					FY 2013							F	FY 2012				
	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	Difference
*1. I am given a real opportunity to improve my skills in my organization.	65.69	505 21.22	1,074 44.47	371 15.27	322 13.29	144 5.75	2,416 100.00	NA	64.1	479 19.6	1,098 44.5	395 15.7	344 13.6	169 6.7	2,485 100.0	NA	1.59
2. I have enough information to do my job well.	69.03	411 17.28	1,240 51.75	368 15.29	285 11.85	92 3.83	2,396 100.00	NA	68.1	404 16.5	1,273 51.6	366 14.6	330 13.2	103 4.1	2,476 100.0	NA	0.93
3. I feel encouraged to come up with new and better ways of doing N things.	53.05	466 19.76	796 33.29	429 17.97	440 18.48	255 10.50	2,386 100.00	NA	50.3	423 17.4	810 32.9	475 19.1	477 19.1	291 11.5	2,476 100.0	NA	2.75
*4. My work gives me a feeling of personal accomplishment.	72.02	680 28.29	1,047 43.72	342 14.28	216 9.00	114 4.70	2,399 100.00	NA	70.7	663 26.7	1,091 44.1	351 14.1	243 9.7	138 5.5	2,486 100.0	NA	1.32
*5. I like the kind of work I do.	85.12	897 37.50	1,133 47.62	231 9.67	89 3.73	35 1.47	2,385 100.00	NA	83.1	860 34.7	1,200 48.4	284 11.5	94 3.8	42 1.7	2,480 100.0	NA	2.02
6. I know what is expected of me on the job.	71.35	549 23.01	1,156 48.34	348 14.50	225 9.41	114 4.74	2,392 100.00	NA	69.9	558 22.8	1,164 47.2	339 13.6	290 11.5	123 4.9	2,474 100.0	NA	1.45
7. When needed I am willing to put in the extra effort to get a job done.	97.30	1,588 66.25	747 31.05	40	12 0.50	14	2,401 100.00	NA	97.1	1,638 66.1	771 31.0	45 1.8	15 0.6	13 0.5	2,482 100.0	NA	1
8. I am constantly looking for ways to do my job better.	89.45	1,102 45.89	1,046 43.56	215 8.90	29 1.19	12 0.47	2,404 100.00	NA	89.4	1,127 45.6	1,086 43.8	226 9.0	29	11 0.4	2,479 100.0	NA	0.20
9. I have sufficient resources (for example, people, materials, budget) to get my job done.		211	857	393	646	299	2,406	8		155	802	395	691	440	2,483	3	0.05
*10. My workload is reasonable.	44.53	8.75 261	35.78 1,211	16.39 379	26.71 370	12.38 179	2,400	3	38.7	6.3 216	1,232	16.0 396	27.7 434	17.5 204	100.0 2,482	4	5.83
*11. My talents are used well in the workplace.	61.59	11.01 316	50.59 906	15.70 417	15.31 423	7.40 275	2,337	18	58.5	8.9 306	985 49.7	15.9 424	450	8.2 281	100.0 2,446	20	3.09
*12. I know how my work relates to the agency's goals and priorities.	52.62	13.67 712	38.94 1,285	17.78 206	18.07	11.53 68	100.00 2,389	14	53.2	12.6 706	1,322	17.3 231	18.3	84	2,470	5	-0.58
*13. The work I do is important.	83.54	29.85 1,114	53.69 995	8.62 183	4.93 60	2.90 31	100.00 2,383	8	82.4	28.7 1,131	53.8 1,061	9.2	5.1	3.3	100.0 2,476	5	1.14
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	88.44	46.61 849 35.50	41.82 1,147 47.78	7.77 229 9.46	2.48 120 4.84	1.31 59 2.42	100.00 2,404 100.00	8	88.6	45.5 838 33.8	43.1 1,236 50.0	8.3 220 8.9	2.0 130 5.3	1.1 53 2.1	100.0 2,477 100.0	4	-0.16 -0.53
*15. My performance appraisal is a fair reflection of my performance.	55.05	380 16.47	910 38.58	387 16.36	339 14.33	341 14.26	2,357 100.00	52	51.1	362 15.2	863 35.8	445 18.3	369 15.1	382 15.6	2,421 100.0	61	3.95
16. I am held accountable for achieving results.	75.17	516 21.79	1,277 53.39	384 16.15	145 6.14	61 2.53	2,383 100.00	25	76.6	526 21.4	1,351 55.2	387 15.7	137 5.5	54 2.1	2,455 100.0	19	-1.43
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.		588 26.63	814 36.49	454 20.32	166 7.30	210 9.25	2,232 100.00	180	61.8	536 23.1	893 38.7	462 19.8	212 9.0	219 9.3	2,322 100.0	155	1.32
*18. My training needs are assessed.	47.06	289 12.28	814 34.79	593 24.87	435 18.19	237 9.88	2,368 100.00	45	41.5	213 8.9	789 32.6	648 26.5	501 20.4	287 11.7	2,438 100.0	42	5.56
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for 9)	42.54	274 11.73	726 30.81	427 18.23	464 19.71	466 19.52	2,357 100.00	63	41.3	246 10.4	746 31.0	440 18.4	489 20.0	500 20.3	2,421 100.0	65	1.24
*20. The people I work with cooperate to get the job done.	75.17	588 24.50	1,226 50.67 1,063	322 13.19 459	197 8.12 310	85 3.52 140	2,418 100.00	NA 131	75.3	541 22.0	1,325 53.3 1,039	345 13.7 501	212 8.5 363	64 2.5 187	2,487 100.0	NA 127	-0.13
*21. My work unit is able to recruit people with the right skills.	60.52	312 13.84 219	46.68 477	19.88 567	13.53 431	6.07 503	2,284 100.00 2,197	205	55.4	264 11.2 203	1,039 44.2 566	21.2 554	15.5 451	7.9 503	2,354 100.0 2,277	199	5.12
*22. Promotions in my work unit are based on merit. *23. In my work unit, steps are taken to deal with a poor performer *24. Promotions in my work unit are based on merit. *25. Promotions in my work unit are based on merit. *26. Promotions in my work unit are based on merit.	32.08	10.27 119	21.81	25.80 600	19.57	22.55 438	100.00	378	34.2	9.0 94	25.2 411	24.3 632	19.8	21.7 498	100.0	333	-2.12
who cannot or will not improve. *24. In my work unit, differences in performance are recognized in a N	24.10	5.90 106	18.20 401	29.36 542	25.01 575	21.53 549	100.00 2,173	230	23.8	4.5 92	19.3 384	29.5 575	23.8 656	22.9 565	100.0 2,272	209	0.30
meaningful way. 25. Awards in my work unit depend on how well employees perform N		4.97 171	18.56 523	24.96 499	26.47 468	25.04 475	100.00 2,136	267	21.3	4.1 157	17.2 526	25.3 556	28.9 470	24.4 507	100.0 2,216	261	2.23
their jobs. 9 26. Employees in my work unit share job knowledge with each other.	32.86	8.17 546	24.69 1,201	23.39 310	21.78	21.96 127	100.00 2,397	9	31.4	7.2 504	1,286	25.0 336	21.2	22.4 129	100.0 2,457	22	1.46
	73.19	23.00	50.19	12.71	8.84	5.26	100.00		73.2	20.8	52.4	13.5	8.2	5.1	100.0		-0.01

N		338	856	715	207	128	2,244	171		309	891	757	231	140	2,328	155	
27. The skill level in my work unit has improved in the past year.	53.49	15.31	38.17	31.80	9.03	5.68	100.00	171	52.1	13.5	38.5	32.2	9.8	5.9	100.0	133	1.39
	Percent	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge	Percent	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		1,031	1,025	293	41	21	2,411	NA		1,032	1,092	290	41	20	2,475	NA	
unit? %	85.21	42.86	42.35	12.14	1.75	0.90	100.00		86.0	41.9	44.1	11.5	1.7	0.8	100.0	Do Not	-0.79
	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Know/ No Basis to Judge	
*29. The workforce has the job-relevant knowledge and skills N		348	1,372	371	175	62	2,328	58		318	1,356	398	238	61	2,371	61	
necessary to accomplish organizational goals. %	74.22	15.03	59.19	15.76	7.40	2.62	100.00		70.7	13.5	57.2	16.8	9.9	2.5	100.0		3.52
*30. Employees have a feeling of personal empowerment with N		171	607	586	598	345	2,307	82		155	608	563	644	379	2,349	92	
respect to work processes. %	34.09	7.48	26.62	25.34	25.89	14.67	100.00	70	32.7	6.6	26.1	24.3	27.3	15.7	100.0	7.4	1.39
31. Employees are recognized for providing high quality products N and services.	41.65	200 8.72	754 32.92	567 24.50	473 20.43	317 13.43	2,311 100.00	73	40.7	185 7.9	766 32.8	532 22.4	556 23.4	330 13.6	2,369 100.0	74	0.95
N	41.00	183	564	609	517	415	2,288	92	40.7	152	557	624	23.4 594	406	2,333	97	0.95
*32. Creativity and innovation are rewarded.	32.84	8.12	24.72	26.70	22.59	17.88	100.00	52	30.7	6.6	24.2	26.8	25.4	17.1	100.0	<i>-</i> , , , , , , , , , , , , , , , , , , ,	2.14
*33. Pay raises depend on how well employees perform their jobs.	15.86	86 3.94	264 11.92	486 22.05	586 26.72	784 35.36	2,206 100.00	170		54 2.5	245 10.9	481 21.3	660 29.2	819 36.1	2,259 100.0	178	2.46
34. Policies and programs promote diversity in the workplace (for N	15.86	3.94	781	578	194	234	2,131	258	13.4	314	859	21.3 586	29.2	239	2,216	218	2.46
example, recruiting minorities and women, training in awareness%	53.08	344 16.24	36.84	27.11	9.02	234 10.79	100.00	200	52.9	14.0	38.9	26.3	10.0	239 10.8	100.0	210	0.18
*35. Employees are protected from health and safety hazards on the N	00.00	701	1,289	259	40	32	2,321	72	02.0	655	1,335	289	54	32	2,365	76	00
job.	85.86	30.29	55.57	11.04	1.71	1.39	100.00		84.2	27.8	56.5	12.2	2.2	1.3	100.0		1.66
*36. My organization has prepared employees for potential security N		452	1,300	383	138	50	2,323	55		459	1,376	393	97	58	2,383	55	
threats. %	75.34	19.36	55.97	16.49	5.99	2.19	100.00		76.9	19.3	57.6	16.6	4.1	2.4	100.0		-1.56
37. Arbitrary action, personal favoritism and coercion for partisan N		345	622	468	336	371	2,142	241		347	632	516	327	384	2,206	234	
political purposes are not tolerated.	45.69	16.29	29.40	21.90	15.43	16.98	100.00	0.50	44.7	15.8	28.9	23.5	14.7	17.0	100.0	0.55	0.99
38. Prohibited Personnel Practices (for example, illegally N	00.40	484	781	423	120	207	2,015	359	00.4	488	809	455	148	185	2,085	355	1.08
discriminating for or against any employee/applicant, obstructing%	63.48	24.28 375	39.20 1,306	20.69 430	5.83 152	9.99 68	100.00 2,331	52	62.4	23.4 323	39.0 1,310	22.0 493	6.9 191	8.7 74	100.0 2,391	47	1.08
39. My agency is successful at accomplishing its mission.	72.25	16.19	56.06	18.36	6.48	2.91	100.00	32	68.5	13.6	54.9	20.5	8.0	3.1	100.0	47	3.75
40. I recommend my organization as a good place to work.	63.75	510 21.70	1,001 42.05	472 19.64	263 10.79	141 5.82	2,387 100.00	NA	61.2	494 20.7	981 40.5	515 20.7	289 11.8	157 6.3	2,436 100.0	NA	2.55
41. I believe the results of this survey will be used to make my N	03.73	262	566	523	422	326	2,099	291	01.2	256	573	570	405	296	2,100	340	2.55
agency a better place to work.	39.65	12.69	26.96	24.94	20.13	15.27	100.00	201	39.9	12.3	27.5	27.1	19.2	13.8	100.0	0.10	-0.25
*42. My supervisor supports my need to balance work and other life N		951	996	216	115	91	2,369	9		891	1,053	240	128	101	2,413	19	
issues. %	82.40	40.47	41.93	8.89	4.86	3.86	100.00		80.7	37.4	43.3	9.8	5.3	4.2	100.0		1.70
43. My supervisor/team leader provides me with opportunities to N		625	883	406	263	198	2,375	4		606	919	423	281	189	2,418	11	
demonstrate my leadership skills. %	63.89	26.79	37.10	16.86	11.01	8.24	100.00	45	63.8	25.4	38.4	17.3	11.4	7.6	100.0	00	0.09
*44. Discussions with my supervisor/team leader about my performance are worthwhile. N	57.04	527 22.86	806 34.19	437 18.60	307 12.92	272 11.43	2,349 100.00	15	57.1	515 21.8	844 35.3	427 17.7	353 14.5	259 10.6	2,398 100.0	23	-0.06
45. My supervisor/team leader is committed to a workforce N	37.04	584	752	456	101	138	2,031	342	57.1	520	790	531	122	120	2,083	343	-0.00
representative of all segments of society.	66.17	29.18	36.99	22.24	4.91	6.69	100.00	54∠	62.9	25.1	37.9	25.6	5.8	5.7	100.0	J+3	3.27
46. My supervisor/team leader provides me with constructive N	55.17	479	867	469	313	238	2,366	9	02.0	447	932	486	303	242	2,410	14	5.21
suggestions to improve my job performance.	57.20	20.50	36.70	19.74	13.12	9.94	100.00		57.6	18.8	38.8	20.2	12.4	9.9	100.0		-0.40
*47. Supervisors/team leaders in my work unit support employee N		612	930	402	204	194	2,342	35		569	951	418	249	199	2,386	39	
development. %	66.12	26.43	39.69	17.02	8.68	8.19	100.00		64.3	24.1	40.2	17.4	10.2	8.2	100.0		1.82
48. My supervisor/team leader listens to what I have to say.		830	956	253	195	132	2,366	NA		813	1,019	283	189	115	2,419	NA	
	75.76	35.55	40.21	10.62	8.11	5.52	100.00	210	76.2	34.0	42.2	11.5	7.7	4.6	100.0	.	-0.44
49. My supervisor/team leader treats me with respect.	80.41	970 41.41	923 39.00	224 9.29	136 5.67	110 4.63	2,363 100.00	NA	81.1	950 39.6	1,007 41.5	232 9.4	120 4.9	112 4.6	2,421 100.0	NA	-0.69
50. In the last six months, my supervisor/team leader has talked wit N		846	1,230	107	117	63	2,363	NA		816	1,263	130	136	73	2,418	NA	
me about my performance. %	87.99	36.17	51.81	4.52	4.88	2.61	100.00		86.2	34.1	52.1	5.3	5.6	2.9	100.0		1.79
*51. I have trust and confidence in my supervisor.	65.43	799 34.07	746 31.36	395 16.67	221 9.18	210 8.72	2,371 100.00	NA	66.1	760 31.7	828 34.4	412 17.0	211 8.5	205 8.4	2,416 100.0	NA	-0.67
76	Percent	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge	Percent	Very Good		Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge	-0.01

2. Overall, how good a job do you feel is being done by your	N .	919	720	419	167	146	2,371	NA		895	783	424	164	141	2,407	NA
immediate supervisor/team leader?	69.35	39.04	30.31	17.59	6.95	6.10	100.00		70.1	37.4	32.7	17.4	6.7	5.8	100.0	Do Not
							Item	Do Not Know/							Item	Know/ No
	Percent	Strongly		Neither Agree			Response	No Basis to	Percent	Strongly		Neither Agree		Strongly	Response	Basis to
	Positive	Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Total**	Judge	Positive	Agree	Agree	nor Disagree	Disagree	Disagree	Total**	Judge
3. In my organization, leaders generate high levels of motivation N	1	208	581	555	558	428	2,330	33		189	607	538	562	460	2,356	31
and commitment in the workforce.	6 34.15	9.09	25.06	23.83	23.89	18.13	100.00	33	34.2	8.1	26.1	22.9	23.7	19.3	100.0	31
My organization's leaders maintain high standards of honesty	34.15	432	798	495	25.89	261	2,237	126	34.2	414	843	<u>22.9</u> 471	274	270	2,272	117
and integrity.	6 55.44	19.60	35.85	22.07	11.09	11.39	100.00	120	55.6	18.3	37.3	20.6	12.0	270 11.8	100.0	117
0 7			879	508		173		194	55.6	342		494	256	171		197
5. Managers/supervisors/team leaders work well with employees of		379 17.80	40.87		224		2,163 100.00	194	50.4	-	922 42.4			7.7	2,185 100.0	197
different backgrounds. 9 C. Managara and an invitation of the	6 58.68			23.35	10.13	7.84		00	58.1	15.7 258		22.5	11.7			20
6. Managers communicate the goals and priorities of the	, E4.00	285	907	539	370	233	2,334	26	F4 4		933	498	401	256	2,346	36
organization. 9	6 51.30	12.34	38.96	22.89	15.88	9.92	100.00	000	51.1	11.0	40.2	21.2	17.0	10.7	100.0	000
7. Managers review and evaluate the organization's progress	50.00	267	825	527	249	184	2,052	300	54.0	253	814	574	263	197	2,101	282
toward meeting its goals and objectives.	53.38	13.17	40.21	25.47	12.22	8.93	100.00		51.0	12.1	39.0	27.2	12.5	9.3	100.0	
Managers promote communication among different work units		272	804	510	357	303	2,246	107		245	822	515	401	304	2,287	99
(for example, about projects, goals, needed resources).	6 48.12	12.17	35.95	22.57	16.01	13.31	100.00		46.8	10.8	36.0	22.6	17.5	13.1	100.0	
Managers support collaboration across work units to accomplis 		312	908	476	287	277	2,260	94		289	921	489	325	271	2,295	84
work objectives.	6 54.23	13.84	40.38	20.99	12.71	12.08	100.00		53.0	12.7	40.3	21.3	14.0	11.7	100.0	
																Do Not
							Item	Do Not Know/							Item	Know/ No
	Percent						Response	No Basis to	Percent						Response	Basis to
	Positive	Very Good	Good	Fair	Poor	Very Poor	Total**	Judge	Positive	Very Good	Good	Fair	Poor	Very Poor	Total**	Judge
Overall, how good a job do you feel is being done by the	V	536	677	518	260	244	2,235	116		561	707	504	256	235	2,263	118
manager directly above your immediate supervisor/team leader?	6 54.60	24.37	30.22	23.02	11.49	10.89	100.00		56.4	24.9	31.4	22.2	11.2	10.2	100.0	
	0 54.00	24.31	JU.ZZ	20.02	11.43	10.03	100.00		50.4	۷4.3	51.4	<i>LL.L</i>	11.4	10.2	100.0	Do Not
							Item	Do Not Know/							Item	Know/ No
	Percent	Strongly		Neither Agree			Response	No Basis to	Percent	Strongly		Neither Agree		Strongly	Response	Basis to
	Positive	Agree	Agree	nor Disagree	Disagree	Strongly Disagree	Total**	Judge	Positive	Agree	Agree	nor Disagree	Disagree	Disagree	Total**	Judge
	1 ositive							, i	1 0311110							
I have a high level of respect for my organization's senior	N .	427	700	516	360	317	2,320	34		413	717	498	401	330	2,359	22
leaders. 9	6 49.01	18.63	30.38	22.24	15.37	13.37	100.00		48.5	17.7	30.7	20.9	16.9	13.8	100.0	
2. Senior leaders demonstrate support for Work/Life programs.	1	354	703	479	335	257	2,128	227		306	649	502	373	333	2,163	219
								221								2.0
2. Scrilor leaders demonstrate support for Work Life programs.	6 50.05	16.88	33.17	22.26	15.74	11.96	100.00	221	44.3	14.3	30.0	23.3	17.2	15.2	100.0	2.0
2. Oction leaders demonstrate support for Work Life programs.	6 50.05							221	44.3							
2. Oction leaders demonstrate support for Work Life programs.	6 50.05			22.26			100.00		44.3			23.3			100.0	Do Not
2. Oction leaders defined strate support for Work Life programs.		16.88		22.26 Neither			100.00	Do Not Know/		14.3		23.3 Neither		15.2	100.0	Do Not Know/ No
2. Oction leaders defined strate support for Work Life programs.	Percent	16.88 Very	33.17	22.26 Neither Satisfied nor	15.74	11.96	100.00 Item Response	Do Not Know/ No Basis to	Percent	14.3 Very	30.0	23.3 Neither Satisfied nor	17.2	15.2 Very	100.0 Item Response	Do Not Know/ No Basis to
2. Schiol leaders demonstrate support for Work Life programs.		16.88		22.26 Neither			100.00	Do Not Know/		14.3 Very		23.3 Neither Satisfied nor		15.2	100.0	Do Not Know/ No
· · · · · · · · · · · · · · · · · · ·	Percent	16.88 Very Satisfied	33.17 Satisfied	22.26 Neither Satisfied nor	15.74	11.96 Very Dissatisfied	ltem Response Total	Do Not Know/ No Basis to	Percent	14.3 Very	30.0	23.3 Neither Satisfied nor Dissatisfied	17.2	15.2 Very	100.0 Item Response Total	Do Not Know/ No Basis to
·· · · · · · · · · · · · · · · · · · ·	Percent Positive	Very Satisfied	33.17 Satisfied 799	Neither Satisfied nor Dissatisfied	Dissatisfied	11.96	Item Response Total 2,344	Do Not Know/ No Basis to Judge	Percent	Very Satisfied	30.0 Satisfied	Neither Satisfied nor Dissatisfied	17.2 Dissatisfied 534	Very Dissatisfied	ltem Response Total	Do Not Know/ No Basis to Judge
3. How satisfied are you with your involvement in decisions that affect your work?	Percent	Very Satisfied 302 13.11	33.17 Satisfied 799 34.32	Neither Satisfied nor Dissatisfied 555 23.56	15.74 Dissatisfied 465 19.76	Very Dissatisfied 223 9.25	Item Response Total 2,344 100.00	Do Not Know/ No Basis to Judge NA	Percent Positive	Very Satisfied 301 13.0	30.0 Satisfied 813 34.7	Neither Satisfied nor Dissatisfied 527 22.3	17.2 Dissatisfied 534 22.5	Very Dissatisfied 181 7.5	Item Response Total 2,356 100.0	Do Not Know/ No Basis to Judge
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from	Percent Positive	Very Satisfied 302 13.11 234	33.17 Satisfied 799 34.32 734	Neither Satisfied nor Dissatisfied 555 23.56 535	15.74 Dissatisfied 465 19.76 568	11.96 Very Dissatisfied 223 9.25 265	100.00 Item Response Total 2,344 100.00 2,336	Do Not Know/ No Basis to Judge	Percent Positive	Very Satisfied 301 13.0 217	30.0 Satisfied 813 34.7 698	Neither Satisfied nor Dissatisfied 527 22.3 551	17.2 Dissatisfied 534 22.5 626	Very Dissatisfied 181 7.5 267	100.0 Item Response Total 2,356 100.0 2,359	Do Not Know/ No Basis to Judge
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization?	Percent Positive N 6 47.43 N 6 41.68	Very Satisfied 302 13.11 234 10.13	33.17 Satisfied 799 34.32 734 31.55	Neither Satisfied nor Dissatisfied 555 23.56 535 22.76	15.74 Dissatisfied 465 19.76 568 24.33	11.96 Very Dissatisfied 223 9.25 265 11.24	100.00 Item Response Total 2,344 100.00 2,336 100.00	Do Not Know/ No Basis to Judge NA	Percent Positive	14.3 Very Satisfied 301 13.0 217 9.3	30.0 Satisfied 813 34.7 698 29.8	Neither Satisfied nor Dissatisfied 527 22.3 551 23.5	17.2 Dissatisfied 534 22.5 626 26.3	Very Dissatisfied 181 7.5 267 11.2	100.0 Item Response Total 2,356 100.0 2,359 100.0	Do Not Know/ No Basis to Judge NA
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization? 5. How satisfied are you with the recognition you receive for doing N	Percent Positive A 47.43 A 41.68	Very Satisfied 302 13.11 234 10.13 266	33.17 Satisfied 799 34.32 734 31.55 721	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512	15.74 Dissatisfied 465 19.76 568 24.33 503	11.96 Very Dissatisfied 223 9.25 265 11.24 330	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332	Do Not Know/ No Basis to Judge NA	Percent Positive 47.7 39.1	14.3 Very Satisfied 301 13.0 217 9.3 262	30.0 Satisfied 813 34.7 698 29.8 717	Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537	17.2 Dissatisfied 534 22.5 626 26.3 538	Very Dissatisfied 181 7.5 267 11.2 303	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357	Do Not Know/ No Basis to Judge
B. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing Na good job?	Percent Positive N 6 47.43 N 6 41.68	Very Satisfied 302 13.11 234 10.13 266 11.39	33.17 Satisfied 799 34.32 734 31.55 721 31.26	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00	Do Not Know/ No Basis to Judge NA NA	Percent Positive	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2	30.0 Satisfied 813 34.7 698 29.8 717 30.7	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8	Very Dissatisfied 181 7.5 267 11.2 303 12.5	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0	Do Not Know/ No Basis to Judge NA NA
B. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing not a good job? 9. How satisfied are you with the policies and practices of your	Percent Positive N 47.43 N 41.68 N 42.65	Very Satisfied 302 13.11 234 10.13 266 11.39 215	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332	Do Not Know/ No Basis to Judge NA	Percent Positive 47.7 39.1 42.0	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353	Do Not Know/ No Basis to Judge NA
B. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing a good job? 9. How satisfied are you with the policies and practices of your senior leaders?	Percent Positive N 47.43 N 6 41.68 N 6 42.65 N 6 36.00	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00	Do Not Know/ No Basis to Judge NA NA NA	Percent Positive 47.7 39.1	Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0	Do Not Know/ No Basis to Judge NA NA
B. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing a good job? 9. How satisfied are you with the policies and practices of your senior leaders? 9. How satisfied are you with your opportunity to get a better job in N	Percent Positive N 47.43 N 41.68 N 42.65 N 36.00 N	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,331	Do Not Know/ No Basis to Judge NA NA	Percent Positive 47.7 39.1 42.0 35.8	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357	Do Not Know/ No Basis to Judge NA NA
B. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing a good job? 9. How satisfied are you with the policies and practices of your senior leaders? 9. How satisfied are you with your opportunity to get a better job in your organization?	Percent Positive N 47.43 N 6 41.68 N 6 42.65 N 6 36.00	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93	Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,331 100.00	Do Not Know/ No Basis to Judge NA NA NA NA	Percent Positive 47.7 39.1 42.0	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0	Do Not Know/ No Basis to Judge NA NA NA
How satisfied are you with your involvement in decisions that affect your work? How satisfied are you with the information you receive from management on what's going on in your organization? How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization?	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166	Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,331 100.00 2,332	Do Not Know/ No Basis to Judge NA NA NA	Percent Positive 47.7 39.1 42.0 35.8 25.8	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360	Do Not Know/ No Basis to Judge NA NA
How satisfied are you with your involvement in decisions that affect your work? How satisfied are you with the information you receive from management on what's going on in your organization? How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization?	Percent Positive N 47.43 N 41.68 N 42.65 N 36.00 N	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,331 100.00 2,332 100.00	Do Not Know/ No Basis to Judge NA NA NA NA	Percent Positive 47.7 39.1 42.0 35.8	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0	Do Not Know/ No Basis to Judge NA NA NA
. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing a good job? 9. How satisfied are you with the policies and practices of your senior leaders? 9. How satisfied are you with your opportunity to get a better job in your organization? 9. How satisfied are you with the training you receive for your present job?	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166	Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,331 100.00 2,332	Do Not Know/ No Basis to Judge NA NA NA NA	Percent Positive 47.7 39.1 42.0 35.8 25.8	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360	Do Not Know/ No Basis to Judge NA NA NA
How satisfied are you with your involvement in decisions that affect your work? How satisfied are you with the information you receive from management on what's going on in your organization? How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job?	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50 1 52.57	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,331 100.00 2,332 100.00	Do Not Know/ No Basis to Judge NA NA NA NA	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0	Do Not Know/ No Basis to Judge NA NA NA
. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing a good job? 9. How satisfied are you with the policies and practices of your senior leaders? 9. How satisfied are you with your opportunity to get a better job in your organization? 9. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your job?	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70	Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0	Do Not Know/ No Basis to Judge NA NA NA
B. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing a good job? 9. How satisfied are you with the policies and practices of your senior leaders? 9. How satisfied are you with your opportunity to get a better job in your organization? 9. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your job?	Percent Positive N	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,333	Do Not Know/ No Basis to Judge NA NA NA NA	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7 63.5	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362	Do Not Know/ No Basis to Judge NA NA NA NA
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization? 5. How satisfied are you with the recognition you receive for doing a good job? 6. How satisfied are you with the policies and practices of your senior leaders? 7. How satisfied are you with your opportunity to get a better job in your organization? 8. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your pay?	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50 1 52.57	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51 417 17.84	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895 38.29	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400 17.16	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408 17.43	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216 9.28	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,336 100.00	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382 16.0	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988 42.0	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406 17.0	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383 16.3	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203 8.6	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362 100.0	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization? 5. How satisfied are you with the recognition you receive for doing a good job? 6. How satisfied are you with the policies and practices of your senior leaders? 7. How satisfied are you with your opportunity to get a better job in your organization? 8. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50 1 6 52.57 1 6 64.28 1 6 56.13	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51 417 17.84	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895 38.29 920	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400 17.16 530	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408 17.43 373	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216 9.28 170	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,336 100.00 2,337	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7 63.5 58.0	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382 16.0 292	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988 42.0 937	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406 17.0 521	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383 16.3 421	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203 8.6 186	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362 100.0 2,357	Do Not Know/ No Basis to Judge NA NA NA NA
8. How satisfied are you with your involvement in decisions that affect your work? 9. How satisfied are you with the information you receive from management on what's going on in your organization? 9. How satisfied are you with the recognition you receive for doing not a good job? 9. How satisfied are you with the policies and practices of your senior leaders? 7. How satisfied are you with your opportunity to get a better job in your organization? 9. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your job? 1. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your organization?	Percent Positive N	Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51 417 17.84	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895 38.29	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400 17.16	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408 17.43	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216 9.28	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,336 100.00	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7 63.5	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382 16.0	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988 42.0	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406 17.0	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383 16.3	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203 8.6	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362 100.0	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization? 5. How satisfied are you with the recognition you receive for doing a good job? 6. How satisfied are you with the policies and practices of your senior leaders? 7. How satisfied are you with your opportunity to get a better job in your organization? 8. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your job? 1. Considering everything, how satisfied are you with your organization? 9. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your organization? 9. Have you been notified that you are eligible to telework?	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50 1 6 52.57 1 6 64.28 1 6 56.13	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51 417 17.84	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895 38.29 920	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400 17.16 530	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408 17.43 373	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216 9.28 170	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,336 100.00 2,337	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7 63.5 58.0	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382 16.0 292	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988 42.0 937	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406 17.0 521	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383 16.3 421	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203 8.6 186	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362 100.0 2,357	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization? 5. How satisfied are you with the recognition you receive for doing a good job? 6. How satisfied are you with the policies and practices of your senior leaders? 7. How satisfied are you with your opportunity to get a better job in your organization? 8. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your job? 1. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your organization? 2. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50 1 6 52.57 1 6 64.28 1 6 56.13	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51 417 17.84	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895 38.29 920	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400 17.16 530	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408 17.43 373	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216 9.28 170	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,336 100.00 2,337	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7 63.5 58.0	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382 16.0 292	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988 42.0 937	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406 17.0 521	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383 16.3 421	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203 8.6 186	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362 100.0 2,357	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization? 5. How satisfied are you with the recognition you receive for doing a good job? 6. How satisfied are you with the policies and practices of your senior leaders? 7. How satisfied are you with your opportunity to get a better job in your organization? 8. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your job? 1. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your organization? 2. Have you been notified that you are eligible to telework?	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50 1 6 52.57 1 6 64.28 1 6 56.13	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51 417 17.84	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895 38.29 920	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400 17.16 530	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408 17.43 373	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216 9.28 170	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,332 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,336 100.00 2,337 100.00	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7 63.5 58.0	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382 16.0 292	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988 42.0 937	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406 17.0 521	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383 16.3 421	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203 8.6 186	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362 100.0 2,357 100.0	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N
3. How satisfied are you with your involvement in decisions that affect your work? 4. How satisfied are you with the information you receive from management on what's going on in your organization? 5. How satisfied are you with the recognition you receive for doing a good job? 6. How satisfied are you with the policies and practices of your senior leaders? 7. How satisfied are you with your opportunity to get a better job in your organization? 8. How satisfied are you with the training you receive for your present job? 9. Considering everything, how satisfied are you with your job? 1. Considering everything, how satisfied are you with your pay? 1. Considering everything, how satisfied are you with your organization? 2. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal	Percent Positive 1 47.43 1 41.68 1 42.65 1 36.00 1 26.50 1 6 52.57 1 6 64.28 1 6 56.13	16.88 Very Satisfied 302 13.11 234 10.13 266 11.39 215 9.34 191 8.35 302 12.94 452 19.51 417 17.84	33.17 Satisfied 799 34.32 734 31.55 721 31.26 616 26.65 420 18.16 919 39.64 1,044 44.77 895 38.29 920	22.26 Neither Satisfied nor Dissatisfied 555 23.56 535 22.76 512 21.80 711 30.51 656 28.08 621 26.42 430 18.40 400 17.16 530	15.74 Dissatisfied 465 19.76 568 24.33 503 21.60 484 20.62 549 23.49 324 13.93 273 11.62 408 17.43 373	11.96 Very Dissatisfied 223 9.25 265 11.24 330 13.94 306 12.87 515 21.93 166 7.07 134 5.70 216 9.28 170	100.00 Item Response Total 2,344 100.00 2,336 100.00 2,332 100.00 2,331 100.00 2,332 100.00 2,333 100.00 2,333 100.00 2,336 100.00 2,337	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N	Percent Positive 47.7 39.1 42.0 35.8 25.8 50.7 63.5 58.0	14.3 Very Satisfied 301 13.0 217 9.3 262 11.2 208 8.9 157 6.8 253 10.9 420 18.0 382 16.0 292	30.0 Satisfied 813 34.7 698 29.8 717 30.7 626 26.9 442 19.0 933 39.8 1,064 45.5 988 42.0 937	23.3 Neither Satisfied nor Dissatisfied 527 22.3 551 23.5 537 22.7 657 28.0 694 29.3 611 25.5 436 18.3 406 17.0 521	17.2 Dissatisfied 534 22.5 626 26.3 538 22.8 531 22.4 570 24.2 367 15.6 287 12.1 383 16.3 421	Very Dissatisfied 181 7.5 267 11.2 303 12.5 331 13.7 494 20.8 196 8.2 148 6.2 203 8.6 186	100.0 Item Response Total 2,356 100.0 2,359 100.0 2,357 100.0 2,353 100.0 2,357 100.0 2,360 100.0 2,355 100.0 2,362 100.0 2,357	Do Not Know/ No Basis to Judge NA NA NA NA NA NA NA NA NA N

	No		233	9.99	No	339	14.4	-4.41
	Not sure		143	6.13	Not sure	137	5.9	0.23
	Total		2,325	100.00	Total	2,357	100.0	0.23
73. Please select the response below that BEST describes your			-,					0.00
current teleworking situation:			N	%		N	%	
	I telework 3 or more days per week.		68	2.92	I telework 3 or more days per week.	68	2.8	0.12
	I telework 1 or 2 days per week.		671	28.88	I telework 1 or 2 days per week.	615	26.1	2.78
	I telework, but no more than 1 or 2 days per month.		267	11.54	I telework, but no more than 1 or 2 days per month.	257	10.8	0.74
	I telework very infrequently, on an unscheduled or short-term basis.		736	31.86	I telework very infrequently, on an unscheduled or short-term basis.	697	29.7	2.16
	I do not telework because I have to be physically present on the job (e.g., Law Enfo	orcement	47	1.99	I do not telework because I have to be physically present on the job (e.g., Law	60	2.6	-0.61
	I do not telework because I have technical issues (e.g., connectivity, inadequate eq	quipment)	29	1.19	I do not telework because I have technical issues (e.g., connectivity, inadequate	45	1.9	-0.71
	I do not telework because I did not receive approval to do so, even though I have tl	the kind of	109	4.67	I do not telework because I did not receive approval to do so, even though I have	137	5.9	-1.23
	I do not telework because I choose not to telework.		390	16.94	I do not telework because I choose not to telework.	470	20.2	-3.26
	Total	2	2,317	100.00	Total	2,349	100.0	0.00
74. Do you participate in the following Work/Life programs' Alternative Work Schedules (AWS)			N	%		N	%	
A MOTHALIPO TYOIR GOTTOGOTO (ATTYO)	Yes		1,067		Yes	1,069	45.2	2
	No		1,175	50.68		1,231	52.5	0.68
			•		No Not evallable to me			-1.82
	Not availab	ole to me	79	3.44	Not available to me	51	2.2	1.24
	Total		2,321	100.00	Total	2,351	100.0	0.00
75. Do you participate in the following Work/Life programs? Health								0.00
and Wellness Programs (for example, exercise, medical								
screening, quit smoking programs)			N	%		N	%	
	Yes		527	22.92	Yes	537	23.2	-0.28
	No	1	1,654	71.03	No	1,602	67.9	3.13
	Not availab	ole to me	145	6.04	Not available to me	214	8.8	0.70
	Total		2,326	100.00	Total	2,353	100.0	-2.76
70. Davis and inches in the fall and a Ward // if a new reason?	Total		2,320	100.00	Total	2,000	100.0	0.00
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)			N	%		N	%	
Zimproy so / robiotalitos / rogitalii (Zi ii)	Yes		172		Yes	178	7.7	-0.35
	No	3	2,071	89.85	No	2,087	89.0	
	Not availab		64	2.81	Not available to me	78	3.3	0.85
	Tot d'allas	310 10 1110	0.1	2.01		, 0	0.0	-0.49
	Total	2	2,307	100.00	Total	2,343	100.0	0.00
77. Do you participate in the following Work/Life programs? Child								
Care Programs (for example, daycare, parenting classes,			N	%		N	%	
parenting support groups)	Yes		151		Yes	157	6.8	
	No		2,033	87.25		2,029	86.4	-0.14
	NO		2,033 142		No Not evallable to me			0.85
	Al 11-1.			n Hu	Not available to me	165	6.8	-0.71
	Not availab	oie to me	142	0.03			1	-0.71
	Not availab Total		2,326		Total	2,351	100.0	0.00
78. Do you participate in the following Work/Life programs? Elder					Total		100.0	
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)			2,326	100.00	Total	2,351		
	Total	2	2,326 N	100.00		2,351 N	%	0.00
	Total	2	2,326 N 76	100.00 % 3.16	Yes	2,351 N 103	% 4.4	-1.24
	Total Yes No	2	2,326 N 76 2,118	100.00 % 3.16 91.20	Yes No	2,351 N 103 2,115	% 4.4 90.3	0.00
	Total	2	2,326 N 76	100.00 % 3.16 91.20	Yes	2,351 N 103	% 4.4	-1.24

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge	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	N		565	738	203	149	68	1,723	34		485	715	200	160	67	1,627	29
		75.69	32.85	42.85	11.67	8.67	3.97	100.00		73.9	29.7	44.2	12.2	9.8	4.1	100.0	
80. How satisfied are you with the following Work/Life programs in			491	455	68	36	9	1,059	13		461	485	71	39	11	1,067	13
your agency? Alternative Work Schedules (AWS)		89.31	46.63	42.69	6.47	3.35	0.86	100.00		88.7	43.6	45.1	6.6	3.6	1.0	100.0	
31. How satisfied are you with the following Work/Life programs in		00.00	148	273	71	15	2	509	24	04.4	141	292	66	18	0	517	29
your agency? Health and Wellness Programs (for example, 32. How satisfied are you with the following Work/Life programs in	% N	82.66	29.06	53.60 93	13.78 26	3.11 6	0.45 3	100.00 176	28	84.1	27.3 47	56.8 90	12.6 36	3.3 5	0.0	100.0 180	24
		80.21	48 27.40	93 52.82	26 14.79	3.33	3 1.66	100.00	20	77.0	26.1	50.8	36 19.3	ა 2.7	2 1.1	100.0	24
33. How satisfied are you with the following Work/Life programs in		00.21	60	58	18	2	3	141	21	77.0	63	67	20	5	1	156	20
, , ,		83.69	41.95	41.74	12.66	1.42	2.23	100.00	21	83.8	40.7	43.1	12.5	3.1	0.5	100.0	20
34. How satisfied are you with the following Work/Life programs in			20	26	18	2	0	66	21	00.0	26	53	21	2	0	102	24
your agency? Elder Care Programs (for example, support		69.31	31.68	37.63	27.48	3.21	0.00	100.00		77.5	25.5	52.1	20.7	1.7	0.0	100.0	1
5. Where do you work?	Γ^{-}							N	%							N	%
	$\overline{}$						Headquarters	1,320	56.92						Headquarters	1,343	57.1
	1						Field	999	43.08						Field	1,011	42.9
	1					,											
	i						Total	2,319	100.00						Total	2,354	100.0
6. What is your supervisory status?	I							N	0/							N I	0/
	<u>_</u>								%							N	%
	i						Non-Supervisor	1,601	69.16						Non-Supervisor	1,601	67.8
	i						Team Leader	298	12.87						Team Leader	332	14.1
	i						Supervisor	229	9.89						Supervisor	257	10.9
	i						Manager	117	5.05						Manager	98	4.2
	i						· ·								· ·		
	i						Executive	70	3.02						Executive	73	3.1
	i					•	Total	2,315	100.00						Total	2,361	100.0
7. Are you:	i																1
, , ,	i							N	%							N	%
	厂						Male	1,180	51.89						Male	1,202	51.7
	i						Female	1,094	48.11						Female	1,125	48.3
	i					•											
	i						Total	2,274	100.00						Total	2,327	100.0
8. Are you Hispanic or Latino?	i																
	<u></u>							N	%							N	%
	i i						Yes	124	5.53						Yes	128	5.6
	i						No	2,118	94.47						No	2,170	94.4
	i						Total	2,242	100.00						Total	2,298	100.0
	i						Total	2,242	100.00						iotai	2,290	100.0
39. Please select the racial category or categories with which you	i							N	%							N	%
most closely identify.	<u></u>					A ! ! !	Para an Alaska Nathar								Alaska Nadan		
	i					American Inc	dian or Alaska Native	10	0.47				Д	merican Indian	or Alaska Native	10	0.5
	i						Asian	155	7.22						Asian	159	7.2
	i					Black	or African American	320	14.90					Black or A	African American	318	14.4
	i				Nativ	o Hawaiian or C	Other Pacific Islander	5	0.23				Nativo U		er Pacific Islander	3	0.1
	i				ivativ	e nawanan or C							Native n	awanan or Othe			
	ı						White	1,604	74.71						White	1,668	75.5
	1						Two or more races	53	2.47					Τν	wo or more races	52	2.4
	1					•	Total	2,147	100.00						Total	2,210	100.0
	_							N	%							N	%
0. What is your age group?							25 and under	4	0.18						25 and under	1	
0. What is your age group?	4						25 and under	4	0.10						25 and under	ı	0.0
00. What is your age group?																	
00. What is your age group?							26-29	48	2.16						26-29	41	1.8
0. What is your age group?							26-29 30-39	48 635	2.16 28.62						26-29 30-39	41 654	1.8 28.7

	50-59	565	25.46
	60 or older	178	8.02
	Total	2,219	100.00
91. What is your pay category/grade?		N	%
	Federal Wage System	23	1.01
	GS 1-6	15	0.66
	GS 7-12	216	9.50
	GS 13-15	1,031	45.36
	Senior Executive Service	69	3.04
	Senior Level (SL) or Scientific or Professional (ST)	17	0.75
	Other	902	39.68
	Total	2,273	100.00
92. How long have you been with the Federal Government (excluding military service)?		N	%
(A. 1.1.1. § A. 7.1.1. 1.1)	Less than 1 year	52	2.28
	1 to 3 years	241	10.56
	4 to 5 years	235	10.29
	6 to 10 years	553	24.22
	11 to 14 years	377	16.51
	15 to 20 years	326	14.28
	More than 20 years	499	21.86
	Total	2,283	100.00
93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?		N	%
	Less than 1 year	85	3.74
	1 to 3 years	339	14.91
	4 to 5 years	250	10.99
	6 to 10 years	611	26.87
	11 to 20 years	651	28.63
	More than 20 years	338	14.86
	Total	2,274	100.00
94. Are you considering leaving your organization within the next			0.4
year, and if so, why?	No	N 1,669	73.33
	Yes, to retire	58	2.55
	Yes, to take another job within the Federal Government	232	10.19
	Yes, to take another job outside the Federal Government	207	9.09
	Yes, other	110	4.83
	Total	2,276	100.00
95. I am planning to retire:	i Stall	N	%
	Within one year	29	1.29
	Between one and three years	108	4.82
	Between three and five years	153	6.83
	Five or more years	1,951	87.06
	Total	2,241	100.00
96. Self-Identify as:		N	%
	Heterosexual or Straight	1,812	85.31
	Gay, Lesbian, Bisexual, or Transgender	78	3.67
1			

50-59	567	24.9
60 or older	177	7.8
Total	2,278	100.0
	N	%
Federal Wage System	16	0.7
GS 1-6	20	0.9
GS 7-12	225	9.7
GS 13-15	1,043	44.9
Senior Executive Service	64	2.8
Senior Level (SL) or Scientific or Professional (ST)	25	1.1
Other	928	40.0
Total	2,321	100.0
	N	0/
Loce than 1 year	N 12	% 0.5
Less than 1 year	12	0.5
1 to 3 years	255	10.9
4 to 5 years	200	8.6
6 to 10 years	610	26.2
11 to 14 years	427	18.3
15 to 20 years	309	13.3
More than 20 years	518	22.2
Total	2,331	100.0
	N	%
Less than 1 year	27	1.2
1 to 3 years	348	15.0
4 to 5 years	237	10.2
6 to 10 years	678	29.3
11 to 20 years	695	30.0
More than 20 years	329	14.2
Total	2,314	100.0
	N	<u>%</u>
No	1,657	71.4
Yes, to retire	59	2.5
Yes, to take another job within the Federal Government	233	10.0
es, to take another job outside the Federal Government	253	10.9
Yes, other	120	5.2
Total	2,322	100.0
Within and was	N 28	1.2
Within one year		1.2
Between one and three years	134	5.9
Between three and five years	146	6.4
Five or more years	1,980	86.5
Total —————	2,288 N	100.0 %
Heterosexual or Straight	1,852	85.6
Gay, Lesbian, Bisexual, or Transgender	62	2.9

I	I prefer not to say	234	11.02	I prefer not to say	2
	Total	2,124	100.00	Total	2
Have you ever served on Active Duty in the US Armed Forces					
(Air Force, Army, Coast Guard, Marine Corps or Navy)?		N	%		N
	Yes	177	7.78	Yes	17
	No	2,099	92.22	No	2,1
	Total	2,276	100.00	Total	2,3
. Are you an individual with a disability?		N	%		N
	Yes	130	5.76	Yes	12
	No	2,127	94.24	No	2,1
	Total	2,257	100.00	Total	2,3

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 2,422
Number of surveys administered: 3,665

Response Rate: 66.1%