

**DEPARTMENT OF THE INTERIOR**  
**2015 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		5,475	11,438	4,128	3,738	1,545	26,324	NA
	%	63.43	20.25	43.18	15.91	14.50	6.16	100.00	
2. I have enough information to do my job well.	N		4,217	13,648	4,165	3,203	886	26,119	NA
	%	67.88	15.78	52.10	16.17	12.40	3.54	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		5,709	9,981	4,512	3,689	1,938	25,829	NA
	%	60.08	21.53	38.55	17.60	14.54	7.78	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		7,709	11,332	3,748	2,118	1,215	26,122	NA
	%	72.39	28.99	43.40	14.55	8.24	4.83	100.00	
*5. I like the kind of work I do.	N		10,770	11,390	2,386	861	360	25,767	NA
	%	85.83	41.59	44.24	9.34	3.39	1.45	100.00	
6. I know what is expected of me on the job.	N		7,090	12,853	3,349	1,974	765	26,031	NA
	%	76.32	26.84	49.48	12.99	7.68	3.00	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		16,224	8,917	650	198	150	26,139	NA
	%	95.95	61.47	34.48	2.62	0.81	0.62	100.00	
8. I am constantly looking for ways to do my job better.	N		12,319	11,631	1,923	257	107	26,237	NA
	%	91.06	46.53	44.53	7.46	1.04	0.44	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		2,134	8,251	4,145	6,877	4,821	26,228	55
	%	39.06	7.97	31.09	15.99	26.24	18.72	100.00	
*10. My workload is reasonable.	N		1,962	10,412	4,539	5,661	3,465	26,039	42
	%	47.19	7.39	39.80	17.75	21.59	13.47	100.00	
*11. My talents are used well in the workplace.	N		3,757	10,972	4,309	3,718	2,474	25,230	86
	%	57.68	14.49	43.19	17.26	14.96	10.10	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		7,641	13,540	2,810	1,287	724	26,002	94
	%	80.83	28.73	52.10	11.09	5.09	2.99	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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\* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 26,366

Number of surveys administered: 45,898

Response Rate: 57.4%

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*13. The work I do is important.	N		12,089	11,076	1,878	414	293	25,750	85
	%	89.76	46.63	43.13	7.42	1.63	1.19	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		5,708	12,008	3,877	2,928	1,610	26,131	84
	%	67.49	21.58	45.90	15.03	11.20	6.28	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		5,534	11,958	4,099	2,500	1,761	25,852	328
	%	66.96	20.97	45.99	16.06	9.89	7.09	100.00	
16. I am held accountable for achieving results.	N		6,588	14,504	3,271	1,089	544	25,996	133
	%	80.61	24.80	55.81	12.87	4.30	2.22	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		5,354	9,093	4,802	2,726	2,988	24,963	1,197
	%	57.38	20.97	36.41	19.39	10.94	12.29	100.00	
*18. My training needs are assessed.	N		3,126	9,798	6,053	4,396	2,592	25,965	185
	%	49.07	11.69	37.38	23.49	17.11	10.33	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		5,828	11,751	3,763	2,816	1,736	25,894	450
	%	67.65	22.18	45.47	14.64	10.90	6.81	100.00	
*20. The people I work with cooperate to get the job done.	N		6,610	12,486	3,704	2,530	978	26,308	NA
	%	72.10	24.60	47.49	14.35	9.73	3.83	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1,815	8,264	6,464	5,836	3,257	25,636	679
	%	38.49	6.79	31.70	25.45	22.96	13.10	100.00	
*22. Promotions in my work unit are based on merit.	N		1,961	7,005	6,889	4,523	4,287	24,665	1,527
	%	35.29	7.55	27.74	28.10	18.55	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		1,241	5,721	6,639	5,496	5,007	24,104	2,077
	%	27.96	4.88	23.08	27.73	22.97	21.35	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1,434	6,741	7,292	5,488	3,859	24,814	1,400
	%	32.05	5.53	26.52	29.60	22.32	16.04	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		2,222	8,451	5,989	4,063	3,798	24,523	1,646
	%	42.52	8.67	33.85	24.64	16.77	16.07	100.00	
26. Employees in my work unit share job knowledge with each other.	N		5,366	13,325	3,762	2,231	1,411	26,095	109
	%	71.08	20.04	51.04	14.72	8.62	5.58	100.00	
27. The skill level in my work unit has improved in the past year.	N		3,656	9,788	7,369	2,873	1,830	25,516	775
	%	51.82	13.93	37.89	29.16	11.51	7.51	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		10,932	10,884	3,585	640	231	26,272	NA
	%	82.20	40.62	41.58	14.25	2.59	0.96	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		3,203	13,955	4,738	2,704	915	25,515	416
	%	66.59	12.23	54.36	18.90	10.78	3.73	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,019	8,791	6,585	5,292	2,620	25,307	594
	%	42.11	7.67	34.44	26.28	20.98	10.63	100.00	
31. Employees are recognized for providing high quality products and services.	N		2,587	9,558	5,928	4,610	2,599	25,282	518
	%	47.11	9.85	37.26	23.68	18.52	10.68	100.00	
*32. Creativity and innovation are rewarded.	N		2,076	7,425	7,329	5,082	3,122	25,034	733
	%	37.10	7.96	29.14	29.38	20.55	12.98	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		952	3,813	6,986	6,501	5,742	23,994	1,699
	%	19.37	3.83	15.54	28.95	27.10	24.58	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		3,437	9,915	6,812	2,269	1,851	24,284	1,564
	%	54.10	13.81	40.30	28.33	9.44	8.12	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		5,603	14,515	3,309	1,254	831	25,512	292
	%	78.04	21.28	56.75	13.33	5.12	3.52	100.00	
*36. My organization has prepared employees for potential security threats.	N		3,658	13,018	4,989	2,409	1,184	25,258	519
	%	65.29	14.08	51.20	20.00	9.74	4.97	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		3,778	8,898	5,548	3,048	3,179	24,451	1,390
	%	51.02	15.00	36.02	23.01	12.53	13.44	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		5,337	10,569	4,352	1,562	1,814	23,634	2,096
	%	66.59	22.02	44.57	18.70	6.73	7.98	100.00	
39. My agency is successful at accomplishing its mission.	N		4,314	13,259	5,125	1,821	878	25,397	498
	%	68.30	16.46	51.84	20.54	7.47	3.70	100.00	
40. I recommend my organization as a good place to work.	N		5,773	10,785	5,391	2,633	1,321	25,903	NA
	%	63.15	21.56	41.59	21.11	10.40	5.34	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		2,384	5,909	6,985	4,636	3,675	23,589	2,355
	%	34.38	9.78	24.61	29.57	19.78	16.27	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		10,495	10,410	2,450	1,253	1,093	25,701	179
	%	80.81	40.10	40.71	9.79	5.00	4.41	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		7,454	9,826	4,177	2,499	1,747	25,703	138
	%	66.57	28.29	38.28	16.55	9.88	7.01	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		6,412	9,416	4,721	2,688	2,076	25,313	305
	%	61.99	24.79	37.20	18.85	10.73	8.43	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		6,385	9,061	5,641	1,155	1,235	23,477	2,309
	%	65.14	26.58	38.56	24.29	5.10	5.47	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		5,594	9,582	5,577	2,892	1,953	25,598	174
	%	58.84	21.41	37.44	21.92	11.41	7.83	100.00	
*47. Supervisors in my work unit support employee development.	N		6,486	10,402	4,460	2,232	1,834	25,414	390
	%	65.62	24.79	40.83	17.80	8.99	7.58	100.00	
48. My supervisor listens to what I have to say.	N		9,233	10,363	3,175	1,922	1,124	25,817	NA
	%	75.55	35.23	40.32	12.44	7.59	4.42	100.00	
49. My supervisor treats me with respect.	N		10,603	9,970	2,700	1,408	1,069	25,750	NA
	%	79.67	40.63	39.04	10.62	5.53	4.18	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		8,639	11,806	2,378	2,055	871	25,749	NA
	%	78.90	32.99	45.91	9.46	8.15	3.49	100.00	
*51. I have trust and confidence in my supervisor.	N		8,550	8,451	4,201	2,467	2,124	25,793	NA
	%	65.39	32.57	32.83	16.50	9.71	8.39	100.00	
		<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		9,440	8,201	4,798	1,935	1,422	25,796	NA
	%	67.81	35.98	31.83	18.90	7.64	5.66	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		1,938	6,515	6,648	5,692	4,331	25,124	548
	%	32.84	7.44	25.40	26.61	22.81	17.74	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		3,047	8,137	6,463	3,050	3,111	23,808	1,820
	%	46.25	12.39	33.86	27.30	12.90	13.55	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		3,238	10,759	6,079	1,790	1,597	23,463	1,918
	%	58.79	13.42	45.37	26.26	7.83	7.12	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		2,580	10,391	5,858	3,785	2,530	25,144	375
	%	50.72	9.90	40.82	23.53	15.28	10.46	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		2,425	9,219	6,646	2,959	2,024	23,273	2,222
	%	49.20	10.07	39.13	28.83	12.88	9.09	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		2,503	8,797	5,953	4,314	3,172	24,739	834
	%	44.97	9.80	35.17	24.29	17.53	13.21	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		2,973	9,908	5,831	3,425	2,582	24,719	882
	%	51.41	11.64	39.76	23.84	13.93	10.83	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		4,672	8,115	6,264	2,713	2,351	24,115	1,518
	%	52.21	18.80	33.41	26.16	11.52	10.11	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		3,545	7,864	6,901	4,003	2,947	25,260	372
	%	44.53	13.67	30.86	27.47	15.95	12.05	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		3,793	8,894	6,295	2,220	1,712	22,914	2,724
	%	54.11	15.83	38.28	28.00	9.97	7.92	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		3,514	9,734	5,680	4,874	1,746	25,548	NA
	%	51.13	13.26	37.87	22.49	19.31	7.07	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		2,536	8,717	6,369	5,614	2,247	25,483	NA
	%	43.38	9.55	33.83	25.27	22.20	9.15	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		3,329	9,043	6,108	4,559	2,371	25,410	NA
	%	47.94	12.58	35.36	24.13	18.25	9.68	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1,934	7,251	8,188	5,428	2,640	25,441	NA
	%	35.38	7.32	28.06	32.36	21.52	10.74	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		2,356	6,633	7,320	5,223	3,913	25,445	NA
	%	34.60	8.92	25.69	28.81	20.68	15.90	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		3,329	9,899	6,155	4,058	2,009	25,450	NA
	%	51.04	12.59	38.45	24.48	16.30	8.18	100.00	
*69. Considering everything, how satisfied are you with your job?	N		5,168	11,697	4,426	2,809	1,326	25,426	NA
	%	65.70	19.86	45.84	17.67	11.23	5.40	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		4,226	11,089	4,305	3,952	1,921	25,493	NA
	%	59.15	15.94	43.21	17.16	15.83	7.86	100.00	
71. Considering everything, how satisfied are you with your organization?	N		3,622	10,777	5,653	3,692	1,789	25,533	NA
	%	55.53	13.72	41.81	22.40	14.75	7.33	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.	15,773	60.44
Yes, I was notified that I was not eligible to telework.	3,611	14.58
No, I was not notified of my telework eligibility.	4,004	16.55
Not sure if I was notified of my telework eligibility.	2,064	8.43
<b>Total</b>	<b>25,452</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.	838	3.18
I telework 1 or 2 days per week.	3,367	12.84
I telework, but no more than 1 or 2 days per month.	1,984	7.58
I telework very infrequently, on an unscheduled or short-term basis.	5,316	20.27
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	5,310	22.11
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1,128	4.46
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.	3,149	12.65
I do not telework because I choose not to telework.	4,282	16.91
<b>Total</b>	<b>25,374</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	12,249	48.06
No	10,321	40.55
Not available to me	2,812	11.39
<b>Total</b>	<b>25,382</b>	<b>100.00</b>

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<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	7,424	29.13
No	14,432	56.80
Not available to me	3,507	14.07
<b>Total</b>	<b>25,363</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	5,074	20.16
No	19,374	76.90
Not available to me	684	2.94
<b>Total</b>	<b>25,132</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	433	1.72
No	18,839	73.87
Not available to me	6,107	24.41
<b>Total</b>	<b>25,379</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	331	1.31
No	19,103	74.94
Not available to me	5,977	23.75
<b>Total</b>	<b>25,411</b>	<b>100.00</b>

Survey Administration Period: April 27, 2015 to June 5, 2015  
 Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
 Number of surveys completed: 26,366  
 Number of surveys administered: 45,898  
 Response Rate: 57.4%

**DEPARTMENT OF THE INTERIOR  
2015 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		4,042	4,857	1,511	674	227	11,311	305
	%	78.26	35.16	43.10	13.62	6.00	2.12	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		5,459	5,430	825	253	94	12,061	145
	%	90.07	44.80	45.26	7.01	2.10	0.82	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		1,804	3,725	1,231	292	74	7,126	391
	%	76.84	24.33	52.50	17.77	4.30	1.09	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1,102	2,606	936	143	69	4,856	559
	%	75.76	21.98	53.79	19.73	2.94	1.56	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		109	137	114	16	6	382	210
	%	64.44	27.83	36.61	29.75	4.12	1.69	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		75	112	102	4	2	295	160
	%	63.42	24.89	38.54	34.44	1.29	0.85	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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

Percentages are weighted to represent the Agency's population.

\*\* 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>	8,911	35.20
<b>Field</b>	16,405	64.80
<b>Total</b>	25,316	100.00

<b>*What is your supervisory status?</b>	<b>N</b>	<b>%</b>
<b>Non-Supervisor</b>	14,203	56.02
<b>Team Leader</b>	3,987	15.73
<b>Supervisor</b>	4,459	17.59
<b>Manager</b>	2,425	9.56
<b>Senior Leader</b>	280	1.10
<b>Total</b>	25,354	100.00

<b>*Are you:</b>	<b>N</b>	<b>%</b>
<b>Male</b>	13,834	55.23
<b>Female</b>	11,215	44.77
<b>Total</b>	25,049	100.00

<b>*Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
<b>Yes</b>	1,570	6.32
<b>No</b>	23,261	93.68
<b>Total</b>	24,831	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

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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	2,212	9.13
Asian	446	1.84
Black or African American	1,055	4.35
Native Hawaiian or Other Pacific Islander	103	0.42
White	19,487	80.40
Two or more races	936	3.86
<b>Total</b>	<b>24,239</b>	<b>100.00</b>

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

	N	%
Less than High School	30	0.12
High School Diploma/GED or equivalent	1,138	4.51
Trade or Technical Certificate	719	2.85
Some College (no degree)	3,413	13.52
Associate's Degree (e.g., AA, AS)	1,890	7.49
Bachelor's Degree (e.g., BA, BS)	9,607	38.06
Master's Degree (e.g., MA, MS, MBA)	6,588	26.10
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,854	7.35
<b>Total</b>	<b>25,239</b>	<b>100.00</b>

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What is your pay category/grade?	N	%
Federal Wage System	1,181	4.67
GS 1-6	1,386	5.48
GS 7-12	14,789	58.48
GS 13-15	7,212	28.52
Senior Executive Service	140	0.55
Senior Level (SL) or Scientific or Professional (ST)	31	0.12
Other	549	2.17
<b>Total</b>	<b>25,288</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	192	0.76
1 to 3 years	1,242	4.90
4 to 5 years	2,086	8.24
6 to 10 years	4,480	17.69
11 to 14 years	3,685	14.55
15 to 20 years	3,720	14.69
More than 20 years	9,925	39.18
<b>Total</b>	<b>25,330</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	515	2.04
1 to 3 years	2,358	9.33
4 to 5 years	2,859	11.31
6 to 10 years	5,234	20.70
11 to 20 years	7,187	28.42
More than 20 years	7,133	28.21
<b>Total</b>	<b>25,286</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	16,590	65.72
Yes, to retire	1,692	6.70
Yes, to take another job within the Federal Government	4,760	18.86
Yes, to take another job outside the Federal Government	964	3.82
Yes, other	1,237	4.90
<b>Total</b>	<b>25,243</b>	<b>100.00</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	1,065	4.24
Between one and three years	2,763	10.99
Between three and five years	2,933	11.66
Five or more years	18,384	73.11
<b>Total</b>	<b>25,145</b>	<b>100.00</b>

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<b>Self-Identify as:</b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	19,711	82.07
Gay, Lesbian, Bisexual, or Transgender	747	3.11
I prefer not to say	3,559	14.82
<b>Total</b>	<b>24,017</b>	<b>100.00</b>

<b>What is your US military service status?</b>	<b>N</b>	<b>%</b>
No Prior Military Service	20,127	80.75
Currently in National Guard or Reserves	156	0.63
Retired	1,150	4.61
Separated or Discharged	3,491	14.01
<b>Total</b>	<b>24,924</b>	<b>100.00</b>

<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	2,530	10.13
No	22,436	89.87
<b>Total</b>	<b>24,966</b>	<b>100.00</b>

<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	208	0.79
26-29	799	3.03
30-39	4,547	17.25
40-49	6,970	26.44
50-59	9,560	36.26
60 or older	4,282	16.24
<b>Total</b>	<b>26,366</b>	<b>100.00</b>

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