

FHCS Report by Demographics

(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,902	100,656	29.6%	25.5%	35.7%	35.5%	21.3%	23.3%	8.3%	8.6%	5.1%	7.1%
Work Location												
Headquarters	51,142	35,976	32.4%	27.1%	34.2%	35.5%	21.1%	22.2%	7.4%	8.8%	4.9%	6.4%
Field	93,053	64,680	28.7%	24.9%	36.2%	35.5%	21.3%	23.7%	8.6%	8.6%	5.1%	7.3%
Supervisor Status												
Non-Supervisor	74,551	46,868	29.0%	25.5%	34.8%	34.0%	22.1%	23.5%	8.6%	9.2%	5.6%	7.7%
Team Leader	20,113	13,639	29.9%	23.7%	37.2%	38.4%	20.1%	23.9%	8.5%	7.6%	4.3%	6.5%
Supervisor	28,519	22,902	29.2%	25.7%	38.7%	39.2%	20.8%	22.7%	7.4%	7.6%	3.9%	4.7%
Manager	17,118	14,118	36.5%	31.1%	38.3%	38.2%	17.1%	19.5%	5.4%	7.4%	2.8%	3.8%
Executive	3,906	3,129	47.5%	39.1%	33.1%	35.8%	12.7%	16.1%	4.4%	5.8%	2.3%	3.2%
Sex												
Male	81,628	59,070	29.1%	23.7%	36.2%	36.4%	21.4%	23.9%	8.5%	9.1%	4.7%	6.9%
Female	62,577	41,586	30.2%	27.8%	35.1%	34.3%	21.1%	22.5%	8.0%	8.1%	5.6%	7.3%
Race												
White Non-Hispanic	103,922	75,600	30.1%	26.6%	35.5%	36.2%	20.7%	22.3%	8.7%	8.5%	5.0%	6.5%
Black Non-Hispanic	22,478	13,055	28.7%	23.7%	36.4%	34.4%	23.1%	25.8%	6.4%	9.0%	5.4%	7.1%
AmerIndian/Alskn Native	2,497	2,046	24.8%	24.2%	31.4%	29.9%	25.2%	24.1%	9.5%	11.2%	9.0%	10.6%
Asian/Pacific Islander	6,595	4,424	28.5%	23.1%	36.8%	34.9%	22.9%	25.2%	7.9%	9.6%	3.9%	7.2%
Hispanic	8,468	5,531	29.5%	21.1%	36.3%	33.9%	20.7%	26.3%	9.1%	7.7%	4.5%	11.0%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

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(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,902	100,656	29.6%	25.5%	35.7%	35.5%	21.3%	23.3%	8.3%	8.6%	5.1%	7.1%
Leaving												
No	101,442	N/A	34.3%	N/A	37.9%	N/A	19.2%	N/A	5.9%	N/A	2.7%	N/A
Yes, to retire	9,505	N/A	25.8%	N/A	35.9%	N/A	22.5%	N/A	9.2%	N/A	6.6%	N/A
Yes, to other job in Govt	22,690	N/A	17.1%	N/A	30.4%	N/A	27.7%	N/A	13.9%	N/A	11.0%	N/A
Yes, to other job outside Govt	5,069	N/A	18.6%	N/A	26.2%	N/A	24.5%	N/A	17.1%	N/A	13.6%	N/A
Yes, other	5,480	N/A	16.1%	N/A	28.8%	N/A	26.6%	N/A	16.9%	N/A	11.6%	N/A
Age Group												
<30	5,461	2,787	31.1%	27.0%	34.3%	33.9%	22.4%	27.2%	8.0%	6.9%	4.2%	5.0%
30-39	20,921	15,010	28.4%	28.3%	36.0%	34.9%	21.8%	22.1%	8.1%	8.0%	5.7%	6.7%
40-49	47,039	34,006	29.1%	24.5%	35.8%	35.0%	21.6%	24.5%	8.7%	8.6%	4.8%	7.4%
50-59	57,871	41,243	29.4%	25.2%	35.8%	35.4%	21.1%	22.9%	8.2%	9.1%	5.4%	7.4%
60+	12,863	7,610	34.6%	24.4%	34.6%	40.6%	19.2%	21.0%	7.6%	8.7%	4.0%	5.3%
Pay Category												
Federal Wage System	5,512	4,855	23.2%	18.9%	32.9%	33.5%	25.9%	27.0%	11.4%	11.0%	6.6%	9.6%
GS 1-6 or equivalent	6,707	4,848	27.6%	26.8%	35.1%	31.4%	22.4%	23.3%	8.7%	9.7%	6.1%	8.8%
GS 7-12 or equivalent	58,907	39,563	29.4%	24.7%	36.2%	35.9%	21.6%	23.7%	8.0%	8.8%	4.8%	6.9%
GS 13-15 or equivalent	64,041	41,791	32.3%	28.5%	36.5%	36.8%	19.1%	21.9%	7.5%	7.8%	4.5%	5.1%
Senior Executive Service	3,314	2,542	41.0%	40.9%	36.1%	33.6%	11.9%	15.4%	4.5%	6.5%	6.5%	3.5%
SL/ST	490	N/A	53.1%	N/A	30.4%	N/A	8.7%	N/A	2.6%	N/A	5.1%	N/A
Other	5,201	7,057	28.7%	26.1%	33.2%	36.5%	22.0%	21.9%	9.9%	7.0%	6.2%	8.5%

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FHCS Report by Demographics

(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,902	100,656	29.6%	25.5%	35.7%	35.5%	21.3%	23.3%	8.3%	8.6%	5.1%	7.1%
Time in Federal Government												
< 1 year	1,316	N/A	41.9%	N/A	33.9%	N/A	18.6%	N/A	2.6%	N/A	2.9%	N/A
1-3 years	12,896	N/A	29.1%	N/A	35.1%	N/A	21.3%	N/A	9.5%	N/A	4.9%	N/A
4-5 years	8,712	N/A	29.6%	N/A	36.0%	N/A	21.6%	N/A	7.7%	N/A	5.2%	N/A
6-10 years	13,911	N/A	30.9%	N/A	32.5%	N/A	21.6%	N/A	9.5%	N/A	5.4%	N/A
11-20 years	44,998	N/A	29.3%	N/A	35.8%	N/A	21.6%	N/A	8.2%	N/A	5.0%	N/A
> 20 years	62,358	N/A	29.4%	N/A	36.7%	N/A	20.8%	N/A	7.9%	N/A	5.1%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	43.7%	N/A	32.1%	N/A	18.5%	N/A	3.2%	N/A	2.4%	N/A
1-3 years	21,639	N/A	29.5%	N/A	34.7%	N/A	21.5%	N/A	9.3%	N/A	5.1%	N/A
4-5 years	13,236	N/A	29.5%	N/A	35.3%	N/A	21.2%	N/A	8.2%	N/A	5.8%	N/A
6-10 years	18,822	N/A	29.1%	N/A	34.2%	N/A	22.0%	N/A	9.0%	N/A	5.8%	N/A
11-20 years	46,192	N/A	29.3%	N/A	35.7%	N/A	21.9%	N/A	8.2%	N/A	5.0%	N/A
> 20 years	41,490	N/A	29.3%	N/A	38.0%	N/A	20.2%	N/A	7.9%	N/A	4.7%	N/A
Retiring												
with 1 year	6,074	4,001	25.8%	19.9%	34.2%	34.9%	22.4%	24.5%	8.5%	10.5%	9.1%	10.2%
Between 1 and 3 years	16,418	12,087	27.0%	21.8%	37.0%	36.5%	22.0%	23.4%	8.7%	10.8%	5.3%	7.5%
Between 3 and 5 years	19,275	13,876	29.2%	24.0%	35.5%	36.5%	21.9%	23.5%	8.8%	9.8%	4.5%	6.2%
5 or more years	102,414	70,692	30.3%	26.5%	35.7%	35.2%	21.0%	23.2%	8.1%	8.1%	4.9%	7.0%

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FHCS Report by Demographics

(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,881	100,656	37.2%	33.1%	46.2%	47.9%	14.0%	15.8%	2.1%	2.6%	0.6%	0.7%
Work Location												
Headquarters	51,143	35,976	39.6%	34.1%	44.2%	46.7%	13.5%	15.9%	2.0%	2.5%	0.7%	0.8%
Field	93,032	64,680	36.4%	32.7%	46.8%	48.3%	14.1%	15.7%	2.2%	2.6%	0.5%	0.6%
Supervisor Status												
Non-Supervisor	74,544	46,868	35.0%	31.8%	46.6%	47.4%	15.2%	17.2%	2.4%	2.8%	0.7%	0.8%
Team Leader	20,113	13,639	39.3%	32.9%	45.6%	49.8%	12.9%	14.2%	1.8%	2.7%	0.3%	0.4%
Supervisor	28,509	22,902	42.4%	39.0%	46.1%	47.8%	10.0%	11.7%	1.2%	1.2%	0.4%	0.3%
Manager	17,116	14,118	47.7%	42.6%	43.8%	46.8%	7.4%	9.7%	1.0%	0.8%	0.1%	0.2%
Executive	3,905	3,129	60.8%	54.2%	34.0%	38.3%	4.6%	6.3%	0.6%	0.9%	0.1%	0.2%
Sex												
Male	81,615	59,070	35.9%	31.9%	46.9%	48.1%	14.2%	16.5%	2.5%	2.8%	0.6%	0.6%
Female	62,569	41,586	38.8%	34.7%	45.3%	47.6%	13.7%	14.7%	1.6%	2.3%	0.5%	0.7%
Race												
White Non-Hispanic	103,912	75,600	38.1%	34.4%	45.9%	48.1%	13.3%	14.5%	2.1%	2.4%	0.5%	0.6%
Black Non-Hispanic	22,475	13,055	36.7%	31.6%	47.7%	48.1%	13.5%	17.8%	1.6%	1.8%	0.5%	0.6%
AmerIndian/Alskn Native	2,491	2,046	33.7%	29.5%	41.6%	42.0%	20.9%	19.1%	3.0%	8.8%	0.8%	0.6%
Asian/Pacific Islander	6,593	4,424	31.7%	28.0%	48.1%	47.3%	17.5%	21.4%	2.1%	2.4%	0.6%	1.0%
Hispanic	8,468	5,531	33.9%	29.0%	46.0%	47.8%	16.1%	18.1%	3.2%	4.0%	0.9%	1.1%

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(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,881	100,656	37.2%	33.1%	46.2%	47.9%	14.0%	15.8%	2.1%	2.6%	0.6%	0.7%
Leaving												
No	101,428	N/A	41.8%	N/A	45.9%	N/A	10.8%	N/A	1.3%	N/A	0.3%	N/A
Yes, to retire	9,503	N/A	35.1%	N/A	46.2%	N/A	15.9%	N/A	2.0%	N/A	0.9%	N/A
Yes, to other job in Govt	22,689	N/A	24.8%	N/A	47.6%	N/A	22.2%	N/A	4.0%	N/A	1.4%	N/A
Yes, to other job outside Govt	5,069	N/A	23.2%	N/A	46.0%	N/A	23.3%	N/A	6.1%	N/A	1.4%	N/A
Yes, other	5,477	N/A	23.2%	N/A	45.7%	N/A	23.7%	N/A	6.2%	N/A	1.2%	N/A
Age Group												
<30	5,461	2,787	33.5%	28.5%	47.1%	48.5%	15.2%	20.8%	3.9%	1.5%	0.2%	0.7%
30-39	20,917	15,010	32.2%	30.7%	48.8%	51.0%	16.3%	15.0%	2.0%	2.7%	0.7%	0.6%
40-49	47,041	34,006	36.2%	31.8%	47.1%	48.9%	14.2%	16.0%	1.9%	2.7%	0.6%	0.6%
50-59	57,855	41,243	39.6%	34.7%	44.6%	46.0%	12.9%	15.8%	2.2%	2.8%	0.6%	0.7%
60+	12,860	7,610	41.6%	38.9%	43.7%	44.7%	12.4%	14.3%	1.9%	1.5%	0.4%	0.7%
Pay Category												
Federal Wage System	5,506	4,855	33.3%	33.5%	48.1%	45.3%	14.8%	17.0%	3.0%	3.4%	0.8%	0.8%
GS 1-6 or equivalent	6,708	4,848	32.9%	34.8%	45.9%	44.6%	17.5%	17.0%	2.8%	2.9%	0.9%	0.8%
GS 7-12 or equivalent	58,896	39,563	36.0%	30.8%	46.9%	49.5%	14.4%	16.4%	2.1%	2.6%	0.5%	0.7%
GS 13-15 or equivalent	64,038	41,791	40.9%	35.2%	45.2%	47.8%	11.8%	14.5%	1.7%	2.0%	0.5%	0.5%
Senior Executive Service	3,313	2,542	61.0%	55.4%	31.9%	38.0%	6.2%	5.6%	0.8%	0.9%	0.0%	0.1%
SL/ST	490	N/A	60.8%	N/A	33.8%	N/A	4.6%	N/A	0.9%	N/A	0.0%	N/A
Other	5,201	7,057	39.3%	37.0%	44.1%	46.0%	13.9%	13.7%	2.2%	2.9%	0.5%	0.3%

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(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,881	100,656	37.2%	33.1%	46.2%	47.9%	14.0%	15.8%	2.1%	2.6%	0.6%	0.7%
Time in Federal Government												
< 1 year	1,316	N/A	33.6%	N/A	54.9%	N/A	8.9%	N/A	1.9%	N/A	0.8%	N/A
1-3 years	12,893	N/A	33.2%	N/A	48.2%	N/A	15.7%	N/A	2.3%	N/A	0.5%	N/A
4-5 years	8,711	N/A	35.4%	N/A	46.2%	N/A	15.8%	N/A	2.2%	N/A	0.4%	N/A
6-10 years	13,915	N/A	35.3%	N/A	46.2%	N/A	15.5%	N/A	2.5%	N/A	0.6%	N/A
11-20 years	44,988	N/A	36.9%	N/A	46.3%	N/A	13.9%	N/A	2.2%	N/A	0.6%	N/A
> 20 years	62,348	N/A	39.8%	N/A	45.2%	N/A	12.6%	N/A	1.9%	N/A	0.6%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	39.0%	N/A	47.5%	N/A	11.3%	N/A	1.7%	N/A	0.6%	N/A
1-3 years	21,635	N/A	33.7%	N/A	46.9%	N/A	16.3%	N/A	2.4%	N/A	0.6%	N/A
4-5 years	13,234	N/A	37.2%	N/A	45.5%	N/A	14.5%	N/A	2.3%	N/A	0.5%	N/A
6-10 years	18,824	N/A	35.9%	N/A	46.2%	N/A	14.9%	N/A	2.3%	N/A	0.6%	N/A
11-20 years	46,184	N/A	37.5%	N/A	46.3%	N/A	13.6%	N/A	2.1%	N/A	0.5%	N/A
> 20 years	41,481	N/A	39.9%	N/A	45.7%	N/A	11.9%	N/A	1.8%	N/A	0.6%	N/A
Retiring												
with 1 year	6,073	4,001	34.4%	32.5%	46.4%	44.1%	15.5%	18.2%	2.6%	3.7%	1.1%	1.5%
Between 1 and 3 years	16,413	12,087	37.1%	33.3%	45.9%	47.0%	14.5%	16.0%	2.0%	2.7%	0.6%	1.0%
Between 3 and 5 years	19,275	13,876	39.8%	33.9%	45.5%	47.1%	12.4%	15.6%	2.0%	2.8%	0.3%	0.5%
5 or more years	102,401	70,692	36.9%	33.0%	46.4%	48.3%	14.0%	15.6%	2.2%	2.5%	0.6%	0.6%

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(11) How would you rate your organization as a place to work compared to other organizations?

	# of Respondents*		One of the Best		Above Average		Average		Below Average		One of the Worst	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,898	100,656	21.3%	19.2%	34.5%	32.5%	29.5%	31.8%	10.9%	11.9%	3.8%	4.6%
Work Location												
Headquarters	51,143	35,976	22.5%	19.4%	34.1%	32.6%	29.3%	31.8%	10.2%	11.8%	4.0%	4.5%
Field	93,052	64,680	20.9%	19.1%	34.6%	32.5%	29.6%	31.8%	11.1%	11.9%	3.8%	4.6%
Supervisor Status												
Non-Supervisor	74,552	46,868	20.0%	18.2%	33.3%	31.1%	31.0%	33.4%	11.5%	12.1%	4.2%	5.2%
Team Leader	20,110	13,639	21.8%	18.3%	36.0%	35.3%	28.6%	30.5%	10.3%	12.2%	3.2%	3.7%
Supervisor	28,519	22,902	23.1%	22.6%	37.7%	35.5%	26.4%	27.8%	9.7%	10.9%	3.2%	3.1%
Manager	17,118	14,118	32.1%	30.1%	39.5%	36.0%	19.4%	22.6%	7.1%	9.0%	1.9%	2.4%
Executive	3,906	3,129	47.2%	43.0%	34.6%	33.7%	12.0%	14.7%	4.6%	6.3%	1.6%	2.2%
Sex												
Male	81,622	59,070	21.2%	18.8%	35.6%	33.4%	27.8%	30.7%	11.5%	12.4%	4.0%	4.7%
Female	62,578	41,586	21.4%	19.7%	33.0%	31.3%	31.9%	33.3%	10.2%	11.2%	3.6%	4.5%
Race												
White Non-Hispanic	103,918	75,600	21.1%	19.3%	35.9%	33.5%	28.1%	31.1%	11.0%	11.8%	3.8%	4.2%
Black Non-Hispanic	22,478	13,055	21.3%	19.2%	30.0%	27.6%	34.5%	35.4%	10.3%	12.5%	4.0%	5.2%
AmerIndian/Alskn Native	2,499	2,046	20.4%	18.7%	29.4%	27.3%	31.2%	31.3%	15.0%	14.8%	4.0%	7.8%
Asian/Pacific Islander	6,595	4,424	20.8%	15.8%	35.3%	37.1%	31.3%	34.2%	9.1%	8.5%	3.5%	4.3%
Hispanic	8,465	5,531	23.5%	21.0%	31.7%	31.0%	30.0%	29.1%	11.2%	12.6%	3.6%	6.3%

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(11) How would you rate your organization as a place to work compared to other organizations?

	# of Respondents*		One of the Best		Above Average		Average		Below Average		One of the Worst	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,898	100,656	21.3%	19.2%	34.5%	32.5%	29.5%	31.8%	10.9%	11.9%	3.8%	4.6%
Leaving												
No	101,437	N/A	26.0%	N/A	38.9%	N/A	27.0%	N/A	6.5%	N/A	1.5%	N/A
Yes, to retire	9,505	N/A	17.9%	N/A	31.9%	N/A	33.3%	N/A	12.7%	N/A	4.2%	N/A
Yes, to other job in Govt	22,692	N/A	9.1%	N/A	22.6%	N/A	36.8%	N/A	21.9%	N/A	9.6%	N/A
Yes, to other job outside Govt	5,067	N/A	6.0%	N/A	20.6%	N/A	30.1%	N/A	29.9%	N/A	13.3%	N/A
Yes, other	5,481	N/A	7.7%	N/A	21.7%	N/A	37.5%	N/A	22.6%	N/A	10.6%	N/A
Age Group												
<30	5,460	2,787	21.0%	18.3%	36.2%	36.3%	28.5%	33.6%	10.5%	9.3%	3.8%	2.5%
30-39	20,919	15,010	19.8%	19.0%	34.5%	32.2%	30.3%	32.7%	11.7%	11.6%	3.7%	4.4%
40-49	47,040	34,006	21.1%	18.6%	34.9%	32.5%	29.3%	32.7%	10.9%	11.4%	3.9%	4.8%
50-59	57,869	41,243	21.2%	19.2%	33.9%	32.4%	30.0%	30.7%	10.8%	12.8%	4.1%	4.9%
60+	12,863	7,610	25.4%	23.2%	34.0%	32.4%	27.7%	30.0%	10.1%	10.8%	2.7%	3.6%
Pay Category												
Federal Wage System	5,511	4,855	20.3%	18.9%	32.1%	30.4%	32.5%	34.0%	11.7%	11.8%	3.4%	4.8%
GS 1-6 or equivalent	6,707	4,848	18.4%	17.3%	29.6%	28.8%	32.5%	37.3%	14.1%	12.0%	5.4%	4.5%
GS 7-12 or equivalent	58,906	39,563	20.3%	18.6%	34.0%	32.1%	31.3%	32.1%	10.9%	12.4%	3.4%	4.8%
GS 13-15 or equivalent	64,040	41,791	22.8%	21.1%	38.8%	34.6%	25.0%	29.8%	9.6%	10.7%	3.8%	3.9%
Senior Executive Service	3,314	2,542	42.7%	40.4%	32.7%	37.1%	12.6%	13.7%	6.3%	7.0%	5.7%	1.8%
SL/ST	490	N/A	28.9%	N/A	35.2%	N/A	29.1%	N/A	4.8%	N/A	2.0%	N/A
Other	5,202	7,057	26.2%	19.1%	31.1%	35.0%	27.8%	28.4%	10.3%	12.1%	4.7%	5.4%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(11) How would you rate your organization as a place to work compared to other organizations?

	# of Respondents*		One of the Best		Above Average		Average		Below Average		One of the Worst	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,898	100,656	21.3%	19.2%	34.5%	32.5%	29.5%	31.8%	10.9%	11.9%	3.8%	4.6%
Time in Federal Government												
< 1 year	1,316	N/A	28.7%	N/A	40.4%	N/A	24.2%	N/A	4.2%	N/A	2.4%	N/A
1-3 years	12,893	N/A	20.1%	N/A	32.1%	N/A	28.9%	N/A	13.7%	N/A	5.1%	N/A
4-5 years	8,712	N/A	21.3%	N/A	35.5%	N/A	30.4%	N/A	9.4%	N/A	3.5%	N/A
6-10 years	13,914	N/A	21.4%	N/A	35.8%	N/A	27.2%	N/A	12.1%	N/A	3.4%	N/A
11-20 years	44,995	N/A	20.6%	N/A	34.3%	N/A	30.8%	N/A	10.7%	N/A	3.6%	N/A
> 20 years	62,357	N/A	22.1%	N/A	34.6%	N/A	29.4%	N/A	10.1%	N/A	3.8%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	31.6%	N/A	35.6%	N/A	24.5%	N/A	6.4%	N/A	1.9%	N/A
1-3 years	21,636	N/A	20.2%	N/A	32.0%	N/A	28.8%	N/A	13.7%	N/A	5.3%	N/A
4-5 years	13,237	N/A	20.7%	N/A	33.7%	N/A	31.7%	N/A	9.6%	N/A	4.3%	N/A
6-10 years	18,823	N/A	20.0%	N/A	34.9%	N/A	28.9%	N/A	12.5%	N/A	3.7%	N/A
11-20 years	46,189	N/A	21.1%	N/A	34.5%	N/A	30.5%	N/A	10.3%	N/A	3.6%	N/A
> 20 years	41,488	N/A	22.3%	N/A	36.3%	N/A	28.9%	N/A	9.5%	N/A	3.1%	N/A
Retiring												
with 1 year	6,074	4,001	17.6%	14.8%	31.6%	30.1%	29.2%	31.7%	15.7%	15.0%	5.9%	8.5%
Between 1 and 3 years	16,417	12,087	19.4%	17.5%	32.0%	31.0%	34.0%	32.5%	11.0%	13.7%	3.6%	5.3%
Between 3 and 5 years	19,276	13,876	20.7%	18.4%	34.4%	32.6%	30.2%	30.9%	11.1%	13.0%	3.7%	5.1%
5 or more years	102,410	70,692	21.8%	19.8%	35.0%	32.8%	28.9%	31.9%	10.6%	11.3%	3.8%	4.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(12) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,898	100,656	16.1%	17.2%	57.6%	54.2%	15.3%	11.6%	8.4%	12.5%	2.0%	3.9%	0.7%	0.8%
Work Location														
Headquarters	51,141	35,976	16.8%	17.6%	56.6%	52.5%	15.4%	12.1%	8.5%	13.0%	1.8%	3.8%	0.9%	1.0%
Field	93,049	64,680	15.8%	17.0%	57.9%	54.8%	15.2%	11.4%	8.3%	12.3%	2.0%	3.9%	0.7%	0.7%
Supervisor Status														
Non-Supervisor	74,550	46,868	15.4%	17.0%	57.2%	53.0%	16.1%	12.6%	8.3%	12.5%	2.0%	4.1%	0.9%	0.9%
Team Leader	20,113	13,639	16.7%	16.3%	57.1%	56.2%	14.9%	9.8%	9.0%	13.3%	2.0%	3.9%	0.4%	0.5%
Supervisor	28,517	22,902	16.9%	18.9%	60.4%	57.0%	12.7%	9.9%	7.9%	11.0%	1.9%	2.9%	0.1%	0.2%
Manager	17,118	14,118	19.5%	20.5%	61.2%	57.4%	10.1%	8.6%	7.9%	11.0%	1.1%	2.4%	0.1%	0.1%
Executive	3,904	3,129	25.9%	26.8%	58.2%	53.4%	7.7%	8.1%	7.0%	9.6%	1.1%	2.0%	0.1%	0.1%
Sex														
Male	81,623	59,070	16.2%	17.8%	57.8%	54.6%	15.5%	11.3%	7.9%	11.9%	2.1%	3.9%	0.5%	0.5%
Female	62,576	41,586	15.8%	16.4%	57.4%	53.5%	15.0%	12.0%	9.0%	13.2%	1.8%	3.9%	1.1%	1.0%
Race														
White Non-Hispanic	103,920	75,600	15.6%	16.9%	57.6%	55.3%	15.3%	10.7%	8.9%	13.0%	1.9%	3.6%	0.7%	0.6%
Black Non-Hispanic	22,477	13,055	16.4%	18.3%	60.7%	53.7%	13.9%	12.0%	6.2%	10.5%	1.6%	4.2%	1.2%	1.4%
AmerIndian/Alskn Native	2,498	2,046	16.9%	14.8%	49.1%	48.7%	19.3%	14.6%	11.0%	15.4%	3.1%	5.4%	0.6%	1.1%
Asian/Pacific Islander	6,594	4,424	17.9%	17.3%	53.0%	53.8%	18.4%	14.6%	7.1%	7.9%	2.9%	5.7%	0.7%	0.7%
Hispanic	8,467	5,531	17.3%	18.4%	57.4%	47.2%	14.4%	15.6%	8.4%	14.0%	2.2%	4.2%	0.2%	0.7%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(12) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,898	100,656	16.1%	17.2%	57.6%	54.2%	15.3%	11.6%	8.4%	12.5%	2.0%	3.9%	0.7%	0.8%
Leaving														
No	101,442	N/A	18.4%	N/A	60.2%	N/A	13.4%	N/A	6.2%	N/A	1.1%	N/A	0.6%	N/A
Yes, to retire	9,505	N/A	13.5%	N/A	55.1%	N/A	18.3%	N/A	9.8%	N/A	2.0%	N/A	1.3%	N/A
Yes, to other job in Govt	22,687	N/A	10.3%	N/A	53.8%	N/A	18.4%	N/A	12.8%	N/A	3.8%	N/A	1.0%	N/A
Yes, to other job outside Govt	5,068	N/A	8.2%	N/A	46.2%	N/A	22.9%	N/A	15.5%	N/A	6.9%	N/A	0.3%	N/A
Yes, other	5,479	N/A	9.3%	N/A	43.6%	N/A	23.0%	N/A	18.6%	N/A	4.5%	N/A	0.9%	N/A
Age Group														
<30	5,460	2,787	17.9%	18.1%	58.0%	59.8%	15.0%	9.4%	6.0%	8.7%	1.9%	1.8%	1.1%	2.1%
30-39	20,919	15,010	14.9%	17.8%	57.7%	52.9%	16.4%	13.8%	8.2%	11.8%	2.1%	3.0%	0.8%	0.7%
40-49	47,042	34,006	14.7%	16.1%	59.4%	54.0%	14.7%	11.6%	8.6%	13.2%	1.9%	4.4%	0.6%	0.6%
50-59	57,870	41,243	16.7%	17.1%	56.3%	54.3%	15.3%	11.0%	9.0%	12.9%	1.9%	4.0%	0.7%	0.8%
60+	12,860	7,610	19.7%	21.1%	55.8%	55.3%	15.8%	10.1%	6.0%	9.7%	2.0%	3.0%	0.6%	0.7%
Pay Category														
Federal Wage System	5,512	4,855	16.9%	21.0%	56.8%	50.8%	15.5%	11.6%	7.7%	11.7%	2.5%	4.3%	0.6%	0.5%
GS 1-6 or equivalent	6,708	4,848	15.4%	18.5%	57.1%	53.4%	17.1%	13.9%	7.5%	10.4%	2.3%	2.7%	0.7%	1.1%
GS 7-12 or equivalent	58,903	39,563	15.5%	16.0%	58.1%	55.0%	15.5%	12.1%	8.3%	12.1%	1.8%	4.0%	0.8%	0.9%
GS 13-15 or equivalent	64,038	41,791	16.3%	16.9%	57.4%	54.1%	14.3%	10.2%	9.1%	14.3%	2.3%	3.9%	0.6%	0.5%
Senior Executive Service	3,314	2,542	24.6%	25.0%	60.0%	53.9%	8.4%	7.4%	5.9%	12.1%	1.0%	1.6%	0.2%	0.1%
SL/ST	490	N/A	23.6%	N/A	50.8%	N/A	13.3%	N/A	11.6%	N/A	0.7%	N/A	0.0%	N/A
Other	5,203	7,057	18.7%	18.5%	56.2%	54.0%	15.2%	10.3%	8.1%	12.9%	0.8%	3.8%	1.0%	0.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(12) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,898	100,656	16.1%	17.2%	57.6%	54.2%	15.3%	11.6%	8.4%	12.5%	2.0%	3.9%	0.7%	0.8%
Time in Federal Government														
< 1 year	1,316	N/A	25.6%	N/A	57.7%	N/A	11.7%	N/A	3.8%	N/A	0.4%	N/A	0.8%	N/A
1-3 years	12,894	N/A	18.0%	N/A	55.0%	N/A	17.1%	N/A	6.7%	N/A	2.7%	N/A	0.5%	N/A
4-5 years	8,711	N/A	15.7%	N/A	59.8%	N/A	14.8%	N/A	7.8%	N/A	1.2%	N/A	0.7%	N/A
6-10 years	13,914	N/A	16.4%	N/A	57.1%	N/A	15.3%	N/A	8.5%	N/A	2.1%	N/A	0.7%	N/A
11-20 years	44,996	N/A	15.3%	N/A	58.1%	N/A	15.3%	N/A	8.6%	N/A	1.8%	N/A	0.9%	N/A
> 20 years	62,356	N/A	15.6%	N/A	57.9%	N/A	14.8%	N/A	8.9%	N/A	2.0%	N/A	0.7%	N/A
Time w/ Current Agency														
< 1 year	2,814	N/A	26.4%	N/A	56.3%	N/A	11.0%	N/A	4.9%	N/A	0.9%	N/A	0.5%	N/A
1-3 years	21,638	N/A	17.6%	N/A	55.6%	N/A	16.4%	N/A	7.1%	N/A	2.7%	N/A	0.6%	N/A
4-5 years	13,236	N/A	15.7%	N/A	59.0%	N/A	15.2%	N/A	7.9%	N/A	1.5%	N/A	0.7%	N/A
6-10 years	18,823	N/A	15.6%	N/A	56.9%	N/A	15.6%	N/A	8.8%	N/A	2.2%	N/A	1.0%	N/A
11-20 years	46,190	N/A	15.1%	N/A	58.2%	N/A	15.4%	N/A	8.5%	N/A	1.8%	N/A	0.9%	N/A
> 20 years	41,488	N/A	15.5%	N/A	58.4%	N/A	14.4%	N/A	9.3%	N/A	1.8%	N/A	0.5%	N/A
Retiring														
with 1 year	6,074	4,001	15.1%	13.9%	53.9%	50.3%	16.3%	13.5%	10.4%	15.7%	2.8%	5.9%	1.6%	0.7%
Between 1 and 3 years	16,417	12,087	14.9%	17.4%	56.5%	55.4%	17.2%	9.3%	8.5%	12.0%	2.2%	5.3%	0.7%	0.6%
Between 3 and 5 years	19,276	13,876	15.5%	17.4%	58.0%	53.8%	13.9%	11.1%	9.9%	13.5%	2.0%	3.4%	0.6%	0.8%
5 or more years	102,411	70,692	16.3%	17.2%	57.9%	54.2%	15.2%	11.9%	8.0%	12.2%	1.9%	3.6%	0.7%	0.8%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(13) My supervisor supports my need to balance work and family issues.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,906	100,656	37.5%	34.4%	41.4%	43.0%	11.8%	10.7%	4.9%	6.1%	3.5%	5.3%	0.7%	0.6%
Work Location														
Headquarters	51,142	35,976	40.0%	36.8%	41.1%	41.4%	10.9%	11.2%	4.2%	5.3%	2.9%	4.7%	0.9%	0.6%
Field	93,058	64,680	36.8%	33.4%	41.6%	43.7%	12.1%	10.4%	5.2%	6.4%	3.7%	5.5%	0.7%	0.6%
Supervisor Status														
Non-Supervisor	74,553	46,868	36.9%	33.6%	40.8%	42.6%	12.4%	11.0%	5.2%	6.2%	3.9%	5.9%	0.8%	0.6%
Team Leader	20,115	13,639	38.8%	36.5%	42.8%	43.6%	10.4%	9.2%	4.8%	5.9%	2.7%	4.3%	0.6%	0.5%
Supervisor	28,517	22,902	36.8%	33.7%	43.9%	44.8%	11.6%	11.4%	4.4%	5.8%	2.7%	3.9%	0.6%	0.4%
Manager	17,119	14,118	42.3%	36.5%	41.0%	43.4%	10.3%	10.5%	3.8%	6.0%	2.2%	3.2%	0.4%	0.4%
Executive	3,906	3,129	44.0%	36.5%	38.1%	39.7%	11.6%	14.1%	3.5%	6.6%	2.0%	2.6%	0.8%	0.5%
Sex														
Male	81,631	59,070	36.7%	32.7%	42.4%	44.0%	12.2%	11.6%	4.7%	6.0%	3.3%	5.1%	0.6%	0.6%
Female	62,578	41,586	38.6%	36.6%	40.3%	41.7%	11.3%	9.4%	5.2%	6.3%	3.8%	5.4%	0.8%	0.6%
Race														
White Non-Hispanic	103,925	75,600	38.8%	35.4%	41.1%	43.9%	11.3%	10.1%	4.7%	5.7%	3.5%	4.3%	0.6%	0.5%
Black Non-Hispanic	22,478	13,055	34.0%	32.4%	43.8%	40.3%	12.4%	12.4%	5.2%	6.4%	3.7%	7.4%	0.9%	1.0%
AmerIndian/Alskn Native	2,499	2,046	34.1%	26.9%	37.9%	40.6%	13.3%	11.4%	7.1%	9.6%	6.9%	11.1%	0.8%	0.4%
Asian/Pacific Islander	6,595	4,424	34.0%	35.0%	44.1%	43.5%	13.2%	10.0%	5.5%	5.9%	2.2%	5.0%	1.0%	0.6%
Hispanic	8,468	5,531	36.9%	30.4%	38.7%	40.5%	14.0%	12.2%	5.5%	7.9%	3.9%	8.5%	0.9%	0.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(13) My supervisor supports my need to balance work and family issues.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,906	100,656	37.5%	34.4%	41.4%	43.0%	11.8%	10.7%	4.9%	6.1%	3.5%	5.3%	0.7%	0.6%
Leaving														
No	101,444	N/A	42.3%	N/A	41.7%	N/A	10.1%	N/A	3.6%	N/A	1.7%	N/A	0.6%	N/A
Yes, to retire	9,504	N/A	33.0%	N/A	43.7%	N/A	13.2%	N/A	6.0%	N/A	3.4%	N/A	0.7%	N/A
Yes, to other job in Govt	22,692	N/A	25.3%	N/A	41.0%	N/A	16.7%	N/A	8.7%	N/A	7.4%	N/A	0.9%	N/A
Yes, to other job outside Govt	5,069	N/A	23.2%	N/A	41.7%	N/A	14.4%	N/A	8.6%	N/A	11.0%	N/A	1.0%	N/A
Yes, other	5,481	N/A	24.3%	N/A	36.9%	N/A	18.2%	N/A	8.6%	N/A	11.1%	N/A	1.0%	N/A
Age Group														
<30	5,461	2,787	41.3%	39.4%	34.7%	40.3%	13.6%	8.2%	6.0%	5.5%	3.5%	5.8%	0.9%	0.8%
30-39	20,921	15,010	39.9%	37.8%	39.4%	39.4%	10.5%	10.6%	5.3%	5.7%	4.4%	6.3%	0.5%	0.3%
40-49	47,043	34,006	37.6%	35.2%	41.7%	42.9%	11.1%	10.2%	5.4%	6.0%	3.5%	5.2%	0.7%	0.5%
50-59	57,872	41,243	35.7%	32.5%	42.9%	44.3%	12.7%	11.0%	4.6%	6.4%	3.4%	5.1%	0.7%	0.7%
60+	12,864	7,610	39.0%	29.4%	41.8%	46.6%	12.4%	12.3%	3.5%	6.6%	2.4%	3.6%	0.9%	1.4%
Pay Category														
Federal Wage System	5,512	4,855	31.8%	28.4%	42.7%	44.4%	14.4%	11.2%	6.2%	7.6%	4.6%	8.1%	0.3%	0.3%
GS 1-6 or equivalent	6,707	4,848	32.1%	35.5%	41.4%	38.6%	13.4%	11.3%	6.9%	7.4%	5.5%	6.6%	0.8%	0.6%
GS 7-12 or equivalent	58,911	39,563	37.7%	33.9%	41.9%	43.6%	11.7%	10.8%	4.8%	6.1%	3.1%	5.0%	0.8%	0.7%
GS 13-15 or equivalent	64,040	41,791	41.2%	37.6%	41.8%	43.2%	9.9%	10.2%	3.7%	5.1%	2.7%	3.3%	0.7%	0.5%
Senior Executive Service	3,314	2,542	40.3%	35.2%	38.4%	42.5%	9.9%	13.2%	3.4%	6.3%	6.5%	2.4%	1.4%	0.3%
SL/ST	490	N/A	41.1%	N/A	41.3%	N/A	12.8%	N/A	1.9%	N/A	2.8%	N/A	0.1%	N/A
Other	5,203	7,057	36.0%	33.6%	34.9%	42.9%	15.7%	9.8%	6.8%	5.9%	5.7%	7.2%	0.8%	0.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(13) My supervisor supports my need to balance work and family issues.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,906	100,656	37.5%	34.4%	41.4%	43.0%	11.8%	10.7%	4.9%	6.1%	3.5%	5.3%	0.7%	0.6%
Time in Federal Government														
< 1 year	1,316	N/A	42.3%	N/A	39.8%	N/A	12.8%	N/A	2.8%	N/A	1.4%	N/A	0.9%	N/A
1-3 years	12,899	N/A	38.0%	N/A	37.1%	N/A	12.9%	N/A	5.8%	N/A	5.4%	N/A	0.7%	N/A
4-5 years	8,711	N/A	37.8%	N/A	41.4%	N/A	11.5%	N/A	5.6%	N/A	3.1%	N/A	0.6%	N/A
6-10 years	13,914	N/A	37.4%	N/A	40.0%	N/A	12.1%	N/A	5.9%	N/A	4.1%	N/A	0.5%	N/A
11-20 years	44,998	N/A	37.8%	N/A	41.7%	N/A	11.3%	N/A	5.2%	N/A	3.4%	N/A	0.6%	N/A
> 20 years	62,358	N/A	37.0%	N/A	43.3%	N/A	11.8%	N/A	4.1%	N/A	2.9%	N/A	0.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	48.1%	N/A	35.9%	N/A	10.3%	N/A	3.3%	N/A	1.8%	N/A	0.6%	N/A
1-3 years	21,640	N/A	37.2%	N/A	38.3%	N/A	12.6%	N/A	6.3%	N/A	4.9%	N/A	0.8%	N/A
4-5 years	13,237	N/A	37.5%	N/A	40.9%	N/A	12.1%	N/A	5.0%	N/A	3.7%	N/A	0.7%	N/A
6-10 years	18,824	N/A	36.5%	N/A	40.9%	N/A	13.3%	N/A	5.0%	N/A	3.7%	N/A	0.6%	N/A
11-20 years	46,192	N/A	37.9%	N/A	42.2%	N/A	11.0%	N/A	4.8%	N/A	3.5%	N/A	0.7%	N/A
> 20 years	41,488	N/A	37.0%	N/A	44.1%	N/A	11.5%	N/A	4.2%	N/A	2.5%	N/A	0.8%	N/A
Retiring														
with 1 year	6,074	4,001	32.5%	25.3%	44.9%	45.7%	10.6%	13.9%	6.2%	7.2%	5.0%	7.2%	0.7%	0.7%
Between 1 and 3 years	16,417	12,087	35.5%	28.8%	42.2%	44.7%	13.4%	11.7%	4.8%	8.7%	3.1%	5.5%	1.0%	0.5%
Between 3 and 5 years	19,276	13,876	36.0%	31.2%	42.7%	46.2%	13.0%	10.7%	4.6%	6.2%	3.0%	4.6%	0.6%	1.1%
5 or more years	102,418	70,692	38.3%	36.1%	41.0%	42.1%	11.4%	10.4%	5.0%	5.7%	3.6%	5.2%	0.7%	0.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(14) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,905	100,656	17.4%	12.5%	42.2%	44.3%	21.3%	18.6%	12.3%	15.9%	6.1%	8.2%	0.8%	0.5%
Work Location														
Headquarters	51,143	35,976	19.0%	13.9%	42.1%	43.4%	21.2%	17.6%	11.6%	16.1%	5.2%	8.4%	1.0%	0.7%
Field	93,055	64,680	16.9%	12.0%	42.3%	44.6%	21.3%	19.0%	12.5%	15.8%	6.3%	8.1%	0.7%	0.4%
Supervisor Status														
Non-Supervisor	74,554	46,868	15.7%	11.4%	38.7%	40.1%	23.4%	20.2%	14.0%	18.0%	7.2%	9.7%	1.0%	0.7%
Team Leader	20,114	13,639	20.0%	14.0%	47.3%	49.7%	17.9%	16.5%	9.9%	13.4%	4.6%	6.4%	0.3%	0.1%
Supervisor	28,518	22,902	19.7%	14.5%	52.3%	56.7%	16.8%	15.2%	8.1%	9.9%	2.8%	3.6%	0.4%	0.1%
Manager	17,118	14,118	26.2%	18.2%	54.0%	60.0%	12.9%	12.4%	5.2%	7.0%	1.6%	2.3%	0.1%	0.1%
Executive	3,906	3,129	33.4%	25.9%	51.0%	58.2%	10.0%	8.5%	3.9%	5.2%	1.2%	2.0%	0.5%	0.1%
Sex														
Male	81,629	59,070	16.8%	11.5%	42.9%	45.6%	21.8%	19.2%	11.9%	15.5%	5.9%	7.8%	0.7%	0.3%
Female	62,579	41,586	18.2%	13.8%	41.3%	42.5%	20.5%	17.8%	12.8%	16.3%	6.3%	8.8%	0.8%	0.7%
Race														
White Non-Hispanic	103,924	75,600	17.4%	12.2%	42.7%	45.8%	21.1%	18.6%	12.4%	16.3%	5.8%	6.7%	0.6%	0.4%
Black Non-Hispanic	22,477	13,055	17.3%	13.6%	41.5%	39.9%	20.9%	17.5%	11.8%	15.5%	7.4%	12.6%	1.1%	0.9%
AmerIndian/Alskn Native	2,500	2,046	14.9%	12.6%	37.0%	33.8%	22.2%	22.1%	16.1%	17.7%	9.1%	13.4%	0.6%	0.3%
Asian/Pacific Islander	6,595	4,424	18.0%	14.7%	44.0%	44.8%	21.6%	21.6%	10.1%	10.8%	4.8%	7.2%	1.3%	0.9%
Hispanic	8,468	5,531	18.5%	11.6%	39.0%	42.3%	23.4%	17.3%	12.6%	16.0%	5.8%	12.3%	0.8%	0.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(14) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,905	100,656	17.4%	12.5%	42.2%	44.3%	21.3%	18.6%	12.3%	15.9%	6.1%	8.2%	0.8%	0.5%
Leaving														
No	101,445	N/A	20.5%	N/A	46.1%	N/A	20.2%	N/A	9.2%	N/A	3.3%	N/A	0.7%	N/A
Yes, to retire	9,502	N/A	14.8%	N/A	41.9%	N/A	23.0%	N/A	13.1%	N/A	6.6%	N/A	0.6%	N/A
Yes, to other job in Govt	22,692	N/A	9.6%	N/A	31.4%	N/A	24.2%	N/A	21.1%	N/A	13.0%	N/A	0.8%	N/A
Yes, to other job outside Govt	5,068	N/A	8.6%	N/A	28.4%	N/A	24.0%	N/A	21.0%	N/A	17.1%	N/A	1.0%	N/A
Yes, other	5,481	N/A	8.6%	N/A	32.2%	N/A	23.8%	N/A	19.6%	N/A	14.5%	N/A	1.2%	N/A
Age Group														
<30	5,460	2,787	18.5%	17.7%	39.4%	41.8%	21.3%	18.0%	14.6%	16.0%	5.4%	5.6%	0.7%	1.0%
30-39	20,922	15,010	16.9%	13.4%	44.1%	46.0%	20.1%	17.8%	12.9%	13.6%	5.4%	8.8%	0.6%	0.4%
40-49	47,042	34,006	17.2%	11.1%	43.4%	45.0%	20.2%	19.2%	12.3%	16.2%	6.3%	8.2%	0.7%	0.4%
50-59	57,874	41,243	17.4%	12.8%	41.0%	43.2%	22.3%	18.5%	12.0%	16.7%	6.5%	8.2%	0.9%	0.6%
60+	12,862	7,610	19.1%	14.2%	41.2%	43.1%	23.6%	19.0%	11.1%	15.4%	4.2%	7.9%	0.8%	0.5%
Pay Category														
Federal Wage System	5,512	4,855	14.3%	8.7%	41.4%	38.0%	20.3%	23.2%	15.2%	19.9%	8.0%	9.9%	0.7%	0.3%
GS 1-6 or equivalent	6,708	4,848	14.1%	15.3%	35.4%	37.0%	24.1%	18.1%	16.3%	18.4%	8.7%	10.4%	1.4%	0.9%
GS 7-12 or equivalent	58,908	39,563	16.6%	10.8%	41.7%	43.7%	22.9%	19.6%	12.3%	17.0%	5.8%	8.3%	0.7%	0.6%
GS 13-15 or equivalent	64,041	41,791	20.4%	15.0%	46.7%	50.3%	17.7%	16.2%	9.8%	12.7%	4.8%	5.6%	0.6%	0.3%
Senior Executive Service	3,314	2,542	29.1%	24.2%	47.8%	56.9%	13.0%	9.7%	3.8%	6.6%	5.6%	2.1%	0.7%	0.5%
SL/ST	490	N/A	35.4%	N/A	38.9%	N/A	16.8%	N/A	6.2%	N/A	2.4%	N/A	0.2%	N/A
Other	5,203	7,057	19.0%	15.2%	39.9%	45.4%	20.1%	16.6%	13.5%	11.9%	6.9%	10.5%	0.6%	0.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(14) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,905	100,656	17.4%	12.5%	42.2%	44.3%	21.3%	18.6%	12.3%	15.9%	6.1%	8.2%	0.8%	0.5%
Time in Federal Government														
< 1 year	1,316	N/A	26.9%	N/A	29.8%	N/A	32.7%	N/A	6.6%	N/A	2.0%	N/A	2.0%	N/A
1-3 years	12,897	N/A	17.2%	N/A	41.2%	N/A	20.2%	N/A	13.1%	N/A	7.9%	N/A	0.5%	N/A
4-5 years	8,711	N/A	17.9%	N/A	40.7%	N/A	20.3%	N/A	15.4%	N/A	5.1%	N/A	0.6%	N/A
6-10 years	13,916	N/A	16.7%	N/A	42.1%	N/A	20.6%	N/A	13.9%	N/A	6.0%	N/A	0.6%	N/A
11-20 years	44,997	N/A	17.0%	N/A	42.1%	N/A	21.8%	N/A	12.1%	N/A	6.2%	N/A	0.8%	N/A
> 20 years	62,358	N/A	17.8%	N/A	43.3%	N/A	21.3%	N/A	11.2%	N/A	5.5%	N/A	0.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	28.2%	N/A	38.0%	N/A	22.1%	N/A	7.5%	N/A	3.1%	N/A	1.2%	N/A
1-3 years	21,639	N/A	17.5%	N/A	39.9%	N/A	21.0%	N/A	13.5%	N/A	7.5%	N/A	0.6%	N/A
4-5 years	13,237	N/A	16.7%	N/A	41.0%	N/A	21.4%	N/A	14.4%	N/A	5.8%	N/A	0.7%	N/A
6-10 years	18,825	N/A	16.6%	N/A	41.9%	N/A	21.2%	N/A	13.2%	N/A	6.4%	N/A	0.7%	N/A
11-20 years	46,191	N/A	17.2%	N/A	42.4%	N/A	21.5%	N/A	11.9%	N/A	6.2%	N/A	0.9%	N/A
> 20 years	41,489	N/A	17.5%	N/A	44.9%	N/A	21.1%	N/A	10.9%	N/A	4.9%	N/A	0.7%	N/A
Retiring														
with 1 year	6,072	4,001	15.2%	10.8%	40.9%	39.7%	21.4%	18.7%	13.4%	18.1%	8.2%	12.3%	1.0%	0.4%
Between 1 and 3 years	16,417	12,087	16.9%	10.2%	40.7%	44.7%	23.4%	18.1%	12.9%	16.6%	5.5%	9.9%	0.7%	0.6%
Between 3 and 5 years	19,276	13,876	17.0%	12.1%	41.6%	43.5%	23.0%	19.4%	11.4%	16.7%	5.8%	7.8%	1.2%	0.6%
5 or more years	102,419	70,692	17.7%	13.0%	42.6%	44.6%	20.7%	18.6%	12.2%	15.5%	6.0%	7.8%	0.7%	0.5%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(15) My work unit is able to recruit people with the right skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	9.4%	6.5%	34.3%	31.3%	28.3%	23.0%	16.9%	23.7%	8.0%	13.0%	3.0%	2.5%
Work Location														
Headquarters	51,143	35,976	11.2%	7.4%	37.5%	33.7%	25.8%	21.2%	15.8%	23.1%	6.9%	11.6%	2.8%	2.9%
Field	93,045	64,680	8.8%	6.1%	33.3%	30.3%	29.1%	23.7%	17.3%	24.0%	8.4%	13.5%	3.1%	2.4%
Supervisor Status														
Non-Supervisor	74,549	46,868	9.0%	6.9%	34.0%	31.6%	29.4%	23.6%	16.0%	22.0%	7.8%	12.6%	3.8%	3.3%
Team Leader	20,110	13,639	9.7%	5.2%	33.1%	29.1%	27.5%	23.2%	19.2%	28.0%	9.0%	13.5%	1.6%	1.0%
Supervisor	28,519	22,902	9.2%	6.2%	36.3%	32.4%	25.6%	20.7%	19.0%	25.9%	8.5%	14.1%	1.3%	0.6%
Manager	17,116	14,118	12.1%	6.8%	40.1%	34.7%	22.6%	18.4%	17.8%	26.2%	6.8%	13.6%	0.6%	0.3%
Executive	3,906	3,129	22.9%	13.8%	46.5%	41.1%	15.1%	16.0%	11.1%	20.9%	3.8%	8.1%	0.6%	0.1%
Sex														
Male	81,621	59,070	8.6%	5.4%	33.9%	30.8%	28.8%	23.9%	17.3%	24.1%	8.7%	13.6%	2.8%	2.2%
Female	62,577	41,586	10.4%	7.9%	35.0%	32.0%	27.8%	21.9%	16.4%	23.3%	7.1%	12.1%	3.3%	2.9%
Race														
White Non-Hispanic	103,918	75,600	9.1%	6.2%	33.6%	30.6%	28.1%	22.9%	18.1%	25.0%	8.4%	13.0%	2.6%	2.2%
Black Non-Hispanic	22,475	13,055	9.6%	7.5%	38.1%	33.2%	28.5%	24.7%	13.3%	18.6%	6.6%	11.6%	3.9%	4.3%
AmerIndian/Alskn Native	2,499	2,046	9.8%	5.1%	29.6%	31.8%	27.6%	21.0%	19.0%	24.2%	10.6%	16.3%	3.4%	1.5%
Asian/Pacific Islander	6,595	4,424	10.6%	8.1%	36.5%	31.8%	30.0%	22.5%	12.6%	24.1%	6.6%	11.0%	3.7%	2.5%
Hispanic	8,465	5,531	10.6%	6.7%	32.5%	33.4%	29.2%	21.5%	16.0%	21.8%	7.9%	14.9%	3.7%	1.7%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(15) My work unit is able to recruit people with the right skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	9.4%	6.5%	34.3%	31.3%	28.3%	23.0%	16.9%	23.7%	8.0%	13.0%	3.0%	2.5%
Leaving														
No	101,438	N/A	11.2%	N/A	37.8%	N/A	27.9%	N/A	14.6%	N/A	5.6%	N/A	2.8%	N/A
Yes, to retire	9,502	N/A	8.1%	N/A	31.2%	N/A	30.2%	N/A	18.4%	N/A	8.5%	N/A	3.6%	N/A
Yes, to other job in Govt	22,692	N/A	4.9%	N/A	26.8%	N/A	29.5%	N/A	22.4%	N/A	13.3%	N/A	3.1%	N/A
Yes, to other job outside Govt	5,066	N/A	2.9%	N/A	19.6%	N/A	26.1%	N/A	25.5%	N/A	21.8%	N/A	4.1%	N/A
Yes, other	5,481	N/A	3.9%	N/A	22.8%	N/A	29.3%	N/A	23.9%	N/A	15.9%	N/A	4.2%	N/A
Age Group														
<30	5,460	2,787	10.6%	7.5%	34.8%	35.8%	28.9%	28.5%	14.4%	15.6%	7.6%	9.1%	3.7%	3.5%
30-39	20,918	15,010	9.3%	6.9%	34.0%	31.7%	28.8%	23.1%	17.1%	23.0%	7.7%	12.7%	3.1%	2.6%
40-49	47,040	34,006	8.4%	6.2%	34.2%	31.0%	28.7%	22.7%	17.3%	25.0%	8.7%	13.2%	2.7%	2.0%
50-59	57,868	41,243	9.5%	6.3%	34.4%	30.5%	27.5%	22.5%	17.2%	24.3%	8.4%	13.8%	3.1%	2.5%
60+	12,862	7,610	12.2%	7.6%	35.1%	33.8%	29.6%	25.0%	15.3%	19.4%	4.5%	9.6%	3.2%	4.6%
Pay Category														
Federal Wage System	5,510	4,855	7.1%	5.4%	32.7%	28.4%	29.2%	23.6%	17.8%	25.1%	10.7%	15.8%	2.6%	1.7%
GS 1-6 or equivalent	6,707	4,848	9.3%	8.3%	32.6%	33.8%	29.1%	22.7%	16.5%	18.3%	8.1%	12.3%	4.4%	4.5%
GS 7-12 or equivalent	58,905	39,563	8.9%	6.4%	33.7%	31.1%	30.2%	24.1%	16.3%	23.3%	7.7%	12.4%	3.2%	2.7%
GS 13-15 or equivalent	64,039	41,791	9.9%	6.2%	37.2%	32.2%	25.0%	21.5%	17.9%	26.2%	7.6%	12.3%	2.4%	1.7%
Senior Executive Service	3,314	2,542	22.0%	12.4%	44.7%	43.3%	12.9%	15.7%	10.2%	20.9%	9.1%	7.0%	1.0%	0.7%
SL/ST	490	N/A	21.8%	N/A	21.8%	N/A	30.4%	N/A	22.7%	N/A	3.1%	N/A	0.2%	N/A
Other	5,201	7,057	12.8%	7.0%	32.7%	30.2%	24.9%	21.1%	17.6%	24.4%	10.0%	15.2%	2.0%	2.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(15) My work unit is able to recruit people with the right skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	9.4%	6.5%	34.3%	31.3%	28.3%	23.0%	16.9%	23.7%	8.0%	13.0%	3.0%	2.5%
Time in Federal Government														
< 1 year	1,316	N/A	22.7%	N/A	35.0%	N/A	27.6%	N/A	6.7%	N/A	3.0%	N/A	5.1%	N/A
1-3 years	12,892	N/A	10.1%	N/A	33.8%	N/A	30.2%	N/A	14.6%	N/A	8.0%	N/A	3.4%	N/A
4-5 years	8,712	N/A	10.4%	N/A	38.3%	N/A	26.7%	N/A	15.0%	N/A	6.6%	N/A	2.9%	N/A
6-10 years	13,913	N/A	10.0%	N/A	33.8%	N/A	28.7%	N/A	16.5%	N/A	8.4%	N/A	2.7%	N/A
11-20 years	44,997	N/A	8.3%	N/A	34.3%	N/A	28.4%	N/A	17.9%	N/A	8.4%	N/A	2.8%	N/A
> 20 years	62,354	N/A	9.4%	N/A	34.0%	N/A	27.9%	N/A	17.7%	N/A	8.1%	N/A	3.0%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	20.3%	N/A	40.6%	N/A	24.2%	N/A	7.7%	N/A	2.5%	N/A	4.7%	N/A
1-3 years	21,634	N/A	10.7%	N/A	34.8%	N/A	29.4%	N/A	14.0%	N/A	8.0%	N/A	3.1%	N/A
4-5 years	13,237	N/A	9.5%	N/A	36.7%	N/A	27.7%	N/A	16.0%	N/A	7.1%	N/A	3.1%	N/A
6-10 years	18,822	N/A	9.2%	N/A	34.5%	N/A	28.5%	N/A	16.7%	N/A	8.3%	N/A	2.8%	N/A
11-20 years	46,190	N/A	8.2%	N/A	33.3%	N/A	28.4%	N/A	18.7%	N/A	8.6%	N/A	2.8%	N/A
> 20 years	41,489	N/A	8.9%	N/A	33.8%	N/A	27.8%	N/A	18.3%	N/A	8.2%	N/A	3.0%	N/A
Retiring														
with 1 year	6,074	4,001	9.4%	6.4%	30.3%	28.7%	26.8%	22.1%	19.0%	24.4%	10.0%	15.8%	4.6%	2.6%
Between 1 and 3 years	16,414	12,087	8.4%	5.6%	33.1%	29.0%	29.1%	23.7%	19.5%	24.2%	7.2%	14.6%	2.7%	2.9%
Between 3 and 5 years	19,274	13,876	9.4%	5.8%	33.1%	30.1%	29.7%	22.3%	16.9%	25.9%	8.0%	13.2%	2.9%	2.7%
5 or more years	102,412	70,692	9.5%	6.8%	34.9%	31.9%	28.1%	23.1%	16.4%	23.3%	8.1%	12.6%	3.0%	2.4%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(16) The skill level in my work unit has improved in the past year.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,895	100,656	13.6%	15.8%	37.2%	40.5%	29.1%	20.2%	12.8%	16.0%	5.2%	5.5%	2.2%	1.9%
Work Location														
Headquarters	51,140	35,976	14.1%	16.4%	35.7%	38.9%	29.6%	20.8%	12.6%	16.1%	5.0%	5.6%	2.9%	2.2%
Field	93,047	64,680	13.4%	15.5%	37.6%	41.2%	28.9%	20.0%	12.8%	16.0%	5.2%	5.5%	2.0%	1.8%
Supervisor Status														
Non-Supervisor	74,545	46,868	12.5%	14.8%	36.2%	39.3%	30.3%	21.1%	12.7%	16.3%	5.5%	5.8%	2.8%	2.6%
Team Leader	20,115	13,639	14.6%	15.7%	36.8%	42.3%	28.3%	18.9%	14.0%	16.9%	5.0%	5.6%	1.3%	0.6%
Supervisor	28,516	22,902	16.0%	19.8%	43.3%	44.9%	24.3%	17.5%	12.0%	13.3%	3.7%	4.1%	0.7%	0.4%
Manager	17,117	14,118	19.4%	22.1%	42.9%	43.9%	22.9%	17.5%	10.8%	12.7%	3.3%	3.5%	0.6%	0.3%
Executive	3,906	3,129	26.7%	27.0%	40.2%	40.6%	21.9%	18.7%	7.6%	10.8%	2.1%	2.3%	1.5%	0.6%
Sex														
Male	81,625	59,070	12.7%	15.5%	37.3%	40.6%	29.7%	19.9%	13.1%	16.7%	5.4%	6.0%	1.8%	1.3%
Female	62,571	41,586	14.7%	16.0%	37.1%	40.4%	28.3%	20.6%	12.3%	15.2%	4.9%	4.9%	2.8%	2.8%
Race														
White Non-Hispanic	103,919	75,600	12.8%	15.2%	36.0%	40.2%	30.0%	21.0%	13.9%	16.5%	5.2%	5.5%	2.0%	1.7%
Black Non-Hispanic	22,473	13,055	15.0%	18.1%	39.7%	40.2%	26.9%	18.6%	10.0%	15.1%	5.3%	5.6%	3.1%	2.4%
AmerIndian/Alskn Native	2,498	2,046	15.7%	15.8%	38.8%	38.5%	25.8%	20.2%	11.5%	15.9%	6.8%	8.5%	1.3%	1.0%
Asian/Pacific Islander	6,594	4,424	13.9%	17.8%	41.7%	43.7%	27.8%	17.6%	10.0%	11.8%	3.9%	4.5%	2.7%	4.6%
Hispanic	8,467	5,531	16.5%	15.1%	39.1%	42.9%	27.0%	17.7%	10.3%	16.5%	5.0%	5.5%	2.0%	2.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(16) The skill level in my work unit has improved in the past year.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,895	100,656	13.6%	15.8%	37.2%	40.5%	29.1%	20.2%	12.8%	16.0%	5.2%	5.5%	2.2%	1.9%
Leaving														
No	101,436	N/A	15.7%	N/A	39.9%	N/A	28.6%	N/A	10.4%	N/A	3.3%	N/A	2.1%	N/A
Yes, to retire	9,502	N/A	10.7%	N/A	33.3%	N/A	31.7%	N/A	14.7%	N/A	6.9%	N/A	2.6%	N/A
Yes, to other job in Govt	22,691	N/A	8.5%	N/A	30.9%	N/A	29.4%	N/A	19.3%	N/A	9.4%	N/A	2.5%	N/A
Yes, to other job outside Govt	5,069	N/A	6.9%	N/A	27.6%	N/A	30.1%	N/A	19.7%	N/A	13.7%	N/A	2.0%	N/A
Yes, other	5,481	N/A	7.2%	N/A	30.3%	N/A	31.6%	N/A	18.3%	N/A	10.2%	N/A	2.4%	N/A
Age Group														
<30	5,461	2,787	17.9%	21.2%	39.7%	40.4%	25.4%	17.3%	9.3%	12.5%	4.0%	3.0%	3.8%	5.7%
30-39	20,920	15,010	13.9%	18.7%	37.4%	40.4%	28.9%	19.3%	12.8%	14.2%	4.4%	5.3%	2.7%	2.1%
40-49	47,041	34,006	12.9%	14.8%	37.5%	40.1%	28.7%	20.5%	13.4%	17.4%	5.4%	5.4%	2.1%	1.9%
50-59	57,865	41,243	13.4%	14.9%	36.3%	40.8%	29.6%	20.4%	12.9%	16.3%	5.8%	6.0%	2.0%	1.6%
60+	12,860	7,610	14.1%	15.9%	38.3%	41.7%	30.9%	21.5%	11.4%	13.9%	3.5%	5.0%	1.8%	2.1%
Pay Category														
Federal Wage System	5,511	4,855	11.7%	15.8%	34.7%	37.8%	29.5%	19.7%	14.7%	18.2%	8.1%	8.0%	1.2%	0.5%
GS 1-6 or equivalent	6,707	4,848	13.0%	22.0%	39.9%	38.8%	25.8%	17.3%	13.3%	12.9%	4.8%	6.0%	3.1%	3.0%
GS 7-12 or equivalent	58,903	39,563	13.7%	14.8%	38.1%	41.3%	29.0%	19.9%	12.0%	16.4%	5.0%	5.3%	2.1%	2.3%
GS 13-15 or equivalent	64,036	41,791	13.1%	15.4%	36.0%	40.4%	30.2%	21.9%	13.8%	15.7%	4.5%	5.1%	2.3%	1.4%
Senior Executive Service	3,314	2,542	23.3%	24.4%	37.9%	43.0%	22.1%	18.7%	12.8%	11.4%	1.9%	1.9%	2.0%	0.6%
SL/ST	490	N/A	24.5%	N/A	42.2%	N/A	24.7%	N/A	6.6%	N/A	1.9%	N/A	0.2%	N/A
Other	5,203	7,057	15.5%	15.0%	32.2%	41.1%	31.6%	21.1%	11.3%	16.0%	7.2%	5.2%	2.2%	1.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(16) The skill level in my work unit has improved in the past year.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,895	100,656	13.6%	15.8%	37.2%	40.5%	29.1%	20.2%	12.8%	16.0%	5.2%	5.5%	2.2%	1.9%
Time in Federal Government														
< 1 year	1,316	N/A	23.0%	N/A	26.9%	N/A	32.7%	N/A	3.6%	N/A	1.7%	N/A	12.1%	N/A
1-3 years	12,897	N/A	16.1%	N/A	42.3%	N/A	24.5%	N/A	10.8%	N/A	3.9%	N/A	2.4%	N/A
4-5 years	8,709	N/A	16.2%	N/A	40.6%	N/A	25.7%	N/A	12.2%	N/A	3.2%	N/A	2.1%	N/A
6-10 years	13,916	N/A	13.3%	N/A	40.3%	N/A	26.5%	N/A	12.8%	N/A	4.9%	N/A	2.2%	N/A
11-20 years	44,995	N/A	12.3%	N/A	36.2%	N/A	30.9%	N/A	12.8%	N/A	5.6%	N/A	2.2%	N/A
> 20 years	62,351	N/A	13.1%	N/A	34.8%	N/A	30.6%	N/A	13.7%	N/A	5.8%	N/A	2.0%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	21.8%	N/A	29.9%	N/A	28.9%	N/A	4.4%	N/A	1.7%	N/A	13.4%	N/A
1-3 years	21,637	N/A	16.5%	N/A	40.4%	N/A	25.9%	N/A	10.8%	N/A	4.1%	N/A	2.3%	N/A
4-5 years	13,235	N/A	14.1%	N/A	40.9%	N/A	26.9%	N/A	11.9%	N/A	4.2%	N/A	2.2%	N/A
6-10 years	18,825	N/A	12.2%	N/A	38.1%	N/A	29.4%	N/A	13.4%	N/A	5.0%	N/A	1.9%	N/A
11-20 years	46,189	N/A	12.4%	N/A	36.1%	N/A	30.2%	N/A	13.3%	N/A	6.1%	N/A	1.9%	N/A
> 20 years	41,484	N/A	12.4%	N/A	34.7%	N/A	31.0%	N/A	14.3%	N/A	5.7%	N/A	1.9%	N/A
Retiring														
with 1 year	6,073	4,001	10.9%	10.5%	31.7%	37.1%	31.6%	20.9%	14.1%	20.1%	9.2%	10.3%	2.5%	1.2%
Between 1 and 3 years	16,414	12,087	11.2%	13.5%	35.7%	39.4%	31.7%	21.6%	14.2%	16.8%	5.3%	7.5%	2.0%	1.2%
Between 3 and 5 years	19,272	13,876	12.4%	14.5%	35.9%	40.4%	30.7%	20.7%	13.4%	17.6%	5.9%	5.1%	1.7%	1.6%
5 or more years	102,414	70,692	14.2%	16.5%	37.9%	40.9%	28.3%	19.9%	12.4%	15.4%	4.8%	5.1%	2.3%	2.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(17) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,887	100,656	10.5%	10.2%	39.0%	38.3%	17.5%	13.1%	21.3%	25.0%	11.0%	13.3%	0.8%	0.1%
Work Location														
Headquarters	51,142	35,976	12.0%	11.6%	40.2%	39.2%	17.1%	13.9%	20.5%	23.7%	9.4%	11.5%	0.8%	0.1%
Field	93,037	64,680	10.0%	9.7%	38.6%	37.9%	17.6%	12.7%	21.5%	25.5%	11.5%	14.0%	0.8%	0.1%
Supervisor Status														
Non-Supervisor	74,544	46,868	11.2%	11.0%	41.7%	40.2%	17.7%	13.4%	18.9%	23.0%	9.7%	12.2%	0.8%	0.2%
Team Leader	20,114	13,639	9.5%	8.7%	34.5%	36.7%	18.2%	12.8%	24.9%	27.6%	12.1%	14.2%	0.8%	0.1%
Supervisor	28,512	22,902	7.5%	8.4%	32.0%	30.8%	16.0%	12.1%	28.1%	31.7%	15.7%	16.9%	0.8%	0.1%
Manager	17,116	14,118	8.4%	8.3%	30.4%	29.5%	15.1%	11.2%	28.8%	31.7%	16.7%	19.2%	0.6%	0.1%
Executive	3,906	3,129	12.7%	11.6%	34.9%	31.9%	13.7%	10.7%	25.8%	31.7%	12.0%	14.0%	0.8%	0.0%
Sex														
Male	81,614	59,070	9.6%	8.8%	36.9%	36.4%	18.4%	14.4%	22.0%	26.0%	12.3%	14.3%	0.7%	0.1%
Female	62,573	41,586	11.6%	12.1%	41.8%	40.8%	16.3%	11.3%	20.3%	23.8%	9.2%	11.9%	0.9%	0.1%
Race														
White Non-Hispanic	103,913	75,600	9.7%	9.8%	37.7%	38.4%	17.3%	12.4%	22.8%	26.1%	11.7%	13.1%	0.8%	0.1%
Black Non-Hispanic	22,475	13,055	12.4%	11.6%	46.4%	41.9%	16.9%	14.4%	15.9%	20.3%	7.7%	11.5%	0.8%	0.2%
AmerIndian/Alskn Native	2,499	2,046	13.7%	8.1%	30.3%	30.8%	17.6%	13.8%	24.0%	27.4%	13.5%	19.6%	0.9%	0.3%
Asian/Pacific Islander	6,594	4,424	11.1%	12.0%	40.9%	38.7%	20.1%	15.6%	17.6%	24.4%	9.9%	9.0%	0.4%	0.2%
Hispanic	8,464	5,531	12.4%	10.8%	36.7%	32.4%	17.8%	14.0%	21.3%	23.8%	11.1%	18.7%	0.7%	0.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(17) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,887	100,656	10.5%	10.2%	39.0%	38.3%	17.5%	13.1%	21.3%	25.0%	11.0%	13.3%	0.8%	0.1%
Leaving														
No	101,431	N/A	12.3%	N/A	42.1%	N/A	16.9%	N/A	19.8%	N/A	8.3%	N/A	0.6%	N/A
Yes, to retire	9,502	N/A	9.4%	N/A	36.7%	N/A	20.5%	N/A	20.5%	N/A	11.7%	N/A	1.2%	N/A
Yes, to other job in Govt	22,691	N/A	6.1%	N/A	32.7%	N/A	18.4%	N/A	25.2%	N/A	16.5%	N/A	1.1%	N/A
Yes, to other job outside Govt	5,068	N/A	2.8%	N/A	24.8%	N/A	17.5%	N/A	28.5%	N/A	25.1%	N/A	1.2%	N/A
Yes, other	5,480	N/A	4.9%	N/A	28.1%	N/A	19.5%	N/A	25.8%	N/A	20.8%	N/A	0.9%	N/A
Age Group														
<30	5,461	2,787	14.2%	12.2%	42.3%	40.8%	16.3%	17.4%	15.9%	21.1%	10.8%	8.1%	0.5%	0.4%
30-39	20,918	15,010	10.2%	11.2%	39.8%	37.5%	16.7%	12.9%	21.1%	24.7%	11.5%	13.6%	0.7%	0.1%
40-49	47,034	34,006	9.8%	9.3%	38.7%	38.0%	17.1%	12.5%	22.9%	25.9%	10.9%	14.3%	0.7%	0.1%
50-59	57,868	41,243	10.3%	9.9%	37.8%	38.0%	18.1%	13.1%	21.1%	25.6%	11.8%	13.2%	0.9%	0.1%
60+	12,860	7,610	12.8%	13.1%	42.5%	42.4%	18.7%	14.2%	18.9%	19.8%	6.4%	10.1%	0.7%	0.4%
Pay Category														
Federal Wage System	5,511	4,855	9.7%	8.5%	35.2%	33.3%	20.1%	15.8%	21.9%	28.5%	12.1%	13.9%	0.9%	0.1%
GS 1-6 or equivalent	6,704	4,848	12.1%	12.9%	43.6%	43.6%	17.9%	13.6%	16.8%	19.1%	8.8%	10.4%	0.7%	0.3%
GS 7-12 or equivalent	58,900	39,563	11.3%	10.9%	40.2%	39.2%	17.5%	12.7%	20.1%	23.9%	10.2%	13.2%	0.7%	0.2%
GS 13-15 or equivalent	64,035	41,791	8.6%	8.9%	37.0%	36.8%	16.8%	12.9%	24.6%	28.6%	12.3%	12.7%	0.7%	0.1%
Senior Executive Service	3,314	2,542	13.0%	10.2%	33.3%	35.8%	12.3%	9.9%	25.1%	31.1%	15.4%	13.1%	0.9%	0.0%
SL/ST	490	N/A	6.1%	N/A	35.5%	N/A	14.6%	N/A	35.0%	N/A	8.8%	N/A	0.0%	N/A
Other	5,203	7,057	10.7%	9.1%	34.3%	36.5%	17.9%	12.3%	22.6%	24.9%	13.4%	17.0%	1.2%	0.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(17) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,887	100,656	10.5%	10.2%	39.0%	38.3%	17.5%	13.1%	21.3%	25.0%	11.0%	13.3%	0.8%	0.1%
Time in Federal Government														
< 1 year	1,316	N/A	21.7%	N/A	36.5%	N/A	25.9%	N/A	10.3%	N/A	4.3%	N/A	1.2%	N/A
1-3 years	12,894	N/A	12.3%	N/A	39.0%	N/A	17.9%	N/A	19.3%	N/A	11.0%	N/A	0.6%	N/A
4-5 years	8,711	N/A	11.5%	N/A	40.3%	N/A	18.0%	N/A	20.0%	N/A	9.6%	N/A	0.6%	N/A
6-10 years	13,911	N/A	9.8%	N/A	39.0%	N/A	16.0%	N/A	22.5%	N/A	12.1%	N/A	0.7%	N/A
11-20 years	44,992	N/A	9.7%	N/A	39.6%	N/A	17.3%	N/A	21.8%	N/A	10.9%	N/A	0.8%	N/A
> 20 years	62,350	N/A	10.2%	N/A	38.2%	N/A	17.8%	N/A	21.8%	N/A	11.1%	N/A	0.9%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	18.9%	N/A	42.1%	N/A	21.3%	N/A	11.3%	N/A	5.9%	N/A	0.5%	N/A
1-3 years	21,635	N/A	12.1%	N/A	38.9%	N/A	18.0%	N/A	19.4%	N/A	11.0%	N/A	0.6%	N/A
4-5 years	13,235	N/A	10.6%	N/A	41.9%	N/A	17.4%	N/A	20.2%	N/A	9.2%	N/A	0.6%	N/A
6-10 years	18,819	N/A	9.3%	N/A	39.1%	N/A	16.9%	N/A	22.7%	N/A	11.0%	N/A	0.9%	N/A
11-20 years	46,188	N/A	10.0%	N/A	38.9%	N/A	17.2%	N/A	21.9%	N/A	11.3%	N/A	0.7%	N/A
> 20 years	41,484	N/A	9.7%	N/A	37.5%	N/A	17.6%	N/A	22.5%	N/A	11.7%	N/A	1.0%	N/A
Retiring														
with 1 year	6,072	4,001	10.3%	9.7%	38.2%	37.2%	18.7%	15.2%	19.4%	22.7%	12.4%	15.0%	1.1%	0.3%
Between 1 and 3 years	16,415	12,087	9.2%	9.2%	38.8%	39.3%	19.1%	11.9%	21.0%	25.7%	11.0%	13.8%	0.9%	0.2%
Between 3 and 5 years	19,275	13,876	10.2%	9.1%	36.3%	35.8%	19.7%	14.6%	22.0%	26.6%	10.9%	13.7%	0.8%	0.1%
5 or more years	102,404	70,692	10.7%	10.6%	39.5%	38.6%	16.9%	12.9%	21.3%	24.8%	10.9%	13.0%	0.7%	0.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(18) My workload is reasonable.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,903	100,656	10.2%	13.5%	49.9%	51.5%	15.7%	10.1%	15.8%	15.5%	7.8%	9.2%	0.6%	0.2%
Work Location														
Headquarters	51,143	35,976	11.4%	14.5%	48.4%	50.2%	15.6%	10.2%	16.4%	15.5%	7.6%	9.0%	0.5%	0.5%
Field	93,054	64,680	9.8%	13.1%	50.3%	51.9%	15.7%	10.1%	15.6%	15.5%	7.9%	9.3%	0.7%	0.1%
Supervisor Status														
Non-Supervisor	74,551	46,868	11.0%	14.3%	51.7%	52.6%	15.4%	10.2%	14.0%	14.0%	7.2%	8.8%	0.7%	0.3%
Team Leader	20,114	13,639	8.9%	12.2%	47.6%	51.0%	16.5%	9.7%	18.0%	17.5%	8.5%	9.5%	0.5%	0.1%
Supervisor	28,519	22,902	7.2%	10.7%	44.2%	46.7%	16.5%	10.2%	21.3%	20.9%	10.2%	11.4%	0.5%	0.1%
Manager	17,119	14,118	8.3%	12.2%	43.4%	45.9%	15.7%	10.1%	21.8%	20.4%	10.4%	11.3%	0.4%	0.1%
Executive	3,906	3,129	12.3%	16.5%	44.0%	43.7%	14.8%	10.7%	20.2%	19.8%	8.0%	9.2%	0.7%	0.0%
Sex														
Male	81,628	59,070	9.9%	12.4%	50.2%	53.7%	17.0%	10.1%	14.9%	14.7%	7.5%	8.8%	0.5%	0.2%
Female	62,577	41,586	10.6%	14.8%	49.4%	48.5%	14.0%	10.1%	16.9%	16.6%	8.3%	9.8%	0.8%	0.2%
Race														
White Non-Hispanic	103,923	75,600	9.3%	13.7%	49.3%	52.1%	16.0%	9.4%	16.8%	15.9%	7.9%	8.9%	0.6%	0.1%
Black Non-Hispanic	22,475	13,055	11.3%	13.7%	53.7%	51.1%	14.0%	11.2%	12.7%	13.6%	7.3%	9.5%	1.0%	0.9%
AmerIndian/Alskn Native	2,500	2,046	12.5%	9.7%	42.6%	47.7%	16.9%	11.0%	20.0%	18.3%	7.6%	13.3%	0.4%	0.0%
Asian/Pacific Islander	6,595	4,424	13.4%	12.3%	49.7%	54.2%	15.0%	11.8%	12.4%	11.3%	8.9%	10.3%	0.5%	0.1%
Hispanic	8,467	5,531	13.0%	13.3%	48.2%	45.7%	16.4%	13.2%	14.2%	18.3%	7.6%	9.5%	0.7%	0.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(18) My workload is reasonable.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,903	100,656	10.2%	13.5%	49.9%	51.5%	15.7%	10.1%	15.8%	15.5%	7.8%	9.2%	0.6%	0.2%
Leaving														
No	101,442	N/A	11.7%	N/A	53.0%	N/A	14.8%	N/A	14.4%	N/A	5.6%	N/A	0.5%	N/A
Yes, to retire	9,505	N/A	9.7%	N/A	49.8%	N/A	16.8%	N/A	14.6%	N/A	7.6%	N/A	1.6%	N/A
Yes, to other job in Govt	22,692	N/A	6.6%	N/A	42.3%	N/A	17.7%	N/A	19.5%	N/A	13.2%	N/A	0.8%	N/A
Yes, to other job outside Govt	5,068	N/A	5.4%	N/A	38.5%	N/A	15.8%	N/A	23.5%	N/A	16.0%	N/A	0.8%	N/A
Yes, other	5,480	N/A	5.1%	N/A	37.5%	N/A	20.6%	N/A	19.7%	N/A	16.6%	N/A	0.6%	N/A
Age Group														
<30	5,461	2,787	15.2%	21.8%	51.4%	52.7%	13.9%	9.2%	12.1%	9.9%	6.9%	6.1%	0.4%	0.1%
30-39	20,921	15,010	10.2%	16.2%	52.1%	49.7%	15.7%	10.6%	14.4%	13.8%	7.0%	9.2%	0.6%	0.6%
40-49	47,043	34,006	9.2%	11.3%	49.5%	51.1%	15.7%	10.2%	17.1%	17.1%	8.0%	10.2%	0.5%	0.2%
50-59	57,869	41,243	9.9%	13.3%	48.4%	51.8%	15.9%	9.9%	16.4%	15.9%	8.5%	9.0%	1.0%	0.1%
60+	12,862	7,610	13.1%	15.1%	52.9%	55.7%	15.6%	9.5%	12.3%	12.7%	5.8%	6.7%	0.3%	0.2%
Pay Category														
Federal Wage System	5,510	4,855	10.7%	13.8%	53.5%	55.4%	16.6%	9.8%	11.6%	12.6%	7.2%	8.4%	0.4%	0.0%
GS 1-6 or equivalent	6,707	4,848	13.1%	16.8%	52.0%	49.5%	13.6%	11.4%	14.1%	12.2%	6.5%	9.0%	0.8%	1.1%
GS 7-12 or equivalent	58,909	39,563	10.3%	13.2%	50.1%	50.9%	15.9%	10.0%	15.1%	16.2%	7.9%	9.6%	0.8%	0.2%
GS 13-15 or equivalent	64,040	41,791	8.8%	13.3%	47.6%	51.4%	16.3%	9.7%	18.6%	16.8%	8.3%	8.7%	0.4%	0.1%
Senior Executive Service	3,314	2,542	12.9%	15.6%	42.6%	46.9%	12.6%	9.4%	19.7%	19.5%	11.4%	8.6%	0.8%	0.0%
SL/ST	490	N/A	13.9%	N/A	30.9%	N/A	13.1%	N/A	37.3%	N/A	4.7%	N/A	0.1%	N/A
Other	5,204	7,057	9.7%	11.8%	51.6%	53.1%	14.2%	10.5%	15.8%	15.1%	7.9%	9.4%	0.9%	0.0%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(18) My workload is reasonable.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,903	100,656	10.2%	13.5%	49.9%	51.5%	15.7%	10.1%	15.8%	15.5%	7.8%	9.2%	0.6%	0.2%
Time in Federal Government														
< 1 year	1,316	N/A	20.3%	N/A	51.2%	N/A	18.6%	N/A	6.6%	N/A	2.4%	N/A	0.8%	N/A
1-3 years	12,898	N/A	13.1%	N/A	50.3%	N/A	14.5%	N/A	14.5%	N/A	7.2%	N/A	0.4%	N/A
4-5 years	8,712	N/A	11.4%	N/A	53.7%	N/A	14.2%	N/A	13.8%	N/A	6.7%	N/A	0.3%	N/A
6-10 years	13,914	N/A	10.1%	N/A	50.2%	N/A	15.7%	N/A	15.4%	N/A	8.1%	N/A	0.5%	N/A
11-20 years	44,996	N/A	9.5%	N/A	49.5%	N/A	15.9%	N/A	16.7%	N/A	7.7%	N/A	0.6%	N/A
> 20 years	62,357	N/A	9.4%	N/A	49.0%	N/A	16.2%	N/A	16.2%	N/A	8.4%	N/A	0.9%	N/A
Time w/ Current Agency														
< 1 year	2,814	N/A	20.4%	N/A	53.1%	N/A	14.0%	N/A	8.2%	N/A	3.7%	N/A	0.5%	N/A
1-3 years	21,640	N/A	12.5%	N/A	50.3%	N/A	14.8%	N/A	14.4%	N/A	7.6%	N/A	0.4%	N/A
4-5 years	13,237	N/A	10.4%	N/A	52.1%	N/A	15.0%	N/A	15.1%	N/A	7.0%	N/A	0.4%	N/A
6-10 years	18,823	N/A	9.4%	N/A	49.9%	N/A	15.6%	N/A	15.8%	N/A	8.2%	N/A	1.0%	N/A
11-20 years	46,190	N/A	9.5%	N/A	49.5%	N/A	16.4%	N/A	16.5%	N/A	7.6%	N/A	0.6%	N/A
> 20 years	41,489	N/A	8.8%	N/A	48.7%	N/A	16.1%	N/A	17.0%	N/A	8.7%	N/A	0.8%	N/A
Retiring														
with 1 year	6,074	4,001	10.7%	10.8%	50.3%	50.3%	15.7%	11.2%	14.0%	16.2%	7.8%	11.2%	1.4%	0.2%
Between 1 and 3 years	16,418	12,087	9.2%	12.1%	47.9%	52.8%	17.1%	8.3%	17.4%	17.1%	7.5%	9.6%	0.8%	0.2%
Between 3 and 5 years	19,275	13,876	9.8%	12.1%	48.6%	53.0%	16.4%	10.3%	15.6%	15.8%	8.9%	8.7%	0.6%	0.1%
5 or more years	102,415	70,692	10.4%	14.0%	50.3%	51.1%	15.4%	10.3%	15.7%	15.2%	7.6%	9.2%	0.6%	0.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(19) My talents are used well in the workplace.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,905	100,656	16.4%	19.3%	45.8%	43.6%	17.3%	11.1%	13.0%	15.5%	6.8%	10.3%	0.7%	0.1%
Work Location														
Headquarters	51,143	35,976	17.6%	20.3%	44.3%	40.8%	17.0%	11.8%	13.2%	16.1%	7.1%	10.9%	0.8%	0.1%
Field	93,055	64,680	16.0%	18.9%	46.3%	44.8%	17.4%	10.9%	12.9%	15.2%	6.7%	10.1%	0.7%	0.1%
Supervisor Status														
Non-Supervisor	74,553	46,868	15.1%	17.7%	44.1%	42.5%	18.6%	11.6%	13.8%	16.4%	7.5%	11.6%	0.8%	0.2%
Team Leader	20,113	13,639	18.0%	22.2%	48.6%	45.0%	14.6%	10.0%	12.3%	14.2%	6.0%	8.6%	0.6%	0.0%
Supervisor	28,520	22,902	17.7%	20.7%	49.9%	47.4%	16.2%	11.2%	10.8%	13.7%	4.9%	6.9%	0.5%	0.1%
Manager	17,118	14,118	24.7%	26.1%	51.8%	48.6%	12.2%	9.1%	7.7%	10.8%	3.2%	5.3%	0.4%	0.0%
Executive	3,906	3,129	38.6%	37.2%	44.9%	42.5%	7.8%	6.7%	6.0%	9.6%	2.3%	4.0%	0.5%	0.0%
Sex														
Male	81,631	59,070	15.6%	18.1%	46.1%	44.4%	17.5%	11.4%	12.8%	15.2%	7.2%	10.8%	0.8%	0.1%
Female	62,576	41,586	17.6%	20.8%	45.3%	42.7%	17.0%	10.8%	13.2%	15.8%	6.3%	9.7%	0.7%	0.2%
Race														
White Non-Hispanic	103,924	75,600	15.7%	18.7%	47.0%	44.9%	16.8%	11.2%	13.1%	15.4%	6.6%	9.7%	0.7%	0.1%
Black Non-Hispanic	22,476	13,055	17.1%	20.9%	42.3%	37.7%	18.5%	11.3%	13.4%	16.2%	7.8%	13.6%	0.9%	0.2%
AmerIndian/Alskn Native	2,500	2,046	16.9%	18.3%	42.2%	43.3%	17.4%	10.5%	13.5%	13.3%	9.3%	14.6%	0.8%	0.1%
Asian/Pacific Islander	6,595	4,424	21.1%	23.4%	45.1%	43.9%	18.0%	11.6%	9.6%	14.4%	5.5%	6.5%	0.6%	0.1%
Hispanic	8,467	5,531	18.2%	19.0%	43.5%	43.6%	18.5%	10.6%	12.1%	15.7%	7.0%	10.8%	0.8%	0.3%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(19) My talents are used well in the workplace.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,905	100,656	16.4%	19.3%	45.8%	43.6%	17.3%	11.1%	13.0%	15.5%	6.8%	10.3%	0.7%	0.1%
Leaving														
No	101,442	N/A	19.6%	N/A	51.2%	N/A	16.2%	N/A	9.0%	N/A	3.5%	N/A	0.4%	N/A
Yes, to retire	9,505	N/A	14.6%	N/A	43.5%	N/A	19.8%	N/A	14.2%	N/A	6.4%	N/A	1.4%	N/A
Yes, to other job in Govt	22,691	N/A	7.9%	N/A	32.2%	N/A	19.6%	N/A	23.7%	N/A	15.3%	N/A	1.3%	N/A
Yes, to other job outside Govt	5,069	N/A	7.6%	N/A	25.4%	N/A	18.3%	N/A	24.3%	N/A	22.7%	N/A	1.7%	N/A
Yes, other	5,481	N/A	7.5%	N/A	28.3%	N/A	21.7%	N/A	24.4%	N/A	16.5%	N/A	1.7%	N/A
Age Group														
<30	5,461	2,787	14.0%	21.8%	46.0%	41.1%	17.8%	14.3%	14.2%	14.1%	7.4%	8.1%	0.6%	0.5%
30-39	20,919	15,010	14.8%	21.4%	46.5%	43.0%	18.2%	11.3%	14.0%	14.1%	5.9%	10.1%	0.5%	0.1%
40-49	47,044	34,006	16.1%	18.3%	46.6%	44.4%	16.1%	10.5%	13.6%	16.3%	7.0%	10.3%	0.6%	0.1%
50-59	57,872	41,243	17.0%	18.9%	44.9%	43.7%	17.7%	11.4%	12.2%	15.2%	7.3%	10.7%	0.9%	0.1%
60+	12,862	7,610	19.6%	20.2%	44.6%	42.4%	18.4%	11.0%	10.8%	16.3%	5.4%	9.8%	1.2%	0.3%
Pay Category														
Federal Wage System	5,512	4,855	16.3%	21.7%	46.2%	44.3%	17.7%	10.2%	11.7%	14.6%	7.3%	9.2%	0.9%	0.1%
GS 1-6 or equivalent	6,707	4,848	16.1%	24.3%	38.5%	36.2%	19.7%	10.9%	14.5%	16.2%	9.9%	12.2%	1.4%	0.2%
GS 7-12 or equivalent	58,907	39,563	15.1%	17.3%	46.4%	44.7%	17.9%	11.6%	13.4%	15.8%	6.6%	10.4%	0.6%	0.2%
GS 13-15 or equivalent	64,041	41,791	17.8%	19.5%	47.9%	45.4%	15.2%	10.7%	12.5%	15.0%	6.1%	9.2%	0.6%	0.1%
Senior Executive Service	3,314	2,542	36.4%	35.3%	44.2%	44.2%	7.3%	5.6%	6.0%	10.9%	5.5%	4.1%	0.7%	0.0%
SL/ST	490	N/A	34.0%	N/A	38.3%	N/A	19.8%	N/A	5.3%	N/A	2.6%	N/A	0.0%	N/A
Other	5,204	7,057	20.2%	20.7%	43.6%	41.1%	17.9%	11.1%	11.0%	15.1%	6.7%	11.8%	0.7%	0.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(19) My talents are used well in the workplace.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,905	100,656	16.4%	19.3%	45.8%	43.6%	17.3%	11.1%	13.0%	15.5%	6.8%	10.3%	0.7%	0.1%
Time in Federal Government														
< 1 year	1,316	N/A	20.7%	N/A	46.8%	N/A	20.3%	N/A	9.6%	N/A	1.9%	N/A	0.8%	N/A
1-3 years	12,896	N/A	14.7%	N/A	42.5%	N/A	17.4%	N/A	15.0%	N/A	9.7%	N/A	0.7%	N/A
4-5 years	8,712	N/A	17.4%	N/A	47.1%	N/A	17.2%	N/A	12.1%	N/A	5.5%	N/A	0.7%	N/A
6-10 years	13,916	N/A	16.3%	N/A	45.4%	N/A	16.6%	N/A	13.9%	N/A	7.1%	N/A	0.7%	N/A
11-20 years	44,998	N/A	15.9%	N/A	45.8%	N/A	18.1%	N/A	13.0%	N/A	6.5%	N/A	0.7%	N/A
> 20 years	62,356	N/A	17.3%	N/A	46.8%	N/A	16.8%	N/A	12.1%	N/A	6.3%	N/A	0.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	22.2%	N/A	43.4%	N/A	20.9%	N/A	10.2%	N/A	2.8%	N/A	0.4%	N/A
1-3 years	21,639	N/A	16.1%	N/A	41.5%	N/A	17.1%	N/A	15.4%	N/A	9.1%	N/A	0.7%	N/A
4-5 years	13,236	N/A	15.9%	N/A	47.3%	N/A	16.9%	N/A	12.6%	N/A	6.5%	N/A	0.8%	N/A
6-10 years	18,825	N/A	15.8%	N/A	45.4%	N/A	17.5%	N/A	13.5%	N/A	7.0%	N/A	0.8%	N/A
11-20 years	46,193	N/A	15.9%	N/A	46.6%	N/A	17.8%	N/A	12.6%	N/A	6.3%	N/A	0.8%	N/A
> 20 years	41,488	N/A	17.3%	N/A	47.8%	N/A	16.7%	N/A	11.6%	N/A	6.0%	N/A	0.6%	N/A
Retiring														
with 1 year	6,074	4,001	15.8%	12.9%	41.9%	44.2%	18.9%	11.6%	13.4%	16.3%	8.5%	14.9%	1.5%	0.2%
Between 1 and 3 years	16,417	12,087	15.1%	16.5%	45.3%	42.6%	17.9%	11.7%	13.9%	17.1%	6.4%	11.9%	1.4%	0.2%
Between 3 and 5 years	19,276	13,876	17.3%	19.1%	45.4%	42.7%	17.9%	11.7%	12.2%	16.6%	6.4%	9.6%	0.8%	0.2%
5 or more years	102,416	70,692	16.5%	20.0%	46.1%	43.9%	17.1%	10.9%	12.9%	15.0%	6.8%	10.0%	0.6%	0.1%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(20) I know how my work relates to the agency's goals and priorities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,908	100,656	28.6%	36.5%	54.5%	52.4%	10.6%	5.2%	3.9%	3.8%	1.8%	1.5%	0.6%	0.6%
Work Location														
Headquarters	51,144	35,976	30.4%	37.6%	53.2%	50.4%	10.4%	5.9%	3.6%	3.9%	1.7%	1.4%	0.6%	0.7%
Field	93,056	64,680	27.9%	36.1%	55.0%	53.2%	10.6%	4.9%	4.0%	3.7%	1.8%	1.5%	0.6%	0.6%
Supervisor Status														
Non-Supervisor	74,554	46,868	25.6%	33.3%	55.6%	54.2%	11.8%	5.9%	4.3%	4.3%	2.0%	1.6%	0.8%	0.8%
Team Leader	20,115	13,639	32.3%	38.1%	53.5%	52.4%	9.0%	4.2%	3.2%	3.2%	1.5%	1.7%	0.5%	0.3%
Supervisor	28,518	22,902	33.2%	45.7%	53.9%	47.1%	8.1%	3.8%	3.2%	2.3%	1.3%	0.9%	0.4%	0.2%
Manager	17,119	14,118	44.6%	58.5%	47.2%	37.0%	4.9%	2.1%	2.2%	1.7%	1.0%	0.6%	0.2%	0.0%
Executive	3,906	3,129	62.1%	74.5%	33.0%	22.8%	2.8%	1.1%	1.2%	1.1%	0.8%	0.4%	0.1%	0.1%
Sex														
Male	81,632	59,070	27.2%	35.3%	53.8%	52.6%	11.8%	5.6%	4.5%	4.2%	2.1%	1.8%	0.6%	0.5%
Female	62,578	41,586	30.3%	38.2%	55.6%	52.1%	8.9%	4.7%	3.1%	3.2%	1.4%	1.1%	0.7%	0.7%
Race														
White Non-Hispanic	103,927	75,600	27.6%	36.2%	54.2%	52.9%	11.3%	5.0%	4.3%	3.8%	2.0%	1.5%	0.6%	0.6%
Black Non-Hispanic	22,478	13,055	30.3%	37.1%	56.4%	52.9%	8.3%	4.1%	3.1%	3.7%	1.2%	1.5%	0.7%	0.8%
AmerIndian/Alskn Native	2,500	2,046	24.9%	36.1%	54.9%	46.2%	10.7%	9.2%	4.3%	4.2%	3.1%	3.2%	2.2%	1.2%
Asian/Pacific Islander	6,594	4,424	33.2%	38.4%	53.8%	50.8%	9.5%	7.6%	2.1%	1.6%	1.0%	1.1%	0.4%	0.5%
Hispanic	8,467	5,531	31.2%	37.2%	54.3%	50.2%	9.6%	5.7%	2.7%	4.7%	1.6%	1.3%	0.7%	0.8%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(20) I know how my work relates to the agency's goals and priorities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,908	100,656	28.6%	36.5%	54.5%	52.4%	10.6%	5.2%	3.9%	3.8%	1.8%	1.5%	0.6%	0.6%
Leaving														
No	101,445	N/A	31.8%	N/A	55.1%	N/A	8.8%	N/A	2.6%	N/A	1.1%	N/A	0.5%	N/A
Yes, to retire	9,502	N/A	25.5%	N/A	53.4%	N/A	12.8%	N/A	5.9%	N/A	1.9%	N/A	0.5%	N/A
Yes, to other job in Govt	22,693	N/A	20.5%	N/A	54.7%	N/A	14.0%	N/A	6.4%	N/A	3.4%	N/A	1.0%	N/A
Yes, to other job outside Govt	5,069	N/A	18.8%	N/A	52.1%	N/A	13.9%	N/A	8.6%	N/A	5.3%	N/A	1.2%	N/A
Yes, other	5,482	N/A	18.0%	N/A	48.9%	N/A	19.9%	N/A	8.4%	N/A	3.9%	N/A	0.9%	N/A
Age Group														
<30	5,461	2,787	25.0%	30.8%	56.8%	59.6%	10.5%	5.3%	5.4%	3.3%	1.6%	0.8%	0.8%	0.3%
30-39	20,922	15,010	26.3%	36.3%	55.5%	53.4%	11.1%	4.3%	4.4%	4.3%	2.1%	1.3%	0.6%	0.5%
40-49	47,043	34,006	28.1%	36.1%	55.3%	52.9%	10.2%	5.2%	3.7%	3.6%	1.9%	1.6%	0.7%	0.6%
50-59	57,873	41,243	29.5%	37.0%	53.7%	51.3%	10.7%	5.6%	3.9%	3.8%	1.7%	1.6%	0.6%	0.7%
60+	12,863	7,610	32.7%	38.9%	52.2%	50.3%	10.2%	5.2%	2.8%	3.2%	1.4%	1.3%	0.7%	1.0%
Pay Category														
Federal Wage System	5,512	4,855	24.0%	32.8%	57.1%	54.5%	13.4%	6.7%	3.5%	3.4%	1.5%	1.3%	0.5%	1.2%
GS 1-6 or equivalent	6,707	4,848	26.3%	35.8%	57.7%	51.8%	10.3%	5.3%	2.8%	5.0%	1.5%	1.1%	1.4%	1.1%
GS 7-12 or equivalent	58,911	39,563	27.4%	34.3%	55.5%	54.8%	10.7%	5.1%	4.1%	3.6%	1.7%	1.5%	0.6%	0.7%
GS 13-15 or equivalent	64,041	41,791	31.5%	40.9%	51.9%	48.9%	9.7%	4.7%	4.2%	3.8%	2.2%	1.6%	0.5%	0.2%
Senior Executive Service	3,314	2,542	62.7%	70.5%	30.1%	26.5%	5.1%	1.2%	1.0%	1.4%	0.5%	0.4%	0.5%	0.1%
SL/ST	490	N/A	53.1%	N/A	39.8%	N/A	3.5%	N/A	2.6%	N/A	1.0%	N/A	0.0%	N/A
Other	5,203	7,057	30.6%	40.1%	52.4%	48.1%	11.5%	5.7%	3.0%	3.6%	2.2%	2.1%	0.4%	0.4%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(20) I know how my work relates to the agency's goals and priorities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,908	100,656	28.6%	36.5%	54.5%	52.4%	10.6%	5.2%	3.9%	3.8%	1.8%	1.5%	0.6%	0.6%
Time in Federal Government														
< 1 year	1,316	N/A	35.3%	N/A	48.0%	N/A	12.7%	N/A	2.5%	N/A	0.2%	N/A	1.3%	N/A
1-3 years	12,898	N/A	26.3%	N/A	55.7%	N/A	11.5%	N/A	4.0%	N/A	1.9%	N/A	0.5%	N/A
4-5 years	8,712	N/A	29.7%	N/A	54.1%	N/A	10.2%	N/A	3.3%	N/A	1.8%	N/A	0.9%	N/A
6-10 years	13,916	N/A	28.3%	N/A	54.4%	N/A	11.0%	N/A	3.8%	N/A	1.7%	N/A	0.8%	N/A
11-20 years	44,997	N/A	28.0%	N/A	55.3%	N/A	10.4%	N/A	4.0%	N/A	1.8%	N/A	0.5%	N/A
> 20 years	62,358	N/A	29.5%	N/A	53.8%	N/A	10.3%	N/A	3.9%	N/A	1.8%	N/A	0.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	32.6%	N/A	51.6%	N/A	11.4%	N/A	2.6%	N/A	1.1%	N/A	0.7%	N/A
1-3 years	21,641	N/A	27.4%	N/A	54.5%	N/A	11.2%	N/A	4.1%	N/A	2.2%	N/A	0.5%	N/A
4-5 years	13,237	N/A	28.0%	N/A	54.7%	N/A	10.9%	N/A	3.8%	N/A	1.7%	N/A	0.9%	N/A
6-10 years	18,825	N/A	27.3%	N/A	55.8%	N/A	10.7%	N/A	3.8%	N/A	1.8%	N/A	0.7%	N/A
11-20 years	46,191	N/A	28.8%	N/A	54.6%	N/A	10.3%	N/A	4.1%	N/A	1.7%	N/A	0.5%	N/A
> 20 years	41,489	N/A	29.8%	N/A	54.0%	N/A	10.1%	N/A	3.6%	N/A	1.7%	N/A	0.8%	N/A
Retiring														
with 1 year	6,072	4,001	25.3%	33.1%	52.9%	51.7%	12.8%	5.6%	5.8%	5.2%	2.5%	3.6%	0.6%	0.7%
Between 1 and 3 years	16,417	12,087	27.9%	35.5%	54.0%	52.3%	11.6%	5.1%	4.4%	4.5%	1.4%	2.0%	0.7%	0.6%
Between 3 and 5 years	19,276	13,876	29.3%	36.0%	54.1%	53.6%	10.6%	5.2%	3.9%	3.3%	1.8%	1.1%	0.4%	0.9%
5 or more years	102,420	70,692	28.6%	36.9%	54.8%	52.2%	10.3%	5.2%	3.7%	3.7%	1.8%	1.4%	0.7%	0.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(21) The work I do is important.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,893	100,656	48.2%	46.2%	42.5%	44.4%	6.5%	5.9%	1.6%	2.0%	0.9%	1.2%	0.3%	0.3%
Work Location														
Headquarters	51,142	35,976	44.8%	43.5%	44.0%	45.9%	7.6%	6.4%	2.1%	2.3%	1.1%	1.5%	0.4%	0.4%
Field	93,044	64,680	49.2%	47.3%	42.1%	43.8%	6.2%	5.6%	1.4%	1.9%	0.9%	1.1%	0.3%	0.2%
Supervisor Status														
Non-Supervisor	74,546	46,868	44.9%	43.4%	44.3%	45.7%	7.4%	6.8%	1.8%	2.4%	1.1%	1.4%	0.4%	0.4%
Team Leader	20,112	13,639	53.5%	50.5%	39.6%	42.8%	5.2%	4.3%	1.1%	1.3%	0.5%	1.0%	0.1%	0.1%
Supervisor	28,516	22,902	53.1%	50.9%	40.7%	42.8%	4.6%	4.3%	0.9%	1.3%	0.5%	0.5%	0.2%	0.2%
Manager	17,117	14,118	62.0%	59.0%	33.6%	37.1%	3.1%	2.6%	0.7%	0.8%	0.4%	0.4%	0.1%	0.0%
Executive	3,906	3,129	73.4%	71.7%	23.3%	25.3%	2.2%	2.0%	0.7%	0.5%	0.3%	0.4%	0.2%	0.0%
Sex														
Male	81,623	59,070	47.8%	45.3%	42.5%	45.1%	6.8%	6.1%	1.7%	2.1%	0.9%	1.1%	0.3%	0.2%
Female	62,573	41,586	48.8%	47.4%	42.6%	43.6%	6.1%	5.6%	1.4%	1.8%	0.9%	1.3%	0.3%	0.3%
Race														
White Non-Hispanic	103,921	75,600	46.2%	43.3%	43.6%	46.6%	7.0%	6.3%	1.9%	2.3%	1.0%	1.2%	0.3%	0.3%
Black Non-Hispanic	22,473	13,055	51.3%	52.0%	41.2%	39.7%	5.6%	5.3%	0.9%	1.4%	0.8%	1.2%	0.2%	0.4%
AmerIndian/Alskn Native	2,496	2,046	54.9%	50.8%	35.7%	40.1%	6.7%	4.8%	1.4%	1.5%	0.9%	2.7%	0.3%	0.0%
Asian/Pacific Islander	6,595	4,424	52.0%	50.8%	40.9%	43.3%	5.7%	4.2%	0.6%	0.8%	0.5%	0.7%	0.3%	0.2%
Hispanic	8,467	5,531	55.4%	57.5%	38.3%	35.1%	4.4%	4.9%	0.9%	1.0%	0.8%	1.2%	0.2%	0.3%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(21) The work I do is important.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,893	100,656	48.2%	46.2%	42.5%	44.4%	6.5%	5.9%	1.6%	2.0%	0.9%	1.2%	0.3%	0.3%
Leaving														
No	101,442	N/A	51.3%	N/A	42.1%	N/A	5.0%	N/A	1.0%	N/A	0.4%	N/A	0.2%	N/A
Yes, to retire	9,498	N/A	42.8%	N/A	43.5%	N/A	8.7%	N/A	2.4%	N/A	1.8%	N/A	0.8%	N/A
Yes, to other job in Govt	22,689	N/A	40.1%	N/A	44.7%	N/A	10.0%	N/A	2.9%	N/A	1.9%	N/A	0.4%	N/A
Yes, to other job outside Govt	5,069	N/A	39.6%	N/A	40.9%	N/A	11.3%	N/A	4.1%	N/A	3.1%	N/A	1.0%	N/A
Yes, other	5,479	N/A	41.9%	N/A	40.5%	N/A	11.3%	N/A	3.2%	N/A	2.4%	N/A	0.7%	N/A
Age Group														
<30	5,461	2,787	45.7%	41.6%	41.1%	46.3%	8.1%	7.0%	2.8%	3.2%	1.8%	1.4%	0.5%	0.5%
30-39	20,920	15,010	48.0%	46.3%	42.6%	44.8%	6.9%	6.1%	1.4%	1.6%	0.9%	1.0%	0.2%	0.1%
40-49	47,040	34,006	47.7%	45.5%	43.6%	45.1%	6.2%	6.0%	1.6%	2.0%	0.6%	1.1%	0.3%	0.3%
50-59	57,867	41,243	48.6%	46.6%	41.9%	43.8%	6.5%	5.7%	1.5%	2.1%	1.1%	1.5%	0.3%	0.3%
60+	12,860	7,610	50.7%	49.8%	41.0%	42.4%	5.8%	4.8%	1.3%	1.5%	0.8%	1.0%	0.4%	0.5%
Pay Category														
Federal Wage System	5,508	4,855	47.3%	48.6%	45.7%	43.7%	5.8%	5.0%	0.6%	1.7%	0.5%	0.8%	0.1%	0.3%
GS 1-6 or equivalent	6,706	4,848	50.6%	50.5%	40.1%	41.6%	6.9%	5.2%	1.1%	1.3%	0.8%	1.0%	0.5%	0.3%
GS 7-12 or equivalent	58,905	39,563	47.5%	44.7%	43.1%	45.6%	6.5%	6.1%	1.6%	2.0%	1.0%	1.4%	0.3%	0.3%
GS 13-15 or equivalent	64,038	41,791	46.6%	43.0%	43.1%	46.2%	6.9%	6.5%	1.9%	2.7%	1.1%	1.3%	0.3%	0.3%
Senior Executive Service	3,314	2,542	71.4%	68.5%	23.1%	28.7%	2.9%	1.6%	1.3%	0.5%	1.0%	0.4%	0.4%	0.2%
SL/ST	490	N/A	70.6%	N/A	26.1%	N/A	1.4%	N/A	0.1%	N/A	0.8%	N/A	1.0%	N/A
Other	5,204	7,057	54.6%	54.1%	37.6%	38.6%	5.8%	4.8%	1.2%	1.5%	0.3%	0.8%	0.4%	0.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(21) The work I do is important.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,893	100,656	48.2%	46.2%	42.5%	44.4%	6.5%	5.9%	1.6%	2.0%	0.9%	1.2%	0.3%	0.3%
Time in Federal Government														
< 1 year	1,316	N/A	53.4%	N/A	34.2%	N/A	10.7%	N/A	0.8%	N/A	0.1%	N/A	0.8%	N/A
1-3 years	12,897	N/A	51.0%	N/A	40.6%	N/A	5.8%	N/A	1.5%	N/A	0.9%	N/A	0.2%	N/A
4-5 years	8,712	N/A	53.0%	N/A	38.2%	N/A	6.4%	N/A	1.5%	N/A	0.6%	N/A	0.2%	N/A
6-10 years	13,912	N/A	48.1%	N/A	43.2%	N/A	6.2%	N/A	1.3%	N/A	0.9%	N/A	0.3%	N/A
11-20 years	44,996	N/A	46.9%	N/A	44.0%	N/A	6.5%	N/A	1.4%	N/A	0.9%	N/A	0.2%	N/A
> 20 years	62,351	N/A	47.2%	N/A	42.8%	N/A	6.8%	N/A	1.8%	N/A	1.0%	N/A	0.4%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	52.3%	N/A	37.2%	N/A	8.5%	N/A	1.3%	N/A	0.3%	N/A	0.4%	N/A
1-3 years	21,639	N/A	50.6%	N/A	40.2%	N/A	6.5%	N/A	1.5%	N/A	0.9%	N/A	0.3%	N/A
4-5 years	13,237	N/A	49.3%	N/A	41.6%	N/A	6.3%	N/A	1.6%	N/A	0.9%	N/A	0.3%	N/A
6-10 years	18,821	N/A	47.3%	N/A	43.8%	N/A	6.3%	N/A	1.6%	N/A	0.8%	N/A	0.3%	N/A
11-20 years	46,188	N/A	46.9%	N/A	43.8%	N/A	6.5%	N/A	1.6%	N/A	1.0%	N/A	0.3%	N/A
> 20 years	41,484	N/A	47.6%	N/A	42.8%	N/A	6.7%	N/A	1.6%	N/A	1.0%	N/A	0.4%	N/A
Retiring														
with 1 year	6,072	4,001	42.2%	42.2%	42.8%	44.2%	9.1%	7.2%	2.4%	2.8%	2.7%	2.9%	0.8%	0.6%
Between 1 and 3 years	16,414	12,087	45.3%	41.5%	43.0%	47.6%	8.2%	6.3%	1.9%	2.4%	1.1%	2.0%	0.5%	0.3%
Between 3 and 5 years	19,274	13,876	49.0%	45.8%	42.1%	44.0%	6.5%	6.2%	1.3%	2.2%	0.8%	1.3%	0.2%	0.5%
5 or more years	102,412	70,692	48.8%	47.2%	42.5%	44.1%	6.2%	5.7%	1.5%	1.9%	0.8%	1.0%	0.2%	0.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(22) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,909	100,656	21.3%	17.2%	45.6%	48.5%	14.3%	13.0%	11.8%	13.1%	6.4%	8.0%	0.6%	0.2%
Work Location														
Headquarters	51,144	35,976	21.6%	17.9%	45.6%	47.0%	13.8%	12.9%	11.8%	13.5%	6.6%	8.4%	0.7%	0.2%
Field	93,057	64,680	21.1%	17.0%	45.6%	49.1%	14.5%	13.0%	11.8%	12.9%	6.3%	7.9%	0.6%	0.2%
Supervisor Status														
Non-Supervisor	74,553	46,868	20.1%	16.6%	45.0%	48.5%	15.2%	13.1%	12.3%	13.3%	6.7%	8.2%	0.7%	0.2%
Team Leader	20,115	13,639	21.5%	16.9%	46.3%	47.4%	13.4%	13.1%	11.6%	13.6%	6.6%	8.8%	0.5%	0.1%
Supervisor	28,519	22,902	24.2%	19.5%	48.8%	50.6%	12.0%	12.5%	10.1%	11.4%	4.6%	5.9%	0.4%	0.1%
Manager	17,119	14,118	30.5%	23.8%	46.5%	49.9%	10.2%	10.6%	8.5%	10.4%	3.9%	5.2%	0.4%	0.1%
Executive	3,906	3,129	40.1%	30.1%	39.7%	47.6%	10.1%	9.7%	7.0%	8.3%	2.9%	4.3%	0.3%	0.1%
Sex														
Male	81,633	59,070	21.6%	17.1%	46.7%	49.5%	14.8%	13.7%	10.3%	12.5%	6.1%	7.0%	0.5%	0.2%
Female	62,578	41,586	20.9%	17.5%	44.2%	47.1%	13.7%	12.0%	13.8%	13.8%	6.8%	9.3%	0.8%	0.2%
Race														
White Non-Hispanic	103,927	75,600	19.8%	15.3%	46.1%	49.3%	14.3%	13.4%	12.6%	13.6%	6.6%	8.2%	0.6%	0.2%
Black Non-Hispanic	22,478	13,055	24.6%	23.4%	45.1%	47.5%	13.4%	11.4%	10.7%	10.1%	5.5%	7.4%	0.8%	0.2%
AmerIndian/Alskn Native	2,499	2,046	21.9%	14.4%	45.6%	44.1%	13.6%	12.0%	11.8%	18.1%	6.5%	11.2%	0.5%	0.1%
Asian/Pacific Islander	6,595	4,424	24.3%	20.2%	42.9%	49.8%	17.8%	15.1%	8.8%	10.2%	5.7%	4.4%	0.5%	0.3%
Hispanic	8,467	5,531	25.8%	22.5%	44.2%	43.6%	13.2%	10.4%	9.6%	13.9%	6.3%	9.4%	0.8%	0.3%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(22) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,909	100,656	21.3%	17.2%	45.6%	48.5%	14.3%	13.0%	11.8%	13.1%	6.4%	8.0%	0.6%	0.2%
Leaving														
No	101,445	N/A	23.5%	N/A	46.8%	N/A	13.4%	N/A	10.9%	N/A	4.9%	N/A	0.5%	N/A
Yes, to retire	9,504	N/A	19.8%	N/A	46.1%	N/A	15.6%	N/A	11.6%	N/A	5.8%	N/A	1.0%	N/A
Yes, to other job in Govt	22,692	N/A	16.1%	N/A	43.1%	N/A	15.6%	N/A	14.6%	N/A	9.7%	N/A	1.0%	N/A
Yes, to other job outside Govt	5,069	N/A	11.7%	N/A	40.2%	N/A	16.9%	N/A	15.2%	N/A	15.3%	N/A	0.7%	N/A
Yes, other	5,481	N/A	15.0%	N/A	39.3%	N/A	19.2%	N/A	14.2%	N/A	11.7%	N/A	0.5%	N/A
Age Group														
<30	5,461	2,787	24.1%	20.3%	42.3%	44.2%	13.1%	13.3%	12.8%	13.8%	7.3%	7.8%	0.4%	0.5%
30-39	20,922	15,010	22.1%	19.2%	45.1%	47.0%	13.9%	11.9%	12.1%	13.1%	6.3%	8.6%	0.6%	0.3%
40-49	47,042	34,006	20.7%	16.1%	46.6%	48.6%	14.3%	14.0%	11.5%	13.1%	6.4%	8.0%	0.5%	0.2%
50-59	57,874	41,243	20.5%	17.2%	45.5%	48.5%	14.5%	12.7%	12.2%	13.4%	6.6%	8.1%	0.7%	0.2%
60+	12,864	7,610	24.1%	17.4%	44.6%	53.1%	15.1%	11.9%	10.3%	10.8%	5.1%	6.7%	0.8%	0.2%
Pay Category														
Federal Wage System	5,512	4,855	18.8%	16.1%	46.8%	48.0%	15.9%	14.0%	12.1%	13.8%	5.8%	7.9%	0.5%	0.2%
GS 1-6 or equivalent	6,707	4,848	20.8%	21.7%	41.7%	45.2%	14.4%	11.0%	12.3%	14.3%	9.7%	7.4%	1.0%	0.4%
GS 7-12 or equivalent	58,910	39,563	20.6%	16.0%	45.8%	49.2%	14.6%	12.8%	11.9%	13.0%	6.4%	8.8%	0.6%	0.2%
GS 13-15 or equivalent	64,041	41,791	23.2%	17.4%	47.3%	49.3%	13.0%	13.3%	10.9%	12.7%	5.0%	7.1%	0.5%	0.1%
Senior Executive Service	3,314	2,542	36.0%	28.4%	36.9%	50.6%	9.0%	9.4%	14.3%	7.8%	3.7%	3.8%	0.2%	0.1%
SL/ST	490	N/A	35.1%	N/A	43.2%	N/A	8.3%	N/A	10.5%	N/A	2.4%	N/A	0.5%	N/A
Other	5,204	7,057	21.0%	19.2%	41.9%	46.6%	16.8%	14.0%	12.3%	12.5%	7.3%	7.4%	0.7%	0.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(22) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,909	100,656	21.3%	17.2%	45.6%	48.5%	14.3%	13.0%	11.8%	13.1%	6.4%	8.0%	0.6%	0.2%
Time in Federal Government														
< 1 year	1,316	N/A	33.1%	N/A	38.1%	N/A	19.0%	N/A	6.7%	N/A	2.2%	N/A	1.0%	N/A
1-3 years	12,899	N/A	21.5%	N/A	39.1%	N/A	14.9%	N/A	14.4%	N/A	9.5%	N/A	0.6%	N/A
4-5 years	8,712	N/A	23.1%	N/A	44.7%	N/A	14.2%	N/A	10.5%	N/A	6.6%	N/A	0.9%	N/A
6-10 years	13,915	N/A	22.6%	N/A	45.9%	N/A	13.7%	N/A	11.9%	N/A	5.3%	N/A	0.7%	N/A
11-20 years	44,996	N/A	20.3%	N/A	47.1%	N/A	14.3%	N/A	11.9%	N/A	5.9%	N/A	0.5%	N/A
> 20 years	62,359	N/A	21.0%	N/A	47.0%	N/A	14.2%	N/A	11.1%	N/A	6.0%	N/A	0.7%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	28.8%	N/A	41.7%	N/A	16.2%	N/A	9.3%	N/A	3.4%	N/A	0.5%	N/A
1-3 years	21,642	N/A	22.3%	N/A	40.6%	N/A	14.5%	N/A	13.6%	N/A	8.5%	N/A	0.6%	N/A
4-5 years	13,237	N/A	22.0%	N/A	44.9%	N/A	14.3%	N/A	11.3%	N/A	6.7%	N/A	0.9%	N/A
6-10 years	18,825	N/A	21.0%	N/A	47.1%	N/A	14.2%	N/A	11.0%	N/A	6.1%	N/A	0.6%	N/A
11-20 years	46,190	N/A	20.6%	N/A	47.1%	N/A	14.0%	N/A	11.8%	N/A	6.0%	N/A	0.5%	N/A
> 20 years	41,490	N/A	20.7%	N/A	47.5%	N/A	14.4%	N/A	11.2%	N/A	5.4%	N/A	0.7%	N/A
Retiring														
with 1 year	6,074	4,001	18.8%	12.8%	46.1%	49.9%	15.7%	11.9%	11.1%	16.2%	7.1%	9.0%	1.1%	0.3%
Between 1 and 3 years	16,417	12,087	19.0%	15.3%	46.5%	49.1%	15.6%	13.1%	11.6%	12.9%	6.5%	9.5%	0.8%	0.2%
Between 3 and 5 years	19,277	13,876	20.6%	17.2%	46.6%	47.8%	14.6%	12.6%	11.7%	13.5%	6.0%	8.8%	0.5%	0.2%
5 or more years	102,418	70,692	21.9%	17.7%	45.4%	48.4%	14.1%	13.1%	11.8%	12.9%	6.3%	7.7%	0.6%	0.2%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(23) Promotions in my work unit are based on merit.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,899	100,656	7.0%	7.4%	26.8%	27.3%	26.2%	23.4%	19.4%	19.3%	16.6%	18.7%	4.1%	4.0%
Work Location														
Headquarters	51,143	35,976	8.6%	8.3%	28.8%	28.4%	25.8%	22.8%	17.6%	19.0%	14.3%	16.7%	5.0%	4.7%
Field	93,049	64,680	6.5%	7.0%	26.1%	26.8%	26.3%	23.6%	20.0%	19.4%	17.3%	19.5%	3.8%	3.7%
Supervisor Status														
Non-Supervisor	74,549	46,868	5.8%	6.1%	23.7%	23.9%	27.4%	24.4%	20.1%	19.9%	17.9%	20.7%	5.1%	5.0%
Team Leader	20,114	13,639	6.6%	5.6%	28.5%	29.8%	25.4%	23.0%	20.2%	21.2%	16.6%	17.7%	2.7%	2.6%
Supervisor	28,517	22,902	10.3%	12.6%	37.2%	39.2%	23.2%	20.4%	16.3%	14.8%	11.8%	11.9%	1.3%	1.0%
Manager	17,117	14,118	18.3%	22.3%	44.5%	44.2%	18.6%	15.4%	11.4%	10.4%	6.7%	7.1%	0.6%	0.7%
Executive	3,906	3,129	33.7%	39.1%	44.9%	43.1%	12.1%	8.7%	5.2%	5.5%	3.0%	3.3%	1.1%	0.4%
Sex														
Male	81,626	59,070	6.8%	7.0%	27.0%	27.2%	26.7%	23.8%	18.8%	18.6%	17.3%	20.2%	3.4%	3.2%
Female	62,575	41,586	7.2%	7.8%	26.5%	27.4%	25.5%	22.8%	20.2%	20.2%	15.6%	16.8%	5.0%	5.0%
Race														
White Non-Hispanic	103,920	75,600	7.1%	7.9%	27.0%	28.7%	26.2%	22.9%	19.8%	19.2%	16.3%	17.6%	3.6%	3.7%
Black Non-Hispanic	22,478	13,055	5.8%	5.7%	25.8%	21.7%	26.0%	25.1%	19.4%	20.4%	17.6%	22.0%	5.4%	5.2%
AmerIndian/Alskn Native	2,497	2,046	8.2%	8.0%	22.4%	22.5%	21.8%	21.6%	20.3%	20.1%	21.9%	23.8%	5.3%	4.0%
Asian/Pacific Islander	6,595	4,424	8.2%	6.0%	30.2%	29.1%	28.6%	25.6%	15.6%	18.5%	13.5%	15.2%	3.9%	5.6%
Hispanic	8,466	5,531	7.5%	6.5%	25.2%	25.3%	26.5%	23.1%	17.3%	17.7%	17.5%	23.7%	5.9%	3.6%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(23) Promotions in my work unit are based on merit.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,899	100,656	7.0%	7.4%	26.8%	27.3%	26.2%	23.4%	19.4%	19.3%	16.6%	18.7%	4.1%	4.0%
Leaving														
No	101,439	N/A	8.4%	N/A	30.4%	N/A	27.7%	N/A	17.7%	N/A	11.8%	N/A	4.0%	N/A
Yes, to retire	9,504	N/A	6.3%	N/A	27.1%	N/A	26.5%	N/A	19.4%	N/A	17.8%	N/A	2.8%	N/A
Yes, to other job in Govt	22,690	N/A	3.5%	N/A	16.2%	N/A	21.9%	N/A	24.9%	N/A	29.1%	N/A	4.4%	N/A
Yes, to other job outside Govt	5,069	N/A	2.4%	N/A	15.7%	N/A	20.6%	N/A	23.5%	N/A	32.8%	N/A	5.0%	N/A
Yes, other	5,480	N/A	2.3%	N/A	17.2%	N/A	23.3%	N/A	21.3%	N/A	30.8%	N/A	5.2%	N/A
Age Group														
<30	5,461	2,787	8.3%	7.6%	26.2%	25.6%	23.7%	23.0%	19.4%	19.6%	15.3%	13.3%	7.1%	10.8%
30-39	20,917	15,010	7.1%	6.8%	26.3%	27.4%	25.2%	23.6%	19.5%	19.3%	16.9%	18.7%	5.1%	4.2%
40-49	47,040	34,006	6.9%	6.5%	26.8%	27.6%	25.6%	22.7%	19.7%	19.8%	16.8%	19.3%	4.3%	4.1%
50-59	57,870	41,243	6.7%	8.1%	26.9%	26.9%	27.0%	24.1%	19.3%	18.7%	16.8%	18.9%	3.3%	3.3%
60+	12,864	7,610	7.6%	9.0%	27.5%	27.8%	28.7%	22.2%	18.1%	19.4%	14.9%	17.8%	3.3%	3.9%
Pay Category														
Federal Wage System	5,512	4,855	4.6%	4.5%	20.2%	20.2%	26.4%	21.3%	22.1%	24.2%	23.6%	27.4%	3.0%	2.4%
GS 1-6 or equivalent	6,706	4,848	4.8%	5.7%	18.4%	18.5%	26.4%	25.5%	21.1%	21.7%	23.5%	23.3%	5.9%	5.3%
GS 7-12 or equivalent	58,906	39,563	6.1%	6.1%	24.8%	25.8%	27.9%	24.6%	20.6%	19.9%	16.2%	19.2%	4.4%	4.4%
GS 13-15 or equivalent	64,040	41,791	9.9%	11.2%	35.3%	34.9%	23.5%	21.4%	15.9%	16.2%	12.1%	13.1%	3.2%	3.2%
Senior Executive Service	3,314	2,542	29.0%	36.8%	42.7%	46.4%	12.5%	8.5%	7.2%	4.7%	6.9%	3.3%	1.7%	0.3%
SL/ST	490	N/A	9.0%	N/A	51.4%	N/A	13.2%	N/A	13.2%	N/A	11.6%	N/A	1.6%	N/A
Other	5,203	7,057	6.9%	8.0%	26.7%	30.7%	24.9%	21.7%	18.5%	17.5%	19.4%	17.7%	3.8%	4.4%

* # of Respondents is the unweighted count of responses to this question for each demographic (row).

FHCS Report by Demographics

(23) Promotions in my work unit are based on merit.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,899	100,656	7.0%	7.4%	26.8%	27.3%	26.2%	23.4%	19.4%	19.3%	16.6%	18.7%	4.1%	4.0%
Time in Federal Government														
< 1 year	1,316	N/A	12.0%	N/A	13.9%	N/A	40.4%	N/A	9.0%	N/A	5.1%	N/A	19.6%	N/A
1-3 years	12,894	N/A	6.4%	N/A	21.4%	N/A	27.5%	N/A	17.2%	N/A	20.2%	N/A	7.4%	N/A
4-5 years	8,712	N/A	7.2%	N/A	27.6%	N/A	25.8%	N/A	18.5%	N/A	15.9%	N/A	5.0%	N/A
6-10 years	13,915	N/A	6.5%	N/A	26.9%	N/A	24.3%	N/A	20.9%	N/A	17.3%	N/A	4.1%	N/A
11-20 years	44,993	N/A	6.7%	N/A	26.6%	N/A	25.9%	N/A	20.7%	N/A	16.4%	N/A	3.7%	N/A
> 20 years	62,358	N/A	7.5%	N/A	28.9%	N/A	26.4%	N/A	18.9%	N/A	15.6%	N/A	2.7%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	9.7%	N/A	23.7%	N/A	31.7%	N/A	11.9%	N/A	5.2%	N/A	17.8%	N/A
1-3 years	21,637	N/A	7.0%	N/A	23.8%	N/A	27.0%	N/A	17.5%	N/A	18.2%	N/A	6.5%	N/A
4-5 years	13,236	N/A	6.6%	N/A	26.1%	N/A	26.0%	N/A	20.5%	N/A	16.2%	N/A	4.6%	N/A
6-10 years	18,824	N/A	6.4%	N/A	25.9%	N/A	25.0%	N/A	20.5%	N/A	18.2%	N/A	3.9%	N/A
11-20 years	46,188	N/A	6.6%	N/A	26.6%	N/A	26.0%	N/A	20.8%	N/A	16.7%	N/A	3.3%	N/A
> 20 years	41,489	N/A	7.7%	N/A	30.3%	N/A	26.2%	N/A	18.5%	N/A	15.3%	N/A	2.1%	N/A
Retiring														
with 1 year	6,073	4,001	7.4%	7.5%	28.7%	25.2%	24.2%	21.5%	17.4%	18.9%	18.8%	23.5%	3.4%	3.4%
Between 1 and 3 years	16,418	12,087	6.0%	8.0%	28.1%	26.7%	26.6%	22.5%	20.3%	19.3%	16.3%	20.3%	2.7%	3.2%
Between 3 and 5 years	19,277	13,876	6.9%	7.9%	27.1%	27.4%	26.3%	23.0%	20.4%	19.3%	16.9%	19.9%	2.4%	2.4%
5 or more years	102,409	70,692	7.1%	7.2%	26.5%	27.4%	26.3%	23.6%	19.1%	19.3%	16.4%	18.1%	4.6%	4.4%

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FHCS Report by Demographics

(24) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,904	100,656	4.5%	3.6%	22.9%	21.4%	26.2%	21.7%	23.6%	25.5%	16.9%	20.8%	5.9%	7.2%
Work Location														
Headquarters	51,144	35,976	4.9%	3.9%	22.9%	20.4%	26.6%	21.9%	22.5%	25.4%	15.3%	19.6%	7.7%	8.8%
Field	93,053	64,680	4.3%	3.4%	22.8%	21.7%	26.1%	21.6%	24.0%	25.5%	17.4%	21.2%	5.3%	6.5%
Supervisor Status														
Non-Supervisor	74,551	46,868	4.0%	3.2%	19.8%	18.4%	27.1%	22.3%	23.4%	25.5%	18.1%	21.4%	7.6%	9.2%
Team Leader	20,113	13,639	3.8%	3.1%	22.4%	21.5%	26.0%	20.2%	26.7%	26.8%	17.6%	24.1%	3.4%	4.3%
Supervisor	28,519	22,902	6.8%	5.6%	37.0%	34.7%	23.0%	21.4%	21.1%	24.5%	10.8%	12.6%	1.3%	1.3%
Manager	17,119	14,118	9.5%	7.5%	43.7%	40.5%	19.8%	19.3%	18.9%	21.8%	7.5%	10.4%	0.6%	0.5%
Executive	3,906	3,129	12.9%	9.4%	44.9%	40.8%	20.4%	20.3%	15.0%	21.1%	5.4%	7.4%	1.4%	1.0%
Sex														
Male	81,632	59,070	4.5%	3.3%	23.6%	21.6%	27.1%	23.2%	23.0%	25.1%	16.8%	20.7%	5.0%	6.2%
Female	62,575	41,586	4.5%	4.0%	21.8%	21.0%	25.0%	19.7%	24.5%	25.9%	17.1%	20.9%	7.1%	8.5%
Race														
White Non-Hispanic	103,923	75,600	4.0%	3.1%	21.8%	20.9%	25.5%	21.2%	25.2%	27.5%	18.1%	21.4%	5.4%	5.9%
Black Non-Hispanic	22,478	13,055	5.1%	4.9%	25.4%	23.4%	28.4%	23.1%	19.9%	19.6%	12.8%	17.8%	8.4%	11.2%
AmerIndian/Alskn Native	2,497	2,046	7.2%	3.1%	19.7%	19.5%	22.0%	20.8%	24.5%	28.5%	22.0%	23.4%	4.7%	4.8%
Asian/Pacific Islander	6,595	4,424	5.2%	4.3%	24.9%	23.1%	32.6%	24.5%	16.6%	17.2%	14.4%	19.1%	6.2%	11.7%
Hispanic	8,468	5,531	6.7%	4.6%	26.3%	20.9%	23.6%	21.7%	22.4%	22.9%	15.2%	21.0%	5.8%	8.9%

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