

**DEPARTMENT OF THE INTERIOR  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		3,247	7,858	3,139	2,938	1,167	18,349	NA
	%	60.12	17.61	42.51	17.17	16.00	6.72	100.00	
2. I have enough information to do my job well.	N		2,621	9,429	3,077	2,351	662	18,140	NA
	%	66.53	14.59	51.93	16.86	12.84	3.77	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		3,615	6,985	3,241	2,790	1,396	18,027	NA
	%	58.63	20.14	38.49	17.97	15.40	8.00	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		5,066	7,986	2,584	1,657	863	18,156	NA
	%	72.01	28.11	43.90	14.16	9.02	4.82	100.00	
*5. I like the kind of work I do.	N		7,147	8,071	1,854	683	259	18,014	NA
	%	84.72	39.96	44.77	10.14	3.69	1.44	100.00	
6. I know what is expected of me on the job.	N		4,711	9,112	2,368	1,384	533	18,108	NA
	%	76.20	26.05	50.14	13.14	7.64	3.02	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		11,172	6,322	460	142	104	18,200	NA
	%	95.96	61.41	34.55	2.61	0.85	0.58	100.00	
8. I am constantly looking for ways to do my job better.	N		8,234	8,299	1,474	181	73	18,261	NA
	%	90.58	45.56	45.02	8.06	0.99	0.37	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,260	5,366	2,947	5,049	3,681	18,303	29
	%	36.16	6.89	29.28	16.49	27.37	19.98	100.00	
*10. My workload is reasonable.	N		1,172	7,042	3,356	3,988	2,572	18,130	28
	%	46.32	6.73	39.60	18.65	21.22	13.81	100.00	
*11. My talents are used well in the workplace.	N		2,459	7,477	3,098	2,780	1,770	17,584	64
	%	56.10	14.04	42.06	17.74	15.89	10.27	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		4,998	9,667	2,084	914	485	18,148	67
	%	80.90	27.70	53.20	11.30	5.15	2.65	100.00	

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Sample or Census: Sample

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*13. The work I do is important.	N		8,210	7,821	1,408	310	208	17,957	56
	%	89.33	46.24	43.09	7.87	1.57	1.22	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		3,761	8,630	2,750	2,068	1,039	18,248	47
	%	67.67	20.53	47.14	15.13	11.29	5.91	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		3,635	8,485	2,918	1,750	1,330	18,118	177
	%	66.78	20.07	46.71	16.04	9.92	7.26	100.00	
16. I am held accountable for achieving results.	N		4,326	10,325	2,321	756	396	18,124	87
	%	80.37	23.49	56.88	13.06	4.32	2.25	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		3,568	6,511	3,332	1,954	2,097	17,462	777
	%	57.94	20.68	37.26	19.22	10.93	11.91	100.00	
*18. My training needs are assessed.	N		1,783	6,477	4,405	3,361	2,081	18,107	138
	%	45.39	9.90	35.49	24.47	18.51	11.62	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		3,867	8,241	2,653	2,127	1,202	18,090	270
	%	66.91	21.34	45.57	14.64	11.71	6.74	100.00	
*20. The people I work with cooperate to get the job done.	N		4,282	8,716	2,735	1,892	718	18,343	NA
	%	71.05	23.40	47.65	14.91	10.18	3.87	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1,101	5,491	4,577	4,099	2,511	17,779	558
	%	36.95	6.23	30.72	25.74	23.02	14.29	100.00	
*22. Promotions in my work unit are based on merit.	N		1,313	4,718	4,819	3,140	2,997	16,987	1,209
	%	35.20	7.71	27.49	28.26	18.47	18.06	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		818	3,971	4,542	3,898	3,581	16,810	1,415
	%	28.59	4.85	23.74	27.38	22.84	21.20	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		886	4,570	5,012	3,984	2,776	17,228	1,026
	%	31.80	5.21	26.59	29.05	23.01	16.15	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		1,454	5,609	4,250	2,969	2,752	17,034	1,175
	%	41.76	8.69	33.07	24.69	17.37	16.19	100.00	
26. Employees in my work unit share job knowledge with each other.	N		3,569	9,275	2,707	1,621	1,026	18,198	74
	%	70.37	19.48	50.89	14.98	8.93	5.73	100.00	
27. The skill level in my work unit has improved in the past year.	N		2,169	6,669	5,440	2,166	1,337	17,781	510
	%	49.41	12.48	36.93	30.56	12.29	7.74	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		7,419	7,688	2,569	486	157	18,319	NA
	%	82.18	40.14	42.03	14.19	2.75	0.88	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		2,017	9,614	3,496	1,981	641	17,749	324
	%	65.29	11.30	53.99	20.15	10.90	3.66	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		1,234	5,960	4,627	3,891	1,884	17,596	452
	%	41.27	7.00	34.27	26.54	21.59	10.60	100.00	
31. Employees are recognized for providing high quality products and services.	N		1,590	6,568	4,226	3,482	1,825	17,691	300
	%	45.46	8.83	36.63	24.26	19.76	10.51	100.00	
*32. Creativity and innovation are rewarded.	N		1,293	4,878	5,272	3,791	2,258	17,492	484
	%	34.76	7.43	27.34	30.35	21.76	13.13	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		577	2,619	4,849	4,627	4,086	16,758	1,199
	%	18.98	3.29	15.69	29.19	27.20	24.63	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		2,164	6,861	4,971	1,607	1,258	16,861	1,176
	%	53.24	13.01	40.23	29.29	9.50	7.97	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		3,693	10,320	2,397	886	535	17,831	190
	%	77.66	20.59	57.08	13.78	5.21	3.34	100.00	
*36. My organization has prepared employees for potential security threats.	N		2,510	9,266	3,519	1,569	779	17,643	344
	%	66.31	14.04	52.27	19.96	9.21	4.52	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2,611	6,223	3,769	2,244	2,153	17,000	1,012
	%	51.29	15.10	36.20	22.45	13.22	13.04	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		3,631	7,362	3,025	1,113	1,258	16,389	1,534
	%	66.41	21.97	44.44	18.47	6.89	8.23	100.00	
39. My agency is successful at accomplishing its mission.	N		2,788	9,319	3,612	1,334	633	17,686	371
	%	68.36	15.62	52.73	20.39	7.56	3.70	100.00	
40. I recommend my organization as a good place to work.	N		3,634	7,624	3,844	2,004	949	18,055	NA
	%	62.51	19.88	42.63	21.12	10.81	5.56	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,464	4,100	5,001	3,320	2,463	16,348	1,729
	%	34.36	8.99	25.37	30.17	20.26	15.21	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		6,903	7,627	1,784	869	728	17,911	122
	%	80.68	38.24	42.44	10.10	4.93	4.29	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		4,824	6,955	3,074	1,796	1,232	17,881	103
	%	65.45	26.86	38.59	17.33	10.01	7.22	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		4,165	6,700	3,325	1,983	1,510	17,683	174
	%	61.04	23.73	37.31	19.05	11.15	8.76	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		4,107	6,377	4,073	813	800	16,170	1,798
	%	64.76	25.50	39.26	24.88	5.04	5.32	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		3,614	6,760	3,962	2,101	1,415	17,852	108
	%	57.94	20.32	37.63	22.27	11.63	8.15	100.00	
*47. Supervisors in my work unit support employee development.	N		4,105	7,191	3,420	1,685	1,316	17,717	286
	%	63.31	23.01	40.30	19.27	9.61	7.81	100.00	
48. My supervisor listens to what I have to say.	N		6,143	7,397	2,291	1,399	775	18,005	NA
	%	74.97	34.08	40.89	12.85	7.71	4.47	100.00	
49. My supervisor treats me with respect.	N		7,032	7,177	1,983	998	751	17,941	NA
	%	79.07	39.03	40.04	11.00	5.57	4.36	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		5,774	8,695	1,538	1,334	591	17,932	NA
	%	79.77	32.02	47.74	9.05	7.78	3.40	100.00	
*51. I have trust and confidence in my supervisor.	N		5,713	5,866	3,076	1,746	1,569	17,970	NA
	%	64.42	31.59	32.83	17.02	9.68	8.89	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		6,328	5,717	3,525	1,383	1,036	17,989	NA
	%	66.65	34.98	31.66	19.63	7.65	6.07	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		1,183	4,534	4,772	4,082	3,001	17,572	342
	%	32.43	6.66	25.77	27.24	22.99	17.34	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		2,003	5,720	4,542	2,135	2,130	16,530	1,343
	%	46.57	12.05	34.52	27.41	12.91	13.10	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		2,158	7,703	4,223	1,245	1,062	16,391	1,296
	%	59.78	13.12	46.66	25.78	7.51	6.92	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		1,723	7,362	4,100	2,634	1,734	17,553	268
	%	51.37	9.71	41.66	23.75	14.95	9.94	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,540	6,539	4,710	2,102	1,369	16,260	1,566
	%	49.29	9.35	39.94	29.12	12.94	8.65	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,616	6,279	4,098	3,096	2,217	17,306	547
	%	45.15	9.11	36.04	24.03	17.80	13.02	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,957	6,991	4,106	2,460	1,779	17,293	546
	%	51.23	10.95	40.28	23.96	14.21	10.61	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		3,144	5,780	4,371	1,911	1,657	16,863	1,029
	%	52.67	18.34	34.33	25.90	11.41	10.02	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		2,349	5,428	4,935	2,755	2,121	17,588	297
	%	44.42	13.35	31.07	28.00	15.36	12.21	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		2,424	6,259	4,577	1,528	1,174	15,962	1,929
	%	53.49	14.78	38.71	29.11	9.56	7.84	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		2,198	6,720	4,078	3,539	1,272	17,807	NA
	%	49.70	12.17	37.53	23.16	19.76	7.38	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,552	6,124	4,501	3,955	1,610	17,742	NA
	%	42.88	8.59	34.29	25.48	22.39	9.24	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		2,099	6,121	4,363	3,428	1,708	17,719	NA
	%	45.95	11.68	34.27	24.76	19.26	10.03	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1,140	5,088	5,769	3,817	1,909	17,723	NA
	%	35.16	6.32	28.85	32.68	21.19	10.96	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1,361	4,376	5,242	3,840	2,930	17,749	NA
	%	32.24	7.59	24.65	29.59	21.43	16.74	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		1,869	6,475	4,458	3,218	1,704	17,724	NA
	%	46.95	10.41	36.54	25.07	18.22	9.77	100.00	
*69. Considering everything, how satisfied are you with your job?	N		3,279	8,060	3,298	2,180	928	17,745	NA
	%	63.87	18.28	45.59	18.49	12.27	5.37	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		2,684	7,707	3,191	2,847	1,335	17,764	NA
	%	58.02	14.80	43.22	18.43	15.72	7.84	100.00	
71. Considering everything, how satisfied are you with your organization?	N		2,238	7,325	4,127	2,824	1,260	17,774	NA
	%	53.81	12.44	41.37	23.05	15.94	7.20	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	10,882	59.97
Yes, I was notified that I was not eligible to telework.	2,423	14.01
No, I was not notified of my telework eligibility.	2,895	17.32
Not sure if I was notified of my telework eligibility.	1,507	8.70
<b>Total</b>	<b>17,707</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	459	2.43
I telework 1 or 2 days per week.	2,025	11.62
I telework, but no more than 1 or 2 days per month.	1,237	6.73
I telework very infrequently, on an unscheduled or short-term basis.	3,763	20.01
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	3,594	21.25
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	929	5.39
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	2,404	14.07
I do not telework because I choose not to telework.	3,232	18.50
<b>Total</b>	<b>17,643</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	8,624	49.16
No	7,104	39.80
Not available to me	1,929	11.04
<b>Total</b>	<b>17,657</b>	<b>100.00</b>

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**75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	%
Yes	5,298	29.62
No	9,850	56.24
Not available to me	2,485	14.14
<b>Total</b>	<b>17,633</b>	<b>100.00</b>

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

	N	%
Yes	3,770	21.47
No	13,265	76.00
Not available to me	419	2.53
<b>Total</b>	<b>17,454</b>	<b>100.00</b>

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	%
Yes	314	1.85
No	13,166	74.80
Not available to me	4,202	23.35
<b>Total</b>	<b>17,682</b>	<b>100.00</b>

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	%
Yes	285	1.67
No	13,336	75.73
Not available to me	4,070	22.59
<b>Total</b>	<b>17,691</b>	<b>100.00</b>

Survey Administration Period: April 29, 2014 to June 6, 2014  
 Percentages are weighted to represent the Agency's population.

Sample or Census: Sample  
 Number of surveys completed: 18,384  
 Number of surveys administered: 34,719  
 Response Rate: 53.0%

**DEPARTMENT OF THE INTERIOR  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		2,476	3,209	1,094	444	135	7,358	253
	%	76.90	33.17	43.73	15.15	6.07	1.88	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		3,666	3,954	598	199	72	8,489	121
	%	89.73	42.63	47.10	7.05	2.41	0.81	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		1,172	2,757	929	200	48	5,106	289
	%	76.38	22.17	54.22	18.58	4.12	0.92	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		771	1,993	706	127	42	3,639	421
	%	75.28	20.94	54.34	20.10	3.44	1.18	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		56	96	96	11	6	265	159
	%	58.17	21.27	36.90	35.54	4.30	1.99	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		48	93	83	3	1	228	150
	%	62.15	19.79	42.35	35.17	2.35	0.33	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014

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

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\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

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**DEPARTMENT OF THE INTERIOR  
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<b>Where do you work?</b>	<b>N</b>	<b>%</b>
<b>Headquarters</b>	6,002	34.00
<b>Field</b>	11,649	66.00
<b>Total</b>	17,651	100.00

<b>*What is your supervisory status?</b>	<b>N</b>	<b>%</b>
<b>Non-Supervisor</b>	9,999	56.54
<b>Team Leader</b>	2,811	15.89
<b>Supervisor</b>	3,083	17.43
<b>Manager</b>	1,604	9.07
<b>Senior Leader</b>	189	1.07
<b>Total</b>	17,686	100.00

<b>*Are you:</b>	<b>N</b>	<b>%</b>
<b>Male</b>	9,598	54.93
<b>Female</b>	7,874	45.07
<b>Total</b>	17,472	100.00

<b>*Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
<b>Yes</b>	1,087	6.28
<b>No</b>	16,233	93.72
<b>Total</b>	17,320	100.00

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**DEPARTMENT OF THE INTERIOR**  
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**\*Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	1,450	8.62
Asian	283	1.68
Black or African American	671	3.99
Native Hawaiian or Other Pacific Islander	88	0.52
White	13,664	81.26
Two or more races	660	3.92
<b>Total</b>	<b>16,816</b>	<b>100.00</b>

**What is the highest degree or level of education you have completed?**

	N	%
Less than High School	14	0.08
High School Diploma/GED or equivalent	813	4.62
Trade or Technical Certificate	478	2.72
Some College (no degree)	2,444	13.88
Associate's Degree (e.g., AA, AS)	1,358	7.71
Bachelor's Degree (e.g., BA, BS)	6,593	37.45
Master's Degree (e.g., MA, MS, MBA)	4,526	25.71
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,377	7.82
<b>Total</b>	<b>17,603</b>	<b>100.00</b>

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**DEPARTMENT OF THE INTERIOR**  
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What is your pay category/grade?	N	%
Federal Wage System	811	4.61
GS 1-6	1,094	6.22
GS 7-12	10,594	60.24
GS 13-15	4,639	26.38
Senior Executive Service	113	0.64
Senior Level (SL) or Scientific or Professional (ST)	23	0.13
Other	311	1.77
<b>Total</b>	<b>17,585</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	58	0.33
1 to 3 years	1,076	6.10
4 to 5 years	1,578	8.95
6 to 10 years	2,714	15.40
11 to 14 years	2,642	14.99
15 to 20 years	2,303	13.07
More than 20 years	7,254	41.16
<b>Total</b>	<b>17,625</b>	<b>100.00</b>

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<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	147	0.84
1 to 3 years	2,011	11.43
4 to 5 years	2,108	11.98
6 to 10 years	3,344	19.01
11 to 20 years	4,820	27.40
More than 20 years	5,161	29.34
<b>Total</b>	<b>17,591</b>	<b>100.00</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	11,173	63.57
Yes, to retire	1,388	7.90
Yes, to take another job within the Federal Government	3,312	18.84
Yes, to take another job outside the Federal Government	802	4.56
Yes, other	900	5.12
<b>Total</b>	<b>17,575</b>	<b>100.00</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	889	5.08
Between one and three years	1,958	11.20
Between three and five years	2,099	12.00
Five or more years	12,542	71.72
<b>Total</b>	<b>17,488</b>	<b>100.00</b>

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<b>Self-Identify as:</b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	13,506	81.10
Gay, Lesbian, Bisexual, or Transgender	509	3.06
I prefer not to say	2,639	15.85
<b>Total</b>	<b>16,654</b>	<b>100.00</b>

<b>What is your US military service status?</b>	<b>N</b>	<b>%</b>
No Prior Military Service	14,035	80.79
Currently in National Guard or Reserves	129	0.74
Retired	767	4.42
Separated or Discharged	2,441	14.05
<b>Total</b>	<b>17,372</b>	<b>100.00</b>

<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	1,725	9.91
No	15,687	90.09
<b>Total</b>	<b>17,412</b>	<b>100.00</b>

<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	166	0.90
26-29	576	3.13
30-39	3,013	16.39
40-49	4,729	25.72
50-59	6,942	37.76
60 or older	2,958	16.09
<b>Total</b>	<b>18,384</b>	<b>100.00</b>

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