

FHCS Report by Demographics

(26) Employees have a feeling of personal empowerment with respect to work processes.

	# 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	7.3%	8.3%	35.3%	30.4%	27.2%	22.4%	18.8%	22.5%	9.4%	15.4%	2.0%	1.1%
Time in Federal Government														
< 1 year	1,316	N/A	18.1%	N/A	34.9%	N/A	31.8%	N/A	8.6%	N/A	1.5%	N/A	5.1%	N/A
1-3 years	12,898	N/A	7.2%	N/A	32.5%	N/A	27.5%	N/A	18.0%	N/A	12.2%	N/A	2.7%	N/A
4-5 years	8,712	N/A	7.1%	N/A	34.5%	N/A	27.6%	N/A	19.5%	N/A	9.0%	N/A	2.2%	N/A
6-10 years	13,915	N/A	6.8%	N/A	33.4%	N/A	27.9%	N/A	20.2%	N/A	9.6%	N/A	2.1%	N/A
11-20 years	44,997	N/A	7.1%	N/A	35.3%	N/A	27.0%	N/A	19.6%	N/A	9.2%	N/A	1.8%	N/A
> 20 years	62,357	N/A	7.5%	N/A	37.2%	N/A	26.9%	N/A	17.9%	N/A	8.6%	N/A	1.9%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	16.1%	N/A	42.4%	N/A	24.3%	N/A	10.4%	N/A	3.4%	N/A	3.5%	N/A
1-3 years	21,641	N/A	8.0%	N/A	32.3%	N/A	27.2%	N/A	18.5%	N/A	11.5%	N/A	2.5%	N/A
4-5 years	13,237	N/A	6.2%	N/A	35.5%	N/A	27.2%	N/A	19.8%	N/A	9.2%	N/A	2.1%	N/A
6-10 years	18,824	N/A	6.7%	N/A	33.9%	N/A	27.8%	N/A	19.6%	N/A	9.5%	N/A	2.4%	N/A
11-20 years	46,191	N/A	6.9%	N/A	35.3%	N/A	27.6%	N/A	19.3%	N/A	9.2%	N/A	1.7%	N/A
> 20 years	41,488	N/A	7.3%	N/A	38.0%	N/A	26.7%	N/A	18.0%	N/A	8.3%	N/A	1.7%	N/A
Retiring														
with 1 year	6,073	4,001	7.4%	7.9%	34.5%	24.6%	26.1%	22.8%	18.6%	24.0%	11.2%	20.2%	2.3%	0.6%
Between 1 and 3 years	16,417	12,087	6.3%	7.7%	35.4%	30.2%	29.5%	22.3%	18.8%	22.2%	8.2%	16.3%	1.8%	1.3%
Between 3 and 5 years	19,276	13,876	7.2%	8.3%	36.7%	28.4%	26.9%	22.3%	19.1%	23.7%	8.8%	16.1%	1.4%	1.1%
5 or more years	102,417	70,692	7.5%	8.3%	35.2%	31.0%	27.0%	22.5%	18.7%	22.2%	9.5%	14.9%	2.2%	1.0%

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(27) High-performing employees in my work unit are recognized or rewarded on a timely basis.

	# 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	147,902	100,656	10.5%	9.6%	32.1%	30.4%	21.1%	19.4%	20.9%	23.5%	12.8%	14.2%	2.6%	3.0%
Work Location														
Headquarters	51,142	35,976	12.6%	10.5%	35.0%	32.0%	20.4%	18.9%	17.9%	22.6%	10.8%	12.2%	3.2%	3.7%
Field	93,054	64,680	9.8%	9.2%	31.3%	29.7%	21.3%	19.6%	21.8%	23.8%	13.4%	14.9%	2.4%	2.7%
Supervisor Status														
Non-Supervisor	74,551	46,868	9.1%	8.5%	29.7%	28.2%	22.2%	19.9%	21.6%	23.9%	13.9%	15.8%	3.4%	3.7%
Team Leader	20,114	13,639	10.0%	9.4%	33.0%	30.7%	20.4%	19.4%	22.1%	25.0%	13.1%	13.1%	1.4%	2.3%
Supervisor	28,517	22,902	16.0%	13.3%	41.6%	40.1%	17.3%	17.8%	16.7%	20.3%	7.9%	7.9%	0.5%	0.6%
Manager	17,118	14,118	20.7%	18.9%	46.8%	43.3%	15.0%	15.4%	13.0%	16.5%	4.3%	5.8%	0.3%	0.2%
Executive	3,906	3,129	32.6%	27.6%	45.6%	47.1%	10.5%	11.3%	7.8%	10.2%	2.7%	3.0%	0.7%	0.7%
Sex														
Male	81,629	59,070	10.3%	8.8%	32.5%	30.7%	22.3%	21.6%	20.2%	22.8%	12.7%	13.6%	2.1%	2.5%
Female	62,576	41,586	10.7%	10.5%	31.6%	30.0%	19.5%	16.5%	21.9%	24.3%	13.0%	14.8%	3.3%	3.7%
Race														
White Non-Hispanic	103,920	75,600	10.4%	9.5%	32.8%	31.5%	20.8%	19.0%	21.2%	24.2%	12.6%	13.2%	2.2%	2.6%
Black Non-Hispanic	22,478	13,055	9.9%	9.8%	30.6%	28.7%	21.3%	19.0%	21.2%	20.5%	13.0%	18.3%	4.1%	3.6%
AmerIndian/Alskn Native	2,499	2,046	11.2%	8.1%	23.6%	25.7%	20.4%	18.2%	24.3%	25.5%	18.0%	20.1%	2.6%	2.4%
Asian/Pacific Islander	6,595	4,424	11.8%	9.8%	34.2%	29.6%	24.3%	25.2%	15.4%	19.1%	11.3%	9.8%	3.0%	6.6%
Hispanic	8,468	5,531	10.9%	10.2%	30.3%	25.7%	20.9%	20.1%	21.0%	25.0%	14.1%	15.9%	2.7%	3.1%

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(27) High-performing employees in my work unit are recognized or rewarded on a timely basis.

	# 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	147,902	100,656	10.5%	9.6%	32.1%	30.4%	21.1%	19.4%	20.9%	23.5%	12.8%	14.2%	2.6%	3.0%
Leaving														
No	101,441	N/A	12.4%	N/A	36.0%	N/A	21.7%	N/A	18.4%	N/A	9.1%	N/A	2.4%	N/A
Yes, to retire	9,503	N/A	11.0%	N/A	34.6%	N/A	20.8%	N/A	20.6%	N/A	10.5%	N/A	2.6%	N/A
Yes, to other job in Govt	22,691	N/A	5.4%	N/A	21.4%	N/A	19.8%	N/A	27.9%	N/A	22.4%	N/A	3.3%	N/A
Yes, to other job outside Govt	5,069	N/A	3.6%	N/A	17.1%	N/A	16.6%	N/A	29.9%	N/A	30.4%	N/A	2.3%	N/A
Yes, other	5,481	N/A	4.0%	N/A	20.7%	N/A	19.3%	N/A	28.2%	N/A	24.9%	N/A	2.9%	N/A
Age Group														
<30	5,461	2,787	10.0%	7.4%	29.5%	27.9%	19.8%	20.7%	22.2%	23.8%	15.2%	13.3%	3.2%	6.9%
30-39	20,918	15,010	9.2%	9.1%	31.0%	28.3%	18.4%	19.2%	24.4%	25.8%	14.2%	14.6%	2.8%	3.0%
40-49	47,042	34,006	10.4%	8.5%	31.0%	28.9%	21.2%	19.4%	21.3%	24.3%	13.5%	15.7%	2.6%	3.1%
50-59	57,872	41,243	10.6%	10.2%	32.9%	32.0%	22.2%	19.3%	19.8%	22.4%	12.0%	13.3%	2.4%	2.7%
60+	12,863	7,610	13.0%	13.2%	36.8%	35.2%	21.7%	19.9%	16.7%	19.1%	9.1%	10.0%	2.8%	2.6%
Pay Category														
Federal Wage System	5,511	4,855	7.5%	6.7%	26.1%	24.6%	22.3%	19.6%	25.1%	26.5%	17.9%	21.1%	1.1%	1.5%
GS 1-6 or equivalent	6,705	4,848	7.9%	9.1%	25.2%	26.3%	21.9%	18.1%	22.2%	22.7%	19.6%	20.1%	3.1%	3.6%
GS 7-12 or equivalent	58,909	39,563	9.4%	8.5%	31.8%	29.4%	21.8%	20.2%	21.7%	24.4%	12.4%	14.4%	2.8%	3.2%
GS 13-15 or equivalent	64,040	41,791	14.2%	12.3%	38.1%	36.7%	19.7%	18.1%	16.9%	21.0%	8.8%	8.9%	2.3%	3.0%
Senior Executive Service	3,314	2,542	28.6%	26.1%	41.4%	48.5%	11.1%	12.3%	9.8%	9.8%	7.4%	2.9%	1.8%	0.4%
SL/ST	490	N/A	9.4%	N/A	54.5%	N/A	8.6%	N/A	20.2%	N/A	6.1%	N/A	1.2%	N/A
Other	5,203	7,057	9.8%	10.9%	26.3%	29.4%	19.4%	20.2%	25.2%	23.3%	16.1%	13.2%	3.2%	3.0%

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	# 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	147,902	100,656	10.5%	9.6%	32.1%	30.4%	21.1%	19.4%	20.9%	23.5%	12.8%	14.2%	2.6%	3.0%
Time in Federal Government														
< 1 year	1,316	N/A	14.8%	N/A	30.3%	N/A	29.8%	N/A	9.3%	N/A	3.8%	N/A	12.0%	N/A
1-3 years	12,896	N/A	9.3%	N/A	28.1%	N/A	21.0%	N/A	21.9%	N/A	16.6%	N/A	3.1%	N/A
4-5 years	8,711	N/A	10.5%	N/A	29.0%	N/A	20.9%	N/A	24.0%	N/A	13.1%	N/A	2.6%	N/A
6-10 years	13,914	N/A	10.0%	N/A	29.8%	N/A	20.6%	N/A	22.9%	N/A	14.2%	N/A	2.5%	N/A
11-20 years	44,996	N/A	9.8%	N/A	32.0%	N/A	20.9%	N/A	21.9%	N/A	12.9%	N/A	2.5%	N/A
> 20 years	62,358	N/A	11.5%	N/A	35.2%	N/A	21.2%	N/A	18.8%	N/A	11.0%	N/A	2.4%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	16.9%	N/A	26.0%	N/A	29.0%	N/A	11.2%	N/A	5.1%	N/A	11.8%	N/A
1-3 years	21,638	N/A	10.3%	N/A	28.4%	N/A	21.1%	N/A	21.6%	N/A	15.3%	N/A	3.2%	N/A
4-5 years	13,237	N/A	9.7%	N/A	30.0%	N/A	21.4%	N/A	23.3%	N/A	13.0%	N/A	2.6%	N/A
6-10 years	18,824	N/A	9.6%	N/A	31.4%	N/A	19.3%	N/A	23.5%	N/A	14.0%	N/A	2.3%	N/A
11-20 years	46,189	N/A	10.0%	N/A	32.9%	N/A	21.0%	N/A	21.0%	N/A	12.9%	N/A	2.2%	N/A
> 20 years	41,490	N/A	11.4%	N/A	35.9%	N/A	21.3%	N/A	18.8%	N/A	10.5%	N/A	2.1%	N/A
Retiring														
with 1 year	6,073	4,001	11.1%	8.3%	35.7%	31.2%	18.2%	19.2%	18.7%	25.5%	13.4%	13.6%	3.0%	2.1%
Between 1 and 3 years	16,417	12,087	10.5%	9.9%	33.6%	32.9%	22.0%	18.1%	20.8%	22.3%	11.0%	14.9%	2.1%	1.9%
Between 3 and 5 years	19,277	13,876	10.7%	10.5%	32.5%	31.9%	22.9%	20.8%	19.6%	22.1%	11.8%	12.2%	2.4%	2.6%
5 or more years	102,413	70,692	10.4%	9.4%	31.8%	29.7%	20.8%	19.4%	21.2%	23.8%	13.1%	14.4%	2.7%	3.3%

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(28) Employees are rewarded for providing high quality products and services to customers.

	# 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	9.2%	9.4%	32.9%	33.1%	24.4%	21.2%	19.8%	21.2%	10.6%	12.4%	3.0%	2.6%
Work Location														
Headquarters	51,143	35,976	11.4%	10.1%	36.3%	35.4%	23.1%	20.3%	16.7%	19.6%	9.2%	11.2%	3.2%	3.4%
Field	93,039	64,680	8.6%	9.1%	31.9%	32.3%	24.8%	21.6%	20.8%	21.8%	11.1%	12.9%	2.9%	2.3%
Supervisor Status														
Non-Supervisor	74,548	46,868	8.1%	8.3%	30.2%	30.4%	25.2%	21.9%	21.1%	22.1%	11.7%	14.1%	3.7%	3.2%
Team Leader	20,113	13,639	8.8%	9.3%	34.4%	34.8%	24.6%	20.6%	19.8%	22.0%	10.6%	11.4%	1.7%	1.9%
Supervisor	28,509	22,902	13.5%	13.1%	42.5%	43.2%	21.5%	20.3%	15.3%	16.5%	6.3%	6.3%	0.9%	0.6%
Manager	17,116	14,118	18.9%	18.8%	49.1%	48.4%	17.9%	16.6%	10.5%	11.8%	3.1%	4.1%	0.4%	0.3%
Executive	3,906	3,129	30.3%	30.1%	48.0%	48.0%	12.9%	11.5%	6.1%	7.9%	2.1%	1.8%	0.6%	0.6%
Sex														
Male	81,614	59,070	9.1%	8.7%	33.1%	33.1%	25.7%	23.3%	19.4%	21.0%	10.3%	11.5%	2.3%	2.4%
Female	62,575	41,586	9.5%	10.4%	32.6%	33.1%	22.7%	18.6%	20.4%	21.3%	11.1%	13.7%	3.8%	2.9%
Race														
White Non-Hispanic	103,911	75,600	9.1%	9.2%	33.0%	33.7%	24.7%	21.7%	20.2%	21.9%	10.5%	11.1%	2.5%	2.3%
Black Non-Hispanic	22,477	13,055	9.0%	10.1%	34.4%	32.8%	22.6%	19.6%	18.8%	17.3%	10.8%	16.8%	4.3%	3.3%
AmerIndian/Alskn Native	2,499	2,046	10.0%	8.4%	23.9%	25.6%	22.8%	22.6%	24.4%	22.2%	15.1%	18.3%	3.8%	2.8%
Asian/Pacific Islander	6,595	4,424	11.4%	9.9%	36.1%	34.6%	23.6%	20.4%	16.6%	19.6%	9.3%	11.0%	3.0%	4.6%
Hispanic	8,463	5,531	9.3%	9.6%	29.2%	30.3%	26.1%	19.8%	20.1%	22.9%	11.4%	15.1%	3.9%	2.4%

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	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,887	100,656	9.2%	9.4%	32.9%	33.1%	24.4%	21.2%	19.8%	21.2%	10.6%	12.4%	3.0%	2.6%
Leaving														
No	101,430	N/A	11.0%	N/A	36.8%	N/A	24.6%	N/A	17.0%	N/A	7.7%	N/A	2.9%	N/A
Yes, to retire	9,502	N/A	9.3%	N/A	33.3%	N/A	23.8%	N/A	22.0%	N/A	9.2%	N/A	2.4%	N/A
Yes, to other job in Govt	22,689	N/A	4.7%	N/A	22.9%	N/A	24.2%	N/A	27.1%	N/A	17.9%	N/A	3.3%	N/A
Yes, to other job outside Govt	5,069	N/A	2.6%	N/A	17.5%	N/A	22.1%	N/A	27.3%	N/A	28.1%	N/A	2.4%	N/A
Yes, other	5,480	N/A	4.2%	N/A	20.0%	N/A	24.0%	N/A	29.0%	N/A	19.4%	N/A	3.5%	N/A
Age Group														
<30	5,461	2,787	8.8%	8.5%	30.0%	31.0%	23.7%	25.4%	21.0%	17.9%	12.3%	10.9%	4.1%	6.3%
30-39	20,918	15,010	7.8%	8.6%	31.3%	31.7%	24.4%	21.0%	21.8%	22.4%	10.8%	13.5%	3.9%	2.8%
40-49	47,038	34,006	9.3%	8.5%	32.1%	32.0%	24.6%	21.5%	19.9%	22.1%	11.2%	13.4%	2.8%	2.6%
50-59	57,864	41,243	9.3%	10.1%	34.0%	34.5%	24.2%	20.7%	19.5%	20.4%	10.5%	11.9%	2.6%	2.4%
60+	12,860	7,610	11.6%	12.7%	36.5%	36.3%	24.9%	21.6%	16.4%	18.7%	7.8%	8.3%	2.8%	2.3%
Pay Category														
Federal Wage System	5,511	4,855	6.0%	7.2%	27.9%	26.8%	26.6%	21.9%	23.0%	25.3%	14.7%	17.1%	1.7%	1.6%
GS 1-6 or equivalent	6,706	4,848	7.3%	8.8%	27.0%	29.1%	24.0%	18.5%	22.5%	22.9%	15.2%	17.4%	4.1%	3.4%
GS 7-12 or equivalent	58,897	39,563	8.2%	8.1%	32.2%	32.2%	25.4%	22.3%	20.7%	22.0%	10.3%	12.6%	3.2%	2.9%
GS 13-15 or equivalent	64,036	41,791	12.7%	11.9%	39.1%	40.6%	22.8%	20.1%	15.6%	17.5%	7.6%	7.6%	2.2%	2.3%
Senior Executive Service	3,314	2,542	26.7%	28.4%	42.7%	50.1%	13.1%	11.5%	8.1%	7.7%	7.0%	1.9%	2.5%	0.3%
SL/ST	490	N/A	8.4%	N/A	47.2%	N/A	19.4%	N/A	18.4%	N/A	5.3%	N/A	1.2%	N/A
Other	5,203	7,057	9.1%	12.1%	26.7%	29.4%	22.6%	21.2%	23.5%	20.8%	14.5%	14.4%	3.6%	2.1%

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	# 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	9.2%	9.4%	32.9%	33.1%	24.4%	21.2%	19.8%	21.2%	10.6%	12.4%	3.0%	2.6%
Time in Federal Government														
< 1 year	1,316	N/A	17.4%	N/A	31.7%	N/A	29.3%	N/A	7.7%	N/A	2.2%	N/A	11.8%	N/A
1-3 years	12,895	N/A	8.3%	N/A	27.1%	N/A	25.7%	N/A	23.0%	N/A	12.0%	N/A	3.8%	N/A
4-5 years	8,711	N/A	8.5%	N/A	32.7%	N/A	23.8%	N/A	20.6%	N/A	10.7%	N/A	3.7%	N/A
6-10 years	13,912	N/A	9.4%	N/A	29.6%	N/A	24.9%	N/A	20.9%	N/A	11.9%	N/A	3.3%	N/A
11-20 years	44,994	N/A	8.5%	N/A	33.5%	N/A	24.4%	N/A	20.1%	N/A	11.1%	N/A	2.5%	N/A
> 20 years	62,348	N/A	10.2%	N/A	35.5%	N/A	23.9%	N/A	18.3%	N/A	9.6%	N/A	2.6%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	17.0%	N/A	29.6%	N/A	28.5%	N/A	10.1%	N/A	3.0%	N/A	11.8%	N/A
1-3 years	21,635	N/A	9.4%	N/A	28.4%	N/A	24.3%	N/A	22.6%	N/A	11.4%	N/A	3.8%	N/A
4-5 years	13,236	N/A	8.0%	N/A	33.1%	N/A	24.4%	N/A	19.4%	N/A	11.3%	N/A	3.7%	N/A
6-10 years	18,823	N/A	8.8%	N/A	31.6%	N/A	24.7%	N/A	20.5%	N/A	11.5%	N/A	2.9%	N/A
11-20 years	46,186	N/A	8.6%	N/A	34.0%	N/A	24.5%	N/A	19.8%	N/A	11.1%	N/A	2.1%	N/A
> 20 years	41,482	N/A	10.0%	N/A	35.9%	N/A	24.0%	N/A	18.4%	N/A	9.3%	N/A	2.4%	N/A
Retiring														
with 1 year	6,072	4,001	9.6%	7.9%	35.5%	32.7%	20.5%	21.3%	20.5%	24.5%	11.0%	12.1%	3.0%	1.5%
Between 1 and 3 years	16,413	12,087	8.5%	9.7%	33.9%	33.5%	25.1%	20.9%	20.2%	20.6%	10.2%	13.4%	2.1%	1.9%
Between 3 and 5 years	19,273	13,876	9.6%	10.8%	33.0%	34.8%	24.5%	21.4%	19.9%	20.7%	10.3%	10.3%	2.7%	2.0%
5 or more years	102,407	70,692	9.3%	9.2%	32.7%	32.8%	24.5%	21.3%	19.7%	21.2%	10.7%	12.7%	3.1%	2.9%

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

FHCS Report by Demographics

(29) Creativity and innovation are rewarded.

	# 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	7.9%	8.1%	28.2%	29.0%	28.8%	24.7%	20.6%	22.3%	11.3%	12.8%	3.1%	3.1%
Work Location														
Headquarters	51,144	35,976	9.8%	8.9%	30.8%	29.9%	27.5%	24.5%	18.3%	21.0%	10.2%	11.7%	3.4%	3.9%
Field	93,045	64,680	7.3%	7.7%	27.5%	28.7%	29.3%	24.8%	21.3%	22.8%	11.7%	13.3%	2.9%	2.8%
Supervisor Status														
Non-Supervisor	74,548	46,868	6.8%	7.1%	25.5%	26.1%	29.5%	25.3%	21.8%	23.5%	12.5%	14.1%	3.9%	3.9%
Team Leader	20,114	13,639	8.1%	7.7%	29.6%	31.3%	29.5%	24.2%	20.1%	22.2%	10.9%	12.5%	1.8%	2.0%
Supervisor	28,515	22,902	11.3%	11.1%	37.4%	39.2%	26.6%	23.6%	16.9%	17.9%	7.1%	7.5%	0.8%	0.7%
Manager	17,117	14,118	16.4%	16.6%	45.0%	44.0%	22.1%	20.4%	12.1%	13.3%	3.9%	5.3%	0.4%	0.4%
Executive	3,906	3,129	29.0%	26.8%	44.9%	45.8%	15.3%	14.8%	7.3%	8.9%	2.9%	3.1%	0.6%	0.6%
Sex														
Male	81,622	59,070	8.0%	7.4%	28.7%	30.1%	29.6%	25.9%	20.1%	21.8%	11.6%	12.4%	2.1%	2.5%
Female	62,575	41,586	7.9%	8.9%	27.6%	27.7%	27.9%	23.2%	21.2%	22.9%	11.0%	13.5%	4.4%	3.9%
Race														
White Non-Hispanic	103,915	75,600	7.9%	8.1%	28.8%	29.9%	28.6%	24.9%	20.9%	22.8%	11.5%	11.9%	2.2%	2.4%
Black Non-Hispanic	22,477	13,055	7.5%	8.0%	28.1%	27.8%	28.1%	24.0%	20.3%	18.7%	10.7%	16.1%	5.4%	5.5%
AmerIndian/Alskn Native	2,499	2,046	8.7%	8.1%	19.0%	22.1%	27.8%	24.0%	24.7%	23.3%	15.6%	19.5%	4.1%	3.0%
Asian/Pacific Islander	6,595	4,424	8.6%	8.0%	30.4%	28.2%	30.3%	24.9%	16.0%	23.4%	9.3%	9.4%	5.5%	6.0%
Hispanic	8,466	5,531	8.4%	8.4%	24.9%	26.4%	31.4%	24.4%	20.3%	23.5%	11.3%	15.0%	3.7%	2.3%

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

FHCS Report by Demographics

(29) Creativity and innovation are rewarded.

	# 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	7.9%	8.1%	28.2%	29.0%	28.8%	24.7%	20.6%	22.3%	11.3%	12.8%	3.1%	3.1%
Leaving														
No	101,436	N/A	9.6%	N/A	32.3%	N/A	29.9%	N/A	17.7%	N/A	7.4%	N/A	3.0%	N/A
Yes, to retire	9,504	N/A	7.3%	N/A	27.7%	N/A	29.0%	N/A	22.4%	N/A	10.8%	N/A	2.8%	N/A
Yes, to other job in Govt	22,691	N/A	3.6%	N/A	17.4%	N/A	26.9%	N/A	27.8%	N/A	20.7%	N/A	3.5%	N/A
Yes, to other job outside Govt	5,068	N/A	2.5%	N/A	14.5%	N/A	21.9%	N/A	30.0%	N/A	29.1%	N/A	2.0%	N/A
Yes, other	5,479	N/A	2.7%	N/A	15.5%	N/A	25.3%	N/A	28.9%	N/A	24.7%	N/A	2.8%	N/A
Age Group														
<30	5,461	2,787	7.6%	6.7%	25.7%	29.9%	29.6%	28.5%	21.2%	19.2%	11.9%	10.0%	4.1%	5.7%
30-39	20,921	15,010	6.8%	7.4%	28.0%	29.3%	28.8%	23.9%	21.5%	23.5%	11.6%	12.3%	3.2%	3.6%
40-49	47,042	34,006	7.8%	7.4%	28.0%	28.1%	29.0%	24.9%	20.8%	23.1%	11.7%	13.6%	2.8%	2.9%
50-59	57,866	41,243	8.1%	8.6%	28.5%	29.2%	28.1%	24.7%	20.8%	21.3%	11.3%	13.4%	3.2%	2.8%
60+	12,858	7,610	10.3%	10.7%	30.2%	32.1%	31.7%	23.9%	16.5%	21.4%	8.8%	8.8%	2.5%	3.0%
Pay Category														
Federal Wage System	5,512	4,855	5.8%	5.7%	24.2%	26.6%	30.9%	25.6%	23.2%	24.0%	14.1%	16.7%	1.7%	1.4%
GS 1-6 or equivalent	6,706	4,848	6.2%	7.4%	20.5%	23.3%	30.4%	22.3%	23.7%	26.5%	14.8%	14.6%	4.5%	5.9%
GS 7-12 or equivalent	58,903	39,563	6.8%	7.0%	27.7%	27.6%	29.5%	26.3%	21.4%	22.5%	11.1%	13.2%	3.4%	3.4%
GS 13-15 or equivalent	64,037	41,791	10.8%	10.6%	34.1%	34.7%	26.7%	22.9%	16.9%	19.8%	9.3%	9.6%	2.2%	2.4%
Senior Executive Service	3,314	2,542	26.1%	24.2%	39.1%	48.0%	16.6%	15.2%	10.3%	8.8%	6.9%	3.4%	1.1%	0.3%
SL/ST	490	N/A	9.7%	N/A	27.8%	N/A	41.4%	N/A	15.0%	N/A	5.5%	N/A	0.5%	N/A
Other	5,204	7,057	8.7%	9.7%	25.6%	30.0%	28.4%	23.1%	22.1%	21.5%	12.1%	13.5%	3.2%	2.2%

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

FHCS Report by Demographics

(29) Creativity and innovation are rewarded.

	# 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	7.9%	8.1%	28.2%	29.0%	28.8%	24.7%	20.6%	22.3%	11.3%	12.8%	3.1%	3.1%
Time in Federal Government														
< 1 year	1,316	N/A	16.7%	N/A	24.3%	N/A	37.1%	N/A	9.6%	N/A	2.5%	N/A	9.8%	N/A
1-3 years	12,896	N/A	6.6%	N/A	24.1%	N/A	29.9%	N/A	21.6%	N/A	14.1%	N/A	3.8%	N/A
4-5 years	8,712	N/A	7.8%	N/A	27.6%	N/A	28.7%	N/A	21.8%	N/A	11.5%	N/A	2.6%	N/A
6-10 years	13,913	N/A	8.4%	N/A	26.4%	N/A	28.2%	N/A	22.3%	N/A	11.6%	N/A	3.1%	N/A
11-20 years	44,998	N/A	7.4%	N/A	28.5%	N/A	28.8%	N/A	21.1%	N/A	11.3%	N/A	2.9%	N/A
> 20 years	62,349	N/A	8.6%	N/A	30.3%	N/A	28.6%	N/A	19.3%	N/A	10.3%	N/A	2.9%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	15.8%	N/A	25.8%	N/A	31.4%	N/A	10.8%	N/A	3.9%	N/A	12.3%	N/A
1-3 years	21,639	N/A	7.7%	N/A	25.2%	N/A	28.2%	N/A	22.1%	N/A	13.2%	N/A	3.6%	N/A
4-5 years	13,237	N/A	7.5%	N/A	27.3%	N/A	29.5%	N/A	21.7%	N/A	11.2%	N/A	2.8%	N/A
6-10 years	18,822	N/A	7.5%	N/A	28.3%	N/A	27.5%	N/A	22.0%	N/A	11.7%	N/A	3.0%	N/A
11-20 years	46,189	N/A	7.3%	N/A	28.7%	N/A	29.5%	N/A	20.4%	N/A	11.5%	N/A	2.6%	N/A
> 20 years	41,483	N/A	8.7%	N/A	30.7%	N/A	28.9%	N/A	19.2%	N/A	10.0%	N/A	2.6%	N/A
Retiring														
with 1 year	6,073	4,001	7.8%	6.6%	28.2%	27.6%	26.5%	24.6%	21.4%	25.0%	12.7%	14.6%	3.4%	1.6%
Between 1 and 3 years	16,416	12,087	7.4%	7.9%	28.5%	29.7%	29.6%	24.5%	22.0%	21.5%	10.2%	14.6%	2.3%	1.9%
Between 3 and 5 years	19,273	13,876	8.2%	8.9%	28.2%	29.2%	30.0%	25.4%	20.1%	21.3%	10.9%	12.2%	2.7%	2.9%
5 or more years	102,412	70,692	8.0%	8.0%	28.3%	29.0%	28.7%	24.6%	20.4%	22.4%	11.4%	12.6%	3.2%	3.3%

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

FHCS Report by Demographics

(30) Awards in my work unit depend on how well employees perform their jobs.

	# 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	147,886	100,656	8.5%	9.9%	33.2%	36.3%	23.5%	17.7%	19.2%	19.7%	12.3%	13.9%	3.3%	2.4%
Work Location														
Headquarters	51,142	35,976	9.9%	10.6%	35.7%	36.6%	22.4%	17.5%	16.8%	19.9%	10.8%	11.9%	4.4%	3.5%
Field	93,038	64,680	8.0%	9.7%	32.5%	36.2%	23.9%	17.8%	19.9%	19.6%	12.8%	14.7%	3.0%	1.9%
Supervisor Status														
Non-Supervisor	74,542	46,868	7.4%	8.8%	30.5%	34.0%	24.1%	18.2%	20.3%	20.4%	13.6%	15.6%	4.1%	3.1%
Team Leader	20,112	13,639	7.4%	9.7%	34.0%	37.5%	24.9%	18.2%	19.5%	20.5%	12.0%	12.8%	2.3%	1.3%
Supervisor	28,514	22,902	13.6%	14.4%	44.4%	45.9%	19.6%	15.3%	14.3%	16.1%	7.3%	7.9%	0.8%	0.5%
Manager	17,117	14,118	18.6%	19.3%	49.0%	48.5%	17.3%	13.7%	10.7%	12.9%	4.0%	5.3%	0.4%	0.2%
Executive	3,906	3,129	30.6%	27.8%	48.1%	49.5%	11.1%	10.6%	6.4%	8.8%	2.4%	2.8%	1.4%	0.5%
Sex														
Male	81,621	59,070	8.4%	9.3%	33.7%	37.3%	24.4%	18.7%	18.5%	19.3%	12.3%	13.2%	2.7%	2.1%
Female	62,568	41,586	8.6%	10.8%	32.5%	35.0%	22.4%	16.4%	20.0%	20.2%	12.3%	14.8%	4.1%	2.8%
Race														
White Non-Hispanic	103,913	75,600	8.0%	9.6%	33.4%	36.9%	23.8%	17.6%	19.3%	20.8%	12.3%	12.8%	3.1%	2.2%
Black Non-Hispanic	22,477	13,055	9.0%	10.0%	34.0%	34.3%	21.3%	18.2%	19.9%	16.8%	11.5%	17.6%	4.3%	3.1%
AmerIndian/Alskn Native	2,495	2,046	10.4%	9.2%	24.3%	33.9%	21.2%	15.9%	21.8%	18.7%	17.9%	20.7%	4.3%	1.7%
Asian/Pacific Islander	6,595	4,424	9.6%	11.5%	36.3%	36.5%	26.5%	21.9%	13.6%	15.0%	10.6%	11.6%	3.4%	3.6%
Hispanic	8,464	5,531	10.2%	11.6%	30.3%	35.9%	24.0%	15.3%	19.7%	19.0%	12.9%	16.0%	3.0%	2.2%

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

FHCS Report by Demographics

(30) Awards in my work unit depend on how well employees perform their jobs.

	# 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	147,886	100,656	8.5%	9.9%	33.2%	36.3%	23.5%	17.7%	19.2%	19.7%	12.3%	13.9%	3.3%	2.4%
Leaving														
No	101,430	N/A	9.9%	N/A	37.3%	N/A	24.3%	N/A	16.5%	N/A	8.9%	N/A	3.1%	N/A
Yes, to retire	9,503	N/A	8.9%	N/A	33.4%	N/A	23.3%	N/A	20.4%	N/A	11.8%	N/A	2.1%	N/A
Yes, to other job in Govt	22,687	N/A	4.3%	N/A	22.2%	N/A	21.7%	N/A	27.1%	N/A	20.7%	N/A	4.0%	N/A
Yes, to other job outside Govt	5,069	N/A	3.9%	N/A	18.2%	N/A	21.0%	N/A	25.0%	N/A	27.8%	N/A	4.0%	N/A
Yes, other	5,480	N/A	4.4%	N/A	21.1%	N/A	20.4%	N/A	25.4%	N/A	24.0%	N/A	4.5%	N/A
Age Group														
<30	5,459	2,787	8.2%	9.9%	31.2%	39.5%	22.2%	18.7%	19.0%	16.9%	13.5%	9.4%	5.9%	5.5%
30-39	20,919	15,010	8.1%	10.4%	31.8%	35.4%	22.2%	16.8%	21.0%	20.1%	12.9%	13.9%	3.9%	3.4%
40-49	47,037	34,006	8.5%	8.8%	32.5%	36.3%	24.0%	18.1%	19.0%	19.8%	12.9%	14.7%	3.2%	2.3%
50-59	57,865	41,243	8.5%	10.3%	34.1%	36.2%	23.4%	17.6%	18.9%	19.9%	12.1%	14.1%	3.0%	1.8%
60+	12,860	7,610	9.4%	12.1%	36.1%	38.4%	25.8%	18.1%	17.5%	18.5%	8.6%	11.0%	2.4%	1.9%
Pay Category														
Federal Wage System	5,512	4,855	6.4%	8.7%	27.1%	33.1%	24.8%	15.8%	22.6%	22.3%	17.7%	19.1%	1.4%	1.0%
GS 1-6 or equivalent	6,704	4,848	7.7%	10.4%	27.4%	31.7%	24.7%	17.2%	20.0%	19.8%	16.9%	17.5%	3.3%	3.4%
GS 7-12 or equivalent	58,898	39,563	7.6%	9.0%	32.6%	35.0%	24.2%	18.5%	20.1%	20.4%	12.0%	14.6%	3.5%	2.4%
GS 13-15 or equivalent	64,036	41,791	11.1%	11.8%	39.3%	41.1%	21.3%	17.4%	16.1%	17.8%	9.0%	9.4%	3.3%	2.4%
Senior Executive Service	3,314	2,542	27.3%	26.7%	43.3%	50.8%	11.0%	11.2%	13.3%	8.1%	2.1%	2.8%	3.0%	0.4%
SL/ST	490	N/A	8.4%	N/A	46.3%	N/A	28.3%	N/A	11.3%	N/A	5.4%	N/A	0.3%	N/A
Other	5,203	7,057	6.7%	10.0%	26.9%	38.7%	26.4%	17.0%	20.7%	18.5%	14.9%	13.1%	4.5%	2.6%

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

FHCS Report by Demographics

(30) Awards in my work unit depend on how well employees perform their jobs.

	# 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	147,886	100,656	8.5%	9.9%	33.2%	36.3%	23.5%	17.7%	19.2%	19.7%	12.3%	13.9%	3.3%	2.4%
Time in Federal Government														
< 1 year	1,316	N/A	13.5%	N/A	25.6%	N/A	36.5%	N/A	7.0%	N/A	3.6%	N/A	13.8%	N/A
1-3 years	12,888	N/A	7.4%	N/A	29.3%	N/A	24.7%	N/A	19.0%	N/A	14.5%	N/A	5.1%	N/A
4-5 years	8,712	N/A	7.7%	N/A	30.9%	N/A	25.4%	N/A	20.9%	N/A	11.7%	N/A	3.4%	N/A
6-10 years	13,914	N/A	8.1%	N/A	31.8%	N/A	22.1%	N/A	20.6%	N/A	13.7%	N/A	3.7%	N/A
11-20 years	44,996	N/A	8.3%	N/A	33.3%	N/A	23.6%	N/A	19.5%	N/A	12.3%	N/A	3.0%	N/A
> 20 years	62,350	N/A	9.2%	N/A	35.7%	N/A	22.9%	N/A	18.4%	N/A	11.3%	N/A	2.5%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	13.4%	N/A	28.1%	N/A	32.1%	N/A	7.4%	N/A	3.5%	N/A	15.4%	N/A
1-3 years	21,630	N/A	8.4%	N/A	29.8%	N/A	23.5%	N/A	19.8%	N/A	13.8%	N/A	4.7%	N/A
4-5 years	13,237	N/A	7.7%	N/A	31.5%	N/A	25.5%	N/A	21.1%	N/A	10.9%	N/A	3.4%	N/A
6-10 years	18,822	N/A	7.3%	N/A	32.2%	N/A	22.5%	N/A	21.0%	N/A	14.0%	N/A	3.0%	N/A
11-20 years	46,189	N/A	8.5%	N/A	33.9%	N/A	23.4%	N/A	19.0%	N/A	12.5%	N/A	2.6%	N/A
> 20 years	41,484	N/A	9.2%	N/A	36.6%	N/A	22.9%	N/A	18.0%	N/A	11.2%	N/A	2.1%	N/A
Retiring														
with 1 year	6,072	4,001	10.2%	7.9%	34.7%	35.0%	21.3%	19.2%	18.3%	22.2%	13.2%	14.7%	2.4%	1.1%
Between 1 and 3 years	16,417	12,087	7.8%	9.8%	35.1%	35.5%	22.6%	17.2%	20.6%	21.0%	11.4%	15.2%	2.5%	1.3%
Between 3 and 5 years	19,269	13,876	8.4%	10.6%	32.9%	36.0%	25.9%	17.6%	18.0%	21.0%	12.4%	13.2%	2.4%	1.5%
5 or more years	102,406	70,692	8.5%	9.9%	33.0%	36.6%	23.5%	17.7%	19.2%	19.2%	12.3%	13.8%	3.6%	2.7%

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

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(31) In my work unit, differences in performance are recognized in a meaningful way.

	# 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	147,885	N/A	5.2%	N/A	24.2%	N/A	31.2%	N/A	23.2%	N/A	12.1%	N/A	4.1%	N/A
Work Location														
Headquarters	51,142	N/A	6.4%	N/A	25.3%	N/A	30.5%	N/A	21.7%	N/A	10.9%	N/A	5.3%	N/A
Field	93,039	N/A	4.9%	N/A	23.8%	N/A	31.5%	N/A	23.7%	N/A	12.5%	N/A	3.7%	N/A
Supervisor Status														
Non-Supervisor	74,546	N/A	4.7%	N/A	21.4%	N/A	31.6%	N/A	23.9%	N/A	13.3%	N/A	5.1%	N/A
Team Leader	20,111	N/A	4.7%	N/A	24.1%	N/A	32.5%	N/A	24.2%	N/A	11.8%	N/A	2.7%	N/A
Supervisor	28,511	N/A	7.6%	N/A	36.7%	N/A	28.2%	N/A	19.1%	N/A	7.4%	N/A	0.9%	N/A
Manager	17,116	N/A	10.6%	N/A	41.7%	N/A	26.4%	N/A	16.2%	N/A	4.5%	N/A	0.6%	N/A
Executive	3,906	N/A	19.1%	N/A	44.5%	N/A	22.4%	N/A	10.0%	N/A	2.8%	N/A	1.2%	N/A
Sex														
Male	81,620	N/A	5.1%	N/A	24.9%	N/A	32.8%	N/A	22.6%	N/A	11.7%	N/A	2.9%	N/A
Female	62,567	N/A	5.4%	N/A	23.2%	N/A	29.2%	N/A	24.0%	N/A	12.6%	N/A	5.6%	N/A
Race														
White Non-Hispanic	103,911	N/A	4.9%	N/A	23.4%	N/A	31.7%	N/A	24.2%	N/A	12.3%	N/A	3.4%	N/A
Black Non-Hispanic	22,478	N/A	5.5%	N/A	26.4%	N/A	28.6%	N/A	21.8%	N/A	11.6%	N/A	6.1%	N/A
AmerIndian/Alskn Native	2,498	N/A	7.1%	N/A	19.1%	N/A	28.2%	N/A	24.2%	N/A	17.0%	N/A	4.4%	N/A
Asian/Pacific Islander	6,593	N/A	6.7%	N/A	28.1%	N/A	33.4%	N/A	16.7%	N/A	10.0%	N/A	5.1%	N/A
Hispanic	8,463	N/A	6.3%	N/A	24.7%	N/A	31.9%	N/A	21.3%	N/A	11.4%	N/A	4.6%	N/A

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(31) In my work unit, differences in performance are recognized in a meaningful way.

	# 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	147,885	N/A	5.2%	N/A	24.2%	N/A	31.2%	N/A	23.2%	N/A	12.1%	N/A	4.1%	N/A
Leaving														
No	101,433	N/A	6.3%	N/A	27.7%	N/A	33.0%	N/A	20.4%	N/A	8.6%	N/A	4.1%	N/A
Yes, to retire	9,504	N/A	4.6%	N/A	24.9%	N/A	31.5%	N/A	24.8%	N/A	10.7%	N/A	3.5%	N/A
Yes, to other job in Govt	22,687	N/A	2.6%	N/A	14.6%	N/A	26.8%	N/A	30.9%	N/A	20.9%	N/A	4.3%	N/A
Yes, to other job outside Govt	5,069	N/A	1.1%	N/A	10.6%	N/A	24.5%	N/A	32.4%	N/A	28.5%	N/A	3.0%	N/A
Yes, other	5,478	N/A	2.4%	N/A	14.0%	N/A	24.6%	N/A	30.0%	N/A	24.4%	N/A	4.7%	N/A
Age Group														
<30	5,461	N/A	5.7%	N/A	22.6%	N/A	30.7%	N/A	23.5%	N/A	11.2%	N/A	6.3%	N/A
30-39	20,915	N/A	4.8%	N/A	22.1%	N/A	29.5%	N/A	26.1%	N/A	12.6%	N/A	5.0%	N/A
40-49	47,038	N/A	5.0%	N/A	23.3%	N/A	31.1%	N/A	23.7%	N/A	12.8%	N/A	4.1%	N/A
50-59	57,867	N/A	5.4%	N/A	25.1%	N/A	31.6%	N/A	22.2%	N/A	12.2%	N/A	3.6%	N/A
60+	12,857	N/A	6.0%	N/A	28.8%	N/A	34.1%	N/A	19.8%	N/A	8.3%	N/A	3.0%	N/A
Pay Category														
Federal Wage System	5,511	N/A	3.4%	N/A	22.5%	N/A	31.5%	N/A	25.2%	N/A	15.8%	N/A	1.6%	N/A
GS 1-6 or equivalent	6,705	N/A	5.1%	N/A	20.5%	N/A	31.0%	N/A	22.6%	N/A	16.3%	N/A	4.4%	N/A
GS 7-12 or equivalent	58,898	N/A	4.7%	N/A	23.3%	N/A	32.3%	N/A	23.5%	N/A	11.7%	N/A	4.5%	N/A
GS 13-15 or equivalent	64,035	N/A	6.6%	N/A	28.2%	N/A	30.2%	N/A	21.5%	N/A	9.5%	N/A	4.0%	N/A
Senior Executive Service	3,314	N/A	17.8%	N/A	39.1%	N/A	21.1%	N/A	12.6%	N/A	7.3%	N/A	2.1%	N/A
SL/ST	490	N/A	4.5%	N/A	30.6%	N/A	41.2%	N/A	16.7%	N/A	6.2%	N/A	0.9%	N/A
Other	5,204	N/A	5.0%	N/A	20.6%	N/A	27.3%	N/A	27.4%	N/A	15.8%	N/A	3.8%	N/A

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(31) In my work unit, differences in performance are recognized in a meaningful way.

	# 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	147,885	N/A	5.2%	N/A	24.2%	N/A	31.2%	N/A	23.2%	N/A	12.1%	N/A	4.1%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	10.4%	N/A	22.5%	N/A	38.1%	N/A	11.9%	N/A	3.9%	N/A	13.1%	N/A
1-3 years	12,893	N/A	4.6%	N/A	19.9%	N/A	31.8%	N/A	23.7%	N/A	14.1%	N/A	5.9%	N/A
4-5 years	8,709	N/A	5.2%	N/A	24.0%	N/A	30.0%	N/A	25.3%	N/A	11.2%	N/A	4.3%	N/A
6-10 years	13,912	N/A	5.5%	N/A	23.0%	N/A	30.6%	N/A	23.5%	N/A	13.4%	N/A	4.0%	N/A
11-20 years	44,995	N/A	5.2%	N/A	23.2%	N/A	31.2%	N/A	24.3%	N/A	12.6%	N/A	3.6%	N/A
> 20 years	62,350	N/A	5.4%	N/A	26.9%	N/A	31.4%	N/A	21.8%	N/A	10.9%	N/A	3.6%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	11.5%	N/A	23.3%	N/A	34.3%	N/A	11.8%	N/A	4.6%	N/A	14.5%	N/A
1-3 years	21,635	N/A	5.9%	N/A	20.3%	N/A	31.7%	N/A	23.3%	N/A	13.5%	N/A	5.5%	N/A
4-5 years	13,233	N/A	4.8%	N/A	24.5%	N/A	30.7%	N/A	24.5%	N/A	11.4%	N/A	4.1%	N/A
6-10 years	18,821	N/A	4.6%	N/A	23.9%	N/A	29.8%	N/A	24.8%	N/A	13.1%	N/A	3.7%	N/A
11-20 years	46,187	N/A	5.0%	N/A	24.4%	N/A	30.9%	N/A	23.9%	N/A	12.6%	N/A	3.2%	N/A
> 20 years	41,485	N/A	5.0%	N/A	27.0%	N/A	32.1%	N/A	21.7%	N/A	10.8%	N/A	3.4%	N/A
Retiring														
with 1 year	6,073	N/A	5.7%	N/A	24.0%	N/A	30.8%	N/A	23.9%	N/A	11.9%	N/A	3.7%	N/A
Between 1 and 3 years	16,417	N/A	4.1%	N/A	25.9%	N/A	33.0%	N/A	23.6%	N/A	10.6%	N/A	2.8%	N/A
Between 3 and 5 years	19,270	N/A	4.9%	N/A	25.7%	N/A	32.4%	N/A	22.0%	N/A	12.3%	N/A	2.7%	N/A
5 or more years	102,405	N/A	5.4%	N/A	23.7%	N/A	30.9%	N/A	23.2%	N/A	12.2%	N/A	4.5%	N/A

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FHCS Report by Demographics

(32) In my work unit, personnel decisions 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	147,880	N/A	5.8%	N/A	25.7%	N/A	31.0%	N/A	19.1%	N/A	12.3%	N/A	6.0%	N/A
Work Location														
Headquarters	51,140	N/A	7.3%	N/A	27.8%	N/A	29.9%	N/A	17.2%	N/A	10.8%	N/A	7.0%	N/A
Field	93,034	N/A	5.3%	N/A	25.1%	N/A	31.3%	N/A	19.7%	N/A	12.8%	N/A	5.7%	N/A
Supervisor Status														
Non-Supervisor	74,538	N/A	4.6%	N/A	22.4%	N/A	32.1%	N/A	20.0%	N/A	13.5%	N/A	7.5%	N/A
Team Leader	20,114	N/A	5.3%	N/A	27.2%	N/A	31.3%	N/A	19.8%	N/A	12.3%	N/A	4.0%	N/A
Supervisor	28,512	N/A	9.6%	N/A	38.3%	N/A	27.3%	N/A	15.7%	N/A	7.7%	N/A	1.5%	N/A
Manager	17,113	N/A	16.3%	N/A	46.5%	N/A	20.7%	N/A	11.3%	N/A	4.5%	N/A	0.6%	N/A
Executive	3,906	N/A	32.1%	N/A	45.4%	N/A	12.8%	N/A	5.8%	N/A	2.6%	N/A	1.3%	N/A
Sex														
Male	81,616	N/A	6.0%	N/A	26.6%	N/A	31.9%	N/A	18.5%	N/A	12.3%	N/A	4.7%	N/A
Female	62,567	N/A	5.5%	N/A	24.6%	N/A	29.8%	N/A	20.0%	N/A	12.4%	N/A	7.8%	N/A
Race														
White Non-Hispanic	103,908	N/A	6.0%	N/A	26.5%	N/A	30.3%	N/A	20.0%	N/A	12.4%	N/A	4.9%	N/A
Black Non-Hispanic	22,475	N/A	4.5%	N/A	23.1%	N/A	32.1%	N/A	18.5%	N/A	12.6%	N/A	9.2%	N/A
AmerIndian/Alskn Native	2,494	N/A	7.0%	N/A	19.1%	N/A	30.2%	N/A	19.7%	N/A	15.9%	N/A	8.2%	N/A
Asian/Pacific Islander	6,595	N/A	5.9%	N/A	29.7%	N/A	34.6%	N/A	12.8%	N/A	9.4%	N/A	7.6%	N/A
Hispanic	8,466	N/A	6.4%	N/A	23.6%	N/A	32.4%	N/A	17.6%	N/A	12.7%	N/A	7.3%	N/A

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FHCS Report by Demographics

(32) In my work unit, personnel decisions 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	147,880	N/A	5.8%	N/A	25.7%	N/A	31.0%	N/A	19.1%	N/A	12.3%	N/A	6.0%	N/A
Leaving														
No	101,429	N/A	6.9%	N/A	29.3%	N/A	32.5%	N/A	16.9%	N/A	8.4%	N/A	5.9%	N/A
Yes, to retire	9,501	N/A	5.9%	N/A	25.2%	N/A	31.3%	N/A	21.2%	N/A	12.4%	N/A	4.0%	N/A
Yes, to other job in Govt	22,686	N/A	2.7%	N/A	16.3%	N/A	26.3%	N/A	26.7%	N/A	21.6%	N/A	6.3%	N/A
Yes, to other job outside Govt	5,067	N/A	1.8%	N/A	15.0%	N/A	24.4%	N/A	22.3%	N/A	30.2%	N/A	6.4%	N/A
Yes, other	5,480	N/A	2.7%	N/A	13.7%	N/A	27.9%	N/A	21.2%	N/A	26.5%	N/A	8.0%	N/A
Age Group														
<30	5,461	N/A	5.2%	N/A	25.2%	N/A	31.7%	N/A	18.4%	N/A	9.9%	N/A	9.6%	N/A
30-39	20,919	N/A	5.2%	N/A	25.1%	N/A	28.7%	N/A	19.7%	N/A	13.5%	N/A	7.8%	N/A
40-49	47,034	N/A	5.5%	N/A	25.7%	N/A	30.6%	N/A	19.1%	N/A	13.1%	N/A	5.9%	N/A
50-59	57,862	N/A	6.1%	N/A	25.7%	N/A	31.5%	N/A	19.2%	N/A	12.1%	N/A	5.4%	N/A
60+	12,859	N/A	6.8%	N/A	27.4%	N/A	34.2%	N/A	18.4%	N/A	9.2%	N/A	4.0%	N/A
Pay Category														
Federal Wage System	5,509	N/A	3.3%	N/A	22.4%	N/A	33.1%	N/A	22.5%	N/A	15.1%	N/A	3.6%	N/A
GS 1-6 or equivalent	6,703	N/A	4.1%	N/A	17.9%	N/A	33.8%	N/A	20.8%	N/A	15.9%	N/A	7.6%	N/A
GS 7-12 or equivalent	58,900	N/A	4.6%	N/A	24.4%	N/A	32.5%	N/A	19.7%	N/A	12.1%	N/A	6.7%	N/A
GS 13-15 or equivalent	64,031	N/A	9.0%	N/A	32.7%	N/A	27.2%	N/A	16.3%	N/A	10.1%	N/A	4.8%	N/A
Senior Executive Service	3,314	N/A	28.7%	N/A	39.9%	N/A	14.2%	N/A	8.2%	N/A	7.2%	N/A	1.8%	N/A
SL/ST	490	N/A	8.2%	N/A	36.8%	N/A	33.5%	N/A	13.4%	N/A	6.9%	N/A	1.2%	N/A
Other	5,204	N/A	5.5%	N/A	23.6%	N/A	28.1%	N/A	21.3%	N/A	15.6%	N/A	5.9%	N/A

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FHCS Report by Demographics

(32) In my work unit, personnel decisions 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	147,880	N/A	5.8%	N/A	25.7%	N/A	31.0%	N/A	19.1%	N/A	12.3%	N/A	6.0%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	11.0%	N/A	23.9%	N/A	36.8%	N/A	6.0%	N/A	3.8%	N/A	18.5%	N/A
1-3 years	12,894	N/A	4.7%	N/A	22.0%	N/A	31.6%	N/A	19.1%	N/A	14.4%	N/A	8.2%	N/A
4-5 years	8,712	N/A	5.2%	N/A	24.2%	N/A	32.0%	N/A	18.9%	N/A	11.6%	N/A	8.3%	N/A
6-10 years	13,912	N/A	5.4%	N/A	24.6%	N/A	30.4%	N/A	20.1%	N/A	13.1%	N/A	6.3%	N/A
11-20 years	44,989	N/A	5.4%	N/A	25.8%	N/A	30.8%	N/A	19.8%	N/A	12.5%	N/A	5.5%	N/A
> 20 years	62,346	N/A	6.6%	N/A	27.7%	N/A	30.7%	N/A	18.6%	N/A	11.5%	N/A	4.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	10.5%	N/A	25.0%	N/A	34.2%	N/A	10.1%	N/A	3.4%	N/A	16.8%	N/A
1-3 years	21,635	N/A	5.8%	N/A	22.3%	N/A	32.1%	N/A	18.5%	N/A	13.6%	N/A	7.7%	N/A
4-5 years	13,237	N/A	4.8%	N/A	25.0%	N/A	31.9%	N/A	19.1%	N/A	11.6%	N/A	7.5%	N/A
6-10 years	18,822	N/A	4.7%	N/A	25.8%	N/A	28.7%	N/A	21.3%	N/A	13.6%	N/A	5.9%	N/A
11-20 years	46,182	N/A	5.6%	N/A	26.0%	N/A	30.9%	N/A	19.8%	N/A	12.5%	N/A	5.1%	N/A
> 20 years	41,480	N/A	6.6%	N/A	28.4%	N/A	30.8%	N/A	18.5%	N/A	11.4%	N/A	4.3%	N/A
Retiring														
with 1 year	6,072	N/A	6.8%	N/A	25.3%	N/A	31.1%	N/A	19.3%	N/A	13.6%	N/A	3.8%	N/A
Between 1 and 3 years	16,414	N/A	5.3%	N/A	26.6%	N/A	31.8%	N/A	21.6%	N/A	11.1%	N/A	3.7%	N/A
Between 3 and 5 years	19,271	N/A	6.4%	N/A	25.9%	N/A	32.3%	N/A	18.4%	N/A	11.8%	N/A	5.2%	N/A
5 or more years	102,402	N/A	5.7%	N/A	25.7%	N/A	30.7%	N/A	18.9%	N/A	12.5%	N/A	6.5%	N/A

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

FHCS Report by Demographics

(33) My performance appraisal is a fair reflection of my performance.

	# 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	147,891	100,656	18.9%	17.3%	47.4%	46.7%	16.7%	16.2%	8.9%	10.5%	6.3%	7.9%	1.7%	1.5%
Work Location														
Headquarters	51,142	35,976	21.5%	19.2%	47.3%	47.0%	15.7%	15.4%	7.5%	9.5%	5.3%	6.6%	2.6%	2.4%
Field	93,043	64,680	18.1%	16.6%	47.5%	46.5%	17.0%	16.5%	9.3%	10.9%	6.6%	8.4%	1.5%	1.1%
Supervisor Status														
Non-Supervisor	74,546	46,868	17.5%	15.9%	47.2%	46.0%	17.4%	16.8%	9.2%	10.9%	6.7%	8.7%	2.0%	1.7%
Team Leader	20,113	13,639	21.3%	19.6%	47.9%	47.8%	15.5%	14.9%	8.1%	9.8%	5.8%	6.9%	1.4%	1.1%
Supervisor	28,515	22,902	19.7%	18.6%	48.8%	49.5%	16.1%	15.2%	9.1%	10.3%	5.4%	5.7%	0.9%	0.7%
Manager	17,116	14,118	26.0%	24.8%	48.0%	46.8%	14.3%	14.7%	6.7%	8.1%	3.9%	4.9%	1.0%	0.7%
Executive	3,906	3,129	36.2%	33.7%	42.7%	45.3%	11.0%	11.3%	4.6%	6.0%	3.0%	2.4%	2.5%	1.3%
Sex														
Male	81,622	59,070	17.9%	16.0%	47.7%	46.3%	17.8%	17.9%	8.6%	10.3%	6.3%	8.0%	1.7%	1.5%
Female	62,572	41,586	20.3%	19.1%	47.1%	47.1%	15.3%	13.8%	9.2%	10.7%	6.3%	7.8%	1.8%	1.5%
Race														
White Non-Hispanic	103,914	75,600	18.6%	17.1%	48.3%	48.2%	16.9%	16.1%	8.6%	10.2%	5.8%	7.1%	1.8%	1.4%
Black Non-Hispanic	22,478	13,055	18.1%	18.9%	47.5%	41.4%	14.7%	15.4%	10.1%	11.3%	8.1%	11.2%	1.5%	1.8%
AmerIndian/Alskn Native	2,496	2,046	18.6%	12.5%	40.6%	47.2%	21.0%	16.1%	9.5%	11.5%	8.2%	11.4%	2.1%	1.3%
Asian/Pacific Islander	6,595	4,424	21.3%	16.6%	44.7%	44.0%	18.4%	23.0%	7.7%	9.4%	5.9%	5.1%	1.9%	1.8%
Hispanic	8,466	5,531	22.6%	19.4%	44.2%	44.5%	16.2%	13.4%	9.2%	11.5%	6.2%	10.0%	1.6%	1.3%

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

FHCS Report by Demographics

(33) My performance appraisal is a fair reflection of my performance.

	# 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	147,891	100,656	18.9%	17.3%	47.4%	46.7%	16.7%	16.2%	8.9%	10.5%	6.3%	7.9%	1.7%	1.5%
Leaving														
No	101,435	N/A	21.1%	N/A	50.2%	N/A	15.7%	N/A	7.3%	N/A	4.3%	N/A	1.5%	N/A
Yes, to retire	9,503	N/A	16.0%	N/A	48.1%	N/A	18.9%	N/A	9.0%	N/A	6.3%	N/A	1.6%	N/A
Yes, to other job in Govt	22,690	N/A	13.9%	N/A	40.5%	N/A	19.0%	N/A	13.2%	N/A	10.7%	N/A	2.7%	N/A
Yes, to other job outside Govt	5,068	N/A	11.9%	N/A	36.9%	N/A	18.7%	N/A	13.5%	N/A	16.1%	N/A	2.8%	N/A
Yes, other	5,478	N/A	12.1%	N/A	37.8%	N/A	19.9%	N/A	14.1%	N/A	14.0%	N/A	2.0%	N/A
Age Group														
<30	5,461	2,787	20.9%	17.0%	47.9%	50.5%	15.8%	15.2%	6.8%	8.7%	5.2%	4.6%	3.5%	3.9%
30-39	20,920	15,010	19.6%	18.0%	49.1%	46.2%	14.8%	15.5%	8.4%	10.1%	6.2%	7.8%	1.9%	2.3%
40-49	47,038	34,006	18.5%	16.5%	47.3%	46.5%	17.0%	16.4%	9.1%	10.7%	6.6%	8.7%	1.6%	1.3%
50-59	57,866	41,243	18.5%	17.5%	46.9%	46.4%	17.4%	16.5%	9.0%	10.6%	6.5%	8.0%	1.7%	1.1%
60+	12,860	7,610	20.4%	19.6%	47.2%	48.3%	16.9%	15.1%	9.6%	10.5%	4.7%	5.3%	1.3%	1.1%
Pay Category														
Federal Wage System	5,511	4,855	15.6%	15.6%	47.5%	43.8%	16.5%	15.4%	10.5%	12.2%	8.8%	12.4%	1.0%	0.7%
GS 1-6 or equivalent	6,703	4,848	18.5%	19.0%	45.5%	43.0%	16.5%	15.2%	9.3%	10.6%	8.5%	9.7%	1.8%	2.6%
GS 7-12 or equivalent	58,904	39,563	18.2%	16.6%	48.0%	47.4%	17.2%	16.4%	9.3%	10.8%	5.8%	7.6%	1.6%	1.2%
GS 13-15 or equivalent	64,036	41,791	21.4%	18.7%	48.4%	48.9%	16.2%	16.2%	7.3%	9.4%	4.8%	5.3%	1.9%	1.5%
Senior Executive Service	3,314	2,542	32.7%	32.5%	40.8%	45.5%	11.3%	10.0%	4.5%	5.6%	7.1%	2.4%	3.6%	4.0%
SL/ST	490	N/A	44.0%	N/A	40.6%	N/A	9.6%	N/A	2.0%	N/A	2.3%	N/A	1.6%	N/A
Other	5,204	7,057	16.1%	17.2%	43.4%	43.9%	16.5%	16.8%	10.8%	9.9%	10.2%	10.1%	3.0%	2.1%

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

FHCS Report by Demographics

(33) My performance appraisal is a fair reflection of my performance.

	# 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	147,891	100,656	18.9%	17.3%	47.4%	46.7%	16.7%	16.2%	8.9%	10.5%	6.3%	7.9%	1.7%	1.5%
Time in Federal Government														
< 1 year	1,316	N/A	18.9%	N/A	36.8%	N/A	27.7%	N/A	3.7%	N/A	1.3%	N/A	11.7%	N/A
1-3 years	12,894	N/A	18.0%	N/A	47.3%	N/A	16.0%	N/A	8.9%	N/A	7.0%	N/A	2.7%	N/A
4-5 years	8,711	N/A	22.0%	N/A	49.0%	N/A	14.9%	N/A	6.8%	N/A	5.8%	N/A	1.4%	N/A
6-10 years	13,914	N/A	20.1%	N/A	47.4%	N/A	15.8%	N/A	8.2%	N/A	6.6%	N/A	1.9%	N/A
11-20 years	44,998	N/A	18.0%	N/A	47.9%	N/A	17.0%	N/A	9.2%	N/A	6.4%	N/A	1.5%	N/A
> 20 years	62,348	N/A	19.1%	N/A	47.2%	N/A	17.0%	N/A	9.3%	N/A	6.1%	N/A	1.4%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	18.2%	N/A	38.6%	N/A	23.9%	N/A	3.7%	N/A	1.5%	N/A	14.1%	N/A
1-3 years	21,637	N/A	19.0%	N/A	46.7%	N/A	16.4%	N/A	8.8%	N/A	6.8%	N/A	2.3%	N/A
4-5 years	13,236	N/A	21.6%	N/A	47.2%	N/A	15.9%	N/A	7.2%	N/A	6.7%	N/A	1.3%	N/A
6-10 years	18,822	N/A	19.7%	N/A	47.6%	N/A	15.9%	N/A	9.0%	N/A	6.5%	N/A	1.3%	N/A
11-20 years	46,189	N/A	18.2%	N/A	48.0%	N/A	16.8%	N/A	9.5%	N/A	6.1%	N/A	1.3%	N/A
> 20 years	41,483	N/A	18.2%	N/A	48.1%	N/A	17.0%	N/A	9.3%	N/A	6.2%	N/A	1.2%	N/A
Retiring														
with 1 year	6,071	4,001	16.8%	14.6%	47.5%	48.1%	16.3%	13.8%	8.7%	13.5%	8.6%	8.8%	2.1%	1.1%
Between 1 and 3 years	16,416	12,087	15.9%	14.7%	46.6%	46.6%	20.2%	16.2%	10.2%	12.3%	6.0%	9.5%	1.0%	0.7%
Between 3 and 5 years	19,273	13,876	18.7%	16.9%	46.3%	46.5%	17.0%	18.4%	10.2%	10.3%	6.0%	7.0%	1.8%	1.0%
5 or more years	102,409	70,692	19.5%	17.9%	47.8%	46.6%	16.2%	15.9%	8.5%	10.1%	6.2%	7.8%	1.8%	1.7%

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FHCS Report by Demographics

(34) Discussions with my supervisor/team leader about my performance are worthwhile.

	# 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	16.5%	13.8%	41.0%	43.8%	21.7%	20.8%	11.5%	13.3%	7.9%	7.2%	1.4%	1.1%
Work Location														
Headquarters	51,141	35,976	18.5%	14.8%	40.2%	44.4%	21.2%	20.0%	10.7%	12.2%	7.5%	7.2%	1.9%	1.3%
Field	93,040	64,680	15.9%	13.4%	41.3%	43.6%	21.9%	21.1%	11.7%	13.7%	8.0%	7.2%	1.3%	1.0%
Supervisor Status														
Non-Supervisor	74,541	46,868	15.7%	13.2%	40.4%	42.6%	22.0%	21.6%	11.8%	13.4%	8.5%	8.1%	1.6%	1.3%
Team Leader	20,113	13,639	17.7%	14.4%	42.0%	45.6%	21.2%	19.2%	10.8%	14.1%	7.1%	5.9%	1.2%	0.8%
Supervisor	28,514	22,902	16.8%	14.1%	42.9%	47.9%	21.7%	19.9%	11.6%	12.3%	6.2%	5.1%	0.8%	0.6%
Manager	17,116	14,118	22.1%	18.3%	43.0%	47.3%	19.5%	18.5%	9.3%	10.9%	5.2%	4.5%	0.8%	0.5%
Executive	3,906	3,129	28.2%	20.6%	37.2%	44.6%	20.2%	19.5%	8.7%	10.9%	4.2%	3.9%	1.7%	0.5%
Sex														
Male	81,616	59,070	15.7%	12.2%	41.5%	44.4%	22.5%	22.1%	11.4%	13.1%	7.6%	7.2%	1.3%	1.0%
Female	62,572	41,586	17.6%	15.8%	40.3%	43.1%	20.7%	19.1%	11.5%	13.5%	8.2%	7.2%	1.6%	1.2%
Race														
White Non-Hispanic	103,913	75,600	16.1%	12.7%	40.7%	44.6%	22.2%	21.2%	12.0%	13.9%	7.7%	6.4%	1.3%	1.1%
Black Non-Hispanic	22,477	13,055	16.9%	17.3%	43.3%	42.9%	19.1%	16.8%	10.1%	12.1%	9.1%	9.7%	1.5%	1.2%
AmerIndian/Alskn Native	2,497	2,046	15.5%	15.6%	36.2%	35.0%	22.8%	23.9%	12.9%	12.7%	10.1%	11.9%	2.5%	0.9%
Asian/Pacific Islander	6,595	4,424	18.6%	15.5%	41.1%	45.6%	23.3%	24.3%	8.4%	8.3%	6.8%	5.5%	1.8%	0.8%
Hispanic	8,461	5,531	18.8%	14.6%	41.1%	40.5%	20.2%	20.8%	11.3%	14.0%	7.1%	9.3%	1.5%	0.9%

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FHCS Report by Demographics

(34) Discussions with my supervisor/team leader about my performance are worthwhile.

	# 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	16.5%	13.8%	41.0%	43.8%	21.7%	20.8%	11.5%	13.3%	7.9%	7.2%	1.4%	1.1%
Leaving														
No	101,432	N/A	19.0%	N/A	45.2%	N/A	20.5%	N/A	9.2%	N/A	5.0%	N/A	1.1%	N/A
Yes, to retire	9,502	N/A	13.1%	N/A	37.7%	N/A	24.4%	N/A	14.3%	N/A	9.0%	N/A	1.5%	N/A
Yes, to other job in Govt	22,686	N/A	10.4%	N/A	29.8%	N/A	25.1%	N/A	17.1%	N/A	15.0%	N/A	2.6%	N/A
Yes, to other job outside Govt	5,069	N/A	9.9%	N/A	28.6%	N/A	24.3%	N/A	17.0%	N/A	18.6%	N/A	1.6%	N/A
Yes, other	5,480	N/A	9.1%	N/A	30.7%	N/A	23.1%	N/A	18.8%	N/A	16.1%	N/A	2.2%	N/A
Age Group														
<30	5,460	2,787	21.7%	20.6%	42.4%	47.8%	18.4%	16.5%	10.2%	10.2%	5.1%	3.9%	2.2%	1.0%
30-39	20,917	15,010	18.4%	15.6%	42.3%	47.4%	19.8%	18.1%	10.7%	11.1%	7.6%	7.0%	1.2%	0.9%
40-49	47,038	34,006	15.9%	12.6%	41.0%	44.2%	22.0%	20.5%	11.8%	14.0%	7.9%	7.7%	1.5%	0.9%
50-59	57,866	41,243	15.6%	13.2%	40.4%	41.8%	22.3%	22.2%	11.8%	14.1%	8.5%	7.4%	1.3%	1.3%
60+	12,859	7,610	16.8%	15.2%	40.6%	42.2%	23.7%	23.3%	10.5%	12.3%	6.8%	5.7%	1.6%	1.2%
Pay Category														
Federal Wage System	5,510	4,855	11.7%	10.1%	39.9%	40.5%	24.0%	24.9%	13.3%	14.6%	10.0%	8.8%	1.2%	1.1%
GS 1-6 or equivalent	6,703	4,848	16.6%	18.2%	38.8%	41.1%	22.4%	19.9%	11.6%	10.5%	9.2%	9.3%	1.5%	1.0%
GS 7-12 or equivalent	58,899	39,563	16.3%	13.2%	42.2%	44.3%	21.5%	20.5%	11.2%	13.8%	7.4%	7.0%	1.4%	1.2%
GS 13-15 or equivalent	64,036	41,791	17.9%	14.2%	41.0%	45.8%	21.3%	20.3%	11.4%	12.7%	7.1%	6.1%	1.3%	1.0%
Senior Executive Service	3,314	2,542	26.1%	18.3%	35.5%	47.7%	19.7%	17.4%	8.5%	11.9%	8.5%	3.8%	1.7%	0.8%
SL/ST	490	N/A	35.1%	N/A	41.7%	N/A	13.7%	N/A	3.2%	N/A	5.9%	N/A	0.3%	N/A
Other	5,204	7,057	15.7%	14.6%	36.8%	42.4%	22.0%	20.6%	12.7%	13.8%	10.7%	7.7%	2.1%	0.9%

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

FHCS Report by Demographics

(34) Discussions with my supervisor/team leader about my performance are worthwhile.

	# 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	16.5%	13.8%	41.0%	43.8%	21.7%	20.8%	11.5%	13.3%	7.9%	7.2%	1.4%	1.1%
Time in Federal Government														
< 1 year	1,316	N/A	26.2%	N/A	37.8%	N/A	24.2%	N/A	4.9%	N/A	1.7%	N/A	5.3%	N/A
1-3 years	12,892	N/A	17.7%	N/A	42.2%	N/A	19.4%	N/A	10.7%	N/A	8.4%	N/A	1.6%	N/A
4-5 years	8,710	N/A	19.9%	N/A	41.8%	N/A	18.5%	N/A	10.9%	N/A	7.6%	N/A	1.4%	N/A
6-10 years	13,912	N/A	17.9%	N/A	40.8%	N/A	21.3%	N/A	10.4%	N/A	8.1%	N/A	1.5%	N/A
11-20 years	44,997	N/A	15.5%	N/A	41.9%	N/A	21.7%	N/A	11.9%	N/A	7.6%	N/A	1.4%	N/A
> 20 years	62,348	N/A	15.7%	N/A	39.9%	N/A	23.2%	N/A	11.9%	N/A	8.0%	N/A	1.3%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	22.8%	N/A	42.0%	N/A	21.6%	N/A	4.7%	N/A	3.1%	N/A	5.7%	N/A
1-3 years	21,633	N/A	18.4%	N/A	41.1%	N/A	20.3%	N/A	10.6%	N/A	8.0%	N/A	1.6%	N/A
4-5 years	13,236	N/A	18.8%	N/A	41.3%	N/A	19.3%	N/A	10.8%	N/A	8.3%	N/A	1.5%	N/A
6-10 years	18,821	N/A	16.5%	N/A	39.7%	N/A	22.4%	N/A	12.1%	N/A	8.0%	N/A	1.3%	N/A
11-20 years	46,188	N/A	15.4%	N/A	41.5%	N/A	22.1%	N/A	12.2%	N/A	7.6%	N/A	1.2%	N/A
> 20 years	41,484	N/A	15.0%	N/A	41.0%	N/A	22.9%	N/A	11.7%	N/A	8.2%	N/A	1.2%	N/A
Retiring														
with 1 year	6,073	4,001	14.0%	8.5%	36.1%	35.1%	24.6%	29.0%	14.1%	16.3%	9.3%	10.2%	1.7%	0.9%
Between 1 and 3 years	16,415	12,087	13.1%	10.6%	40.0%	41.3%	24.2%	22.6%	12.5%	16.6%	8.8%	8.0%	1.4%	0.9%
Between 3 and 5 years	19,272	13,876	14.9%	12.8%	40.6%	40.7%	23.2%	24.0%	11.8%	14.6%	7.9%	6.6%	1.6%	1.3%
5 or more years	102,404	70,692	17.4%	14.6%	41.5%	45.1%	21.0%	19.6%	11.1%	12.5%	7.6%	7.1%	1.4%	1.1%

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

FHCS Report by Demographics

(35) I am held accountable for achieving results.

	# 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	147,892	100,656	23.8%	21.2%	55.8%	58.6%	13.8%	12.4%	4.0%	5.3%	1.9%	2.0%	0.6%	0.5%
Work Location														
Headquarters	51,143	35,976	25.6%	20.7%	55.9%	58.8%	12.4%	12.2%	3.7%	5.8%	1.9%	1.9%	0.6%	0.6%
Field	93,043	64,680	23.2%	21.4%	55.8%	58.5%	14.3%	12.5%	4.1%	5.1%	2.0%	2.0%	0.6%	0.5%
Supervisor Status														
Non-Supervisor	74,546	46,868	20.9%	19.2%	56.2%	58.7%	15.6%	13.4%	4.3%	5.8%	2.2%	2.3%	0.8%	0.7%
Team Leader	20,114	13,639	26.1%	21.9%	56.1%	59.4%	11.7%	12.0%	3.9%	4.7%	1.8%	1.7%	0.4%	0.2%
Supervisor	28,514	22,902	31.1%	26.7%	56.2%	59.4%	8.9%	8.9%	2.5%	3.8%	1.1%	1.0%	0.2%	0.2%
Manager	17,117	14,118	40.8%	35.9%	50.2%	53.5%	6.3%	6.5%	1.8%	3.2%	0.7%	0.8%	0.2%	0.0%
Executive	3,906	3,129	52.3%	44.0%	40.1%	46.9%	5.0%	6.0%	1.8%	2.3%	0.5%	0.4%	0.4%	0.2%
Sex														
Male	81,620	59,070	22.5%	19.9%	55.6%	58.1%	14.7%	13.8%	4.5%	5.8%	2.1%	2.1%	0.5%	0.4%
Female	62,574	41,586	25.4%	22.9%	56.1%	59.2%	12.7%	10.6%	3.3%	4.6%	1.7%	1.9%	0.8%	0.8%
Race														
White Non-Hispanic	103,915	75,600	23.4%	20.2%	56.0%	58.6%	13.8%	12.9%	4.4%	6.0%	1.9%	1.8%	0.5%	0.4%
Black Non-Hispanic	22,478	13,055	23.2%	24.6%	58.9%	58.5%	12.3%	9.6%	2.8%	3.9%	1.8%	2.7%	0.9%	0.7%
AmerIndian/Alskn Native	2,498	2,046	23.1%	23.5%	52.6%	54.5%	17.0%	13.7%	3.4%	3.9%	2.5%	3.7%	1.4%	0.6%
Asian/Pacific Islander	6,594	4,424	28.5%	19.2%	52.0%	64.4%	14.4%	11.1%	2.2%	2.6%	2.1%	1.6%	0.9%	1.1%
Hispanic	8,465	5,531	24.9%	24.0%	51.9%	55.4%	15.9%	14.0%	4.2%	3.8%	2.2%	2.0%	0.9%	0.7%

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FHCS Report by Demographics

(35) I am held accountable for achieving results.

	# 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	147,892	100,656	23.8%	21.2%	55.8%	58.6%	13.8%	12.4%	4.0%	5.3%	1.9%	2.0%	0.6%	0.5%
Leaving														
No	101,434	N/A	25.8%	N/A	57.4%	N/A	12.0%	N/A	3.0%	N/A	1.2%	N/A	0.5%	N/A
Yes, to retire	9,503	N/A	20.8%	N/A	57.3%	N/A	15.2%	N/A	3.6%	N/A	2.3%	N/A	0.9%	N/A
Yes, to other job in Govt	22,691	N/A	19.2%	N/A	53.1%	N/A	17.4%	N/A	6.0%	N/A	3.3%	N/A	0.9%	N/A
Yes, to other job outside Govt	5,069	N/A	17.1%	N/A	46.0%	N/A	20.5%	N/A	8.9%	N/A	6.7%	N/A	0.9%	N/A
Yes, other	5,478	N/A	17.1%	N/A	46.1%	N/A	22.4%	N/A	9.1%	N/A	4.2%	N/A	1.1%	N/A
Age Group														
<30	5,460	2,787	21.7%	22.7%	53.2%	56.1%	16.5%	12.8%	5.0%	4.7%	2.0%	2.8%	1.6%	0.8%
30-39	20,920	15,010	21.2%	18.4%	55.0%	58.5%	16.0%	13.1%	5.1%	6.8%	2.1%	2.5%	0.6%	0.8%
40-49	47,039	34,006	23.0%	20.3%	56.2%	59.2%	14.0%	12.8%	4.1%	5.3%	2.1%	1.9%	0.6%	0.6%
50-59	57,867	41,243	25.4%	22.6%	55.8%	58.2%	12.8%	12.0%	3.6%	4.8%	1.7%	1.9%	0.6%	0.4%
60+	12,860	7,610	25.8%	24.4%	57.4%	59.2%	11.8%	10.4%	2.8%	4.2%	1.8%	1.2%	0.5%	0.7%
Pay Category														
Federal Wage System	5,511	4,855	19.6%	20.9%	54.6%	57.1%	17.1%	13.2%	4.9%	6.0%	3.1%	2.5%	0.7%	0.2%
GS 1-6 or equivalent	6,704	4,848	20.9%	21.4%	52.8%	58.7%	17.9%	12.0%	4.5%	5.0%	2.5%	2.2%	1.5%	0.8%
GS 7-12 or equivalent	58,903	39,563	22.8%	19.8%	57.3%	60.2%	13.7%	12.2%	3.8%	5.3%	1.8%	2.0%	0.6%	0.5%
GS 13-15 or equivalent	64,036	41,791	26.8%	22.1%	55.4%	57.6%	11.8%	12.5%	4.1%	5.8%	1.7%	1.5%	0.3%	0.5%
Senior Executive Service	3,314	2,542	51.2%	40.3%	38.0%	50.9%	7.2%	6.1%	2.7%	2.0%	0.4%	0.3%	0.4%	0.4%
SL/ST	490	N/A	36.4%	N/A	55.9%	N/A	5.0%	N/A	1.3%	N/A	1.5%	N/A	0.0%	N/A
Other	5,204	7,057	25.6%	25.1%	53.4%	54.7%	14.5%	12.8%	3.4%	3.8%	2.2%	2.4%	1.0%	1.1%

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FHCS Report by Demographics

(35) I am held accountable for achieving results.

	# 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	147,892	100,656	23.8%	21.2%	55.8%	58.6%	13.8%	12.4%	4.0%	5.3%	1.9%	2.0%	0.6%	0.5%
Time in Federal Government														
< 1 year	1,316	N/A	26.8%	N/A	51.0%	N/A	18.8%	N/A	1.5%	N/A	0.1%	N/A	1.8%	N/A
1-3 years	12,892	N/A	21.8%	N/A	53.0%	N/A	16.0%	N/A	6.1%	N/A	2.1%	N/A	0.9%	N/A
4-5 years	8,712	N/A	23.9%	N/A	55.9%	N/A	14.1%	N/A	3.5%	N/A	1.9%	N/A	0.8%	N/A
6-10 years	13,914	N/A	24.0%	N/A	53.4%	N/A	15.7%	N/A	4.3%	N/A	1.9%	N/A	0.7%	N/A
11-20 years	44,997	N/A	23.0%	N/A	56.7%	N/A	13.8%	N/A	3.7%	N/A	2.2%	N/A	0.5%	N/A
> 20 years	62,350	N/A	25.0%	N/A	56.9%	N/A	12.3%	N/A	3.5%	N/A	1.7%	N/A	0.6%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	27.9%	N/A	53.2%	N/A	14.1%	N/A	1.4%	N/A	1.0%	N/A	2.5%	N/A
1-3 years	21,635	N/A	22.9%	N/A	53.2%	N/A	15.7%	N/A	5.4%	N/A	2.1%	N/A	0.8%	N/A
4-5 years	13,237	N/A	24.2%	N/A	55.4%	N/A	13.8%	N/A	3.7%	N/A	2.0%	N/A	0.9%	N/A
6-10 years	18,823	N/A	23.8%	N/A	54.2%	N/A	15.4%	N/A	4.0%	N/A	2.0%	N/A	0.6%	N/A
11-20 years	46,188	N/A	23.2%	N/A	57.2%	N/A	13.3%	N/A	3.8%	N/A	2.1%	N/A	0.4%	N/A
> 20 years	41,484	N/A	24.7%	N/A	57.4%	N/A	12.2%	N/A	3.6%	N/A	1.6%	N/A	0.5%	N/A
Retiring														
with 1 year	6,073	4,001	21.0%	19.3%	55.6%	56.2%	15.6%	14.0%	4.0%	7.6%	2.8%	2.3%	1.1%	0.5%
Between 1 and 3 years	16,416	12,087	22.4%	20.4%	58.9%	58.2%	13.0%	12.0%	3.0%	5.5%	2.2%	3.5%	0.6%	0.3%
Between 3 and 5 years	19,273	13,876	25.3%	21.3%	56.3%	60.2%	12.4%	12.1%	3.8%	4.8%	1.8%	1.3%	0.4%	0.4%
5 or more years	102,408	70,692	23.8%	21.4%	55.4%	58.5%	14.0%	12.4%	4.2%	5.2%	1.9%	1.9%	0.7%	0.6%

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FHCS Report by Demographics

(36) Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.

	# 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	147,889	100,656	15.1%	12.9%	39.2%	43.4%	27.3%	24.4%	7.1%	8.1%	5.1%	4.8%	6.3%	6.4%
Work Location														
Headquarters	51,140	35,976	16.9%	14.6%	40.0%	43.3%	25.1%	23.1%	6.5%	8.0%	4.8%	4.4%	6.6%	6.6%
Field	93,042	64,680	14.5%	12.3%	38.9%	43.4%	27.9%	24.9%	7.3%	8.1%	5.1%	5.0%	6.2%	6.3%
Supervisor Status														
Non-Supervisor	74,542	46,868	13.2%	11.5%	37.1%	41.4%	28.5%	25.2%	7.8%	8.9%	5.8%	5.6%	7.5%	7.4%
Team Leader	20,114	13,639	16.3%	13.6%	40.4%	44.7%	27.9%	25.1%	6.3%	7.0%	3.9%	4.0%	5.2%	5.7%
Supervisor	28,513	22,902	19.7%	16.6%	47.5%	51.1%	22.1%	21.2%	5.6%	6.1%	3.1%	2.7%	2.1%	2.4%
Manager	17,117	14,118	27.2%	23.2%	49.9%	53.1%	16.3%	15.5%	3.7%	4.8%	2.0%	2.2%	1.0%	1.0%
Executive	3,906	3,129	39.9%	32.8%	43.4%	51.2%	11.5%	11.2%	2.5%	3.1%	1.5%	1.1%	1.2%	0.6%
Sex														
Male	81,617	59,070	14.8%	12.5%	39.1%	43.0%	28.7%	26.1%	6.7%	7.6%	4.7%	4.4%	6.0%	6.4%
Female	62,574	41,586	15.4%	13.5%	39.3%	43.9%	25.4%	22.1%	7.7%	8.7%	5.5%	5.5%	6.7%	6.3%
Race														
White Non-Hispanic	103,914	75,600	15.8%	13.6%	39.9%	44.9%	27.4%	24.6%	6.5%	7.0%	4.2%	3.5%	6.2%	6.5%
Black Non-Hispanic	22,477	13,055	12.1%	10.4%	37.3%	39.4%	26.4%	22.7%	9.5%	11.2%	7.9%	9.3%	6.9%	6.9%
AmerIndian/Alskn Native	2,499	2,046	12.6%	12.8%	33.9%	37.0%	28.8%	23.9%	10.8%	11.4%	7.6%	11.0%	6.4%	4.0%
Asian/Pacific Islander	6,593	4,424	14.6%	11.8%	40.1%	45.1%	28.4%	24.6%	6.2%	6.4%	4.9%	4.7%	5.7%	7.3%
Hispanic	8,465	5,531	16.0%	13.0%	37.6%	38.5%	25.6%	25.5%	7.9%	12.0%	6.7%	6.7%	6.2%	4.2%

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FHCS Report by Demographics

(36) Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.

	# 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	147,889	100,656	15.1%	12.9%	39.2%	43.4%	27.3%	24.4%	7.1%	8.1%	5.1%	4.8%	6.3%	6.4%
Leaving														
No	101,433	N/A	17.2%	N/A	42.5%	N/A	25.7%	N/A	5.8%	N/A	3.1%	N/A	5.6%	N/A
Yes, to retire	9,502	N/A	14.3%	N/A	36.6%	N/A	29.7%	N/A	6.8%	N/A	5.4%	N/A	7.2%	N/A
Yes, to other job in Govt	22,689	N/A	9.6%	N/A	31.2%	N/A	30.6%	N/A	11.3%	N/A	10.0%	N/A	7.3%	N/A
Yes, to other job outside Govt	5,069	N/A	10.7%	N/A	30.6%	N/A	31.0%	N/A	8.6%	N/A	11.1%	N/A	8.0%	N/A
Yes, other	5,478	N/A	6.9%	N/A	26.4%	N/A	32.5%	N/A	11.3%	N/A	12.7%	N/A	10.1%	N/A
Age Group														
<30	5,461	2,787	16.0%	17.0%	40.8%	40.2%	25.0%	22.7%	5.1%	6.6%	4.3%	3.6%	8.7%	9.9%
30-39	20,918	15,010	13.1%	13.6%	38.9%	43.8%	27.7%	23.7%	7.9%	7.3%	4.2%	4.5%	8.1%	7.2%
40-49	47,039	34,006	14.3%	12.2%	39.5%	42.1%	27.5%	25.2%	7.0%	8.6%	5.5%	5.3%	6.3%	6.6%
50-59	57,865	41,243	15.9%	12.9%	38.7%	44.6%	27.0%	23.8%	7.6%	8.2%	5.4%	5.0%	5.4%	5.4%
60+	12,861	7,610	18.3%	13.3%	39.8%	43.6%	27.8%	25.6%	5.2%	7.4%	3.8%	3.3%	5.1%	6.7%
Pay Category														
Federal Wage System	5,511	4,855	9.1%	8.8%	37.6%	39.3%	31.6%	28.4%	9.7%	11.5%	7.6%	6.9%	4.4%	5.2%
GS 1-6 or equivalent	6,705	4,848	12.1%	13.7%	36.0%	40.2%	29.2%	22.8%	8.0%	10.6%	6.9%	6.1%	7.9%	6.6%
GS 7-12 or equivalent	58,903	39,563	14.0%	11.3%	39.3%	43.3%	27.8%	25.8%	7.2%	8.1%	5.0%	4.9%	6.7%	6.5%
GS 13-15 or equivalent	64,033	41,791	19.0%	17.0%	41.9%	46.0%	23.9%	21.9%	5.8%	6.1%	3.9%	3.3%	5.6%	5.7%
Senior Executive Service	3,314	2,542	37.9%	30.1%	39.7%	54.7%	18.3%	10.0%	2.0%	3.3%	1.0%	1.2%	1.1%	0.7%
SL/ST	490	N/A	43.7%	N/A	37.1%	N/A	12.3%	N/A	3.0%	N/A	2.2%	N/A	1.7%	N/A
Other	5,202	7,057	16.7%	13.9%	33.4%	44.1%	31.1%	21.4%	8.6%	7.0%	5.1%	5.3%	5.1%	8.3%

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

FHCS Report by Demographics

(36) Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.

	# 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	147,889	100,656	15.1%	12.9%	39.2%	43.4%	27.3%	24.4%	7.1%	8.1%	5.1%	4.8%	6.3%	6.4%
Time in Federal Government														
< 1 year	1,316	N/A	24.8%	N/A	39.9%	N/A	23.2%	N/A	3.1%	N/A	0.8%	N/A	8.2%	N/A
1-3 years	12,895	N/A	14.7%	N/A	39.9%	N/A	26.2%	N/A	5.8%	N/A	5.3%	N/A	8.1%	N/A
4-5 years	8,711	N/A	15.6%	N/A	38.6%	N/A	26.9%	N/A	7.0%	N/A	5.0%	N/A	6.9%	N/A
6-10 years	13,912	N/A	15.1%	N/A	38.6%	N/A	27.5%	N/A	7.2%	N/A	5.5%	N/A	6.1%	N/A
11-20 years	44,992	N/A	14.0%	N/A	39.5%	N/A	27.5%	N/A	8.2%	N/A	4.9%	N/A	5.9%	N/A
> 20 years	62,352	N/A	15.8%	N/A	39.0%	N/A	27.4%	N/A	6.8%	N/A	5.1%	N/A	5.9%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	22.7%	N/A	42.7%	N/A	21.6%	N/A	3.2%	N/A	1.8%	N/A	8.0%	N/A
1-3 years	21,637	N/A	15.2%	N/A	39.2%	N/A	26.5%	N/A	6.4%	N/A	5.4%	N/A	7.3%	N/A
4-5 years	13,235	N/A	14.9%	N/A	37.8%	N/A	27.9%	N/A	7.5%	N/A	5.2%	N/A	6.6%	N/A
6-10 years	18,821	N/A	14.4%	N/A	39.1%	N/A	27.7%	N/A	7.3%	N/A	5.6%	N/A	5.9%	N/A
11-20 years	46,185	N/A	14.3%	N/A	39.7%	N/A	27.1%	N/A	7.8%	N/A	5.1%	N/A	5.9%	N/A
> 20 years	41,486	N/A	15.9%	N/A	38.9%	N/A	27.9%	N/A	6.9%	N/A	4.6%	N/A	5.8%	N/A
Retiring														
with 1 year	6,073	4,001	14.2%	11.4%	37.2%	40.1%	28.5%	27.7%	6.7%	9.0%	5.2%	6.3%	8.1%	5.5%
Between 1 and 3 years	16,416	12,087	13.9%	10.3%	38.5%	43.3%	30.8%	26.8%	6.6%	8.4%	5.1%	5.8%	5.1%	5.6%
Between 3 and 5 years	19,273	13,876	16.3%	13.5%	39.0%	44.1%	25.9%	24.2%	8.1%	8.5%	5.2%	4.1%	5.4%	5.6%
5 or more years	102,404	70,692	15.1%	13.3%	39.4%	43.4%	27.0%	23.9%	7.1%	7.9%	5.0%	4.8%	6.5%	6.7%

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

FHCS Report by Demographics

(37) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# 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	147,885	100,656	16.7%	15.3%	40.6%	45.9%	25.2%	21.5%	6.6%	7.8%	5.2%	4.9%	5.6%	4.7%
Work Location														
Headquarters	51,142	35,976	17.8%	16.1%	40.6%	44.8%	23.7%	20.8%	6.3%	7.9%	5.6%	5.0%	5.9%	5.4%
Field	93,036	64,680	16.4%	15.0%	40.7%	46.4%	25.7%	21.7%	6.6%	7.8%	5.1%	4.8%	5.5%	4.4%
Supervisor Status														
Non-Supervisor	74,544	46,868	15.1%	14.0%	38.9%	43.7%	26.5%	22.6%	6.9%	8.5%	5.9%	5.6%	6.7%	5.5%
Team Leader	20,112	13,639	17.5%	14.8%	42.0%	49.4%	25.5%	21.0%	6.3%	7.2%	4.2%	3.7%	4.5%	3.9%
Supervisor	28,511	22,902	20.8%	20.0%	47.8%	52.0%	20.2%	17.6%	5.8%	5.6%	3.4%	3.0%	2.0%	1.9%
Manager	17,116	14,118	27.8%	26.6%	49.2%	52.1%	15.6%	13.9%	4.0%	4.6%	2.4%	2.2%	0.9%	0.8%
Executive	3,906	3,129	38.1%	35.0%	44.9%	50.0%	11.2%	9.6%	3.2%	3.9%	1.7%	1.3%	0.9%	0.2%
Sex														
Male	81,614	59,070	17.0%	15.4%	40.9%	46.2%	26.0%	22.6%	5.8%	7.0%	4.7%	4.0%	5.6%	4.8%
Female	62,572	41,586	16.3%	15.1%	40.3%	45.6%	24.3%	20.0%	7.6%	8.8%	6.0%	6.0%	5.6%	4.5%
Race														
White Non-Hispanic	103,908	75,600	17.7%	15.7%	42.3%	48.9%	25.4%	21.8%	5.3%	6.0%	3.8%	3.0%	5.5%	4.7%
Black Non-Hispanic	22,478	13,055	13.2%	12.4%	36.1%	37.5%	24.7%	20.6%	10.4%	12.8%	10.2%	11.5%	5.4%	5.2%
AmerIndian/Alskn Native	2,497	2,046	15.7%	15.2%	36.9%	33.4%	22.6%	26.3%	9.9%	11.7%	8.0%	10.6%	6.8%	2.8%
Asian/Pacific Islander	6,594	4,424	15.6%	15.9%	39.5%	45.2%	28.3%	20.8%	5.8%	7.8%	4.0%	5.4%	6.9%	4.9%
Hispanic	8,466	5,531	16.7%	16.7%	37.3%	40.3%	24.1%	18.8%	8.9%	13.6%	7.4%	7.0%	5.6%	3.6%

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FHCS Report by Demographics

(37) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# 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	147,885	100,656	16.7%	15.3%	40.6%	45.9%	25.2%	21.5%	6.6%	7.8%	5.2%	4.9%	5.6%	4.7%
Leaving														
No	101,427	N/A	18.6%	N/A	43.2%	N/A	24.6%	N/A	5.3%	N/A	3.3%	N/A	5.0%	N/A
Yes, to retire	9,503	N/A	14.9%	N/A	39.5%	N/A	26.0%	N/A	7.6%	N/A	5.7%	N/A	6.3%	N/A
Yes, to other job in Govt	22,689	N/A	11.8%	N/A	34.3%	N/A	27.1%	N/A	9.8%	N/A	10.5%	N/A	6.5%	N/A
Yes, to other job outside Govt	5,069	N/A	13.8%	N/A	32.8%	N/A	28.3%	N/A	7.9%	N/A	9.4%	N/A	7.8%	N/A
Yes, other	5,479	N/A	9.3%	N/A	31.6%	N/A	27.2%	N/A	11.4%	N/A	12.0%	N/A	8.6%	N/A
Age Group														
<30	5,461	2,787	20.1%	20.5%	42.2%	43.3%	22.8%	17.5%	4.7%	8.1%	3.3%	3.2%	6.9%	7.4%
30-39	20,918	15,010	15.9%	15.5%	39.8%	45.9%	25.5%	20.3%	5.6%	8.0%	5.2%	4.5%	8.0%	5.7%
40-49	47,036	34,006	16.3%	14.1%	40.1%	46.3%	25.7%	22.1%	7.0%	7.7%	5.5%	5.2%	5.3%	4.6%
50-59	57,864	41,243	16.4%	15.4%	40.9%	45.8%	25.6%	22.0%	6.8%	7.6%	5.4%	5.2%	4.8%	4.0%
60+	12,859	7,610	19.6%	17.7%	42.6%	45.9%	22.3%	20.0%	6.6%	8.6%	4.1%	2.9%	4.9%	4.9%
Pay Category														
Federal Wage System	5,512	4,855	11.1%	11.0%	39.4%	41.5%	29.2%	27.7%	7.3%	9.1%	8.5%	6.4%	4.6%	4.4%
GS 1-6 or equivalent	6,704	4,848	13.3%	17.1%	38.2%	42.7%	26.5%	18.9%	7.8%	8.8%	7.8%	6.8%	6.4%	5.8%
GS 7-12 or equivalent	58,900	39,563	15.9%	13.3%	40.4%	45.7%	26.0%	22.5%	6.7%	8.6%	5.0%	5.0%	6.1%	4.9%
GS 13-15 or equivalent	64,030	41,791	20.2%	19.2%	42.9%	49.1%	22.2%	18.4%	6.0%	6.3%	4.0%	3.3%	4.8%	3.7%
Senior Executive Service	3,314	2,542	35.5%	32.3%	42.4%	52.8%	16.5%	9.3%	3.8%	3.6%	1.2%	1.4%	0.7%	0.6%
SL/ST	490	N/A	28.0%	N/A	46.7%	N/A	11.9%	N/A	3.2%	N/A	1.9%	N/A	8.3%	N/A
Other	5,204	7,057	19.8%	17.1%	38.2%	46.6%	27.6%	20.8%	4.9%	5.6%	4.4%	4.8%	5.2%	5.2%

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FHCS Report by Demographics

(37) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# 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	147,885	100,656	16.7%	15.3%	40.6%	45.9%	25.2%	21.5%	6.6%	7.8%	5.2%	4.9%	5.6%	4.7%
Time in Federal Government														
< 1 year	1,316	N/A	26.7%	N/A	39.3%	N/A	22.3%	N/A	2.6%	N/A	1.7%	N/A	7.4%	N/A
1-3 years	12,895	N/A	17.0%	N/A	40.0%	N/A	23.9%	N/A	5.7%	N/A	5.6%	N/A	7.8%	N/A
4-5 years	8,712	N/A	17.1%	N/A	41.0%	N/A	25.4%	N/A	5.9%	N/A	4.3%	N/A	6.3%	N/A
6-10 years	13,910	N/A	17.3%	N/A	40.4%	N/A	23.7%	N/A	6.6%	N/A	5.0%	N/A	7.1%	N/A
11-20 years	44,992	N/A	16.6%	N/A	40.5%	N/A	25.9%	N/A	6.8%	N/A	5.4%	N/A	4.9%	N/A
> 20 years	62,348	N/A	16.3%	N/A	41.0%	N/A	25.7%	N/A	6.9%	N/A	5.3%	N/A	4.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	23.1%	N/A	42.5%	N/A	20.2%	N/A	2.9%	N/A	2.3%	N/A	9.0%	N/A
1-3 years	21,637	N/A	16.9%	N/A	39.2%	N/A	24.6%	N/A	6.3%	N/A	5.7%	N/A	7.3%	N/A
4-5 years	13,236	N/A	15.9%	N/A	39.6%	N/A	27.3%	N/A	6.4%	N/A	4.8%	N/A	6.1%	N/A
6-10 years	18,818	N/A	16.5%	N/A	39.6%	N/A	24.9%	N/A	6.9%	N/A	5.7%	N/A	6.4%	N/A
11-20 years	46,184	N/A	16.4%	N/A	40.9%	N/A	25.7%	N/A	6.9%	N/A	5.4%	N/A	4.8%	N/A
> 20 years	41,484	N/A	16.7%	N/A	42.4%	N/A	25.1%	N/A	6.5%	N/A	4.8%	N/A	4.4%	N/A
Retiring														
with 1 year	6,072	4,001	15.2%	14.7%	38.7%	44.3%	26.7%	23.7%	6.6%	8.2%	5.4%	5.8%	7.5%	3.3%
Between 1 and 3 years	16,415	12,087	15.0%	13.5%	41.0%	45.6%	26.3%	23.3%	7.7%	8.1%	5.4%	5.8%	4.6%	3.6%
Between 3 and 5 years	19,273	13,876	17.7%	16.4%	40.4%	46.7%	25.0%	20.5%	7.0%	8.4%	5.8%	3.8%	4.1%	4.2%
5 or more years	102,402	70,692	16.8%	15.4%	40.8%	45.9%	25.1%	21.3%	6.3%	7.7%	5.1%	4.9%	5.9%	4.9%

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

FHCS Report by Demographics

(38) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# 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	147,878	100,656	18.0%	15.5%	46.2%	48.1%	20.0%	19.8%	7.5%	7.6%	5.6%	5.7%	2.8%	3.2%
Work Location														
Headquarters	51,140	35,976	19.4%	17.3%	46.3%	46.9%	19.0%	19.4%	6.8%	7.4%	5.5%	6.1%	2.9%	2.9%
Field	93,032	64,680	17.5%	14.8%	46.1%	48.6%	20.3%	20.0%	7.7%	7.7%	5.6%	5.5%	2.8%	3.3%
Supervisor Status														
Non-Supervisor	74,538	46,868	15.8%	13.7%	44.0%	45.5%	22.0%	21.7%	8.1%	8.5%	6.6%	6.8%	3.5%	3.9%
Team Leader	20,113	13,639	19.7%	16.2%	48.7%	51.9%	18.1%	18.2%	7.4%	6.7%	4.4%	4.4%	1.8%	2.6%
Supervisor	28,508	22,902	23.6%	21.1%	53.6%	56.3%	14.4%	13.9%	4.9%	5.2%	2.8%	2.5%	0.8%	1.0%
Manager	17,118	14,118	30.5%	27.4%	54.5%	55.6%	10.1%	11.1%	2.9%	4.1%	1.6%	1.4%	0.3%	0.4%
Executive	3,906	3,129	39.3%	33.1%	48.5%	54.0%	8.0%	8.8%	2.5%	2.7%	1.2%	1.1%	0.5%	0.3%
Sex														
Male	81,607	59,070	18.1%	15.6%	47.7%	49.2%	19.8%	20.3%	6.9%	7.1%	5.1%	4.8%	2.5%	3.1%
Female	62,573	41,586	17.8%	15.4%	44.2%	46.7%	20.4%	19.2%	8.1%	8.4%	6.2%	7.0%	3.2%	3.4%
Race														
White Non-Hispanic	103,908	75,600	19.0%	16.3%	48.3%	51.4%	19.4%	18.9%	6.3%	6.4%	4.3%	3.4%	2.7%	3.6%
Black Non-Hispanic	22,473	13,055	13.7%	12.0%	42.1%	38.1%	20.4%	23.0%	10.8%	11.4%	10.2%	12.4%	2.8%	3.2%
AmerIndian/Alskn Native	2,498	2,046	14.9%	14.7%	36.2%	36.4%	24.8%	23.9%	12.1%	11.0%	8.6%	11.6%	3.3%	2.5%
Asian/Pacific Islander	6,592	4,424	17.5%	15.2%	42.7%	45.1%	23.2%	22.3%	8.2%	9.3%	5.1%	6.5%	3.3%	1.6%
Hispanic	8,465	5,531	19.3%	15.0%	41.8%	43.8%	20.5%	18.5%	8.8%	9.3%	6.9%	11.6%	2.7%	1.8%

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FHCS Report by Demographics

(38) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# 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	147,878	100,656	18.0%	15.5%	46.2%	48.1%	20.0%	19.8%	7.5%	7.6%	5.6%	5.7%	2.8%	3.2%
Leaving														
No	101,420	N/A	20.7%	N/A	49.3%	N/A	18.5%	N/A	5.8%	N/A	3.3%	N/A	2.4%	N/A
Yes, to retire	9,504	N/A	14.4%	N/A	45.6%	N/A	21.8%	N/A	9.1%	N/A	5.5%	N/A	3.7%	N/A
Yes, to other job in Govt	22,688	N/A	10.5%	N/A	38.8%	N/A	23.4%	N/A	12.3%	N/A	11.8%	N/A	3.2%	N/A
Yes, to other job outside Govt	5,069	N/A	12.2%	N/A	35.3%	N/A	23.8%	N/A	10.6%	N/A	13.1%	N/A	5.0%	N/A
Yes, other	5,480	N/A	10.7%	N/A	33.7%	N/A	25.9%	N/A	11.9%	N/A	12.5%	N/A	5.3%	N/A
Age Group														
<30	5,459	2,787	23.4%	22.8%	49.1%	47.7%	13.1%	13.9%	6.6%	7.1%	4.0%	4.5%	3.8%	4.0%
30-39	20,917	15,010	18.1%	15.7%	46.1%	48.8%	19.5%	19.4%	7.0%	6.7%	6.1%	6.0%	3.2%	3.4%
40-49	47,037	34,006	16.9%	14.1%	46.9%	48.7%	20.3%	19.6%	7.5%	8.3%	5.8%	6.2%	2.6%	3.2%
50-59	57,860	41,243	17.6%	15.7%	45.1%	47.6%	21.1%	20.2%	7.9%	7.5%	5.7%	5.7%	2.6%	3.3%
60+	12,858	7,610	20.8%	17.3%	47.0%	46.4%	18.7%	22.6%	6.9%	7.5%	3.7%	3.4%	2.8%	2.6%
Pay Category														
Federal Wage System	5,511	4,855	12.8%	10.6%	44.7%	46.4%	23.5%	23.7%	8.6%	10.2%	8.7%	7.0%	1.8%	2.2%
GS 1-6 or equivalent	6,704	4,848	14.7%	18.1%	41.7%	43.4%	22.0%	18.2%	9.0%	8.4%	9.5%	8.2%	3.1%	3.7%
GS 7-12 or equivalent	58,894	39,563	17.0%	13.7%	46.2%	47.7%	21.0%	21.5%	7.6%	8.0%	5.2%	5.8%	3.1%	3.3%
GS 13-15 or equivalent	64,033	41,791	21.4%	18.7%	48.7%	52.1%	16.9%	16.9%	6.6%	6.1%	3.9%	3.5%	2.5%	2.8%
Senior Executive Service	3,314	2,542	36.8%	30.3%	45.0%	55.9%	9.3%	8.3%	3.0%	4.0%	5.3%	1.2%	0.6%	0.3%
SL/ST	490	N/A	43.1%	N/A	44.4%	N/A	6.0%	N/A	4.0%	N/A	1.5%	N/A	1.0%	N/A
Other	5,202	7,057	20.4%	18.2%	45.2%	47.2%	20.2%	17.1%	6.3%	6.3%	5.2%	6.8%	2.7%	4.4%

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FHCS Report by Demographics

(38) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# 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	147,878	100,656	18.0%	15.5%	46.2%	48.1%	20.0%	19.8%	7.5%	7.6%	5.6%	5.7%	2.8%	3.2%
Time in Federal Government														
< 1 year	1,316	N/A	30.2%	N/A	43.6%	N/A	18.4%	N/A	2.4%	N/A	0.7%	N/A	4.7%	N/A
1-3 years	12,889	N/A	20.1%	N/A	46.8%	N/A	16.9%	N/A	7.4%	N/A	6.1%	N/A	2.6%	N/A
4-5 years	8,711	N/A	19.8%	N/A	46.8%	N/A	17.8%	N/A	7.0%	N/A	5.3%	N/A	3.2%	N/A
6-10 years	13,907	N/A	19.1%	N/A	45.3%	N/A	18.7%	N/A	8.2%	N/A	6.0%	N/A	2.8%	N/A
11-20 years	44,996	N/A	16.5%	N/A	46.5%	N/A	21.1%	N/A	7.6%	N/A	5.6%	N/A	2.6%	N/A
> 20 years	62,349	N/A	17.5%	N/A	45.8%	N/A	21.2%	N/A	7.4%	N/A	5.4%	N/A	2.9%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	27.3%	N/A	46.1%	N/A	18.3%	N/A	3.6%	N/A	1.1%	N/A	3.6%	N/A
1-3 years	21,629	N/A	19.4%	N/A	46.0%	N/A	18.4%	N/A	7.2%	N/A	6.4%	N/A	2.8%	N/A
4-5 years	13,237	N/A	18.6%	N/A	46.3%	N/A	18.8%	N/A	7.0%	N/A	6.2%	N/A	3.1%	N/A
6-10 years	18,818	N/A	17.9%	N/A	44.7%	N/A	20.7%	N/A	8.4%	N/A	5.5%	N/A	2.7%	N/A
11-20 years	46,185	N/A	16.5%	N/A	46.1%	N/A	20.9%	N/A	7.9%	N/A	5.8%	N/A	2.8%	N/A
> 20 years	41,485	N/A	17.6%	N/A	47.3%	N/A	20.5%	N/A	7.2%	N/A	4.8%	N/A	2.6%	N/A
Retiring														
with 1 year	6,073	4,001	14.8%	14.5%	45.7%	45.9%	20.1%	22.4%	8.0%	7.9%	7.2%	7.0%	4.2%	2.3%
Between 1 and 3 years	16,416	12,087	17.1%	13.1%	44.9%	47.2%	21.7%	22.1%	8.6%	7.9%	5.1%	5.9%	2.5%	3.8%
Between 3 and 5 years	19,270	13,876	17.9%	15.7%	45.4%	47.4%	21.5%	21.1%	6.9%	8.1%	5.5%	4.9%	2.8%	2.7%
5 or more years	102,397	70,692	18.3%	15.8%	46.5%	48.5%	19.6%	19.2%	7.4%	7.5%	5.5%	5.8%	2.8%	3.3%

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(39) I have a high level of respect for my organization's senior leaders.

	# 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	N/A	14.6%	N/A	34.9%	N/A	22.5%	N/A	15.7%	N/A	11.9%	N/A	0.4%	N/A
Work Location														
Headquarters	51,144	N/A	17.0%	N/A	35.7%	N/A	22.1%	N/A	14.5%	N/A	10.3%	N/A	0.4%	N/A
Field	93,044	N/A	13.8%	N/A	34.6%	N/A	22.7%	N/A	16.0%	N/A	12.4%	N/A	0.4%	N/A
Supervisor Status														
Non-Supervisor	74,548	N/A	13.3%	N/A	34.3%	N/A	23.4%	N/A	15.8%	N/A	12.7%	N/A	0.5%	N/A
Team Leader	20,114	N/A	15.4%	N/A	35.5%	N/A	21.3%	N/A	16.6%	N/A	11.1%	N/A	0.1%	N/A
Supervisor	28,513	N/A	16.7%	N/A	36.7%	N/A	21.6%	N/A	14.8%	N/A	10.0%	N/A	0.2%	N/A
Manager	17,117	N/A	24.2%	N/A	39.0%	N/A	17.3%	N/A	12.1%	N/A	7.5%	N/A	0.0%	N/A
Executive	3,906	N/A	39.6%	N/A	36.1%	N/A	11.8%	N/A	7.7%	N/A	4.7%	N/A	0.2%	N/A
Sex														
Male	81,620	N/A	14.3%	N/A	34.0%	N/A	22.3%	N/A	15.7%	N/A	13.3%	N/A	0.4%	N/A
Female	62,576	N/A	15.0%	N/A	36.1%	N/A	22.9%	N/A	15.6%	N/A	10.0%	N/A	0.4%	N/A
Race														
White Non-Hispanic	103,917	N/A	13.7%	N/A	33.7%	N/A	22.5%	N/A	17.2%	N/A	12.6%	N/A	0.3%	N/A
Black Non-Hispanic	22,477	N/A	14.6%	N/A	39.2%	N/A	23.8%	N/A	11.9%	N/A	10.1%	N/A	0.4%	N/A
AmerIndian/Alskn Native	2,499	N/A	15.7%	N/A	31.1%	N/A	21.9%	N/A	14.1%	N/A	16.2%	N/A	0.9%	N/A
Asian/Pacific Islander	6,595	N/A	18.3%	N/A	37.6%	N/A	22.2%	N/A	12.7%	N/A	8.1%	N/A	1.3%	N/A
Hispanic	8,464	N/A	19.9%	N/A	35.7%	N/A	21.0%	N/A	12.6%	N/A	10.5%	N/A	0.3%	N/A

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	# 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	N/A	14.6%	N/A	34.9%	N/A	22.5%	N/A	15.7%	N/A	11.9%	N/A	0.4%	N/A
Leaving														
No	101,435	N/A	17.2%	N/A	38.8%	N/A	22.3%	N/A	13.3%	N/A	8.0%	N/A	0.4%	N/A
Yes, to retire	9,503	N/A	12.0%	N/A	29.8%	N/A	24.4%	N/A	17.8%	N/A	15.9%	N/A	0.1%	N/A
Yes, to other job in Govt	22,690	N/A	8.2%	N/A	26.2%	N/A	23.1%	N/A	22.0%	N/A	20.1%	N/A	0.5%	N/A
Yes, to other job outside Govt	5,069	N/A	5.5%	N/A	20.1%	N/A	21.2%	N/A	22.0%	N/A	30.5%	N/A	0.7%	N/A
Yes, other	5,481	N/A	7.3%	N/A	23.4%	N/A	23.1%	N/A	22.4%	N/A	23.5%	N/A	0.3%	N/A
Age Group														
<30	5,461	N/A	19.4%	N/A	37.9%	N/A	20.1%	N/A	11.7%	N/A	10.2%	N/A	0.6%	N/A
30-39	20,920	N/A	15.0%	N/A	34.9%	N/A	22.3%	N/A	16.5%	N/A	10.8%	N/A	0.5%	N/A
40-49	47,039	N/A	14.2%	N/A	35.3%	N/A	22.6%	N/A	15.6%	N/A	12.0%	N/A	0.3%	N/A
50-59	57,866	N/A	13.6%	N/A	34.1%	N/A	22.7%	N/A	16.4%	N/A	12.6%	N/A	0.5%	N/A
60+	12,861	N/A	17.1%	N/A	35.2%	N/A	23.7%	N/A	12.7%	N/A	11.1%	N/A	0.3%	N/A
Pay Category														
Federal Wage System	5,512	N/A	11.6%	N/A	32.6%	N/A	23.6%	N/A	16.7%	N/A	15.0%	N/A	0.4%	N/A
GS 1-6 or equivalent	6,705	N/A	15.6%	N/A	35.6%	N/A	20.0%	N/A	15.4%	N/A	13.0%	N/A	0.4%	N/A
GS 7-12 or equivalent	58,902	N/A	14.3%	N/A	36.0%	N/A	23.6%	N/A	14.7%	N/A	11.0%	N/A	0.5%	N/A
GS 13-15 or equivalent	64,038	N/A	14.9%	N/A	34.5%	N/A	21.9%	N/A	16.6%	N/A	11.9%	N/A	0.2%	N/A
Senior Executive Service	3,314	N/A	36.9%	N/A	32.9%	N/A	12.5%	N/A	7.1%	N/A	10.3%	N/A	0.3%	N/A
SL/ST	490	N/A	22.6%	N/A	37.3%	N/A	19.7%	N/A	14.8%	N/A	5.5%	N/A	0.1%	N/A
Other	5,203	N/A	15.4%	N/A	29.8%	N/A	20.2%	N/A	19.8%	N/A	14.2%	N/A	0.5%	N/A

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	# 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	N/A	14.6%	N/A	34.9%	N/A	22.5%	N/A	15.7%	N/A	11.9%	N/A	0.4%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	29.5%	N/A	41.6%	N/A	21.4%	N/A	4.2%	N/A	2.0%	N/A	1.2%	N/A
1-3 years	12,896	N/A	19.2%	N/A	35.9%	N/A	19.0%	N/A	14.0%	N/A	11.3%	N/A	0.6%	N/A
4-5 years	8,712	N/A	16.0%	N/A	38.6%	N/A	21.0%	N/A	14.7%	N/A	9.4%	N/A	0.2%	N/A
6-10 years	13,913	N/A	15.4%	N/A	34.2%	N/A	22.5%	N/A	15.6%	N/A	11.7%	N/A	0.5%	N/A
11-20 years	44,997	N/A	13.2%	N/A	35.4%	N/A	22.8%	N/A	16.0%	N/A	12.1%	N/A	0.5%	N/A
> 20 years	62,349	N/A	13.3%	N/A	33.4%	N/A	23.9%	N/A	16.4%	N/A	12.7%	N/A	0.2%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	28.3%	N/A	41.7%	N/A	19.1%	N/A	6.7%	N/A	3.2%	N/A	1.1%	N/A
1-3 years	21,638	N/A	18.8%	N/A	35.6%	N/A	19.9%	N/A	14.1%	N/A	11.1%	N/A	0.5%	N/A
4-5 years	13,237	N/A	15.1%	N/A	37.9%	N/A	22.8%	N/A	14.3%	N/A	9.6%	N/A	0.3%	N/A
6-10 years	18,823	N/A	13.8%	N/A	34.9%	N/A	23.0%	N/A	15.8%	N/A	12.1%	N/A	0.4%	N/A
11-20 years	46,188	N/A	12.8%	N/A	34.0%	N/A	23.1%	N/A	16.8%	N/A	12.8%	N/A	0.5%	N/A
> 20 years	41,483	N/A	12.6%	N/A	33.7%	N/A	23.9%	N/A	16.7%	N/A	12.8%	N/A	0.2%	N/A
Retiring														
with 1 year	6,072	N/A	12.3%	N/A	29.3%	N/A	20.8%	N/A	19.2%	N/A	17.8%	N/A	0.6%	N/A
Between 1 and 3 years	16,417	N/A	12.3%	N/A	32.1%	N/A	25.4%	N/A	16.7%	N/A	13.3%	N/A	0.2%	N/A
Between 3 and 5 years	19,272	N/A	12.7%	N/A	33.4%	N/A	23.0%	N/A	16.6%	N/A	13.5%	N/A	0.7%	N/A
5 or more years	102,411	N/A	15.3%	N/A	35.9%	N/A	22.2%	N/A	15.2%	N/A	11.1%	N/A	0.4%	N/A

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