

Consumer Product Safety Commission

Since its inception in 2002, the Federal Employee Viewpoint Survey (FEVS) remains one of the best ways to hear the voices of Federal employees. The 2014 FEVS is no exception and provides valuable feedback about how employees view their leadership, work environment and opportunities available to them in their organization. This Employee Summary Feedback Report provides an overview of Employee Engagement, Global Satisfaction, and Telework in your agency. Additionally, it highlights items that have increased and decreased the most since last year, making this summary report a valuable tool in identifying important issues in your agency.

Employee Engagement Index

Leaders Lead

My Agency's Leadership
...Fosters motivation and commitment
...Maintains high integrity
...Communicates the agency's goals
...Earns respect from employees

51%

Supervisors

My Supervisor
...Supports employee development
...Listens to me
...Treats me with respect
...Has my trust and confidence

73%

Intrinsic Work Experience

As an Employee, I
...Feel encouraged to do better
...Feel accomplished
...Know what's expected of me
...Know how my job relates to agency goals

68%



Employee
Engagement

Small Agencies, Combined: 65%

Global Satisfaction Index

Job Satisfaction

Considering everything, how satisfied are you with your job?

62%

Pay Satisfaction

Considering everything, how satisfied are you with your pay?

63%

Organizational Satisfaction

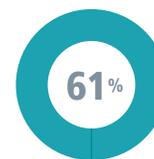
Considering everything, how satisfied are you with your organization?

59%

Recommend Organization

I recommend my organization as a good place to work.

62%



Global
Satisfaction

Small Agencies, Combined: 59%

Largest Increases in Percent Positive Since 2013

	2013	2014	Diff.
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)	74	78	+4
I am given a real opportunity to improve my skills in my organization. (Q. 1)	63	66	+3
Considering everything, how satisfied are you with your pay? (Q. 70)	61	63	+2
How satisfied are you with the training you receive for your present job? (Q. 68)	55	57	+2

Largest Decreases in Percent Positive Since 2013

	2013	2014	Diff.
Senior leaders demonstrate support for Work/Life programs. (Q. 62)	69	56	-13
How satisfied are you with the policies and practices of your senior leaders? (Q. 66)	51	40	-11
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 64)	50	40	-10
How satisfied are you with the recognition you receive for doing a good job? (Q. 65)	58	48	-10

Telework

77% are satisfied with the telework program
(Results are based on those who telework)



I Telework...



- 24%** 3 or more days per week.
- 27%** 1 or 2 days per week.
- 11%** No more than 1 or 2 days per month.
- 14%** Very infrequently, on an unscheduled or short-term basis.



I Do Not Telework...



- 4%** I have to be physically present on the job.
- 1%** I have technical issues.
- 7%** I did not receive approval to do so, even though I have the kind of job where I can telework.
- 12%** I choose not to telework.

**CONSUMER PRODUCT SAFETY COMMISSION
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		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		55	147	39	42	20	303	NA
	%	65.78	17.59	48.20	12.64	14.56	7.01	100.00	
2. I have enough information to do my job well.	N		47	150	56	31	12	296	NA
	%	66.43	16.08	50.35	18.92	10.47	4.19	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		65	91	66	47	30	299	NA
	%	51.35	21.03	30.32	22.55	15.82	10.28	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		93	130	37	21	18	299	NA
	%	74.39	30.79	43.60	12.57	6.79	6.25	100.00	
*5. I like the kind of work I do.	N		112	130	31	16	7	296	NA
	%	81.95	37.20	44.76	10.37	5.34	2.34	100.00	
6. I know what is expected of me on the job.	N		95	137	38	22	9	301	NA
	%	76.37	31.49	44.88	13.26	7.48	2.89	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		181	104	8	1	4	298	NA
	%	95.62	60.83	34.78	2.57	0.34	1.47	100.00	
8. I am constantly looking for ways to do my job better.	N		142	121	30	6	2	301	NA
	%	87.49	47.64	39.85	9.90	1.93	0.68	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		35	117	53	60	36	301	1
	%	50.45	12.30	38.15	17.79	19.49	12.27	100.00	
*10. My workload is reasonable.	N		31	142	43	57	25	298	2
	%	57.54	10.50	47.04	15.25	18.85	8.37	100.00	
*11. My talents are used well in the workplace.	N		41	120	41	49	39	290	2
	%	54.96	13.96	40.99	14.31	16.48	14.25	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		98	148	33	9	8	296	3
	%	83.17	33.54	49.62	11.10	2.98	2.76	100.00	

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Sample or Census: Census

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*13. The work I do is important.	N		141	116	27	6	3	293	1
	%	87.96	48.05	39.91	9.05	1.97	1.02	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		112	121	39	17	11	300	2
	%	77.69	36.98	40.71	12.84	5.65	3.81	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		94	124	35	22	20	295	6
	%	73.25	31.53	41.72	12.09	7.61	7.05	100.00	
16. I am held accountable for achieving results.	N		93	157	36	7	4	297	2
	%	83.80	30.72	53.08	12.44	2.41	1.35	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		63	85	59	26	30	263	37
	%	55.12	23.42	31.70	22.78	10.08	12.02	100.00	
*18. My training needs are assessed.	N		40	103	74	48	35	300	2
	%	47.25	13.75	33.50	24.58	16.26	11.91	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		82	120	45	27	20	294	8
	%	68.12	27.35	40.77	15.71	9.32	6.84	100.00	
*20. The people I work with cooperate to get the job done.	N		90	146	39	21	6	302	NA
	%	77.98	29.52	48.46	12.79	7.08	2.14	100.00	
*21. My work unit is able to recruit people with the right skills.	N		29	100	67	60	20	276	24
	%	46.09	10.34	35.75	24.36	22.08	7.47	100.00	
*22. Promotions in my work unit are based on merit.	N		26	85	57	50	46	264	37
	%	41.12	9.35	31.76	21.92	19.22	17.75	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		19	74	86	46	28	253	49
	%	35.98	7.58	28.40	34.02	18.70	11.30	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		25	84	79	40	39	267	34
	%	39.80	8.96	30.83	29.70	15.05	15.45	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N			36	84	67	33	41	261	40
	%		44.65	13.26	31.40	26.31	12.55	16.49	100.00	
26. Employees in my work unit share job knowledge with each other.	N			78	153	38	19	10	298	4
	%		76.55	25.63	50.92	13.18	6.60	3.67	100.00	
27. The skill level in my work unit has improved in the past year.	N			43	112	97	23	11	286	15
	%		53.67	14.79	38.88	34.16	8.00	4.17	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			165	105	24	3	3	300	NA
	%		89.66	54.79	34.87	8.20	1.04	1.10	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			55	163	40	22	10	290	9
	%		74.61	19.16	55.45	13.88	7.84	3.66	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N			22	94	82	47	39	284	14
	%		40.50	7.94	32.56	28.89	16.64	13.97	100.00	
31. Employees are recognized for providing high quality products and services.	N			34	110	58	38	37	277	15
	%		51.07	12.11	38.96	21.18	13.58	14.17	100.00	
*32. Creativity and innovation are rewarded.	N			31	86	68	55	44	284	12
	%		40.27	10.49	29.77	24.66	19.07	16.00	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N			13	47	84	68	60	272	26
	%		22.01	4.65	17.36	30.95	24.74	22.30	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		50	108	63	21	20	262	37
	%	59.49	18.05	41.44	23.50	8.77	8.24	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		64	160	38	11	14	287	11
	%	78.26	22.35	55.90	13.14	3.60	5.01	100.00	
*36. My organization has prepared employees for potential security threats.	N		35	116	68	45	17	281	18
	%	53.78	12.34	41.43	23.64	16.33	6.26	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		36	78	63	31	46	254	45
	%	43.55	13.66	29.89	25.48	12.04	18.93	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		55	102	52	20	24	253	43
	%	60.48	21.27	39.21	21.34	8.02	10.15	100.00	
39. My agency is successful at accomplishing its mission.	N		75	164	35	9	8	291	9
	%	81.42	26.08	55.34	12.28	3.33	2.97	100.00	
40. I recommend my organization as a good place to work.	N		68	120	66	23	20	297	NA
	%	62.14	22.23	39.91	22.89	7.79	7.19	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		40	73	66	49	44	272	27
	%	41.13	14.76	26.37	24.23	18.01	16.63	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		149	100	25	8	12	294	4
	%	84.04	50.38	33.66	8.82	2.75	4.39	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		91	118	36	30	23	298	1
	%	69.72	30.53	39.19	12.00	9.99	8.29	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		86	96	51	31	26	290	4
	%	62.28	29.10	33.19	17.96	10.40	9.35	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		87	91	60	7	11	256	43
	%	69.08	33.48	35.60	23.25	3.18	4.49	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		83	98	53	38	22	294	2
	%	60.88	27.99	32.89	18.53	12.51	8.07	100.00	
*47. Supervisors in my work unit support employee development.	N		83	122	39	25	25	294	5
	%	68.96	28.02	40.94	13.39	8.87	8.77	100.00	
48. My supervisor listens to what I have to say.	N		117	115	38	18	10	298	NA
	%	77.51	38.80	38.70	12.82	6.10	3.58	100.00	
49. My supervisor treats me with respect.	N		136	106	30	16	10	298	NA
	%	80.42	45.50	34.92	10.68	5.31	3.58	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		113	116	29	31	8	297	NA
	%	76.43	37.85	38.58	10.12	10.48	2.98	100.00	
*51. I have trust and confidence in my supervisor.	N		105	104	45	28	17	299	NA
	%	69.25	34.92	34.32	15.59	9.15	6.02	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		126	82	61	13	12	294	NA
	%	70.36	42.40	27.95	21.11	4.26	4.27	100.00	

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		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		19	90	62	61	56	288	9
	%	37.53	6.61	30.92	21.77	20.95	19.75	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		33	104	62	30	35	264	32
	%	51.57	12.68	38.89	23.31	11.70	13.42	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		51	114	57	25	17	264	31
	%	61.14	19.18	41.96	22.28	9.42	7.16	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		38	122	56	41	34	291	6
	%	54.20	13.44	40.76	19.83	13.85	12.12	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		38	139	53	21	19	270	24
	%	64.99	14.16	50.83	19.92	7.82	7.26	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		26	101	60	45	46	278	19
	%	45.45	9.72	35.73	21.97	15.60	16.98	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		35	113	55	34	36	273	20
	%	54.13	13.10	41.03	20.61	11.86	13.40	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		68	107	57	23	22	277	20
	%	63.32	24.61	38.71	20.45	8.17	8.06	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		52	91	77	39	30	289	6
	%	49.72	18.25	31.47	26.65	13.21	10.41	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		49	98	66	27	20	260	37
	%	55.90	18.77	37.14	25.40	10.82	7.88	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		35	110	64	61	26	296	NA
	%	48.91	11.66	37.25	21.78	20.22	9.10	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		26	92	84	55	39	296	NA
	%	39.89	8.89	31.00	28.64	17.98	13.49	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		45	99	65	54	31	294	NA
	%	48.29	14.87	33.42	22.46	18.02	11.23	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		25	92	91	59	30	297	NA
	%	39.53	8.25	31.28	30.56	19.58	10.33	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		20	61	83	64	68	296	NA
	%	27.21	6.70	20.50	28.10	21.38	23.32	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		48	120	60	45	22	295	NA
	%	56.88	16.18	40.70	20.13	15.26	7.74	100.00	
*69. Considering everything, how satisfied are you with your job?	N		51	133	68	25	19	296	NA
	%	61.82	16.75	45.06	22.90	8.41	6.86	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		45	141	44	45	20	295	NA
	%	62.91	15.17	47.74	15.01	15.07	7.01	100.00	
71. Considering everything, how satisfied are you with your organization?	N		48	129	62	36	22	297	NA
	%	59.13	15.82	43.31	20.96	12.05	7.86	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.	246	81.87
Yes, I was notified that I was not eligible to telework.	22	7.83
No, I was not notified of my telework eligibility.	17	6.18
Not sure if I was notified of my telework eligibility.	11	4.12
Total	296	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	79	24.38
I telework 1 or 2 days per week.	76	26.62
I telework, but no more than 1 or 2 days per month.	32	10.91
I telework very infrequently, on an unscheduled or short-term basis.	41	13.99
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	11	4.08
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	3	1.01
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.	19	6.86
I do not telework because I choose not to telework.	34	12.15
Total	295	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	174	58.44
No	115	39.03
Not available to me	7	2.53
Total	296	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	88	29.95
No	176	60.40
Not available to me	30	9.65
Total	294	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	50	17.03
No	237	81.15
Not available to me	5	1.82
Total	292	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	5	1.67
No	207	72.01
Not available to me	80	26.33
Total	292	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	5	1.69
No	222	76.51
Not available to me	66	21.80
Total	293	100.00

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**CONSUMER PRODUCT SAFETY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		104	72	19	19	13	227	3
	%	76.74	44.58	32.16	8.81	8.56	5.89	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		86	70	7	5	2	170	2
	%	90.78	49.39	41.39	4.53	3.39	1.30	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		26	40	15	2	0	83	8
	%	79.75	29.66	50.09	18.01	2.24	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		16	14	14	2	1	47	8
	%	63.19	32.10	31.09	29.65	4.08	3.08	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		2	1	3	0	0	6	4
	%	53.31	32.04	21.27	46.69	0.00	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		2	1	5	0	0	8	1
	%	39.47	23.72	15.75	60.53	0.00	0.00	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: 303

Number of surveys administered: 478

Response Rate: 63.4%

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Where do you work?	N	%
Headquarters	206	70.31
Field	87	29.69
Total	293	100.00

*What is your supervisory status?	N	%
Non-Supervisor	218	74.15
Team Leader	23	7.82
Supervisor	34	11.56
Manager	11	3.74
Senior Leader	8	2.72
Total	294	100.00

*Are you:	N	%
Male	145	50.70
Female	141	49.30
Total	286	100.00

*Are you Hispanic or Latino?	N	%
Yes	16	5.65
No	267	94.35
Total	283	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
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 * AES prescribed items

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*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	2	0.75
Asian	18	6.74
Black or African American	41	15.36
Native Hawaiian or Other Pacific Islander	1	0.37
White	195	73.03
Two or more races	10	3.75
Total	267	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	1	0.35
Trade or Technical Certificate	0	0.00
Some College (no degree)	22	7.77
Associate's Degree (e.g., AA, AS)	11	3.89
Bachelor's Degree (e.g., BA, BS)	127	44.88
Master's Degree (e.g., MA, MS, MBA)	81	28.62
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	41	14.49
Total	283	100.00

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What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	1	0.35
GS 7-12	84	29.47
GS 13-15	189	66.32
Senior Executive Service	10	3.51
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	1	0.35
Total	285	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	1	0.35
1 to 3 years	21	7.29
4 to 5 years	41	14.24
6 to 10 years	47	16.32
11 to 14 years	40	13.89
15 to 20 years	40	13.89
More than 20 years	98	34.03
Total	288	100.00

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How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	8	2.78
1 to 3 years	47	16.32
4 to 5 years	53	18.40
6 to 10 years	54	18.75
11 to 20 years	75	26.04
More than 20 years	51	17.71
Total	288	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	175	60.98
Yes, to retire	10	3.48
Yes, to take another job within the Federal Government	82	28.57
Yes, to take another job outside the Federal Government	7	2.44
Yes, other	13	4.53
Total	287	100.00

I am planning to retire:	N	%
Within one year	6	2.11
Between one and three years	23	8.07
Between three and five years	16	5.61
Five or more years	240	84.21
Total	285	100.00

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Self-Identify as:	N	%
Heterosexual or Straight	233	84.73
Gay, Lesbian, Bisexual, or Transgender	6	2.18
I prefer not to say	36	13.09
Total	275	100.00

What is your US military service status?	N	%
No Prior Military Service	232	82.27
Currently in National Guard or Reserves	4	1.42
Retired	12	4.26
Separated or Discharged	34	12.06
Total	282	100.00

Are you an individual with a disability?	N	%
Yes	26	9.03
No	262	90.97
Total	288	100.00

What is your age group?	N	%
25 and under	4	1.32
26-29	6	1.98
30-39	56	18.48
40-49	100	33.00
50-59	99	32.67
60 or older	38	12.54
Total	303	100.00

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