14	3,863	45.9%	54.1%	6.7%	93.3%	0.8%	5.3%	14.1%	0.4%	75.8%	3.6%	82.9%	4.6%	12.5%
FCC	**2016**	**648**	**50.4%**	**49.6%**	**5.5%**	**94.5%**	**0.3%**	**7.9%**	**18.3%**	**0.3%**	**70.0%**	**3.1%**	**83.5%**	**2.4%**	**14.1%**
	'15	573	53.6%	46.4%	4.4%	95.6%	0.4%	8.0%	18.9%	0.0%	69.9%	2.8%	84.1%	3.0%	12.9%
	'14	702	49.3%	50.7%	4.7%	95.3%	0.2%	6.8%	23.8%	0.8%	66.1%	2.4%	83.7%	3.5%	12.8%
FERC	**2016**	**1,150**	**58.9%**	**41.1%**	**6.2%**	**93.8%**	**0.1%**	**8.1%**	**16.7%**	**0.1%**	**72.9%**	**2.2%**	**84.8%**	**2.9%**	**12.2%**
	'15	996	57.9%	42.1%	5.9%	94.1%	0.2%	7.0%	15.8%	0.1%	73.3%	3.5%	86.4%	2.9%	10.7%
	'14	896	56.5%	43.5%	5.1%	94.9%	0.0%	6.7%	16.9%	0.1%	72.0%	4.3%	85.8%	1.7%	12.5%
FTC	**2016**	**641**	**47.6%**	**52.4%**	**5.9%**	**94.1%**	**0.3%**	**8.2%**	**15.4%**	**0.3%**	**74.5%**	**1.2%**	**82.1%**	**6.8%**	**11.1%**
	'15	626	51.3%	48.7%	3.4%	96.6%	0.0%	6.9%	14.7%	0.2%	76.8%	1.4%	81.2%	7.4%	11.4%
	'14	518	49.4%	50.6%	4.2%	95.8%	0.2%	5.8%	14.3%	0.0%	77.5%	2.1%	82.1%	6.7%	11.2%
GSA	**2016**	**7,081**	**52.9%**	**47.1%**	**7.2%**	**92.8%**	**1.2%**	**5.3%**	**20.5%**	**0.7%**	**68.6%**	**3.7%**	**82.8%**	**3.0%**	**14.2%**
	'15	7,874	52.4%	47.6%	7.0%	93.0%	0.8%	5.4%	21.0%	0.7%	68.4%	3.7%	82.4%	2.9%	14.7%
	'14	8,567	51.2%	48.8%	6.7%	93.3%	1.0%	5.0%	22.7%	0.6%	66.8%	3.8%	82.6%	2.5%	14.9%
HHS	**2016**	**40,345**	**36.7%**	**63.3%**	**6.3%**	**93.7%**	**6.2%**	**10.7%**	**19.5%**	**0.3%**	**59.8%**	**3.4%**	**83.9%**	**4.2%**	**11.9%**
	'15	36,772	36.6%	63.4%	6.1%	93.9%	8.3%	8.9%	18.8%	0.4%	60.1%	3.5%	83.7%	4.2%	12.1%
	'14	32,806	35.5%	64.5%	5.7%	94.3%	9.8%	8.5%	18.2%	0.3%	59.7%	3.4%	83.9%	4.0%	12.0%
HUD	**2016**	**5,464**	**39.6%**	**60.4%**	**9.1%**	**90.9%**	**1.5%**	**4.9%**	**35.6%**	**0.4%**	**53.6%**	**4.0%**	**83.4%**	**3.5%**	**13.0%**
	'15	5,404	39.6%	60.4%	9.2%	90.8%	1.4%	4.5%	35.5%	0.4%	54.2%	4.0%	84.1%	3.5%	12.5%
	'14	3,890	39.1%	60.9%	8.0%	92.0%	1.2%	4.1%	31.0%	0.5%	59.8%	3.5%	83.3%	3.1%	13.7%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	**2016**	**407,789**	**51.5%**	**48.5%**	**8.9%**	**91.1%**	**2.1%**	**5.3%**	**15.9%**	**0.6%**	**72.1%**	**3.9%**	**84.0%**	**3.1%**	**12.9%**
	'15	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	84.3%	2.9%	12.8%
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
NARA	**2016**	**1,870**	**47.3%**	**52.7%**	**4.5%**	**95.5%**	**0.8%**	**2.4%**	**21.3%**	**0.6%**	**70.5%**	**4.4%**	**79.8%**	**4.6%**	**15.6%**
	'15	1,721	47.2%	52.8%	4.1%	95.9%	0.4%	2.2%	20.0%	0.7%	73.2%	3.6%	79.1%	3.6%	17.2%
	'14	1,686	46.4%	53.6%	3.9%	96.1%	0.5%	2.1%	18.6%	0.6%	74.4%	3.8%	78.4%	4.0%	17.7%
NASA	**2016**	**11,202**	**64.1%**	**35.9%**	**7.2%**	**92.8%**	**0.9%**	**5.6%**	**10.9%**	**0.4%**	**78.9%**	**3.3%**	**86.5%**	**2.1%**	**11.4%**
	'15	9,936	63.6%	36.4%	6.6%	93.4%	0.8%	5.3%	10.8%	0.4%	79.3%	3.3%	87.2%	2.0%	10.8%
	'14	9,430	63.0%	37.0%	7.1%	92.9%	0.8%	5.7%	10.2%	0.5%	79.7%	3.1%	86.9%	2.2%	10.9%
NCUA	**2016**	**661**	**53.7%**	**46.3%**	**8.3%**	**91.7%**	**0.7%**	**5.3%**	**12.3%**	**0.3%**	**77.7%**	**3.6%**	**83.8%**	**2.7%**	**13.5%**
	'15	777	55.0%	45.0%	7.9%	92.1%	0.6%	4.7%	12.9%	0.6%	78.6%	2.6%	83.4%	3.0%	13.6%
	'14	809	54.7%	45.3%	6.8%	93.2%	0.8%	4.4%	12.2%	0.7%	78.1%	3.8%	83.2%	2.7%	14.1%
NLRB	**2016**	**882**	**36.2%**	**63.8%**	**10.1%**	**89.9%**	**0.5%**	**5.0%**	**19.5%**	**0.5%**	**71.0%**	**3.4%**	**82.5%**	**5.0%**	**12.5%**
	'15	902	35.9%	64.1%	9.6%	90.4%	0.0%	4.9%	20.9%	0.6%	70.0%	3.6%	82.4%	5.3%	12.3%
	'14	696	34.0%	66.0%	9.4%	90.6%	0.2%	3.4%	20.8%	0.5%	72.2%	3.0%	86.3%	5.4%	8.4%
NRC	**2016**	**2,152**	**65.4%**	**34.6%**	**7.0%**	**93.0%**	**0.7%**	**8.4%**	**10.9%**	**0.4%**	**75.1%**	**4.5%**	**84.6%**	**2.1%**	**13.3%**
	'15	2,675	63.4%	36.6%	7.4%	92.6%	0.7%	8.1%	12.7%	0.5%	74.1%	3.9%	84.0%	2.5%	13.5%
	'14	2,467	63.5%	36.5%	7.1%	92.9%	0.8%	8.0%	11.8%	0.3%	74.9%	4.2%	85.0%	2.4%	12.6%
NSF	**2016**	**854**	**39.3%**	**60.7%**	**5.3%**	**94.7%**	**0.1%**	**6.3%**	**24.6%**	**0.1%**	**64.8%**	**4.1%**	**81.9%**	**3.5%**	**14.6%**
	'15	900	37.7%	62.3%	5.1%	94.9%	0.1%	5.5%	22.4%	0.2%	68.8%	2.9%	80.8%	2.9%	16.3%
	'14	917	38.0%	62.0%	4.8%	95.2%	0.2%	5.0%	24.4%	0.4%	67.2%	2.8%	81.5%	3.3%	15.2%
OMB	**2016**	**351**	**48.0%**	**52.0%**	**3.2%**	**96.8%**	**0.3%**	**8.5%**	**6.1%**	**0.0%**	**82.7%**	**2.4%**	**78.4%**	**7.3%**	**14.3%**
	'15	305	48.3%	51.7%	2.0%	98.0%	1.0%	10.1%	3.5%	0.0%	82.6%	2.8%	79.4%	8.0%	12.5%
	'14	304	47.3%	52.7%	2.4%	97.6%	0.0%	9.8%	4.3%	0.4%	83.0%	2.5%	83.5%	6.2%	10.3%
OPM	**2016**	**3,196**	**42.1%**	**57.9%**	**7.1%**	**92.9%**	**0.8%**	**2.5%**	**19.4%**	**0.3%**	**72.8%**	**4.2%**	**84.1%**	**2.8%**	**13.1%**
	'15	3,378	42.3%	57.7%	6.7%	93.3%	0.7%	2.6%	19.9%	0.4%	72.7%	3.7%	83.3%	3.2%	13.5%
	'14	3,596	42.3%	57.7%	6.9%	93.1%	0.5%	3.1%	20.4%	0.4%	72.2%	3.5%	83.9%	2.8%	13.3%
PBGC	**2016**	**569**	**46.9%**	**53.1%**	**5.6%**	**94.4%**	**0.2%**	**8.4%**	**35.7%**	**0.0%**	**53.6%**	**2.2%**	**84.8%**	**4.0%**	**11.3%**
	'15	630	46.0%	54.0%	5.1%	94.9%	0.2%	7.7%	36.7%	0.2%	51.4%	3.8%	85.3%	4.1%	10.6%
	'14	481	46.7%	53.3%	5.9%	94.1%	0.2%	8.8%	34.6%	0.7%	54.3%	1.4%	82.8%	5.3%	12.0%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	**2016**	**407,789**	**51.5%**	**48.5%**	**8.9%**	**91.1%**	**2.1%**	**5.3%**	**15.9%**	**0.6%**	**72.1%**	**3.9%**	**84.0%**	**3.1%**	**12.9%**
	'15	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	84.3%	2.9%	12.8%
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
RRB	**2016**	**320**	**42.6%**	**57.4%**	**6.6%**	**93.4%**	**0.0%**	**2.1%**	**33.3%**	**0.3%**	**59.5%**	**4.8%**	**87.3%**	**1.3%**	**11.4%**
	'15	481	42.5%	57.5%	7.0%	93.0%	0.2%	2.7%	33.9%	0.7%	59.9%	2.7%	87.5%	2.9%	9.6%
	'14	526	39.6%	60.4%	6.7%	93.3%	0.8%	2.2%	36.6%	0.4%	57.5%	2.4%	86.8%	3.2%	10.0%
SBA	**2016**	**1,383**	**47.1%**	**52.9%**	**12.2%**	**87.8%**	**0.7%**	**6.4%**	**23.8%**	**1.1%**	**63.9%**	**4.0%**	**82.4%**	**3.3%**	**14.3%**
	'15	1,303	47.2%	52.8%	12.6%	87.4%	0.8%	5.7%	22.1%	1.3%	66.5%	3.7%	82.3%	2.9%	14.8%
	'14	1,395	46.2%	53.8%	12.0%	88.0%	1.3%	6.2%	22.1%	1.4%	65.4%	3.6%	82.4%	3.0%	14.6%
SEC	**2016**	**3,213**	**53.9%**	**46.1%**	**6.3%**	**93.7%**	**0.3%**	**9.0%**	**14.5%**	**0.3%**	**72.8%**	**3.2%**	**83.8%**	**3.9%**	**12.4%**
	'15	1,921	53.9%	46.1%	5.7%	94.3%	0.2%	8.4%	14.0%	0.2%	74.7%	2.5%	83.8%	4.7%	11.6%
	'14	2,472	52.4%	47.6%	5.9%	94.1%	0.3%	8.2%	14.3%	0.3%	74.4%	2.5%	84.5%	3.7%	11.8%
SSA	**2016**	**8,907**	**34.7%**	**65.3%**	**13.4%**	**86.6%**	**1.2%**	**5.6%**	**23.4%**	**0.5%**	**65.5%**	**3.9%**	**85.8%**	**3.5%**	**10.7%**
	'15	10,527	34.2%	65.8%	13.7%	86.3%	1.0%	5.4%	23.7%	0.5%	65.9%	3.5%	85.1%	3.1%	11.8%
	'14	9,540	34.0%	66.0%	13.1%	86.9%	1.0%	5.1%	23.7%	0.7%	66.1%	3.3%	86.3%	3.3%	10.3%
State	**2016**	**5,256**	**55.7%**	**44.3%**	**7.3%**	**92.7%**	**0.4%**	**4.9%**	**11.4%**	**0.3%**	**79.0%**	**4.1%**	**83.8%**	**5.4%**	**10.8%**
	'15	4,060	54.0%	46.0%	6.4%	93.6%	0.4%	4.7%	13.0%	0.3%	78.0%	3.6%	85.0%	4.8%	10.2%
	'14	3,776	51.2%	48.8%	6.5%	93.5%	0.4%	5.3%	14.8%	0.3%	75.4%	3.9%	85.8%	4.2%	10.0%
Treas	**2016**	**45,497**	**41.2%**	**58.8%**	**9.3%**	**90.7%**	**1.1%**	**5.5%**	**19.8%**	**0.5%**	**69.4%**	**3.7%**	**81.9%**	**3.2%**	**14.8%**
	'15	51,700	40.6%	59.4%	9.2%	90.8%	1.1%	5.2%	20.2%	0.5%	69.3%	3.7%	82.3%	3.1%	14.6%
	'14	51,038	41.1%	58.9%	8.8%	91.2%	1.0%	5.1%	19.8%	0.5%	70.1%	3.4%	82.5%	3.0%	14.5%
USAID	**2016**	**2,285**	**47.4%**	**52.6%**	**6.5%**	**93.5%**	**0.2%**	**7.1%**	**17.4%**	**0.3%**	**71.2%**	**3.8%**	**83.3%**	**5.9%**	**10.8%**
	'15	2,004	45.8%	54.2%	6.2%	93.8%	0.5%	5.9%	18.6%	0.1%	71.7%	3.2%	83.0%	5.7%	11.3%
	'14	2,045	45.8%	54.2%	6.3%	93.7%	0.3%	6.0%	18.9%	0.2%	71.1%	3.5%	83.4%	6.1%	10.5%
USDA	**2016**	**22,878**	**46.9%**	**53.1%**	**6.8%**	**93.2%**	**1.6%**	**2.8%**	**11.0%**	**0.4%**	**80.4%**	**3.9%**	**84.4%**	**2.8%**	**12.8%**
	'15	20,624	50.1%	49.9%	7.3%	92.7%	1.6%	3.3%	12.1%	0.5%	78.8%	3.8%	84.4%	2.7%	13.0%
	'14	20,162	49.9%	50.1%	7.3%	92.7%	1.9%	2.8%	11.4%	0.4%	79.6%	3.9%	84.2%	2.3%	13.5%
VA	**2016**	**30,313**	**40.3%**	**59.7%**	**8.4%**	**91.6%**	**1.5%**	**4.7%**	**17.8%**	**0.8%**	**71.0%**	**4.2%**	**83.2%**	**3.3%**	**13.5%**
	'15	32,236	41.2%	58.8%	7.9%	92.1%	1.3%	4.4%	18.6%	0.8%	70.8%	4.1%	83.5%	3.3%	13.3%
	'14	27,639	40.4%	59.6%	7.6%	92.4%	1.5%	4.8%	18.1%	0.8%	70.8%	4.0%	83.5%	3.3%	13.2%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	**2016**	**407,789**	**51.5%**	**48.5%**	**8.9%**	**91.1%**	**2.1%**	**5.3%**	**15.9%**	**0.6%**	**72.1%**	**3.9%**	**84.0%**	**3.1%**	**12.9%**
	'15	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	84.3%	2.9%	12.8%
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
DOD	**2016**	**58,630**	**63.0%**	**37.0%**	**7.9%**	**92.1%**	**1.1%**	**4.5%**	**14.2%**	**1.1%**	**74.4%**	**4.6%**	**86.4%**	**1.7%**	**11.9%**
	'15	72,919	63.4%	36.6%	7.8%	92.2%	1.2%	4.5%	14.3%	1.1%	74.5%	4.5%	86.8%	1.6%	11.6%
	'14	75,025	63.4%	36.6%	7.7%	92.3%	1.1%	4.5%	14.9%	1.1%	74.3%	4.1%	87.0%	1.6%	11.4%
USACE	**2016**	**3,599**	**63.6%**	**36.4%**	**5.5%**	**94.5%**	**0.7%**	**4.7%**	**6.9%**	**0.4%**	**83.8%**	**3.5%**	**86.5%**	**1.5%**	**12.0%**
	'15	4,306	64.3%	35.7%	4.7%	95.3%	1.1%	4.7%	8.9%	0.6%	81.3%	3.4%	86.6%	1.5%	11.9%
	'14	2,433	61.5%	38.5%	4.7%	95.3%	1.0%	4.1%	8.7%	0.5%	82.6%	3.1%	87.4%	1.5%	11.1%
Air Force	**2016**	**15,586**	**67.1%**	**32.9%**	**8.0%**	**92.0%**	**1.4%**	**2.4%**	**11.3%**	**1.0%**	**79.1%**	**4.8%**	**86.5%**	**1.5%**	**12.0%**
	'15	18,776	68.2%	31.8%	8.4%	91.6%	1.5%	2.5%	11.6%	1.0%	78.7%	4.7%	87.5%	1.5%	11.1%
	'14	19,168	69.1%	30.9%	7.7%	92.3%	1.3%	2.3%	10.5%	0.9%	81.0%	4.0%	88.1%	1.3%	10.6%
Army‡	**2016**	**13,487**	**61.6%**	**38.4%**	**9.3%**	**90.7%**	**1.1%**	**3.5%**	**18.1%**	**1.1%**	**71.3%**	**4.9%**	**87.4%**	**1.6%**	**11.1%**
	'15	16,697	61.3%	38.7%	9.9%	90.1%	1.2%	3.4%	18.1%	1.1%	71.6%	4.6%	87.2%	1.4%	11.3%
	'14	19,981	62.9%	37.1%	9.7%	90.3%	1.3%	3.4%	19.6%	1.1%	70.2%	4.3%	87.3%	1.4%	11.3%
Navy‡	**2016**	**11,146**	**67.2%**	**32.8%**	**6.9%**	**93.1%**	**1.2%**	**7.0%**	**12.1%**	**1.9%**	**73.0%**	**4.8%**	**85.8%**	**1.8%**	**12.4%**
	'15	16,210	67.3%	32.7%	6.3%	93.7%	1.0%	6.9%	11.4%	1.6%	74.4%	4.6%	86.6%	1.6%	11.7%
	'14	17,745	66.7%	33.3%	6.2%	93.8%	1.0%	7.0%	11.6%	1.6%	74.4%	4.2%	86.5%	1.8%	11.8%
Marine Corps	**2016**	**1,215**	**69.6%**	**30.4%**	**9.7%**	**90.3%**	**0.7%**	**2.3%**	**17.2%**	**1.1%**	**73.9%**	**4.8%**	**87.3%**	**1.4%**	**11.3%**
	'15	1,681	69.2%	30.8%	8.0%	92.0%	1.2%	3.1%	16.9%	1.3%	72.6%	4.9%	89.4%	1.0%	9.5%
	'14	1,716	69.4%	30.6%	7.8%	92.2%	0.7%	3.2%	17.5%	1.3%	72.2%	5.1%	88.6%	1.8%	9.5%
DOD 4th Estate	**2016**	**13,597**	**55.4%**	**44.6%**	**7.5%**	**92.5%**	**0.9%**	**6.1%**	**17.0%**	**0.7%**	**71.0%**	**4.3%**	**85.5%**	**2.1%**	**12.4%**
	'15	15,249	55.0%	45.0%	7.1%	92.9%	0.9%	5.5%	17.8%	0.8%	70.9%	4.0%	85.6%	2.0%	12.3%
	'14	13,982	52.0%	48.0%	7.1%	92.9%	0.9%	5.9%	19.0%	0.9%	69.6%	3.8%	85.6%	2.1%	12.3%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report on Demographic Questions by Agency (Unweighted)

			Level of Education								Disability		Military Service			
Agency	Year	Number of Respondents	Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	**2016**	**407,789**	**0.1%**	**4.2%**	**2.1%**	**13.8%**	**7.3%**	**34.5%**	**26.5%**	**11.5%**	**13.6%**	**86.4%**	**73.2%**	**1.6%**	**10.5%**	**14.7%**
	'15	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
BBG	**2016**	**904**	**0.0%**	**4.0%**	**2.2%**	**12.8%**	**6.0%**	**36.6%**	**34.3%**	**4.0%**	**5.4%**	**94.6%**	**89.6%**	**0.3%**	**2.4%**	**7.6%**
	'15	1,102	0.3%	4.3%	2.3%	14.5%	5.2%	37.5%	32.7%	3.2%	6.1%	93.9%	89.1%	0.2%	2.8%	8.0%
	'14	1,051	0.1%	4.4%	2.8%	13.2%	5.2%	38.6%	32.2%	3.5%	5.9%	94.1%	89.4%	0.2%	3.2%	7.3%
CSOSA	**2016**	**618**	**0.0%**	**3.6%**	**1.0%**	**10.9%**	**3.9%**	**38.4%**	**37.0%**	**5.3%**	**9.7%**	**90.3%**	**86.9%**	**1.5%**	**2.6%**	**9.0%**
	'15	648	0.0%	4.2%	0.5%	10.3%	4.0%	41.0%	34.1%	5.9%	7.7%	92.3%	89.2%	0.7%	2.6%	7.5%
	'14	722	0.0%	3.9%	1.5%	10.9%	5.1%	39.2%	34.2%	5.2%	7.9%	92.1%	86.9%	1.2%	2.9%	9.0%
DHS	**2016**	**46,991**	**0.1%**	**5.5%**	**2.1%**	**20.3%**	**8.7%**	**38.1%**	**19.7%**	**5.5%**	**12.3%**	**87.7%**	**64.0%**	**2.1%**	**12.8%**	**21.1%**
	'15	43,090	0.1%	6.1%	2.3%	21.8%	9.4%	36.6%	18.2%	5.5%	12.2%	87.8%	63.2%	2.2%	13.0%	21.6%
	'14	42,798	0.1%	6.3%	2.3%	22.0%	9.3%	36.8%	17.9%	5.3%	12.0%	88.0%	62.4%	2.4%	13.5%	21.7%
DOC	**2016**	**9,784**	**0.1%**	**2.5%**	**1.0%**	**7.9%**	**3.5%**	**31.4%**	**31.6%**	**22.0%**	**8.2%**	**91.8%**	**86.4%**	**0.5%**	**3.9%**	**9.2%**
	'15	10,129	0.1%	3.0%	1.1%	9.0%	4.0%	32.9%	30.7%	19.2%	8.0%	92.0%	86.7%	0.5%	3.5%	9.3%
	'14	9,892	0.1%	3.2%	1.3%	9.5%	4.1%	33.1%	30.3%	18.5%	7.2%	92.8%	87.1%	0.5%	3.2%	9.2%
DOE	**2016**	**8,075**	**0.0%**	**2.8%**	**2.5%**	**9.4%**	**5.2%**	**36.7%**	**34.6%**	**8.8%**	**10.5%**	**89.5%**	**72.7%**	**1.4%**	**8.2%**	**17.7%**
	'15	8,469	0.1%	3.5%	3.1%	10.4%	6.1%	36.1%	32.2%	8.6%	10.1%	89.9%	71.9%	1.1%	8.0%	19.0%
	'14	6,515	0.1%	3.1%	3.2%	10.8%	6.3%	36.3%	32.0%	8.2%	10.4%	89.6%	71.7%	1.2%	8.1%	19.0%
DOI	**2016**	**23,098**	**0.1%**	**4.1%**	**2.8%**	**13.1%**	**7.2%**	**37.5%**	**27.6%**	**7.6%**	**10.8%**	**89.2%**	**80.6%**	**0.7%**	**4.7%**	**13.9%**
	'15	26,366	0.1%	4.5%	2.8%	13.5%	7.5%	38.1%	26.1%	7.3%	10.1%	89.9%	80.8%	0.6%	4.6%	14.0%
	'14	18,384	0.1%	4.6%	2.7%	13.9%	7.7%	37.5%	25.7%	7.8%	9.9%	90.1%	80.8%	0.7%	4.4%	14.1%
DOJ	**2016**	**16,501**	**0.0%**	**5.1%**	**2.1%**	**13.5%**	**7.2%**	**36.2%**	**17.9%**	**18.0%**	**9.6%**	**90.4%**	**75.2%**	**2.0%**	**5.4%**	**17.3%**
	'15	20,218	0.0%	5.8%	2.3%	15.0%	7.4%	36.4%	16.5%	16.5%	8.3%	91.7%	74.2%	2.2%	5.1%	18.5%
	'14	17,213	0.1%	6.3%	2.5%	16.2%	7.4%	36.5%	15.5%	15.5%	8.4%	91.6%	74.0%	2.2%	5.1%	18.6%
DOL	**2016**	**11,262**	**0.1%**	**4.3%**	**1.7%**	**11.9%**	**5.8%**	**35.1%**	**28.2%**	**12.9%**	**15.9%**	**84.1%**	**76.1%**	**1.4%**	**7.4%**	**15.1%**
	'15	11,359	0.1%	4.4%	1.7%	12.5%	5.9%	35.3%	27.6%	12.6%	15.3%	84.7%	76.5%	1.2%	7.4%	14.9%
	'14	10,953	0.1%	4.6%	1.6%	12.7%	5.9%	35.1%	26.9%	13.2%	15.2%	84.8%	76.3%	1.0%	7.2%	15.4%
DOT	**2016**	**14,871**	**0.0%**	**3.5%**	**3.2%**	**16.5%**	**9.9%**	**38.0%**	**23.9%**	**5.0%**	**14.0%**	**86.0%**	**64.4%**	**1.4%**	**13.0%**	**21.2%**
	'15	15,598	0.1%	3.6%	3.3%	17.1%	10.2%	38.0%	22.8%	4.9%	13.4%	86.6%	64.5%	1.5%	12.6%	21.5%
	'14	11,673	0.1%	3.7%	3.1%	16.8%	9.4%	37.2%	24.0%	5.8%	12.3%	87.7%	66.0%	1.5%	11.8%	20.7%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	**2016**	**407,789**	**0.1%**	**4.2%**	**2.1%**	**13.8%**	**7.3%**	**34.5%**	**26.5%**	**11.5%**	**13.6%**	**86.4%**	**73.2%**	**1.6%**	**10.5%**	**14.7%**
	'15	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
Educ	**2016**	**2,862**	**0.0%**	**2.9%**	**0.7%**	**9.2%**	**2.4%**	**29.4%**	**34.1%**	**21.4%**	**10.7%**	**89.3%**	**87.6%**	**0.6%**	**3.4%**	**8.4%**
	'15	2,701	0.1%	2.7%	0.5%	8.5%	2.5%	31.1%	32.8%	21.8%	10.4%	89.6%	86.7%	0.7%	3.7%	8.9%
	'14	2,415	0.0%	3.3%	0.5%	8.6%	2.6%	29.8%	33.8%	21.4%	10.3%	89.7%	87.3%	0.6%	3.8%	8.2%
EEOC	**2016**	**1,510**	**0.0%**	**2.3%**	**1.0%**	**11.5%**	**5.1%**	**32.3%**	**19.8%**	**28.0%**	**33.2%**	**66.8%**	**69.2%**	**1.6%**	**8.8%**	**20.4%**
	'15	1,247	0.3%	2.6%	1.4%	12.1%	4.8%	30.3%	19.2%	29.4%	32.1%	67.9%	71.1%	1.6%	9.4%	17.9%
	'14	1,129	0.0%	3.3%	1.0%	14.5%	5.0%	29.8%	16.1%	30.2%	29.3%	70.7%	74.9%	1.2%	7.4%	16.5%
EPA	**2016**	**10,156**	**0.1%**	**1.4%**	**0.5%**	**5.4%**	**2.4%**	**31.8%**	**39.2%**	**19.4%**	**7.7%**	**92.3%**	**89.9%**	**0.7%**	**2.4%**	**7.0%**
	'15	4,456	0.0%	1.4%	0.5%	5.7%	2.4%	31.5%	38.2%	20.3%	6.9%	93.1%	91.0%	0.6%	1.9%	6.4%
	'14	3,863	0.0%	1.4%	0.5%	5.7%	2.4%	31.7%	38.6%	19.6%	7.1%	92.9%	90.0%	0.5%	2.7%	6.8%
FCC	**2016**	**648**	**0.0%**	**4.2%**	**1.0%**	**8.8%**	**2.8%**	**22.1%**	**16.9%**	**44.2%**	**8.5%**	**91.5%**	**88.8%**	**0.5%**	**3.4%**	**7.2%**
	'15	573	0.0%	5.0%	0.9%	8.6%	3.6%	22.6%	16.3%	43.0%	10.1%	89.9%	87.2%	0.4%	4.4%	8.0%
	'14	702	0.0%	6.2%	1.4%	9.2%	2.9%	24.1%	14.8%	41.5%	8.3%	91.7%	88.2%	0.3%	3.7%	7.8%
FERC	**2016**	**1,150**	**0.0%**	**1.3%**	**0.6%**	**5.6%**	**1.9%**	**25.6%**	**38.9%**	**26.2%**	**6.2%**	**93.8%**	**91.1%**	**0.5%**	**1.0%**	**7.3%**
	'15	996	0.2%	1.3%	0.6%	5.5%	2.2%	25.1%	38.3%	26.8%	6.5%	93.5%	91.5%	0.5%	1.0%	7.0%
	'14	896	0.0%	1.6%	0.9%	6.3%	2.1%	27.5%	37.8%	23.8%	6.7%	93.3%	90.6%	0.5%	1.3%	7.6%
FTC	**2016**	**641**	**0.0%**	**1.1%**	**0.7%**	**5.1%**	**1.8%**	**12.8%**	**8.5%**	**70.0%**	**7.3%**	**92.7%**	**93.1%**	**0.5%**	**1.3%**	**5.1%**
	'15	626	0.0%	1.2%	1.2%	5.3%	1.8%	13.7%	8.8%	67.9%	8.1%	91.9%	92.0%	0.5%	1.4%	6.1%
	'14	518	0.0%	1.8%	0.4%	4.3%	3.0%	15.0%	8.3%	67.1%	8.3%	91.7%	91.4%	0.4%	1.6%	6.6%
GSA	**2016**	**7,081**	**0.2%**	**3.2%**	**1.8%**	**11.2%**	**5.2%**	**43.0%**	**31.7%**	**3.7%**	**11.1%**	**88.9%**	**76.0%**	**1.3%**	**8.7%**	**14.1%**
	'15	7,874	0.2%	3.6%	2.0%	12.5%	5.2%	43.1%	29.7%	3.7%	10.2%	89.8%	76.9%	1.2%	8.0%	13.9%
	'14	8,567	0.2%	4.4%	2.2%	14.2%	5.8%	41.4%	28.5%	3.3%	10.4%	89.6%	77.0%	1.0%	7.6%	14.4%
HHS	**2016**	**40,345**	**0.1%**	**2.4%**	**1.5%**	**8.2%**	**4.1%**	**24.8%**	**29.8%**	**29.1%**	**8.4%**	**91.6%**	**87.5%**	**0.8%**	**3.4%**	**8.3%**
	'15	36,772	0.1%	2.8%	1.9%	9.3%	4.8%	24.6%	29.2%	27.5%	8.4%	91.6%	87.2%	0.9%	3.3%	8.5%
	'14	32,806	0.1%	3.2%	2.1%	9.7%	5.1%	23.9%	28.7%	27.2%	8.4%	91.6%	87.0%	0.9%	3.5%	8.7%
HUD	**2016**	**5,464**	**0.1%**	**3.9%**	**1.5%**	**14.2%**	**5.6%**	**31.9%**	**30.3%**	**12.5%**	**13.0%**	**87.0%**	**82.6%**	**0.6%**	**4.8%**	**12.0%**
	'15	5,404	0.1%	3.7%	1.2%	15.4%	5.9%	31.0%	30.2%	12.3%	12.6%	87.4%	82.5%	0.7%	4.4%	12.5%
	'14	3,890	0.2%	3.6%	1.6%	16.0%	5.7%	31.3%	29.7%	12.0%	12.8%	87.2%	82.6%	0.5%	4.4%	12.5%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	**2016**	**407,789**	**0.1%**	**4.2%**	**2.1%**	**13.8%**	**7.3%**	**34.5%**	**26.5%**	**11.5%**	**13.6%**	**86.4%**	**73.2%**	**1.6%**	**10.5%**	**14.7%**
	'15	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
NARA	**2016**	**1,870**	**0.3%**	**7.3%**	**1.6%**	**15.9%**	**6.5%**	**26.7%**	**38.2%**	**3.4%**	**13.4%**	**86.6%**	**76.1%**	**1.0%**	**7.0%**	**15.8%**
	'15	1,721	0.2%	8.9%	1.7%	15.0%	5.9%	26.3%	38.2%	3.7%	12.2%	87.8%	77.4%	1.3%	7.0%	14.3%
	'14	1,686	0.3%	7.6%	2.0%	16.0%	5.5%	27.0%	37.5%	4.2%	10.6%	89.4%	77.7%	1.1%	7.1%	14.2%
NASA	**2016**	**11,202**	**0.1%**	**1.2%**	**0.6%**	**4.3%**	**4.2%**	**37.0%**	**39.2%**	**13.5%**	**6.8%**	**93.2%**	**86.1%**	**0.7%**	**4.3%**	**8.8%**
	'15	9,936	0.0%	1.3%	0.6%	4.6%	4.6%	35.8%	38.5%	14.5%	6.9%	93.1%	85.9%	0.7%	4.2%	9.3%
	'14	9,430	0.0%	1.4%	0.6%	4.9%	4.3%	36.3%	38.8%	13.6%	6.7%	93.3%	85.3%	0.7%	4.6%	9.4%
NCUA	**2016**	**661**	**0.0%**	**1.0%**	**0.5%**	**4.8%**	**1.0%**	**55.6%**	**32.9%**	**4.4%**	**15.4%**	**84.6%**	**79.8%**	**1.1%**	**5.4%**	**13.6%**
	'15	777	0.0%	0.9%	0.5%	4.5%	1.1%	57.7%	31.3%	4.0%	12.7%	87.3%	81.3%	0.9%	4.6%	13.1%
	'14	809	0.0%	1.3%	0.9%	3.6%	1.5%	60.5%	29.0%	3.2%	10.5%	89.5%	81.2%	1.3%	3.9%	13.6%
NLRB	**2016**	**882**	**0.1%**	**3.5%**	**1.6%**	**10.5%**	**4.5%**	**13.6%**	**16.0%**	**50.1%**	**10.1%**	**89.9%**	**89.9%**	**0.1%**	**2.2%**	**7.8%**
	'15	902	0.0%	5.0%	2.0%	9.3%	4.5%	12.0%	14.7%	52.5%	10.0%	90.0%	90.3%	0.2%	1.9%	7.5%
	'14	696	0.0%	5.9%	1.8%	11.0%	4.4%	12.2%	14.8%	49.9%	9.8%	90.2%	90.3%	0.3%	2.6%	6.8%
NRC	**2016**	**2,152**	**0.0%**	**1.6%**	**0.4%**	**5.1%**	**2.1%**	**39.6%**	**39.3%**	**11.9%**	**8.5%**	**91.5%**	**73.8%**	**1.7%**	**7.4%**	**17.2%**
	'15	2,675	0.0%	2.0%	0.7%	6.2%	2.4%	39.4%	37.2%	12.2%	7.7%	92.3%	74.6%	1.7%	6.7%	16.9%
	'14	2,467	0.0%	2.3%	0.5%	5.7%	2.7%	39.6%	36.7%	12.4%	8.1%	91.9%	75.4%	1.6%	6.7%	16.3%
NSF	**2016**	**854**	**0.1%**	**2.2%**	**1.0%**	**11.1%**	**4.3%**	**23.0%**	**25.1%**	**33.2%**	**8.4%**	**91.6%**	**87.3%**	**0.8%**	**3.9%**	**8.1%**
	'15	900	0.0%	2.8%	0.9%	10.2%	4.3%	24.6%	24.7%	32.4%	7.8%	92.2%	88.3%	0.8%	3.1%	7.8%
	'14	917	0.0%	3.5%	0.6%	11.2%	4.2%	24.6%	23.7%	32.3%	6.5%	93.5%	88.7%	0.4%	2.7%	8.2%
OMB	**2016**	**351**	**0.0%**	**0.3%**	**0.3%**	**1.8%**	**0.6%**	**7.6%**	**71.5%**	**17.9%**	**5.9%**	**94.1%**	**90.9%**	**2.0%**	**1.5%**	**5.6%**
	'15	305	0.0%	1.0%	0.0%	2.0%	0.3%	7.7%	71.8%	17.1%	4.0%	96.0%	92.9%	1.0%	1.7%	4.4%
	'14	304	0.0%	0.7%	0.0%	2.4%	0.3%	8.9%	68.0%	19.6%	4.1%	95.9%	93.4%	0.7%	2.1%	3.8%
OPM	**2016**	**3,196**	**0.0%**	**6.2%**	**1.8%**	**13.4%**	**6.4%**	**45.2%**	**23.3%**	**3.6%**	**13.5%**	**86.5%**	**73.4%**	**1.4%**	**10.3%**	**14.9%**
	'15	3,378	0.1%	6.0%	1.9%	13.6%	6.5%	44.8%	23.3%	3.7%	13.7%	86.3%	73.3%	0.9%	10.2%	15.6%
	'14	3,596	0.1%	6.8%	1.9%	13.3%	6.2%	45.0%	22.7%	4.1%	14.6%	85.4%	73.6%	1.1%	10.5%	14.9%
PBGC	**2016**	**569**	**0.0%**	**2.1%**	**0.9%**	**9.7%**	**3.4%**	**40.1%**	**27.2%**	**16.7%**	**10.2%**	**89.8%**	**86.2%**	**0.6%**	**2.7%**	**10.6%**
	'15	630	0.0%	1.5%	1.7%	11.1%	2.3%	39.9%	28.8%	14.7%	9.3%	90.7%	87.2%	0.3%	2.4%	10.1%
	'14	481	0.2%	2.2%	1.3%	10.2%	2.4%	41.4%	26.1%	16.0%	10.3%	89.7%	87.6%	0.7%	2.3%	9.4%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	**2016**	**407,789**	**0.1%**	**4.2%**	**2.1%**	**13.8%**	**7.3%**	**34.5%**	**26.5%**	**11.5%**	**13.6%**	**86.4%**	**73.2%**	**1.6%**	**10.5%**	**14.7%**
	'15	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
RRB	**2016**	**320**	**0.0%**	**4.9%**	**4.3%**	**14.1%**	**7.2%**	**48.4%**	**17.1%**	**3.9%**	**15.8%**	**84.2%**	**78.1%**	**1.6%**	**5.2%**	**15.0%**
	'15	481	0.0%	5.9%	2.2%	18.9%	4.6%	51.0%	14.5%	3.0%	9.2%	90.8%	83.2%	0.7%	3.3%	12.9%
	'14	526	0.0%	8.5%	2.5%	18.4%	4.7%	49.5%	14.2%	2.1%	10.5%	89.5%	83.0%	0.6%	3.1%	13.3%
SBA	**2016**	**1,383**	**0.1%**	**4.0%**	**1.1%**	**13.6%**	**5.3%**	**35.8%**	**29.1%**	**10.9%**	**11.0%**	**89.0%**	**78.2%**	**0.9%**	**5.2%**	**15.7%**
	'15	1,303	0.2%	3.6%	1.1%	15.2%	6.8%	36.9%	26.5%	9.8%	12.2%	87.8%	77.5%	1.1%	6.1%	15.3%
	'14	1,395	0.1%	4.7%	1.0%	16.5%	6.3%	36.0%	25.0%	10.4%	10.4%	89.6%	78.0%	0.8%	5.8%	15.3%
SEC	**2016**	**3,213**	**0.1%**	**1.1%**	**0.5%**	**4.7%**	**2.1%**	**24.8%**	**20.9%**	**45.8%**	**7.0%**	**93.0%**	**91.2%**	**0.5%**	**2.0%**	**6.3%**
	'15	1,921	0.0%	1.3%	0.5%	5.2%	1.9%	27.4%	21.7%	42.0%	6.3%	93.7%	91.2%	0.4%	2.1%	6.2%
	'14	2,472	0.0%	1.6%	0.5%	5.4%	2.0%	24.7%	21.2%	44.6%	6.0%	94.0%	91.8%	0.3%	1.7%	6.1%
SSA	**2016**	**8,907**	**0.1%**	**4.9%**	**1.5%**	**13.8%**	**6.7%**	**43.8%**	**16.5%**	**12.8%**	**13.8%**	**86.2%**	**84.5%**	**0.9%**	**3.8%**	**10.8%**
	'15	10,527	0.0%	5.5%	1.5%	14.9%	7.3%	43.3%	15.9%	11.5%	12.4%	87.6%	85.1%	0.8%	3.7%	10.5%
	'14	9,540	0.1%	6.5%	1.9%	16.4%	7.0%	42.5%	14.2%	11.4%	11.4%	88.6%	86.6%	0.7%	3.4%	9.3%
State	**2016**	**5,256**	**0.0%**	**1.6%**	**0.9%**	**6.1%**	**3.0%**	**30.4%**	**47.6%**	**10.4%**	**7.0%**	**93.0%**	**77.8%**	**1.4%**	**6.8%**	**13.9%**
	'15	4,060	0.1%	2.6%	0.8%	6.6%	3.3%	27.4%	47.2%	12.2%	6.4%	93.6%	79.4%	1.3%	6.9%	12.4%
	'14	3,776	0.1%	2.4%	1.0%	8.1%	3.9%	29.2%	44.5%	11.0%	6.9%	93.1%	79.2%	1.1%	6.6%	13.1%
Treas	**2016**	**45,497**	**0.2%**	**7.7%**	**2.4%**	**19.1%**	**7.6%**	**40.1%**	**17.8%**	**5.1%**	**11.6%**	**88.4%**	**86.7%**	**0.5%**	**3.2%**	**9.6%**
	'15	51,700	0.2%	8.4%	2.5%	19.7%	7.7%	39.9%	16.7%	4.9%	11.4%	88.6%	86.5%	0.5%	3.0%	9.9%
	'14	51,038	0.2%	8.5%	2.4%	19.4%	7.7%	40.1%	16.7%	5.0%	10.7%	89.3%	86.3%	0.5%	3.0%	10.3%
USAID	**2016**	**2,285**	**0.1%**	**1.1%**	**0.2%**	**3.2%**	**1.4%**	**13.4%**	**63.3%**	**17.3%**	**6.3%**	**93.7%**	**88.7%**	**0.6%**	**3.0%**	**7.8%**
	'15	2,004	0.2%	1.0%	0.5%	4.5%	1.6%	13.9%	60.9%	17.6%	7.0%	93.0%	87.1%	1.2%	3.3%	8.4%
	'14	2,045	0.1%	0.9%	0.6%	4.4%	1.5%	14.2%	61.0%	17.4%	6.6%	93.4%	87.6%	0.8%	3.3%	8.3%
USDA	**2016**	**22,878**	**0.1%**	**5.9%**	**2.4%**	**13.7%**	**7.2%**	**39.5%**	**20.9%**	**10.3%**	**10.9%**	**89.1%**	**86.1%**	**0.6%**	**3.6%**	**9.7%**
	'15	20,624	0.1%	5.6%	2.0%	13.9%	6.8%	39.6%	21.1%	10.9%	10.9%	89.1%	86.0%	0.6%	3.8%	9.7%
	'14	20,162	0.1%	5.8%	2.3%	14.6%	7.0%	40.6%	20.1%	9.6%	10.1%	89.9%	85.5%	0.5%	3.7%	10.2%
VA	**2016**	**30,313**	**0.2%**	**4.1%**	**4.4%**	**14.1%**	**11.8%**	**28.6%**	**26.1%**	**10.8%**	**25.8%**	**74.2%**	**61.9%**	**1.6%**	**12.3%**	**24.1%**
	'15	32,236	0.2%	5.0%	4.7%	15.3%	12.1%	28.3%	24.5%	9.8%	25.8%	74.2%	60.6%	1.8%	12.7%	24.8%
	'14	27,639	0.2%	5.3%	5.0%	15.9%	12.5%	28.1%	23.1%	9.9%	24.4%	75.6%	62.1%	1.7%	12.0%	24.2%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	**2016**	**407,789**	**0.1%**	**4.2%**	**2.1%**	**13.8%**	**7.3%**	**34.5%**	**26.5%**	**11.5%**	**13.6%**	**86.4%**	**73.2%**	**1.6%**	**10.5%**	**14.7%**
	'15	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
DOD	**2016**	**58,630**	**0.1%**	**3.7%**	**2.3%**	**16.4%**	**10.6%**	**32.8%**	**30.5%**	**3.6%**	**22.4%**	**77.6%**	**43.6%**	**4.6%**	**33.2%**	**18.6%**
	'15	72,919	0.1%	4.8%	2.9%	18.6%	11.5%	31.4%	27.4%	3.3%	21.7%	78.3%	44.0%	4.9%	32.4%	18.7%
	'14	75,025	0.1%	5.2%	3.1%	19.8%	11.8%	31.0%	25.7%	3.4%	22.3%	77.7%	43.5%	4.7%	32.8%	19.0%
USACE	**2016**	**3,599**	**0.0%**	**2.4%**	**1.9%**	**10.7%**	**6.6%**	**43.3%**	**29.9%**	**5.1%**	**11.4%**	**88.6%**	**72.7%**	**1.4%**	**10.0%**	**15.9%**
	'15	4,306	0.0%	4.0%	3.0%	12.5%	8.3%	41.7%	25.4%	5.1%	10.2%	89.8%	69.9%	1.6%	10.5%	18.1%
	'14	2,433	0.0%	4.4%	2.7%	12.4%	7.9%	41.0%	25.8%	5.8%	12.3%	87.7%	68.6%	1.2%	11.5%	18.8%
Air Force	**2016**	**15,586**	**0.1%**	**3.3%**	**3.0%**	**18.6%**	**14.8%**	**27.7%**	**30.1%**	**2.4%**	**25.7%**	**74.3%**	**29.7%**	**9.6%**	**44.0%**	**16.7%**
	'15	18,776	0.1%	3.6%	3.1%	20.3%	14.5%	27.0%	29.0%	2.4%	25.1%	74.9%	29.2%	10.8%	43.9%	16.1%
	'14	19,168	0.1%	3.9%	3.2%	20.4%	15.2%	27.6%	27.5%	2.2%	25.6%	74.4%	29.2%	10.2%	43.7%	16.9%
Army‡	**2016**	**13,487**	**0.1%**	**3.6%**	**2.2%**	**17.9%**	**11.4%**	**31.0%**	**29.6%**	**4.3%**	**27.3%**	**72.7%**	**35.3%**	**5.2%**	**38.9%**	**20.6%**
	'15	16,697	0.1%	5.0%	3.3%	20.3%	13.0%	28.8%	25.4%	4.0%	26.3%	73.7%	38.1%	5.3%	35.4%	21.3%
	'14	19,981	0.1%	5.6%	3.6%	21.9%	12.9%	28.4%	23.8%	3.7%	26.7%	73.3%	38.2%	5.0%	35.1%	21.7%
Navy‡	**2016**	**11,146**	**0.1%**	**5.3%**	**3.0%**	**18.3%**	**10.5%**	**34.1%**	**24.8%**	**3.9%**	**22.0%**	**78.0%**	**46.4%**	**1.7%**	**32.1%**	**19.8%**
	'15	16,210	0.1%	6.2%	3.4%	19.7%	11.5%	32.9%	22.8%	3.4%	20.8%	79.2%	47.4%	1.6%	32.2%	18.8%
	'14	17,745	0.1%	6.3%	3.4%	20.7%	11.4%	32.0%	22.3%	3.9%	20.0%	80.0%	47.7%	1.5%	31.7%	19.0%
Marine Corps	**2016**	**1,215**	**0.1%**	**8.3%**	**4.1%**	**23.9%**	**9.9%**	**27.5%**	**24.0%**	**2.0%**	**28.2%**	**71.8%**	**31.4%**	**1.5%**	**43.3%**	**23.8%**
	'15	1,681	0.0%	7.6%	4.6%	24.9%	10.8%	27.2%	23.1%	1.7%	27.5%	72.5%	30.7%	2.1%	42.8%	24.4%
	'14	1,716	0.1%	7.1%	4.5%	27.0%	9.4%	27.9%	21.8%	2.2%	27.0%	73.0%	32.6%	2.0%	42.5%	22.9%
DOD 4th Estate	**2016**	**13,597**	**0.0%**	**2.9%**	**1.1%**	**11.7%**	**6.3%**	**37.1%**	**37.3%**	**3.6%**	**16.5%**	**83.5%**	**58.4%**	**1.8%**	**21.9%**	**17.9%**
	'15	15,249	0.1%	4.3%	1.7%	14.6%	7.2%	35.5%	33.4%	3.2%	16.4%	83.6%	59.2%	1.9%	20.6%	18.3%
	'14	13,982	0.1%	5.1%	1.6%	15.3%	7.2%	36.7%	30.4%	3.5%	15.8%	84.2%	62.3%	1.7%	18.4%	17.7%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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