

		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		1,743	3,760	1,315	1,128	509	8,455	NA
	%	64.92	20.41	44.50	15.55	13.41	6.12	100.00	
2. I have enough information to do my job well.	N		1,483	4,358	1,259	980	333	8,413	NA
	%	69.28	17.41	51.87	15.11	11.66	3.96	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,810	3,080	1,486	1,276	684	8,336	NA
	%	58.27	21.34	36.92	17.97	15.43	8.33	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		2,157	3,661	1,252	854	486	8,410	NA
	%	69.13	25.47	43.66	14.88	10.16	5.83	100.00	
*5. I like the kind of work I do.	N		2,944	3,833	1,008	384	157	8,326	NA
	%	81.47	35.39	46.08	12.06	4.59	1.88	100.00	
6. I know what is expected of me on the job.	N		2,118	4,157	1,074	697	345	8,391	NA
	%	74.79	25.10	49.69	12.80	8.29	4.11	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		5,247	2,823	218	73	62	8,423	NA
	%	95.74	62.04	33.71	2.62	0.88	0.76	100.00	
8. I am constantly looking for ways to do my job better.	N		3,704	3,842	702	133	58	8,439	NA
	%	89.32	43.78	45.54	8.34	1.63	0.71	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		841	3,206	1,348	1,937	1,088	8,420	24
	%	47.95	9.93	38.02	16.16	22.93	12.95	100.00	
*10. My workload is reasonable.	N		798	3,935	1,422	1,519	730	8,404	13
	%	56.27	9.47	46.80	17.08	17.99	8.66	100.00	
*11. My talents are used well in the workplace.	N		1,174	3,426	1,343	1,325	884	8,152	34
	%	56.34	14.18	42.16	16.48	16.26	10.92	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		2,456	4,373	889	407	259	8,384	28
	%	81.22	28.95	52.27	10.77	4.87	3.14	100.00	
*13. The work I do is important.	N		3,613	3,559	761	230	134	8,297	20
	%	86.53	43.66	42.87	9.12	2.75	1.60	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		1,934	3,882	1,125	945	517	8,403	17
	%	69.25	22.83	46.42	13.44	11.19	6.11	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		1,782	3,602	1,273	880	782	8,319	94
	%	64.25	21.04	43.20	15.49	10.70	9.56	100.00	
16. I am held accountable for achieving results.	N		2,217	4,594	1,005	359	198	8,373	32
	%	81.12	26.09	55.03	12.10	4.36	2.42	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,113	2,886	1,353	813	885	8,050	367
	%	61.55	25.71	35.84	16.99	10.22	11.24	100.00	

*18. My training needs are assessed.	N		1,054	3,227	1,937	1,399	753	8,370	62
	%	50.93	12.40	38.53	23.21	16.78	9.07	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		1,676	3,094	1,287	1,304	952	8,313	139
	%	57.13	19.82	37.32	15.59	15.75	11.53	100.00	
*20. The people I work with cooperate to get the job done.	N		2,443	4,085	1,015	646	264	8,453	NA
	%	77.20	28.87	48.33	12.05	7.63	3.11	100.00	
*21. My work unit is able to recruit people with the right skills.	N		672	2,795	1,905	1,820	971	8,163	293
	%	42.08	8.04	34.03	23.47	22.46	11.99	100.00	
*22. Promotions in my work unit are based on merit.	N		704	2,233	2,122	1,424	1,381	7,864	546
	%	36.74	8.63	28.11	27.08	18.27	17.91	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		437	1,888	2,110	1,680	1,450	7,565	860
	%	30.43	5.57	24.86	27.99	22.24	19.34	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		504	2,064	2,202	1,871	1,253	7,894	539
	%	32.10	6.18	25.93	28.01	23.77	16.12	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		710	2,408	2,026	1,444	1,266	7,854	571
	%	39.12	8.73	30.39	25.92	18.57	16.39	100.00	
26. Employees in my work unit share job knowledge with each other.	N		1,995	4,317	1,074	636	378	8,400	29
	%	75.09	23.73	51.36	12.85	7.52	4.54	100.00	
27. The skill level in my work unit has improved in the past year.	N		1,214	3,050	2,422	950	519	8,155	286
	%	52.08	14.72	37.36	29.81	11.66	6.44	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		3,712	3,476	1,015	172	68	8,443	NA
	%	85.11	43.86	41.25	12.04	2.02	0.82	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		1,179	4,628	1,328	794	278	8,207	170
	%	70.52	14.29	56.23	16.32	9.70	3.46	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		652	2,748	2,016	1,827	935	8,178	189
	%	41.39	7.85	33.54	24.81	22.33	11.47	100.00	
31. Employees are recognized for providing high quality products and services.	N		815	2,942	2,031	1,568	822	8,178	169
	%	45.62	9.77	35.85	24.86	19.34	10.18	100.00	
*32. Creativity and innovation are rewarded.	N		637	2,215	2,401	1,759	1,057	8,069	260
	%	34.99	7.71	27.28	29.88	21.91	13.23	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		339	1,347	2,168	2,102	1,787	7,743	562
	%	21.29	4.24	17.05	28.10	27.11	23.50	100.00	

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,166	3,197	2,054	682	580	7,679	676
	%	56.39	14.94	41.44	26.96	9.00	7.65	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		2,437	4,391	858	348	217	8,251	107
	%	82.53	29.21	53.32	10.46	4.30	2.71	100.00	
*36. My organization has prepared employees for potential security threats.	N		2,075	4,712	917	369	204	8,277	67
	%	81.58	24.63	56.95	11.26	4.55	2.62	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,351	2,759	1,725	983	992	7,810	518
	%	52.16	16.92	35.24	22.28	12.71	12.85	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)	N		1,874	3,181	1,327	552	651	7,585	724
	%	66.07	24.19	41.88	17.76	7.46	8.71	100.00	
39. My agency is successful at accomplishing its mission.	N		1,656	4,464	1,433	414	208	8,175	184
	%	74.76	20.28	54.48	17.56	5.11	2.56	100.00	
40. I recommend my organization as a good place to work.	N		1,611	3,412	1,761	1,030	554	8,368	NA
	%	60.04	19.24	40.80	21.01	12.30	6.65	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		799	2,000	2,149	1,521	1,263	7,732	645
	%	35.66	10.11	25.55	27.90	19.85	16.59	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*42. My supervisor supports my need to balance work and other life issues.	N		3,667	3,372	682	315	301	8,337	29
	%	84.31	43.65	40.66	8.18	3.83	3.68	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		2,537	3,166	1,314	781	534	8,332	24
	%	68.15	30.01	38.14	16.01	9.40	6.44	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		2,114	3,018	1,485	918	705	8,240	62
	%	62.07	25.32	36.75	18.13	11.19	8.61	100.00	
45. My supervisor is committed to a workforce representative of all segments of society.	N		2,150	2,861	1,743	345	368	7,467	870
	%	66.79	28.33	38.46	23.54	4.67	5.00	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		1,950	3,143	1,650	933	628	8,304	31
	%	61.15	23.16	37.99	19.88	11.36	7.61	100.00	
*47. Supervisors in my work unit support employee development.	N		2,179	3,488	1,337	662	568	8,234	116
	%	68.54	26.04	42.49	16.31	8.14	7.02	100.00	
48. My supervisor listens to what I have to say.	N		3,132	3,385	935	554	348	8,354	NA
	%	77.74	37.07	40.67	11.37	6.67	4.22	100.00	
49. My supervisor treats me with respect.	N		3,584	3,238	794	397	318	8,331	NA
	%	81.77	42.65	39.12	9.58	4.81	3.84	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		3,224	4,010	571	357	171	8,333	NA
	%	86.62	38.29	48.33	6.94	4.34	2.10	100.00	

								Item Response Total	Do Not Know/ No Basis to Judge	
			Percent Positive	Very Good	Good	Fair	Poor			Very Poor
*51. I have trust and confidence in my supervisor.	N		2,976	2,699	1,319	740	612	8,346	NA	
	%	✔ 67.79	35.26	32.53	15.92	8.89	7.41	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		3,334	2,596	1,439	551	423	8,343	NA	
	%	✔ 70.94	39.70	31.24	17.30	6.65	5.11	100.00		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		738	2,245	2,025	1,789	1,416	8,213	119	
	%	35.88	8.74	27.14	24.74	21.85	17.53	100.00		
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		1,198	2,658	1,919	972	1,098	7,845	482	
	%	48.52	14.81	33.71	24.61	12.52	14.35	100.00		
*55. Supervisors work well with employees of different backgrounds.	N		1,210	3,424	1,838	605	568	7,645	601	
	%	60.16	15.46	44.70	24.23	7.96	7.64	100.00		
*56. Managers communicate the goals and priorities of the organization.	N		1,125	3,676	1,643	1,052	734	8,230	63	
	%	57.96	13.40	44.56	20.18	12.83	9.04	100.00		
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,045	3,450	1,859	778	575	7,707	565	
	%	57.95	13.27	44.68	24.42	10.06	7.57	100.00		
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		996	3,035	1,765	1,325	958	8,079	218	
	%	49.48	12.07	37.41	21.96	16.54	12.02	100.00		
59. Managers support collaboration across work units to accomplish work objectives.	N		1,113	3,294	1,765	1,091	820	8,083	230	
	%	54.09	13.48	40.61	22.08	13.52	10.31	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		1,766	2,727	1,908	787	772	7,960	359
	%	56.01	21.77	34.23	24.22	9.99	9.79	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		1,361	2,647	2,082	1,183	955	8,228	82
	%	48.12	16.08	32.04	25.51	14.57	11.81	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,453	3,066	1,899	712	532	7,662	649
	%	58.45	18.58	39.87	25.05	9.40	7.10	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		1,136	3,139	1,843	1,571	606	8,295	NA
	%	51.19	13.43	37.77	22.40	18.99	7.42	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		998	3,046	1,905	1,652	684	8,285	NA
	%	48.37	11.76	36.61	23.22	20.01	8.40	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,120	2,848	2,017	1,493	806	8,284	NA
	%	47.54	13.21	34.32	24.51	18.09	9.86	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		749	2,484	2,483	1,726	829	8,271	NA
	%	38.55	8.74	29.81	30.18	21.01	10.25	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		749	1,929	2,482	1,716	1,401	8,277	NA
	%	32.18	8.89	23.30	29.88	20.74	17.20	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		1,147	3,327	2,059	1,176	568	8,277	NA
	%	53.80	13.73	40.07	24.82	14.39	6.99	100.00	
*69. Considering everything, how satisfied are you with your job?	N		1,581	3,724	1,502	1,002	461	8,270	NA
	%	64.07	18.98	45.09	18.25	12.11	5.58	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		1,547	3,690	1,394	1,126	530	8,287	NA
	%	62.84	18.42	44.42	16.88	13.75	6.53	100.00	
71. Considering everything, how satisfied are you with your organization?	N		1,146	3,348	1,877	1,314	608	8,293	NA
	%	54.05	13.66	40.39	22.61	15.88	7.47	100.00	

Survey Administration Period: April 27, 2015 to June 12, 2015

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 8,469

Number of surveys administered: 12,388

Response Rate: 68.4%

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		738	2,245	2,025	1,789	1,416	8,213	119
	%	35.88	8.74	27.14	24.74	21.85	17.53	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		1,198	2,658	1,919	972	1,098	7,845	482
	%	48.52	14.81	33.71	24.61	12.52	14.35	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		1,210	3,424	1,838	605	568	7,645	601
	%	60.16	15.46	44.70	24.23	7.96	7.64	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		1,125	3,676	1,643	1,052	734	8,230	63
	%	57.96	13.40	44.56	20.18	12.83	9.04	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,045	3,450	1,859	778	575	7,707	565
	%	57.95	13.27	44.68	24.42	10.06	7.57	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		996	3,035	1,765	1,325	958	8,079	218
	%	49.48	12.07	37.41	21.96	16.54	12.02	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,113	3,294	1,765	1,091	820	8,083	230
	%	54.09	13.48	40.61	22.08	13.52	10.31	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		1,766	2,727	1,908	787	772	7,960	359
	%	56.01	21.77	34.23	24.22	9.99	9.79	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		1,361	2,647	2,082	1,183	955	8,228	82
	%	48.12	16.08	32.04	25.51	14.57	11.81	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,453	3,066	1,899	712	532	7,662	649
	%	58.45	18.58	39.87	25.05	9.40	7.10	100.00	

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My Satisfaction (Q63-71)

		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		1,136	3,139	1,843	1,571	606	8,295	NA
	%	51.19	13.43	37.77	22.40	18.99	7.42	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		998	3,046	1,905	1,652	684	8,285	NA
	%	48.37	11.76	36.61	23.22	20.01	8.40	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,120	2,848	2,017	1,493	806	8,284	NA
	%	47.54	13.21	34.32	24.51	18.09	9.86	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		749	2,484	2,483	1,726	829	8,271	NA
	%	38.55	8.74	29.81	30.18	21.01	10.25	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		749	1,929	2,482	1,716	1,401	8,277	NA
	%	✗ 32.18	8.89	23.30	29.88	20.74	17.20	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		1,147	3,327	2,059	1,176	568	8,277	NA
	%	53.80	13.73	40.07	24.82	14.39	6.99	100.00	
*69. Considering everything, how satisfied are you with your job?	N		1,581	3,724	1,502	1,002	461	8,270	NA
	%	64.07	18.98	45.09	18.25	12.11	5.58	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		1,547	3,690	1,394	1,126	530	8,287	NA
	%	62.84	18.42	44.42	16.88	13.75	6.53	100.00	
71. Considering everything, how satisfied are you with your organization?	N		1,146	3,348	1,877	1,314	608	8,293	NA
	%	54.05	13.66	40.39	22.61	15.88	7.47	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	5,384	63.87
Yes, I was notified that I was not eligible to telework.	967	12.07
No, I was not notified of my telework eligibility.	1,272	16.19
Not sure if I was notified of my telework eligibility.	636	7.87
Total	8,259	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	132	1.60
I telework 1 or 2 days per week.	1,204	14.31
I telework, but no more than 1 or 2 days per month.	870	10.28
I telework very infrequently, on an unscheduled or short-term basis.	2,178	25.79
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1,200	15.51
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	261	3.25
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.	810	10.09
I do not telework because I choose not to telework.	1,602	19.17
Total	8,257	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	4,458	53.34
No	3,085	37.64
Not available to me	716	9.02
Total	8,259	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 8,469
Number of surveys administered: 12,388
Response Rate: 68.4%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	2,812	34.29
No	4,939	59.70
Not available to me	482	6.01
Total	8,233	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	1,257	15.51
No	6,732	82.10
Not available to me	186	2.39
Total	8,175	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	247	2.98
No	6,730	81.30
Not available to me	1,268	15.72
Total	8,245	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	210	2.52
No	6,797	82.11
Not available to me	1,249	15.37
Total	8,256	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015
 Percentages are weighted to represent the Agency's population.

Sample or Census: Census
 Number of surveys completed: 8,469
 Number of surveys administered: 12,388
 Response Rate: 68.4%

Work-Life Satisfaction (Q79-84)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		1,474	1,909	539	304	105	4,331	85
	%	77.97	33.77	44.19	12.57	7.04	2.43	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		2,316	1,795	204	65	39	4,419	42
	%	92.76	51.98	40.78	4.79	1.54	0.91	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		851	1,397	357	75	32	2,712	144
	%	82.53	30.80	51.74	13.35	2.88	1.23	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		360	579	222	21	15	1,197	176
	%	78.10	29.48	48.61	18.79	1.87	1.24	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		68	81	50	4	0	203	99
	%	73.41	33.38	40.03	24.50	2.09	0.00	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		40	83	44	1	2	170	86
	%	72.20	23.19	49.01	26.10	0.46	1.23	100.00	

Survey Administration Period: April 27, 2015 to June 12, 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'

Sample or Census: Census

Number of surveys completed: 8,469

Number of surveys administered: 12,388

Response Rate: 68.4%

DEMOGRAPHICS A

Where do you work?		N	%
	Headquarters	3,637	44.12
	Field	4,606	55.88
	Total	8,243	100.00

*What is your supervisory status?		N	%
	Non-Supervisor	5,477	66.42
	Team Leader	1,200	14.55
	Supervisor	926	11.23
	Manager	404	4.90
	Senior Leader	239	2.90
	Total	8,246	100.00

*Are you:		N	%
	Male	5,079	62.61
	Female	3,033	37.39
	Total	8,112	100.00

*Are you Hispanic or Latino?		N	%
	Yes	610	7.61
	No	7,408	92.39
	Total	8,018	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015
 Percentages for demographic questions are unweighted.
 * AES prescribed items

Sample or Census: Census
 Number of surveys completed: 8,469
 Number of surveys administered: 12,388
 Response Rate: 68.4%

DEMOGRAPHICS B

*Please select the racial category or categories with which you most closely identify.

	N	%
American Indian or Alaska Native	107	1.38
Asian	301	3.88
Black or African American	668	8.62
Native Hawaiian or Other Pacific Islander	21	0.27
White	6,353	81.94
Two or more races	303	3.91
Total	7,753	100.00

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

	N	%
Less than High School	6	0.07
High School Diploma/GED or equivalent	283	3.46
Trade or Technical Certificate	252	3.08
Some College (no degree)	849	10.39
Associate's Degree (e.g., AA, AS)	495	6.06
Bachelor's Degree (e.g., BA, BS)	2,945	36.05
Master's Degree (e.g., MA, MS, MBA)	2,634	32.24
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	705	8.63
Total	8,169	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 8,469

Number of surveys administered: 12,388

Response Rate: 68.4%

What is your pay category/grade?	N	%
Federal Wage System	345	4.23
GS 1-6	44	0.54
GS 7-12	1,729	21.18
GS 13-15	4,919	60.26
Senior Executive Service	295	3.61
Senior Level (SL) or Scientific or Professional (ST)	45	0.55
Other	786	9.63
Total	8,163	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	95	1.16
1 to 3 years	487	5.94
4 to 5 years	718	8.76
6 to 10 years	1,851	22.59
11 to 14 years	1,100	13.43
15 to 20 years	772	9.42
More than 20 years	3,170	38.69
Total	8,193	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015
 Percentages for demographic questions are unweighted.

Sample or Census: Census
 Number of surveys completed: 8,469
 Number of surveys administered: 12,388
 Response Rate: 68.4%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	204	2.50
1 to 3 years	865	10.59
4 to 5 years	937	11.47
6 to 10 years	2,152	26.35
11 to 20 years	1,690	20.69
More than 20 years	2,320	28.40
Total	8,168	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	5,281	64.66
Yes, to retire	555	6.80
Yes, to take another job within the Federal Government	1,416	17.34
Yes, to take another job outside the Federal Government	489	5.99
Yes, other	426	5.22
Total	8,167	100.00

I am planning to retire:	N	%
Within one year	347	4.27
Between one and three years	921	11.33
Between three and five years	981	12.07
Five or more years	5,879	72.33
Total	8,128	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015
 Percentages for demographic questions are unweighted.

Sample or Census: Census
 Number of surveys completed: 8,469
 Number of surveys administered: 12,388
 Response Rate: 68.4%

DEMOGRAPHICS E

Self-Identify as:	N	%
Heterosexual or Straight	6,410	83.46
Gay, Lesbian, Bisexual, or Transgender	170	2.21
I prefer not to say	1,100	14.32
Total	7,680	100.00

What is your US military service status?	N	%
No Prior Military Service	5,790	71.93
Currently in National Guard or Reserves	90	1.12
Retired	640	7.95
Separated or Discharged	1,530	19.01
Total	8,050	100.00

Are you an individual with a disability?	N	%
Yes	820	10.15
No	7,262	89.85
Total	8,082	100.00

What is your age group?	N	%
25 and under	43	0.51
26-29	231	2.73
30-39	1,498	17.69
40-49	2,087	24.64
50-59	3,243	38.29
60 or older	1,367	16.14
Total	8,469	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015
 Percentages for demographic questions are unweighted.

Sample or Census: Census
 Number of surveys completed: 8,469
 Number of surveys administered: 12,388
 Response Rate: 68.4%