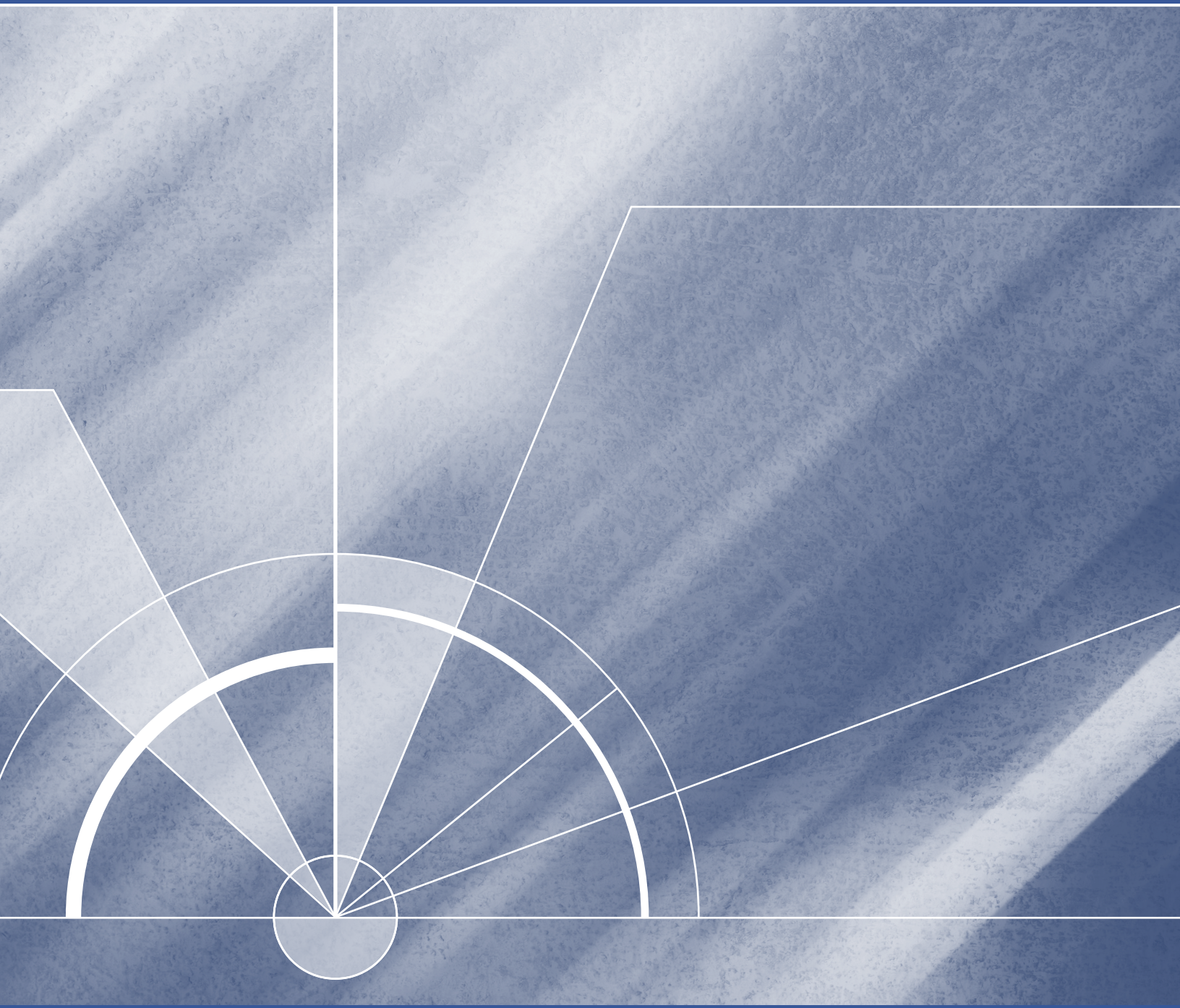
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Report by Demographic Question by Agency (Unweighted Data)



United States Office of Personnel Management

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#FEVS

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY

(Unweighted data)

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2017 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 allows government employees to share their opinions about what matters most to them, and gives them the opportunity to let their leadership know how they feel about their job, their supervisor, and their agency. 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 agency and subagency 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 1,068,151 employees who received the FEVS, 486,105 completed the survey for a governmentwide response rate of 45.5 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 May 2nd and May 9th.

Data Analysis

In performing statistical analyses for this report, OPM calculated unweighted percentages for the various demographic categories by agency. More detailed survey statistics by agency and demographic questions 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	**2017**	**486,105**	**38.9%**	**61.1%**	**65.8%**	**12.5%**	**13.7%**	**6.2%**	**1.8%**	**2.9%**	**6.0%**	**42.2%**	**40.4%**	**1.2%**	**0.4%**	**6.8%**
	'16	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%
BBG	**2017**	**1,070**	**93.4%**	**6.6%**	**63.4%**	**12.5%**	**16.5%**	**6.3%**	**1.4%**	**2.6%**	**0.7%**	**45.9%**	**49.1%**	**0.7%**	**0.1%**	**1.0%**
	'16	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%
CSOSA	**2017**	**542**	**40.9%**	**59.1%**	**72.9%**	**7.1%**	**13.8%**	**3.8%**	**2.4%**	**0.4%**	**1.8%**	**59.9%**	**35.6%**	**1.4%**	**0.0%**	**1.0%**
	'16	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%
DHS	**2017**	**47,414**	**28.1%**	**71.9%**	**63.2%**	**11.9%**	**15.4%**	**7.9%**	**1.6%**	**2.5%**	**1.8%**	**36.5%**	**47.2%**	**1.1%**	**0.1%**	**10.7%**
	'16	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%
DOC	**2017**	**10,480**	**67.4%**	**32.6%**	**65.0%**	**11.4%**	**14.3%**	**6.8%**	**2.5%**	**1.2%**	**3.8%**	**27.0%**	**57.5%**	**2.8%**	**0.9%**	**6.8%**
	'16	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%
DOE	**2017**	**8,589**	**45.2%**	**54.8%**	**66.3%**	**13.2%**	**12.5%**	**5.2%**	**2.9%**	**4.1%**	**0.4%**	**20.5%**	**61.2%**	**3.5%**	**0.6%**	**9.7%**
	'16	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%
DOI	**2017**	**25,867**	**35.2%**	**64.8%**	**56.0%**	**14.9%**	**18.2%**	**9.9%**	**1.1%**	**4.1%**	**5.6%**	**57.3%**	**30.1%**	**0.6%**	**0.2%**	**2.2%**
	'16	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%
DOJ	**2017**	**16,126**	**35.5%**	**64.5%**	**66.3%**	**11.3%**	**14.4%**	**5.7%**	**2.2%**	**1.9%**	**3.4%**	**40.0%**	**48.5%**	**2.0%**	**0.5%**	**3.8%**
	'16	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%
DOL	**2017**	**8,837**	**37.0%**	**63.0%**	**69.2%**	**8.2%**	**14.1%**	**6.8%**	**1.7%**	**0.1%**	**3.3%**	**51.6%**	**42.9%**	**1.4%**	**0.1%**	**0.6%**
	'16	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%
DOT	**2017**	**16,835**	**32.9%**	**67.1%**	**68.1%**	**11.7%**	**11.3%**	**6.8%**	**2.1%**	**3.9%**	**0.9%**	**18.8%**	**56.0%**	**1.8%**	**0.4%**	**18.2%**
	'16	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%

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	**2017**	**486,105**	**38.9%**	**61.1%**	**65.8%**	**12.5%**	**13.7%**	**6.2%**	**1.8%**	**2.9%**	**6.0%**	**42.2%**	**40.4%**	**1.2%**	**0.4%**	**6.8%**
	'16	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%
Educ	**2017**	**2,831**	**69.4%**	**30.6%**	**71.4%**	**9.5%**	**12.0%**	**5.0%**	**2.1%**	**0.0%**	**0.5%**	**27.3%**	**66.2%**	**2.0%**	**0.4%**	**3.7%**
	'16	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%
EEOC	**2017**	**1,416**	**20.6%**	**79.4%**	**75.4%**	**5.6%**	**11.9%**	**5.4%**	**1.8%**	**0.0%**	**8.7%**	**45.9%**	**43.3%**	**1.7%**	**0.0%**	**0.4%**
	'16	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%
EPA	**2017**	**9,414**	**37.7%**	**62.3%**	**72.6%**	**11.2%**	**10.1%**	**4.3%**	**1.9%**	**0.0%**	**0.4%**	**21.1%**	**76.0%**	**2.1%**	**0.3%**	**0.1%**
	'16	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%
FCC	**2017**	**715**	**88.5%**	**11.5%**	**63.0%**	**13.2%**	**13.2%**	**7.5%**	**3.1%**	**0.0%**	**0.7%**	**17.5%**	**78.2%**	**2.7%**	**0.7%**	**0.1%**
	'16	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%
FERC	**2017**	**1,070**	**89.9%**	**10.1%**	**59.0%**	**20.3%**	**12.1%**	**3.5%**	**5.1%**	**0.1%**	**0.1%**	**16.3%**	**77.0%**	**3.8%**	**1.7%**	**1.0%**
	'16	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%
FTC	**2017**	**612**	**76.0%**	**24.0%**	**50.3%**	**31.5%**	**9.4%**	**4.7%**	**4.0%**	**0.2%**	**0.0%**	**14.4%**	**80.0%**	**5.1%**	**0.0%**	**0.3%**
	'16	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%
GSA	**2017**	**7,532**	**46.9%**	**53.1%**	**68.5%**	**8.6%**	**14.2%**	**7.4%**	**1.3%**	**0.3%**	**0.8%**	**41.2%**	**56.5%**	**1.0%**	**0.0%**	**0.3%**
	'16	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%
HHS	**2017**	**43,086**	**63.1%**	**36.9%**	**66.4%**	**13.4%**	**13.2%**	**5.2%**	**1.8%**	**0.9%**	**3.8%**	**28.8%**	**58.0%**	**0.9%**	**1.0%**	**6.5%**
	'16	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%
HUD	**2017**	**4,960**	**37.8%**	**62.2%**	**70.7%**	**8.5%**	**12.3%**	**6.4%**	**2.1%**	**0.0%**	**0.4%**	**28.0%**	**69.7%**	**1.4%**	**0.1%**	**0.3%**
	'16	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%

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)

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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	**2017**	**486,105**	**38.9%**	**61.1%**	**65.8%**	**12.5%**	**13.7%**	**6.2%**	**1.8%**	**2.9%**	**6.0%**	**42.2%**	**40.4%**	**1.2%**	**0.4%**	**6.8%**
	'16	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%
NARA	**2017**	**1,861**	**45.7%**	**54.3%**	**70.5%**	**11.1%**	**11.7%**	**5.6%**	**1.1%**	**0.2%**	**29.1%**	**41.9%**	**27.3%**	**1.0%**	**0.1%**	**0.5%**
	'16	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%
NASA	**2017**	**11,814**	**8.5%**	**91.5%**	**56.9%**	**26.8%**	**9.7%**	**3.6%**	**3.0%**	**0.0%**	**0.9%**	**14.7%**	**80.4%**	**3.0%**	**0.8%**	**0.1%**
	'16	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%
NCUA	**2017**	**665**	**30.7%**	**69.3%**	**70.5%**	**12.3%**	**12.3%**	**1.1%**	**3.7%**	**1.0%**	**0.6%**	**37.1%**	**37.4%**	**3.7%**	**0.0%**	**20.2%**
	'16	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%
NLRB	**2017**	**850**	**37.0%**	**63.0%**	**69.4%**	**2.6%**	**15.8%**	**9.1%**	**3.1%**	**0.3%**	**4.2%**	**25.1%**	**63.7%**	**4.0%**	**0.0%**	**2.8%**
	'16	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%
NRC	**2017**	**2,442**	**69.3%**	**30.7%**	**77.0%**	**6.1%**	**10.1%**	**3.6%**	**3.3%**	**0.0%**	**1.3%**	**9.9%**	**80.8%**	**5.0%**	**1.7%**	**1.2%**
	'16	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%
NSF	**2017**	**910**	**98.4%**	**1.6%**	**66.6%**	**15.2%**	**11.3%**	**3.5%**	**3.4%**	**0.3%**	**1.0%**	**23.5%**	**44.4%**	**6.4%**	**4.2%**	**20.1%**
	'16	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%
OMB	**2017**	**343**	**99.7%**	**0.3%**	**70.7%**	**10.7%**	**13.0%**	**3.0%**	**2.7%**	**0.0%**	**0.3%**	**14.9%**	**69.6%**	**14.6%**	**0.6%**	**0.0%**
	'16	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%
OPM	**2017**	**2,914**	**39.3%**	**60.7%**	**80.7%**	**6.2%**	**8.3%**	**3.3%**	**1.6%**	**0.0%**	**5.1%**	**58.0%**	**35.3%**	**1.3%**	**0.1%**	**0.2%**
	'16	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%
PBGC	**2017**	**610**	**99.5%**	**0.5%**	**66.8%**	**9.2%**	**14.4%**	**5.3%**	**4.3%**	**0.0%**	**0.5%**	**18.5%**	**75.7%**	**0.2%**	**4.5%**	**0.5%**
	'16	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%

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	**2017**	**486,105**	**38.9%**	**61.1%**	**65.8%**	**12.5%**	**13.7%**	**6.2%**	**1.8%**	**2.9%**	**6.0%**	**42.2%**	**40.4%**	**1.2%**	**0.4%**	**6.8%**
	'16	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%
RRB	**2017**	**449**	**72.7%**	**27.3%**	**69.3%**	**10.1%**	**11.8%**	**6.6%**	**2.1%**	**0.2%**	**5.6%**	**66.4%**	**26.8%**	**0.7%**	**0.2%**	**0.0%**
	'16	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%
SBA	**2017**	**1,512**	**34.0%**	**66.0%**	**66.9%**	**9.2%**	**11.9%**	**9.0%**	**3.1%**	**0.1%**	**1.7%**	**39.5%**	**56.4%**	**1.9%**	**0.1%**	**0.3%**
	'16	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%
SEC	**2017**	**3,526**	**58.4%**	**41.6%**	**70.0%**	**10.7%**	**12.0%**	**4.6%**	**2.6%**	**0.5%**	**0.3%**	**6.3%**	**38.2%**	**2.4%**	**0.8%**	**51.4%**
	'16	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%
SSA	**2017**	**8,501**	**33.6%**	**66.4%**	**73.7%**	**10.1%**	**7.9%**	**6.6%**	**1.7%**	**0.1%**	**2.8%**	**59.0%**	**34.5%**	**1.5%**	**0.2%**	**2.0%**
	'16	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%
State	**2017**	**4,294**	**39.0%**	**61.0%**	**36.9%**	**10.2%**	**23.3%**	**23.1%**	**6.5%**	**1.1%**	**1.0%**	**20.8%**	**39.1%**	**9.6%**	**0.7%**	**27.8%**
	'16	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%
Treas	**2017**	**46,368**	**33.1%**	**66.9%**	**73.9%**	**9.0%**	**11.1%**	**4.4%**	**1.7%**	**2.1%**	**7.0%**	**43.1%**	**36.1%**	**0.9%**	**0.2%**	**10.6%**
	'16	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%
USAID	**2017**	**2,087**	**57.9%**	**42.1%**	**38.6%**	**10.6%**	**26.8%**	**17.2%**	**6.8%**	**1.3%**	**0.5%**	**10.6%**	**53.7%**	**4.8%**	**0.7%**	**28.5%**
	'16	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%
USDA	**2017**	**48,953**	**26.5%**	**73.5%**	**62.2%**	**10.6%**	**20.1%**	**6.1%**	**0.9%**	**1.1%**	**5.8%**	**68.1%**	**22.4%**	**0.5%**	**0.1%**	**1.9%**
	'16	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%
VA	**2017**	**64,394**	**35.5%**	**64.5%**	**71.3%**	**12.8%**	**9.4%**	**5.1%**	**1.3%**	**6.5%**	**18.8%**	**43.8%**	**18.8%**	**0.5%**	**1.0%**	**10.7%**
	'16	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%

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	Work Location		Supervisory Status					Pay Category						
			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	**2017**	**486,105**	**38.9%**	**61.1%**	**65.8%**	**12.5%**	**13.7%**	**6.2%**	**1.8%**	**2.9%**	**6.0%**	**42.2%**	**40.4%**	**1.2%**	**0.4%**	**6.8%**
	'16	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%
DOD	**2017**	**70,693**	**40.8%**	**59.2%**	**62.1%**	**16.0%**	**13.9%**	**6.2%**	**1.8%**	**5.6%**	**6.0%**	**52.8%**	**32.1%**	**0.7%**	**0.1%**	**2.6%**
	'16	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%
USACE	**2017**	**4,378**	**45.7%**	**54.3%**	**61.1%**	**16.7%**	**14.4%**	**5.9%**	**1.9%**	**5.0%**	**3.1%**	**53.4%**	**35.8%**	**0.7%**	**0.1%**	**2.0%**
	'16	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%
Air Force	**2017**	**16,899**	**27.7%**	**72.3%**	**62.5%**	**16.4%**	**13.2%**	**6.6%**	**1.3%**	**11.7%**	**7.6%**	**59.0%**	**18.9%**	**0.3%**	**0.1%**	**2.4%**
	'16	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%
Army‡	**2017**	**17,472**	**53.7%**	**46.3%**	**61.7%**	**15.3%**	**14.9%**	**6.2%**	**2.0%**	**3.2%**	**7.8%**	**54.3%**	**32.0%**	**0.8%**	**0.1%**	**1.8%**
	'16	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%
Navy‡	**2017**	**14,211**	**43.2%**	**56.8%**	**58.6%**	**19.7%**	**13.4%**	**6.1%**	**2.2%**	**6.2%**	**6.1%**	**49.0%**	**33.2%**	**0.8%**	**0.2%**	**4.4%**
	'16	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%
Marine Corps	**2017**	**1,811**	**62.5%**	**37.5%**	**54.8%**	**16.5%**	**18.2%**	**8.7%**	**1.8%**	**6.0%**	**3.0%**	**54.0%**	**33.4%**	**0.6%**	**0.1%**	**2.9%**
	'16	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%
DOD 4th Estate	**2017**	**15,922**	**34.5%**	**65.5%**	**66.5%**	**13.0%**	**13.2%**	**5.7%**	**1.6%**	**1.5%**	**3.6%**	**47.8%**	**43.7%**	**1.1%**	**0.1%**	**2.1%**
	'16	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%

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	**2017**	**486,105**	**69.2%**	**6.3%**	**15.5%**	**4.2%**	**4.9%**	**3.8%**	**10.4%**	**11.3%**	**74.5%**	**0.8%**	**2.7%**	**18.9%**	**25.6%**	**35.6%**	**16.4%**
	'16	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%
BBG	**2017**	**1,070**	**74.5%**	**6.6%**	**9.7%**	**4.4%**	**4.8%**	**3.8%**	**11.0%**	**12.6%**	**72.6%**	**0.2%**	**1.4%**	**12.2%**	**25.1%**	**35.8%**	**25.2%**
	'16	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%
CSOSA	**2017**	**542**	**66.7%**	**4.2%**	**22.0%**	**1.6%**	**5.5%**	**2.6%**	**6.2%**	**8.6%**	**82.6%**	**0.6%**	**3.3%**	**28.2%**	**36.5%**	**23.1%**	**8.3%**
	'16	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%
DHS	**2017**	**47,414**	**64.9%**	**5.2%**	**21.5%**	**3.5%**	**4.8%**	**3.1%**	**8.8%**	**10.9%**	**77.1%**	**0.8%**	**2.8%**	**22.6%**	**32.1%**	**30.1%**	**11.6%**
	'16	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%
DOC	**2017**	**10,480**	**75.5%**	**4.2%**	**12.0%**	**4.5%**	**3.8%**	**2.3%**	**7.8%**	**8.6%**	**81.3%**	**1.4%**	**3.9%**	**23.0%**	**27.1%**	**30.6%**	**14.1%**
	'16	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%
DOE	**2017**	**8,589**	**68.6%**	**6.5%**	**14.0%**	**6.0%**	**4.9%**	**4.1%**	**11.6%**	**11.3%**	**73.0%**	**0.4%**	**2.5%**	**20.0%**	**24.6%**	**36.7%**	**15.9%**
	'16	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%
DOI	**2017**	**25,867**	**69.1%**	**6.7%**	**14.9%**	**4.3%**	**5.0%**	**3.9%**	**11.3%**	**11.5%**	**73.4%**	**0.9%**	**3.0%**	**18.6%**	**26.7%**	**34.2%**	**16.6%**
	'16	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%
DOJ	**2017**	**16,126**	**71.7%**	**6.4%**	**13.0%**	**4.8%**	**4.1%**	**4.0%**	**10.4%**	**11.3%**	**74.3%**	**1.1%**	**3.4%**	**22.6%**	**33.2%**	**29.9%**	**9.8%**
	'16	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%
DOL	**2017**	**8,837**	**69.4%**	**5.6%**	**15.9%**	**4.5%**	**4.6%**	**3.4%**	**9.3%**	**10.1%**	**77.2%**	**1.1%**	**3.2%**	**21.4%**	**24.5%**	**32.6%**	**17.2%**
	'16	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%
DOT	**2017**	**16,835**	**72.5%**	**6.4%**	**12.9%**	**3.9%**	**4.3%**	**3.9%**	**11.3%**	**12.4%**	**72.3%**	**0.4%**	**2.0%**	**14.1%**	**23.2%**	**41.1%**	**19.1%**
	'16	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%

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	**2017**	**486,105**	**69.2%**	**6.3%**	**15.5%**	**4.2%**	**4.9%**	**3.8%**	**10.4%**	**11.3%**	**74.5%**	**0.8%**	**2.7%**	**18.9%**	**25.6%**	**35.6%**	**16.4%**
	'16	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%
Educ	**2017**	**2,831**	**66.3%**	**6.5%**	**15.3%**	**7.1%**	**4.8%**	**3.8%**	**9.2%**	**9.1%**	**77.9%**	**0.5%**	**3.4%**	**23.2%**	**26.8%**	**30.3%**	**15.8%**
	'16	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%
EEOC	**2017**	**1,416**	**68.3%**	**7.1%**	**16.4%**	**3.3%**	**4.9%**	**4.4%**	**12.6%**	**9.1%**	**73.9%**	**0.4%**	**2.3%**	**17.7%**	**25.4%**	**34.5%**	**19.7%**
	'16	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%
EPA	**2017**	**9,414**	**72.8%**	**7.4%**	**9.6%**	**5.2%**	**5.0%**	**4.5%**	**11.4%**	**12.1%**	**72.0%**	**0.9%**	**3.1%**	**17.1%**	**23.0%**	**37.8%**	**18.0%**
	'16	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%
FCC	**2017**	**715**	**70.6%**	**7.0%**	**9.5%**	**7.7%**	**5.2%**	**4.3%**	**11.3%**	**11.3%**	**73.2%**	**0.3%**	**3.1%**	**16.5%**	**25.3%**	**34.5%**	**20.3%**
	'16	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%
FERC	**2017**	**1,070**	**74.3%**	**4.8%**	**8.9%**	**7.5%**	**4.6%**	**2.8%**	**9.7%**	**7.4%**	**80.1%**	**1.0%**	**6.2%**	**32.4%**	**21.0%**	**22.8%**	**16.5%**
	'16	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%
FTC	**2017**	**612**	**71.3%**	**3.8%**	**12.6%**	**8.4%**	**3.9%**	**1.9%**	**7.4%**	**6.5%**	**84.2%**	**0.2%**	**2.5%**	**29.9%**	**30.2%**	**26.3%**	**10.9%**
	'16	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%
GSA	**2017**	**7,532**	**74.7%**	**5.2%**	**13.4%**	**3.3%**	**3.3%**	**3.2%**	**9.1%**	**9.6%**	**78.1%**	**1.0%**	**3.2%**	**24.1%**	**24.0%**	**33.6%**	**14.0%**
	'16	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%
HHS	**2017**	**43,086**	**72.7%**	**4.4%**	**14.2%**	**4.4%**	**4.3%**	**2.6%**	**7.9%**	**9.0%**	**80.6%**	**0.9%**	**3.2%**	**22.2%**	**28.1%**	**29.5%**	**16.0%**
	'16	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%
HUD	**2017**	**4,960**	**69.7%**	**7.5%**	**14.7%**	**4.6%**	**3.5%**	**4.1%**	**11.9%**	**12.3%**	**71.8%**	**0.3%**	**2.3%**	**16.0%**	**21.7%**	**36.6%**	**23.1%**
	'16	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%

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	**2017**	**486,105**	**69.2%**	**6.3%**	**15.5%**	**4.2%**	**4.9%**	**3.8%**	**10.4%**	**11.3%**	**74.5%**	**0.8%**	**2.7%**	**18.9%**	**25.6%**	**35.6%**	**16.4%**
	'16	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%
NARA	**2017**	**1,861**	**67.8%**	**3.8%**	**19.4%**	**4.5%**	**4.4%**	**2.4%**	**6.5%**	**9.1%**	**82.0%**	**2.2%**	**6.7%**	**23.3%**	**24.1%**	**30.0%**	**13.8%**
	'16	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%
NASA	**2017**	**11,814**	**80.5%**	**5.8%**	**7.2%**	**3.3%**	**3.3%**	**3.4%**	**11.2%**	**12.0%**	**73.4%**	**1.6%**	**3.9%**	**17.0%**	**20.2%**	**42.7%**	**14.6%**
	'16	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%
NCUA	**2017**	**665**	**73.9%**	**4.8%**	**10.7%**	**4.6%**	**6.1%**	**2.9%**	**9.9%**	**9.7%**	**77.5%**	**0.6%**	**3.0%**	**20.5%**	**29.6%**	**34.7%**	**11.6%**
	'16	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%
NLRB	**2017**	**850**	**70.4%**	**7.2%**	**10.3%**	**6.1%**	**6.0%**	**4.2%**	**9.9%**	**11.3%**	**74.6%**	**0.4%**	**3.8%**	**24.4%**	**25.3%**	**28.2%**	**18.0%**
	'16	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%
NRC	**2017**	**2,442**	**75.4%**	**5.5%**	**10.0%**	**5.2%**	**3.8%**	**3.8%**	**10.4%**	**11.2%**	**74.5%**	**0.8%**	**3.2%**	**21.9%**	**20.1%**	**33.5%**	**20.4%**
	'16	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%
NSF	**2017**	**910**	**68.2%**	**7.3%**	**14.7%**	**5.1%**	**4.7%**	**5.1%**	**10.9%**	**9.9%**	**74.1%**	**1.1%**	**4.9%**	**15.1%**	**23.8%**	**32.1%**	**23.0%**
	'16	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%
OMB	**2017**	**343**	**56.8%**	**3.3%**	**14.1%**	**17.4%**	**8.4%**	**1.8%**	**4.2%**	**3.6%**	**90.4%**	**1.7%**	**10.2%**	**44.6%**	**20.4%**	**16.6%**	**6.4%**
	'16	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%
OPM	**2017**	**2,914**	**69.5%**	**5.0%**	**18.2%**	**2.6%**	**4.7%**	**3.4%**	**7.6%**	**8.6%**	**80.4%**	**0.7%**	**2.8%**	**28.2%**	**26.3%**	**30.9%**	**11.1%**
	'16	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%
PBGC	**2017**	**610**	**74.5%**	**3.7%**	**13.0%**	**5.3%**	**3.5%**	**3.2%**	**6.9%**	**10.6%**	**79.3%**	**1.0%**	**4.6%**	**17.7%**	**29.7%**	**30.8%**	**16.2%**
	'16	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%

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	**2017**	**486,105**	**69.2%**	**6.3%**	**15.5%**	**4.2%**	**4.9%**	**3.8%**	**10.4%**	**11.3%**	**74.5%**	**0.8%**	**2.7%**	**18.9%**	**25.6%**	**35.6%**	**16.4%**
	'16	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%
RRB	**2017**	**449**	**72.6%**	**8.2%**	**12.4%**	**3.3%**	**3.5%**	**4.0%**	**16.0%**	**11.5%**	**68.5%**	**0.4%**	**1.3%**	**16.5%**	**21.6%**	**42.1%**	**18.0%**
	'16	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%
SBA	**2017**	**1,512**	**65.7%**	**6.3%**	**19.9%**	**3.2%**	**4.9%**	**4.1%**	**11.9%**	**11.4%**	**72.6%**	**0.3%**	**1.7%**	**16.2%**	**23.6%**	**35.9%**	**22.3%**
	'16	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%
SEC	**2017**	**3,526**	**83.5%**	**2.3%**	**3.9%**	**7.6%**	**2.7%**	**0.9%**	**5.2%**	**6.6%**	**87.3%**	**0.0%**	**1.5%**	**25.7%**	**37.7%**	**25.9%**	**9.3%**
	'16	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%
SSA	**2017**	**8,501**	**74.8%**	**6.1%**	**12.4%**	**3.4%**	**3.3%**	**3.3%**	**9.1%**	**8.4%**	**79.2%**	**0.5%**	**2.6%**	**27.0%**	**28.1%**	**27.7%**	**14.1%**
	'16	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%
State	**2017**	**4,294**	**69.7%**	**6.8%**	**10.0%**	**8.3%**	**5.1%**	**4.1%**	**10.3%**	**12.3%**	**73.3%**	**0.4%**	**2.5%**	**23.2%**	**29.9%**	**31.6%**	**12.5%**
	'16	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%
Treas	**2017**	**46,368**	**73.5%**	**8.8%**	**10.6%**	**3.2%**	**3.8%**	**5.2%**	**13.8%**	**13.4%**	**67.5%**	**0.5%**	**1.7%**	**15.5%**	**22.2%**	**41.1%**	**19.1%**
	'16	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%
USAID	**2017**	**2,087**	**68.5%**	**5.0%**	**10.8%**	**8.8%**	**6.8%**	**3.1%**	**7.4%**	**9.7%**	**79.7%**	**0.0%**	**2.4%**	**27.1%**	**31.9%**	**26.7%**	**11.9%**
	'16	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%
USDA	**2017**	**48,953**	**72.9%**	**7.8%**	**10.6%**	**4.3%**	**4.3%**	**4.5%**	**12.3%**	**11.9%**	**71.3%**	**1.4%**	**3.4%**	**18.5%**	**23.4%**	**36.2%**	**17.0%**
	'16	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%
VA	**2017**	**64,394**	**66.0%**	**5.8%**	**16.0%**	**5.2%**	**7.0%**	**3.7%**	**9.9%**	**11.3%**	**75.1%**	**0.5%**	**2.2%**	**17.0%**	**24.8%**	**35.6%**	**19.9%**
	'16	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%

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	**2017**	**486,105**	**69.2%**	**6.3%**	**15.5%**	**4.2%**	**4.9%**	**3.8%**	**10.4%**	**11.3%**	**74.5%**	**0.8%**	**2.7%**	**18.9%**	**25.6%**	**35.6%**	**16.4%**
	'16	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%
DOD	**2017**	**70,693**	**60.5%**	**6.3%**	**24.5%**	**3.3%**	**5.4%**	**4.0%**	**10.4%**	**12.6%**	**73.0%**	**0.7%**	**2.2%**	**15.3%**	**23.2%**	**42.6%**	**16.0%**
	'16	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%
USACE	**2017**	**4,378**	**70.3%**	**6.7%**	**15.4%**	**3.5%**	**4.1%**	**4.2%**	**10.0%**	**10.9%**	**74.9%**	**1.2%**	**4.3%**	**21.5%**	**23.8%**	**33.9%**	**15.3%**
	'16	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%
Air Force	**2017**	**16,899**	**60.2%**	**6.1%**	**24.0%**	**3.6%**	**6.1%**	**4.0%**	**10.5%**	**13.0%**	**72.6%**	**0.8%**	**2.1%**	**13.3%**	**23.7%**	**44.9%**	**15.2%**
	'16	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%
Army‡	**2017**	**17,472**	**56.6%**	**6.5%**	**27.6%**	**3.2%**	**6.1%**	**3.9%**	**10.8%**	**13.4%**	**71.9%**	**0.3%**	**1.4%**	**13.3%**	**23.3%**	**44.5%**	**17.1%**
	'16	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%
Navy‡	**2017**	**14,211**	**62.9%**	**6.6%**	**22.2%**	**3.3%**	**4.9%**	**4.1%**	**10.4%**	**12.7%**	**72.7%**	**1.0%**	**2.5%**	**14.0%**	**23.0%**	**43.6%**	**15.9%**
	'16	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%
Marine Corps	**2017**	**1,811**	**58.9%**	**5.6%**	**27.3%**	**3.1%**	**5.1%**	**4.2%**	**8.9%**	**13.1%**	**73.8%**	**0.4%**	**0.8%**	**12.4%**	**27.2%**	**43.9%**	**15.3%**
	'16	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%
DOD 4th Estate	**2017**	**15,922**	**60.4%**	**6.1%**	**25.8%**	**3.0%**	**4.7%**	**3.8%**	**10.3%**	**11.5%**	**74.3%**	**0.6%**	**2.4%**	**19.2%**	**22.2%**	**39.5%**	**16.0%**
	'16	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%

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	**2017**	**486,105**	**3.6%**	**15.3%**	**8.3%**	**24.9%**	**26.0%**	**21.9%**	**2.0%**	**9.9%**	**6.6%**	**23.7%**	**14.0%**	**14.5%**	**29.4%**
	'16	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%
BBG	**2017**	**1,070**	**1.3%**	**9.0%**	**5.9%**	**22.5%**	**33.1%**	**28.1%**	**0.6%**	**8.3%**	**5.1%**	**20.8%**	**14.6%**	**16.9%**	**33.7%**
	'16	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%
CSOSA	**2017**	**542**	**4.4%**	**11.6%**	**8.0%**	**27.7%**	**43.3%**	**5.0%**	**3.4%**	**7.1%**	**5.1%**	**26.7%**	**15.6%**	**22.9%**	**19.2%**
	'16	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%
DHS	**2017**	**47,414**	**3.5%**	**12.7%**	**8.0%**	**29.3%**	**34.7%**	**11.8%**	**1.8%**	**7.5%**	**6.1%**	**26.2%**	**19.2%**	**18.8%**	**20.4%**
	'16	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%
DOC	**2017**	**10,480**	**5.0%**	**16.7%**	**8.6%**	**21.6%**	**26.4%**	**21.7%**	**3.1%**	**11.2%**	**7.4%**	**21.5%**	**13.2%**	**15.3%**	**28.2%**
	'16	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%
DOE	**2017**	**8,589**	**3.6%**	**16.3%**	**7.6%**	**25.9%**	**22.9%**	**23.6%**	**1.7%**	**8.8%**	**5.4%**	**24.5%**	**12.5%**	**14.0%**	**33.0%**
	'16	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%
DOI	**2017**	**25,867**	**3.4%**	**13.5%**	**7.6%**	**22.4%**	**27.6%**	**25.5%**	**1.6%**	**7.0%**	**5.5%**	**20.3%**	**13.0%**	**17.2%**	**35.4%**
	'16	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%
DOJ	**2017**	**16,126**	**4.9%**	**12.4%**	**5.4%**	**21.5%**	**32.3%**	**23.4%**	**3.5%**	**8.3%**	**4.6%**	**20.0%**	**14.8%**	**18.2%**	**30.6%**
	'16	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%
DOL	**2017**	**8,837**	**3.5%**	**16.1%**	**10.1%**	**24.9%**	**25.7%**	**19.6%**	**1.8%**	**10.1%**	**8.2%**	**24.4%**	**12.3%**	**14.8%**	**28.4%**
	'16	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%
DOT	**2017**	**16,835**	**4.0%**	**14.4%**	**7.0%**	**23.8%**	**26.7%**	**24.0%**	**2.2%**	**8.7%**	**5.4%**	**22.9%**	**12.3%**	**15.9%**	**32.5%**
	'16	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%

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	**2017**	**486,105**	**3.6%**	**15.3%**	**8.3%**	**24.9%**	**26.0%**	**21.9%**	**2.0%**	**9.9%**	**6.6%**	**23.7%**	**14.0%**	**14.5%**	**29.4%**
	'16	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%
Educ	**2017**	**2,831**	**4.4%**	**18.9%**	**6.9%**	**24.7%**	**23.0%**	**22.1%**	**2.1%**	**12.2%**	**6.4%**	**23.5%**	**12.0%**	**12.7%**	**31.2%**
	'16	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%
EEOC	**2017**	**1,416**	**2.0%**	**18.5%**	**2.5%**	**26.7%**	**23.6%**	**26.7%**	**1.0%**	**11.2%**	**3.8%**	**23.7%**	**7.8%**	**15.2%**	**37.3%**
	'16	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%
EPA	**2017**	**9,414**	**2.4%**	**9.2%**	**2.3%**	**18.9%**	**26.8%**	**40.4%**	**1.4%**	**6.6%**	**2.3%**	**16.4%**	**11.0%**	**15.4%**	**47.0%**
	'16	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%
FCC	**2017**	**715**	**3.8%**	**11.1%**	**9.6%**	**15.2%**	**26.8%**	**33.5%**	**2.8%**	**5.9%**	**6.8%**	**13.7%**	**12.2%**	**17.4%**	**41.2%**
	'16	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%
FERC	**2017**	**1,070**	**4.7%**	**20.4%**	**11.3%**	**24.4%**	**18.0%**	**21.2%**	**2.6%**	**15.5%**	**10.5%**	**26.2%**	**11.3%**	**8.2%**	**25.6%**
	'16	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%
FTC	**2017**	**612**	**3.3%**	**20.4%**	**13.0%**	**20.5%**	**24.8%**	**18.0%**	**2.0%**	**11.6%**	**10.7%**	**21.3%**	**13.6%**	**15.6%**	**25.2%**
	'16	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%
GSA	**2017**	**7,532**	**5.5%**	**14.4%**	**6.4%**	**25.1%**	**25.5%**	**23.1%**	**2.5%**	**6.8%**	**4.6%**	**24.6%**	**14.3%**	**12.9%**	**34.2%**
	'16	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%
HHS	**2017**	**43,086**	**4.4%**	**18.5%**	**9.9%**	**25.1%**	**25.7%**	**16.4%**	**2.7%**	**12.6%**	**7.7%**	**24.1%**	**13.2%**	**15.5%**	**24.1%**
	'16	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%
HUD	**2017**	**4,960**	**4.3%**	**14.5%**	**6.1%**	**24.6%**	**22.9%**	**27.6%**	**2.1%**	**8.6%**	**5.0%**	**22.9%**	**10.3%**	**13.1%**	**37.9%**
	'16	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%

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	**2017**	**486,105**	**3.6%**	**15.3%**	**8.3%**	**24.9%**	**26.0%**	**21.9%**	**2.0%**	**9.9%**	**6.6%**	**23.7%**	**14.0%**	**14.5%**	**29.4%**
	'16	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%
NARA	**2017**	**1,861**	**5.9%**	**23.4%**	**5.8%**	**22.0%**	**24.7%**	**18.2%**	**2.9%**	**16.4%**	**5.6%**	**21.3%**	**14.1%**	**14.8%**	**24.9%**
	'16	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%
NASA	**2017**	**11,814**	**1.9%**	**7.7%**	**5.8%**	**17.2%**	**25.4%**	**42.1%**	**1.5%**	**5.9%**	**4.8%**	**16.6%**	**12.5%**	**12.5%**	**46.2%**
	'16	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%
NCUA	**2017**	**665**	**2.9%**	**16.2%**	**12.5%**	**25.8%**	**21.1%**	**21.6%**	**1.4%**	**6.0%**	**7.3%**	**30.6%**	**11.4%**	**13.6%**	**29.6%**
	'16	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%
NLRB	**2017**	**850**	**1.3%**	**17.5%**	**8.1%**	**15.5%**	**26.6%**	**31.0%**	**0.3%**	**9.6%**	**7.9%**	**17.1%**	**10.3%**	**16.5%**	**38.3%**
	'16	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%
NRC	**2017**	**2,442**	**0.6%**	**9.7%**	**5.1%**	**31.0%**	**33.7%**	**20.0%**	**0.3%**	**6.7%**	**4.0%**	**25.1%**	**21.6%**	**14.5%**	**27.8%**
	'16	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%
NSF	**2017**	**910**	**3.7%**	**17.3%**	**11.6%**	**21.8%**	**26.1%**	**19.6%**	**1.4%**	**9.1%**	**8.8%**	**20.1%**	**15.4%**	**14.8%**	**30.5%**
	'16	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%
OMB	**2017**	**343**	**4.2%**	**32.6%**	**4.2%**	**28.1%**	**19.2%**	**11.7%**	**1.2%**	**17.5%**	**7.8%**	**28.9%**	**13.0%**	**13.6%**	**18.1%**
	'16	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%
OPM	**2017**	**2,914**	**4.4%**	**17.3%**	**8.9%**	**31.0%**	**26.5%**	**11.9%**	**2.0%**	**9.5%**	**6.0%**	**28.2%**	**16.6%**	**12.6%**	**25.0%**
	'16	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%
PBGC	**2017**	**610**	**4.2%**	**20.5%**	**7.4%**	**22.2%**	**24.5%**	**21.2%**	**2.6%**	**9.9%**	**6.3%**	**20.9%**	**14.3%**	**15.0%**	**31.0%**
	'16	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%

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	**2017**	**486,105**	**3.6%**	**15.3%**	**8.3%**	**24.9%**	**26.0%**	**21.9%**	**2.0%**	**9.9%**	**6.6%**	**23.7%**	**14.0%**	**14.5%**	**29.4%**
	'16	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%
RRB	**2017**	**449**	**7.5%**	**14.8%**	**7.7%**	**19.5%**	**8.7%**	**41.8%**	**4.0%**	**8.7%**	**4.9%**	**22.2%**	**4.4%**	**5.9%**	**49.9%**
	'16	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%
SBA	**2017**	**1,512**	**4.5%**	**14.3%**	**15.3%**	**22.4%**	**17.4%**	**26.2%**	**1.8%**	**6.6%**	**9.2%**	**24.3%**	**9.0%**	**11.3%**	**37.9%**
	'16	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%
SEC	**2017**	**3,526**	**2.5%**	**21.5%**	**13.0%**	**18.0%**	**31.2%**	**13.7%**	**1.3%**	**13.8%**	**10.9%**	**20.0%**	**17.4%**	**16.1%**	**20.4%**
	'16	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%
SSA	**2017**	**8,501**	**1.2%**	**15.9%**	**3.4%**	**26.7%**	**28.7%**	**24.1%**	**0.8%**	**12.1%**	**3.4%**	**25.8%**	**15.5%**	**13.4%**	**29.0%**
	'16	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%
State	**2017**	**4,294**	**2.0%**	**11.3%**	**8.9%**	**24.6%**	**34.2%**	**19.0%**	**1.0%**	**7.1%**	**7.5%**	**23.4%**	**18.4%**	**17.8%**	**24.9%**
	'16	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%
Treas	**2017**	**46,368**	**1.9%**	**6.2%**	**5.5%**	**24.5%**	**26.5%**	**35.4%**	**1.0%**	**3.7%**	**3.8%**	**22.1%**	**12.3%**	**14.5%**	**42.7%**
	'16	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%
USAID	**2017**	**2,087**	**2.2%**	**15.0%**	**10.2%**	**36.4%**	**25.6%**	**10.5%**	**1.3%**	**8.4%**	**6.7%**	**32.1%**	**18.0%**	**15.0%**	**18.5%**
	'16	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%
USDA	**2017**	**48,953**	**2.5%**	**12.8%**	**5.0%**	**18.2%**	**28.5%**	**33.0%**	**1.5%**	**8.4%**	**4.1%**	**17.1%**	**13.8%**	**15.9%**	**39.3%**
	'16	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%
VA	**2017**	**64,394**	**4.2%**	**22.6%**	**13.6%**	**27.4%**	**19.2%**	**12.9%**	**2.5%**	**17.2%**	**11.8%**	**27.6%**	**12.3%**	**10.8%**	**17.8%**
	'16	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%

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	**2017**	**486,105**	**3.6%**	**15.3%**	**8.3%**	**24.9%**	**26.0%**	**21.9%**	**2.0%**	**9.9%**	**6.6%**	**23.7%**	**14.0%**	**14.5%**	**29.4%**
	'16	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%
DOD	**2017**	**70,693**	**4.6%**	**18.6%**	**9.6%**	**29.3%**	**22.0%**	**15.8%**	**2.1%**	**11.0%**	**7.2%**	**28.7%**	**15.0%**	**11.6%**	**24.2%**
	'16	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%
USACE	**2017**	**4,378**	**2.2%**	**12.1%**	**6.2%**	**31.1%**	**22.1%**	**26.3%**	**1.0%**	**6.8%**	**4.3%**	**27.5%**	**11.9%**	**13.8%**	**34.7%**
	'16	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%
Air Force	**2017**	**16,899**	**5.6%**	**19.8%**	**9.3%**	**26.2%**	**23.3%**	**15.8%**	**2.9%**	**12.7%**	**7.5%**	**27.6%**	**15.7%**	**12.6%**	**21.1%**
	'16	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%
Army‡	**2017**	**17,472**	**5.5%**	**18.5%**	**9.0%**	**31.9%**	**23.1%**	**11.9%**	**2.0%**	**9.6%**	**6.4%**	**30.2%**	**17.6%**	**12.0%**	**22.2%**
	'16	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%
Navy‡	**2017**	**14,211**	**3.7%**	**20.3%**	**8.8%**	**27.2%**	**21.3%**	**18.7%**	**1.9%**	**13.6%**	**7.4%**	**27.9%**	**12.6%**	**11.1%**	**25.6%**
	'16	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%
Marine Corps	**2017**	**1,811**	**2.8%**	**14.4%**	**11.5%**	**33.1%**	**24.8%**	**13.5%**	**1.3%**	**8.9%**	**9.2%**	**31.8%**	**16.8%**	**10.9%**	**21.1%**
	'16	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%
DOD 4th Estate	**2017**	**15,922**	**4.3%**	**18.3%**	**12.2%**	**30.6%**	**19.9%**	**14.6%**	**2.2%**	**10.1%**	**8.4%**	**28.9%**	**14.1%**	**10.2%**	**26.1%**
	'16	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%

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	**2017**	**486,105**	**51.3%**	**48.7%**	**8.8%**	**91.2%**	**2.1%**	**5.1%**	**14.8%**	**0.6%**	**73.1%**	**4.3%**	**83.8%**	**3.1%**	**13.1%**
	'16	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%
BBG	**2017**	**1,070**	**59.4%**	**40.6%**	**9.6%**	**90.4%**	**0.6%**	**19.8%**	**21.8%**	**0.4%**	**54.5%**	**2.9%**	**82.5%**	**2.7%**	**14.8%**
	'16	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%
CSOSA	**2017**	**542**	**32.7%**	**67.3%**	**7.2%**	**92.8%**	**0.4%**	**3.7%**	**73.4%**	**0.0%**	**18.4%**	**4.1%**	**87.0%**	**2.6%**	**10.4%**
	'16	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%
DHS	**2017**	**47,414**	**63.4%**	**36.6%**	**16.6%**	**83.4%**	**1.0%**	**4.5%**	**12.8%**	**0.9%**	**76.0%**	**4.7%**	**84.4%**	**2.9%**	**12.7%**
	'16	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%
DOC	**2017**	**10,480**	**52.7%**	**47.3%**	**5.4%**	**94.6%**	**0.6%**	**10.8%**	**15.2%**	**0.5%**	**69.3%**	**3.6%**	**82.8%**	**3.7%**	**13.5%**
	'16	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%
DOE	**2017**	**8,589**	**62.7%**	**37.3%**	**7.9%**	**92.1%**	**1.5%**	**4.2%**	**8.3%**	**0.3%**	**81.7%**	**4.0%**	**83.1%**	**2.4%**	**14.5%**
	'16	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%
DOI	**2017**	**25,867**	**54.9%**	**45.1%**	**6.8%**	**93.2%**	**8.6%**	**1.9%**	**4.1%**	**0.5%**	**80.5%**	**4.4%**	**81.5%**	**3.6%**	**14.9%**
	'16	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%
DOJ	**2017**	**16,126**	**53.9%**	**46.1%**	**10.0%**	**90.0%**	**1.0%**	**3.5%**	**15.3%**	**0.6%**	**76.5%**	**3.1%**	**86.5%**	**3.1%**	**10.4%**
	'16	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%
DOL	**2017**	**8,837**	**52.4%**	**47.6%**	**11.5%**	**88.5%**	**0.9%**	**5.3%**	**17.9%**	**0.4%**	**71.6%**	**4.0%**	**82.4%**	**4.3%**	**13.3%**
	'16	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%
DOT	**2017**	**16,835**	**65.0%**	**35.0%**	**7.9%**	**92.1%**	**1.2%**	**4.4%**	**13.3%**	**0.5%**	**76.2%**	**4.3%**	**83.2%**	**2.7%**	**14.1%**
	'16	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%

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	**2017**	**486,105**	**51.3%**	**48.7%**	**8.8%**	**91.2%**	**2.1%**	**5.1%**	**14.8%**	**0.6%**	**73.1%**	**4.3%**	**83.8%**	**3.1%**	**13.1%**
	'16	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%
Educ	**2017**	**2,831**	**38.5%**	**61.5%**	**7.6%**	**92.4%**	**1.0%**	**4.3%**	**34.0%**	**0.4%**	**55.0%**	**5.3%**	**81.2%**	**5.7%**	**13.1%**
	'16	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%
EEOC	**2017**	**1,416**	**37.9%**	**62.1%**	**17.3%**	**82.7%**	**1.3%**	**4.6%**	**39.0%**	**0.4%**	**50.7%**	**4.0%**	**85.4%**	**4.5%**	**10.1%**
	'16	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%
EPA	**2017**	**9,414**	**47.0%**	**53.0%**	**7.3%**	**92.7%**	**0.6%**	**5.7%**	**15.0%**	**0.3%**	**74.5%**	**4.0%**	**81.2%**	**4.3%**	**14.6%**
	'16	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%
FCC	**2017**	**715**	**50.3%**	**49.7%**	**7.2%**	**92.8%**	**0.0%**	**6.7%**	**21.7%**	**0.6%**	**66.3%**	**4.8%**	**84.4%**	**1.9%**	**13.7%**
	'16	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%
FERC	**2017**	**1,070**	**56.5%**	**43.5%**	**5.1%**	**94.9%**	**0.0%**	**7.2%**	**17.9%**	**0.2%**	**71.7%**	**3.1%**	**86.2%**	**3.2%**	**10.6%**
	'16	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%
FTC	**2017**	**612**	**48.4%**	**51.6%**	**4.9%**	**95.1%**	**0.2%**	**6.0%**	**14.2%**	**0.0%**	**75.8%**	**3.8%**	**79.1%**	**8.8%**	**12.2%**
	'16	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%
GSA	**2017**	**7,532**	**53.2%**	**46.8%**	**7.7%**	**92.3%**	**0.9%**	**5.6%**	**20.8%**	**0.6%**	**67.8%**	**4.3%**	**83.0%**	**2.9%**	**14.1%**
	'16	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%
HHS	**2017**	**43,086**	**36.4%**	**63.6%**	**6.4%**	**93.6%**	**7.8%**	**10.7%**	**18.8%**	**0.4%**	**58.5%**	**3.9%**	**83.7%**	**4.1%**	**12.2%**
	'16	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%
HUD	**2017**	**4,960**	**40.9%**	**59.1%**	**9.1%**	**90.9%**	**1.1%**	**4.8%**	**33.6%**	**0.4%**	**55.1%**	**5.0%**	**83.6%**	**3.7%**	**12.7%**
	'16	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%

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	**2017**	**486,105**	**51.3%**	**48.7%**	**8.8%**	**91.2%**	**2.1%**	**5.1%**	**14.8%**	**0.6%**	**73.1%**	**4.3%**	**83.8%**	**3.1%**	**13.1%**
	'16	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%
NARA	**2017**	**1,861**	**46.7%**	**53.3%**	**4.6%**	**95.4%**	**0.5%**	**2.9%**	**19.5%**	**0.5%**	**72.3%**	**4.3%**	**78.0%**	**4.5%**	**17.5%**
	'16	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%
NASA	**2017**	**11,814**	**64.8%**	**35.2%**	**7.6%**	**92.4%**	**0.9%**	**5.5%**	**10.0%**	**0.4%**	**79.5%**	**3.7%**	**85.9%**	**2.3%**	**11.8%**
	'16	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%
NCUA	**2017**	**665**	**52.3%**	**47.7%**	**8.6%**	**91.4%**	**1.2%**	**4.6%**	**11.3%**	**0.5%**	**77.9%**	**4.6%**	**81.9%**	**2.6%**	**15.5%**
	'16	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%
NLRB	**2017**	**850**	**38.2%**	**61.8%**	**11.3%**	**88.7%**	**0.5%**	**4.3%**	**23.4%**	**0.3%**	**67.8%**	**3.7%**	**82.0%**	**5.6%**	**12.5%**
	'16	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%
NRC	**2017**	**2,442**	**63.2%**	**36.8%**	**7.4%**	**92.6%**	**0.5%**	**8.5%**	**12.0%**	**0.4%**	**74.0%**	**4.6%**	**82.6%**	**2.4%**	**15.0%**
	'16	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%
NSF	**2017**	**910**	**38.3%**	**61.7%**	**5.3%**	**94.7%**	**0.2%**	**6.1%**	**25.3%**	**0.1%**	**64.3%**	**3.9%**	**81.9%**	**4.7%**	**13.4%**
	'16	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%
OMB	**2017**	**343**	**48.7%**	**51.3%**	**2.7%**	**97.3%**	**0.0%**	**8.0%**	**5.9%**	**0.0%**	**84.6%**	**1.5%**	**82.0%**	**8.1%**	**9.9%**
	'16	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%
OPM	**2017**	**2,914**	**44.9%**	**55.1%**	**6.7%**	**93.3%**	**0.9%**	**3.0%**	**18.4%**	**0.2%**	**73.0%**	**4.5%**	**83.6%**	**2.6%**	**13.8%**
	'16	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%
PBGC	**2017**	**610**	**46.4%**	**53.6%**	**5.5%**	**94.5%**	**0.4%**	**9.2%**	**37.2%**	**0.2%**	**49.9%**	**3.1%**	**86.9%**	**5.0%**	**8.1%**
	'16	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%

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	**2017**	**486,105**	**51.3%**	**48.7%**	**8.8%**	**91.2%**	**2.1%**	**5.1%**	**14.8%**	**0.6%**	**73.1%**	**4.3%**	**83.8%**	**3.1%**	**13.1%**
	'16	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%
RRB	**2017**	**449**	**38.3%**	**61.7%**	**9.0%**	**91.0%**	**1.2%**	**2.4%**	**33.5%**	**0.5%**	**58.5%**	**3.9%**	**86.9%**	**2.0%**	**11.1%**
	'16	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%
SBA	**2017**	**1,512**	**47.7%**	**52.3%**	**12.5%**	**87.5%**	**1.1%**	**7.0%**	**23.6%**	**0.8%**	**62.7%**	**4.8%**	**82.3%**	**2.7%**	**15.0%**
	'16	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%
SEC	**2017**	**3,526**	**54.6%**	**45.4%**	**6.1%**	**93.9%**	**0.3%**	**9.1%**	**13.9%**	**0.2%**	**73.0%**	**3.5%**	**84.5%**	**3.9%**	**11.6%**
	'16	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%
SSA	**2017**	**8,501**	**36.6%**	**63.4%**	**12.8%**	**87.2%**	**1.2%**	**5.6%**	**21.5%**	**0.4%**	**66.9%**	**4.4%**	**84.6%**	**3.8%**	**11.5%**
	'16	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%
State	**2017**	**4,294**	**55.0%**	**45.0%**	**7.8%**	**92.2%**	**0.5%**	**4.2%**	**9.8%**	**0.5%**	**80.3%**	**4.6%**	**81.5%**	**5.4%**	**13.2%**
	'16	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%
Treas	**2017**	**46,368**	**42.3%**	**57.7%**	**9.7%**	**90.3%**	**1.1%**	**5.4%**	**19.9%**	**0.4%**	**69.0%**	**4.1%**	**82.0%**	**3.2%**	**14.8%**
	'16	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%
USAID	**2017**	**2,087**	**46.6%**	**53.4%**	**6.3%**	**93.7%**	**0.5%**	**7.3%**	**16.5%**	**0.2%**	**70.8%**	**4.6%**	**82.3%**	**5.3%**	**12.4%**
	'16	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%
USDA	**2017**	**48,953**	**48.1%**	**51.9%**	**7.1%**	**92.9%**	**1.7%**	**2.5%**	**9.5%**	**0.4%**	**82.1%**	**3.8%**	**84.4%**	**2.6%**	**13.1%**
	'16	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%
VA	**2017**	**64,394**	**40.9%**	**59.1%**	**8.1%**	**91.9%**	**1.6%**	**4.3%**	**14.8%**	**0.9%**	**73.9%**	**4.5%**	**82.4%**	**3.4%**	**14.2%**
	'16	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%

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)

			Sex		Hispanic or Latino		Race						Self-Identify as:		
Agency	Year	Number of Respondents	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	**2017**	**486,105**	**51.3%**	**48.7%**	**8.8%**	**91.2%**	**2.1%**	**5.1%**	**14.8%**	**0.6%**	**73.1%**	**4.3%**	**83.8%**	**3.1%**	**13.1%**
	'16	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%
DOD	**2017**	**70,693**	**64.0%**	**36.0%**	**8.1%**	**91.9%**	**1.0%**	**4.4%**	**14.0%**	**1.1%**	**74.4%**	**5.1%**	**86.9%**	**1.8%**	**11.2%**
	'16	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%
USACE	**2017**	**4,378**	**64.3%**	**35.7%**	**4.9%**	**95.1%**	**0.8%**	**4.3%**	**8.8%**	**0.7%**	**81.7%**	**3.7%**	**86.7%**	**1.9%**	**11.3%**
	'16	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%
Air Force	**2017**	**16,899**	**68.3%**	**31.7%**	**8.3%**	**91.7%**	**1.1%**	**2.3%**	**10.8%**	**1.0%**	**79.5%**	**5.3%**	**87.1%**	**1.5%**	**11.4%**
	'16	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%
Army‡	**2017**	**17,472**	**61.3%**	**38.7%**	**9.3%**	**90.7%**	**1.2%**	**3.6%**	**17.8%**	**1.0%**	**71.3%**	**5.1%**	**88.0%**	**1.5%**	**10.5%**
	'16	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%
Navy‡	**2017**	**14,211**	**68.4%**	**31.6%**	**7.2%**	**92.8%**	**0.9%**	**7.1%**	**11.5%**	**1.6%**	**73.7%**	**5.3%**	**86.7%**	**2.0%**	**11.3%**
	'16	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%
Marine Corps	**2017**	**1,811**	**70.1%**	**29.9%**	**8.7%**	**91.3%**	**1.5%**	**2.9%**	**16.1%**	**1.3%**	**73.6%**	**4.6%**	**87.6%**	**1.3%**	**11.1%**
	'16	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%
DOD 4th Estate	**2017**	**15,922**	**57.7%**	**42.3%**	**8.2%**	**91.8%**	**0.9%**	**5.4%**	**16.7%**	**0.8%**	**71.1%**	**5.1%**	**85.8%**	**2.4%**	**11.8%**
	'16	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%

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	**2017**	**486,105**	**0.1%**	**4.3%**	**2.4%**	**13.8%**	**7.8%**	**34.0%**	**26.2%**	**11.6%**	**15.3%**	**84.7%**	**72.1%**	**1.6%**	**11.0%**	**15.2%**
	'16	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%
BBG	**2017**	**1,070**	**0.0%**	**4.0%**	**2.4%**	**12.9%**	**5.6%**	**38.1%**	**33.1%**	**3.8%**	**7.1%**	**92.9%**	**89.8%**	**0.5%**	**2.3%**	**7.4%**
	'16	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%
CSOSA	**2017**	**542**	**0.0%**	**3.6%**	**0.8%**	**11.7%**	**3.4%**	**37.5%**	**37.7%**	**5.4%**	**8.7%**	**91.3%**	**86.7%**	**1.2%**	**2.8%**	**9.3%**
	'16	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%
DHS	**2017**	**47,414**	**0.1%**	**5.2%**	**2.0%**	**19.8%**	**8.7%**	**37.1%**	**20.6%**	**6.4%**	**13.7%**	**86.3%**	**63.6%**	**2.0%**	**13.3%**	**21.1%**
	'16	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%
DOC	**2017**	**10,480**	**0.0%**	**2.2%**	**1.0%**	**7.4%**	**3.7%**	**31.2%**	**32.4%**	**22.1%**	**9.3%**	**90.7%**	**86.1%**	**0.8%**	**4.1%**	**9.0%**
	'16	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%
DOE	**2017**	**8,589**	**0.0%**	**2.9%**	**2.8%**	**10.1%**	**5.8%**	**35.1%**	**34.1%**	**9.1%**	**13.1%**	**86.9%**	**70.1%**	**1.5%**	**9.0%**	**19.4%**
	'16	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%
DOI	**2017**	**25,867**	**0.1%**	**3.8%**	**2.6%**	**12.2%**	**7.2%**	**37.9%**	**28.1%**	**8.2%**	**11.9%**	**88.1%**	**80.0%**	**0.7%**	**5.1%**	**14.2%**
	'16	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%
DOJ	**2017**	**16,126**	**0.0%**	**4.8%**	**1.9%**	**13.6%**	**7.3%**	**36.3%**	**18.3%**	**17.7%**	**10.3%**	**89.7%**	**74.0%**	**2.4%**	**5.7%**	**17.8%**
	'16	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%
DOL	**2017**	**8,837**	**0.1%**	**3.6%**	**1.5%**	**10.6%**	**5.7%**	**35.9%**	**30.4%**	**12.2%**	**17.4%**	**82.6%**	**74.6%**	**1.5%**	**8.1%**	**15.8%**
	'16	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%
DOT	**2017**	**16,835**	**0.1%**	**3.1%**	**3.2%**	**16.1%**	**9.8%**	**38.4%**	**24.2%**	**5.1%**	**14.8%**	**85.2%**	**64.4%**	**1.5%**	**13.2%**	**20.9%**
	'16	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%

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)

			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	**2017**	**486,105**	**0.1%**	**4.3%**	**2.4%**	**13.8%**	**7.8%**	**34.0%**	**26.2%**	**11.6%**	**15.3%**	**84.7%**	**72.1%**	**1.6%**	**11.0%**	**15.2%**
	'16	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%
Educ	**2017**	**2,831**	**0.0%**	**2.4%**	**0.7%**	**8.0%**	**2.6%**	**28.2%**	**34.9%**	**23.2%**	**11.7%**	**88.3%**	**86.5%**	**0.7%**	**3.8%**	**8.9%**
	'16	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%
EEOC	**2017**	**1,416**	**0.1%**	**2.4%**	**1.4%**	**11.4%**	**5.9%**	**30.9%**	**19.4%**	**28.6%**	**35.9%**	**64.1%**	**68.5%**	**1.9%**	**9.3%**	**20.3%**
	'16	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%
EPA	**2017**	**9,414**	**0.1%**	**1.3%**	**0.4%**	**4.8%**	**2.2%**	**32.0%**	**39.9%**	**19.2%**	**8.1%**	**91.9%**	**89.9%**	**0.6%**	**2.6%**	**6.9%**
	'16	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%
FCC	**2017**	**715**	**0.1%**	**5.9%**	**1.0%**	**10.2%**	**2.5%**	**19.8%**	**16.7%**	**43.7%**	**9.1%**	**90.9%**	**89.4%**	**0.3%**	**3.6%**	**6.7%**
	'16	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%
FERC	**2017**	**1,070**	**0.0%**	**1.3%**	**0.7%**	**5.5%**	**2.1%**	**22.5%**	**41.1%**	**26.9%**	**6.7%**	**93.3%**	**90.3%**	**1.1%**	**1.1%**	**7.6%**
	'16	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%
FTC	**2017**	**612**	**0.2%**	**1.0%**	**1.2%**	**4.6%**	**1.0%**	**11.2%**	**9.0%**	**71.8%**	**8.1%**	**91.9%**	**91.7%**	**0.7%**	**1.6%**	**6.0%**
	'16	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%
GSA	**2017**	**7,532**	**0.1%**	**2.8%**	**1.8%**	**10.9%**	**5.2%**	**42.6%**	**32.9%**	**3.7%**	**12.3%**	**87.7%**	**75.2%**	**1.4%**	**9.0%**	**14.4%**
	'16	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%
HHS	**2017**	**43,086**	**0.1%**	**2.4%**	**1.7%**	**8.2%**	**4.4%**	**24.2%**	**29.6%**	**29.5%**	**9.2%**	**90.8%**	**87.8%**	**0.9%**	**3.3%**	**8.1%**
	'16	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%
HUD	**2017**	**4,960**	**0.1%**	**3.5%**	**1.2%**	**14.1%**	**5.4%**	**31.8%**	**31.9%**	**11.9%**	**14.7%**	**85.3%**	**82.1%**	**0.6%**	**5.3%**	**12.1%**
	'16	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%

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)

			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	**2017**	**486,105**	**0.1%**	**4.3%**	**2.4%**	**13.8%**	**7.8%**	**34.0%**	**26.2%**	**11.6%**	**15.3%**	**84.7%**	**72.1%**	**1.6%**	**11.0%**	**15.2%**
	'16	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%
NARA	**2017**	**1,861**	**0.2%**	**5.5%**	**1.6%**	**14.8%**	**7.1%**	**26.1%**	**41.5%**	**3.2%**	**13.6%**	**86.4%**	**76.6%**	**0.9%**	**7.6%**	**15.0%**
	'16	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%
NASA	**2017**	**11,814**	**0.0%**	**1.1%**	**0.6%**	**3.9%**	**3.8%**	**37.3%**	**39.6%**	**13.7%**	**7.5%**	**92.5%**	**86.3%**	**0.6%**	**4.2%**	**8.9%**
	'16	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%
NCUA	**2017**	**665**	**0.0%**	**1.3%**	**0.8%**	**3.6%**	**1.1%**	**53.6%**	**35.3%**	**4.3%**	**12.0%**	**88.0%**	**80.4%**	**1.4%**	**5.1%**	**13.0%**
	'16	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%
NLRB	**2017**	**850**	**0.3%**	**4.3%**	**1.8%**	**9.1%**	**4.2%**	**13.2%**	**16.2%**	**50.9%**	**10.8%**	**89.2%**	**89.1%**	**0.3%**	**2.4%**	**8.2%**
	'16	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%
NRC	**2017**	**2,442**	**0.1%**	**1.5%**	**0.7%**	**5.6%**	**2.3%**	**39.0%**	**38.4%**	**12.4%**	**8.2%**	**91.8%**	**75.8%**	**1.3%**	**6.6%**	**16.3%**
	'16	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%
NSF	**2017**	**910**	**0.0%**	**2.8%**	**0.6%**	**10.3%**	**4.2%**	**21.8%**	**26.1%**	**34.2%**	**7.9%**	**92.1%**	**88.0%**	**0.7%**	**3.7%**	**7.6%**
	'16	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%
OMB	**2017**	**343**	**0.0%**	**0.9%**	**0.6%**	**1.5%**	**0.3%**	**6.9%**	**69.8%**	**20.1%**	**4.2%**	**95.8%**	**92.5%**	**1.5%**	**1.2%**	**4.8%**
	'16	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%
OPM	**2017**	**2,914**	**0.0%**	**5.9%**	**1.7%**	**12.4%**	**5.9%**	**43.7%**	**26.7%**	**3.6%**	**16.2%**	**83.8%**	**70.9%**	**1.5%**	**11.2%**	**16.4%**
	'16	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%
PBGC	**2017**	**610**	**0.0%**	**1.6%**	**0.7%**	**8.7%**	**3.1%**	**40.1%**	**28.6%**	**17.1%**	**10.1%**	**89.9%**	**85.5%**	**0.7%**	**3.0%**	**10.7%**
	'16	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%

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)

			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	**2017**	**486,105**	**0.1%**	**4.3%**	**2.4%**	**13.8%**	**7.8%**	**34.0%**	**26.2%**	**11.6%**	**15.3%**	**84.7%**	**72.1%**	**1.6%**	**11.0%**	**15.2%**
	'16	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%
RRB	**2017**	**449**	**0.0%**	**5.5%**	**2.8%**	**15.2%**	**6.4%**	**50.0%**	**17.1%**	**3.1%**	**13.6%**	**86.4%**	**79.0%**	**0.7%**	**4.3%**	**16.1%**
	'16	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%
SBA	**2017**	**1,512**	**0.0%**	**3.7%**	**1.1%**	**13.3%**	**6.0%**	**34.9%**	**30.8%**	**10.3%**	**13.7%**	**86.3%**	**77.0%**	**1.0%**	**6.0%**	**16.0%**
	'16	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%
SEC	**2017**	**3,526**	**0.1%**	**1.0%**	**0.4%**	**4.1%**	**1.7%**	**24.3%**	**21.6%**	**46.9%**	**7.0%**	**93.0%**	**91.5%**	**0.5%**	**1.8%**	**6.2%**
	'16	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%
SSA	**2017**	**8,501**	**0.1%**	**4.3%**	**1.3%**	**12.6%**	**6.7%**	**42.9%**	**17.9%**	**14.2%**	**13.9%**	**86.1%**	**84.5%**	**0.8%**	**3.9%**	**10.8%**
	'16	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%
State	**2017**	**4,294**	**0.0%**	**1.5%**	**0.7%**	**6.4%**	**3.5%**	**29.5%**	**46.6%**	**11.7%**	**8.8%**	**91.2%**	**77.3%**	**1.3%**	**7.3%**	**14.1%**
	'16	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%
Treas	**2017**	**46,368**	**0.2%**	**7.7%**	**2.4%**	**18.8%**	**7.6%**	**39.7%**	**17.9%**	**5.7%**	**12.1%**	**87.9%**	**86.4%**	**0.5%**	**3.3%**	**9.8%**
	'16	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%
USAID	**2017**	**2,087**	**0.1%**	**0.7%**	**0.4%**	**3.8%**	**1.1%**	**12.0%**	**64.8%**	**17.4%**	**6.6%**	**93.4%**	**89.5%**	**0.7%**	**3.1%**	**6.8%**
	'16	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%
USDA	**2017**	**48,953**	**0.1%**	**6.3%**	**2.5%**	**14.5%**	**7.7%**	**41.5%**	**18.6%**	**8.7%**	**10.8%**	**89.2%**	**86.0%**	**0.6%**	**3.7%**	**9.6%**
	'16	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%
VA	**2017**	**64,394**	**0.2%**	**4.6%**	**4.9%**	**14.4%**	**12.4%**	**26.4%**	**24.6%**	**12.6%**	**27.2%**	**72.8%**	**61.5%**	**1.6%**	**12.2%**	**24.7%**
	'16	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%

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)

			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	**2017**	**486,105**	**0.1%**	**4.3%**	**2.4%**	**13.8%**	**7.8%**	**34.0%**	**26.2%**	**11.6%**	**15.3%**	**84.7%**	**72.1%**	**1.6%**	**11.0%**	**15.2%**
	'16	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%
DOD	**2017**	**70,693**	**0.1%**	**3.7%**	**2.3%**	**16.4%**	**10.5%**	**32.7%**	**30.6%**	**3.7%**	**23.5%**	**76.5%**	**42.5%**	**4.5%**	**34.5%**	**18.5%**
	'16	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%
USACE	**2017**	**4,378**	**0.1%**	**2.5%**	**2.2%**	**9.6%**	**6.9%**	**44.8%**	**28.7%**	**5.1%**	**11.4%**	**88.6%**	**71.1%**	**1.9%**	**10.4%**	**16.6%**
	'16	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%
Air Force	**2017**	**16,899**	**0.0%**	**3.7%**	**2.8%**	**18.6%**	**15.1%**	**28.1%**	**29.4%**	**2.3%**	**26.3%**	**73.7%**	**29.1%**	**10.2%**	**44.0%**	**16.8%**
	'16	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%
Army‡	**2017**	**17,472**	**0.1%**	**3.4%**	**2.3%**	**17.4%**	**10.9%**	**30.7%**	**30.8%**	**4.4%**	**28.0%**	**72.0%**	**36.0%**	**4.4%**	**39.0%**	**20.6%**
	'16	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%
Navy‡	**2017**	**14,211**	**0.1%**	**5.4%**	**2.8%**	**19.3%**	**10.9%**	**33.2%**	**24.8%**	**3.6%**	**23.5%**	**76.5%**	**44.1%**	**1.6%**	**35.4%**	**18.8%**
	'16	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%
Marine Corps	**2017**	**1,811**	**0.3%**	**6.6%**	**3.3%**	**22.5%**	**9.2%**	**28.6%**	**27.4%**	**2.1%**	**28.5%**	**71.5%**	**28.8%**	**1.6%**	**46.0%**	**23.6%**
	'16	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%
DOD 4th Estate	**2017**	**15,922**	**0.0%**	**2.5%**	**1.1%**	**11.8%**	**6.1%**	**36.4%**	**37.9%**	**4.1%**	**18.6%**	**81.4%**	**55.6%**	**2.3%**	**24.3%**	**17.8%**
	'16	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%

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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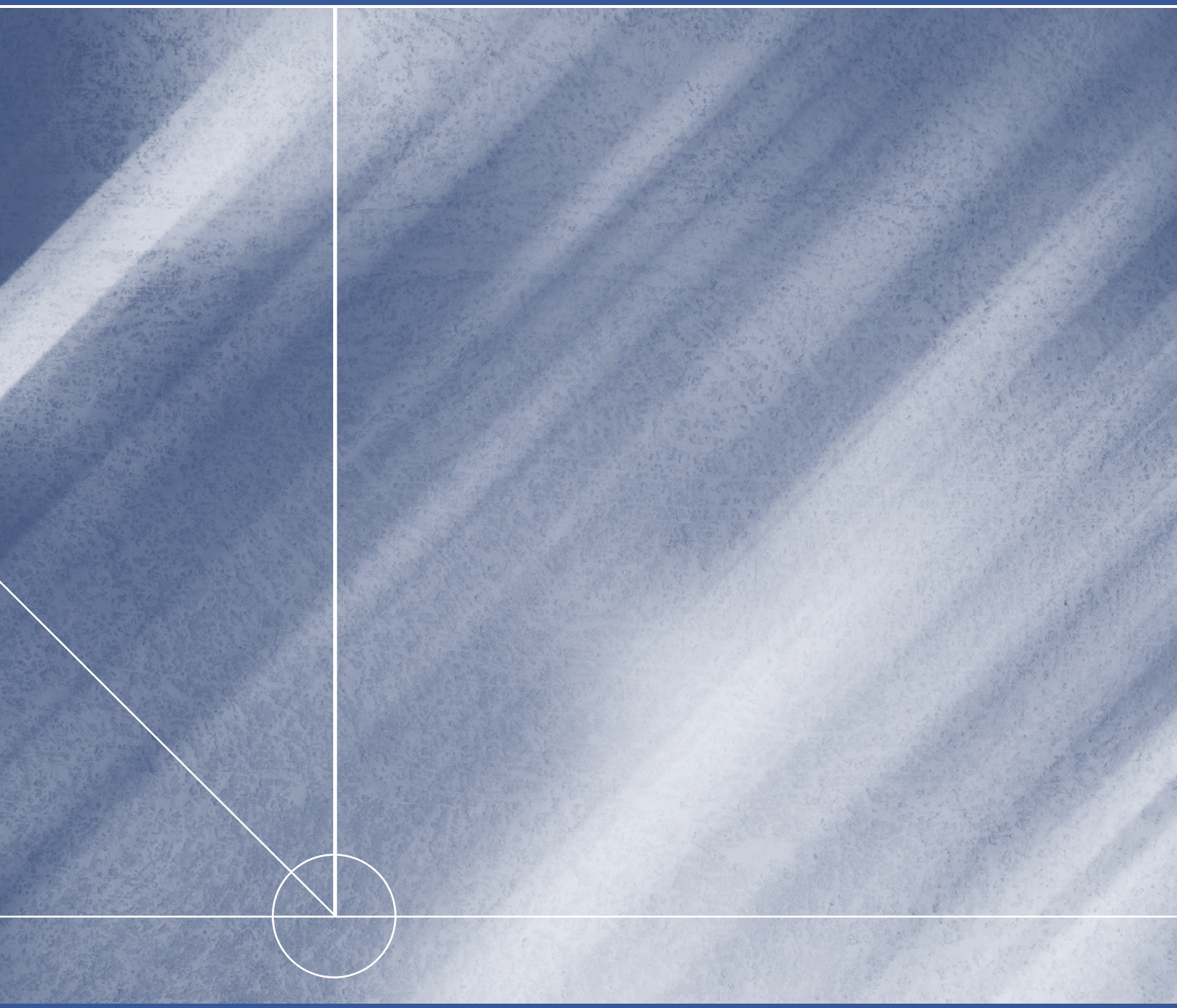
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