

FHCS Report by Demographics

(40) In my organization, leaders generate high levels of motivation and commitment in the workforce.

	# 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	8.7%	8.9%	28.6%	27.1%	27.4%	23.9%	21.9%	23.7%	12.7%	16.1%	0.8%	0.3%
Work Location														
Headquarters	51,144	35,976	10.6%	9.7%	29.8%	27.7%	26.7%	22.8%	20.7%	23.7%	11.3%	15.6%	0.9%	0.4%
Field	93,045	64,680	8.1%	8.6%	28.2%	26.8%	27.6%	24.3%	22.2%	23.6%	13.1%	16.3%	0.7%	0.3%
Supervisor Status														
Non-Supervisor	74,549	46,868	8.0%	8.6%	27.2%	25.6%	27.9%	23.9%	22.2%	24.0%	13.7%	17.5%	1.0%	0.4%
Team Leader	20,114	13,639	8.7%	8.2%	29.5%	27.8%	26.8%	24.4%	22.8%	24.2%	11.9%	15.3%	0.4%	0.2%
Supervisor	28,514	22,902	9.7%	9.3%	32.1%	31.6%	27.5%	24.5%	20.5%	23.2%	9.9%	11.2%	0.4%	0.2%
Manager	17,117	14,118	15.2%	13.9%	37.2%	37.3%	24.2%	22.3%	16.2%	18.1%	7.0%	8.5%	0.1%	0.1%
Executive	3,906	3,129	27.7%	24.0%	39.9%	39.0%	17.2%	17.2%	10.4%	13.6%	4.6%	6.2%	0.1%	0.1%
Sex														
Male	81,622	59,070	8.3%	7.8%	28.0%	26.9%	27.8%	25.6%	21.8%	23.2%	13.6%	16.3%	0.5%	0.2%
Female	62,576	41,586	9.3%	10.3%	29.3%	27.3%	26.9%	21.6%	21.9%	24.3%	11.5%	16.0%	1.1%	0.5%
Race														
White Non-Hispanic	103,917	75,600	8.3%	8.2%	27.6%	26.9%	26.8%	24.4%	23.6%	24.7%	13.1%	15.5%	0.6%	0.2%
Black Non-Hispanic	22,478	13,055	8.3%	9.9%	31.6%	27.5%	30.1%	21.8%	17.1%	21.7%	11.7%	18.3%	1.2%	0.8%
AmerIndian/Alskn Native	2,499	2,046	8.5%	9.9%	27.4%	22.6%	24.3%	22.9%	22.4%	24.8%	16.0%	19.4%	1.4%	0.4%
Asian/Pacific Islander	6,595	4,424	11.1%	12.2%	33.0%	30.4%	28.1%	26.3%	16.6%	16.7%	9.6%	13.9%	1.6%	0.4%
Hispanic	8,465	5,531	11.2%	10.5%	28.1%	26.7%	28.0%	21.6%	19.7%	22.5%	12.7%	18.5%	0.3%	0.2%

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	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	8.7%	8.9%	28.6%	27.1%	27.4%	23.9%	21.9%	23.7%	12.7%	16.1%	0.8%	0.3%
Leaving														
No	101,436	N/A	10.6%	N/A	33.1%	N/A	28.2%	N/A	19.0%	N/A	8.4%	N/A	0.7%	N/A
Yes, to retire	9,502	N/A	6.6%	N/A	25.9%	N/A	29.0%	N/A	22.6%	N/A	15.4%	N/A	0.6%	N/A
Yes, to other job in Govt	22,691	N/A	4.1%	N/A	17.3%	N/A	26.0%	N/A	29.8%	N/A	21.8%	N/A	0.9%	N/A
Yes, to other job outside Govt	5,069	N/A	3.1%	N/A	12.2%	N/A	19.7%	N/A	32.1%	N/A	32.2%	N/A	0.7%	N/A
Yes, other	5,481	N/A	3.2%	N/A	14.7%	N/A	24.5%	N/A	28.0%	N/A	28.6%	N/A	0.9%	N/A
Age Group														
<30	5,461	2,787	10.5%	9.9%	32.0%	32.4%	26.2%	22.8%	19.8%	21.9%	10.9%	12.7%	0.7%	0.4%
30-39	20,920	15,010	8.1%	9.0%	27.0%	26.6%	26.7%	22.8%	23.7%	24.1%	13.4%	17.2%	1.1%	0.3%
40-49	47,042	34,006	8.4%	8.3%	28.7%	25.7%	27.1%	25.0%	22.2%	24.4%	13.1%	16.4%	0.6%	0.2%
50-59	57,866	41,243	8.5%	8.9%	28.0%	27.2%	27.9%	23.9%	21.9%	23.3%	13.0%	16.3%	0.7%	0.4%
60+	12,860	7,610	11.2%	11.1%	31.8%	32.3%	29.0%	21.9%	17.7%	21.7%	9.5%	12.4%	0.8%	0.6%
Pay Category														
Federal Wage System	5,512	4,855	6.3%	6.8%	26.5%	23.7%	27.8%	25.5%	23.6%	26.0%	15.6%	17.8%	0.3%	0.1%
GS 1-6 or equivalent	6,706	4,848	9.6%	11.8%	29.2%	29.1%	24.6%	23.2%	21.4%	20.1%	14.1%	15.4%	1.1%	0.5%
GS 7-12 or equivalent	58,903	39,563	8.3%	8.2%	29.0%	27.2%	28.8%	23.8%	21.1%	24.1%	11.9%	16.5%	0.9%	0.3%
GS 13-15 or equivalent	64,038	41,791	9.1%	9.4%	28.3%	28.2%	27.0%	23.8%	22.8%	24.0%	12.3%	14.3%	0.5%	0.2%
Senior Executive Service	3,314	2,542	24.5%	21.2%	38.6%	41.7%	16.7%	17.2%	9.9%	13.5%	9.9%	6.4%	0.3%	0.0%
SL/ST	490	N/A	10.5%	N/A	39.2%	N/A	26.5%	N/A	11.5%	N/A	12.1%	N/A	0.2%	N/A
Other	5,203	7,057	10.1%	9.7%	25.9%	24.6%	23.2%	24.3%	24.9%	22.2%	15.3%	18.4%	0.7%	0.8%

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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	147,896	100,656	8.7%	8.9%	28.6%	27.1%	27.4%	23.9%	21.9%	23.7%	12.7%	16.1%	0.8%	0.3%
Time in Federal Government														
< 1 year	1,316	N/A	17.4%	N/A	36.3%	N/A	33.7%	N/A	7.9%	N/A	3.3%	N/A	1.4%	N/A
1-3 years	12,896	N/A	11.2%	N/A	29.4%	N/A	24.2%	N/A	20.7%	N/A	13.9%	N/A	0.7%	N/A
4-5 years	8,712	N/A	8.8%	N/A	30.4%	N/A	27.2%	N/A	21.4%	N/A	11.6%	N/A	0.6%	N/A
6-10 years	13,913	N/A	9.0%	N/A	27.4%	N/A	26.8%	N/A	22.8%	N/A	12.8%	N/A	1.2%	N/A
11-20 years	44,998	N/A	7.7%	N/A	28.4%	N/A	28.0%	N/A	22.3%	N/A	12.8%	N/A	0.7%	N/A
> 20 years	62,350	N/A	8.4%	N/A	28.2%	N/A	28.2%	N/A	22.0%	N/A	12.6%	N/A	0.7%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	18.8%	N/A	37.0%	N/A	27.9%	N/A	9.5%	N/A	4.3%	N/A	2.4%	N/A
1-3 years	21,638	N/A	11.5%	N/A	28.8%	N/A	25.3%	N/A	20.5%	N/A	13.1%	N/A	0.8%	N/A
4-5 years	13,237	N/A	8.2%	N/A	30.1%	N/A	28.1%	N/A	21.6%	N/A	11.4%	N/A	0.6%	N/A
6-10 years	18,823	N/A	7.8%	N/A	28.8%	N/A	27.6%	N/A	21.9%	N/A	13.0%	N/A	1.0%	N/A
11-20 years	46,189	N/A	7.7%	N/A	27.4%	N/A	27.7%	N/A	22.9%	N/A	13.6%	N/A	0.7%	N/A
> 20 years	41,484	N/A	7.6%	N/A	28.3%	N/A	28.4%	N/A	22.7%	N/A	12.4%	N/A	0.6%	N/A
Retiring														
with 1 year	6,071	4,001	7.0%	6.7%	24.1%	23.3%	27.0%	23.7%	22.3%	25.1%	18.6%	20.9%	1.0%	0.3%
Between 1 and 3 years	16,417	12,087	7.7%	7.4%	26.9%	26.4%	29.4%	23.0%	22.8%	25.7%	12.8%	16.9%	0.5%	0.5%
Between 3 and 5 years	19,272	13,876	7.5%	8.9%	28.0%	27.1%	28.3%	24.0%	22.9%	22.9%	12.7%	16.7%	0.7%	0.3%
5 or more years	102,413	70,692	9.1%	9.2%	29.1%	27.3%	27.1%	24.0%	21.5%	23.4%	12.4%	15.7%	0.8%	0.3%

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(41) My organization's leaders maintain high standards of honesty and integrity.

	# 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	14.3%	14.3%	34.4%	32.9%	25.2%	24.2%	12.0%	14.0%	10.8%	11.9%	3.3%	2.6%
Work Location														
Headquarters	51,144	35,976	16.6%	16.4%	35.5%	34.1%	24.2%	23.6%	11.3%	12.6%	8.7%	10.6%	3.8%	2.8%
Field	93,042	64,680	13.6%	13.4%	34.1%	32.5%	25.5%	24.4%	12.3%	14.6%	11.4%	12.5%	3.1%	2.6%
Supervisor Status														
Non-Supervisor	74,546	46,868	12.8%	13.2%	33.1%	31.6%	26.2%	24.1%	12.2%	14.6%	11.8%	13.3%	3.8%	3.1%
Team Leader	20,114	13,639	14.6%	13.9%	36.5%	33.8%	23.8%	26.3%	12.8%	13.9%	9.8%	10.3%	2.5%	1.8%
Supervisor	28,513	22,902	17.6%	17.4%	37.9%	38.1%	23.6%	22.7%	10.9%	12.3%	8.1%	8.0%	1.8%	1.4%
Manager	17,117	14,118	25.6%	25.0%	40.4%	39.9%	19.2%	19.1%	8.4%	9.4%	5.4%	5.7%	1.0%	0.9%
Executive	3,906	3,129	45.1%	42.8%	34.5%	35.8%	12.7%	12.7%	4.2%	4.7%	2.9%	3.4%	0.6%	0.5%
Sex														
Male	81,621	59,070	14.9%	14.5%	34.6%	34.0%	24.8%	23.8%	11.5%	13.4%	11.2%	11.9%	3.0%	2.2%
Female	62,574	41,586	13.5%	14.0%	34.3%	31.5%	25.7%	24.7%	12.7%	14.8%	10.2%	11.9%	3.6%	3.2%
Race														
White Non-Hispanic	103,916	75,600	14.7%	14.7%	34.6%	33.9%	24.4%	23.7%	12.5%	14.6%	10.5%	10.6%	3.3%	2.4%
Black Non-Hispanic	22,478	13,055	11.8%	11.5%	33.3%	29.7%	28.3%	26.0%	11.0%	13.5%	12.1%	16.1%	3.5%	3.3%
AmerIndian/Alskn Native	2,499	2,046	11.3%	13.1%	29.0%	27.0%	25.9%	22.8%	14.0%	12.8%	15.7%	22.7%	4.1%	1.5%
Asian/Pacific Islander	6,594	4,424	15.3%	16.4%	37.2%	34.0%	25.9%	25.4%	10.3%	11.5%	7.7%	8.8%	3.4%	3.8%
Hispanic	8,463	5,531	16.6%	14.7%	34.8%	31.4%	24.6%	24.6%	10.8%	12.4%	11.2%	14.2%	2.0%	2.7%

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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	147,892	100,656	14.3%	14.3%	34.4%	32.9%	25.2%	24.2%	12.0%	14.0%	10.8%	11.9%	3.3%	2.6%
Leaving														
No	101,435	N/A	17.0%	N/A	38.1%	N/A	24.8%	N/A	10.1%	N/A	7.0%	N/A	3.0%	N/A
Yes, to retire	9,502	N/A	12.3%	N/A	30.9%	N/A	28.6%	N/A	11.6%	N/A	11.7%	N/A	4.9%	N/A
Yes, to other job in Govt	22,691	N/A	7.3%	N/A	25.6%	N/A	26.0%	N/A	17.8%	N/A	20.0%	N/A	3.4%	N/A
Yes, to other job outside Govt	5,068	N/A	6.5%	N/A	24.2%	N/A	22.8%	N/A	16.9%	N/A	25.0%	N/A	4.7%	N/A
Yes, other	5,480	N/A	5.9%	N/A	22.3%	N/A	26.1%	N/A	18.0%	N/A	23.5%	N/A	4.1%	N/A
Age Group														
<30	5,461	2,787	16.6%	15.6%	38.2%	40.4%	22.1%	23.3%	10.9%	9.6%	8.5%	7.6%	3.7%	3.5%
30-39	20,919	15,010	13.4%	13.4%	34.3%	33.8%	23.9%	24.5%	13.6%	14.3%	11.6%	11.7%	3.2%	2.3%
40-49	47,040	34,006	13.5%	13.4%	34.4%	31.5%	25.1%	25.6%	12.4%	14.5%	11.4%	12.4%	3.1%	2.7%
50-59	57,864	41,243	14.2%	14.9%	34.0%	32.5%	26.0%	23.0%	11.7%	14.3%	10.7%	12.6%	3.4%	2.7%
60+	12,861	7,610	18.5%	17.3%	35.2%	37.2%	25.4%	23.0%	9.3%	11.4%	8.0%	8.4%	3.5%	2.7%
Pay Category														
Federal Wage System	5,512	4,855	9.4%	8.7%	29.5%	28.2%	27.4%	24.5%	15.8%	19.7%	16.1%	18.1%	1.6%	0.8%
GS 1-6 or equivalent	6,705	4,848	14.3%	15.1%	32.0%	31.7%	24.8%	24.3%	11.7%	11.7%	14.7%	13.5%	2.5%	3.7%
GS 7-12 or equivalent	58,903	39,563	13.2%	13.0%	35.4%	33.3%	26.0%	25.0%	11.7%	14.2%	9.9%	11.8%	3.7%	2.8%
GS 13-15 or equivalent	64,036	41,791	16.6%	17.4%	36.6%	35.0%	23.6%	23.6%	11.1%	13.0%	8.8%	8.5%	3.3%	2.4%
Senior Executive Service	3,314	2,542	42.6%	41.1%	30.0%	37.4%	14.5%	11.4%	9.3%	6.0%	2.3%	3.6%	1.4%	0.5%
SL/ST	490	N/A	24.0%	N/A	34.2%	N/A	33.4%	N/A	2.2%	N/A	4.7%	N/A	1.6%	N/A
Other	5,203	7,057	16.6%	16.7%	27.9%	31.6%	23.4%	21.8%	15.0%	13.2%	14.3%	13.9%	2.9%	2.8%

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	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,892	100,656	14.3%	14.3%	34.4%	32.9%	25.2%	24.2%	12.0%	14.0%	10.8%	11.9%	3.3%	2.6%
Time in Federal Government														
< 1 year	1,316	N/A	27.9%	N/A	43.5%	N/A	21.4%	N/A	1.3%	N/A	1.9%	N/A	4.0%	N/A
1-3 years	12,896	N/A	18.4%	N/A	34.7%	N/A	22.2%	N/A	10.0%	N/A	11.3%	N/A	3.4%	N/A
4-5 years	8,712	N/A	15.4%	N/A	36.5%	N/A	23.6%	N/A	12.6%	N/A	9.1%	N/A	2.7%	N/A
6-10 years	13,911	N/A	15.5%	N/A	34.2%	N/A	23.4%	N/A	11.8%	N/A	11.4%	N/A	3.7%	N/A
11-20 years	44,996	N/A	12.5%	N/A	34.2%	N/A	25.8%	N/A	13.1%	N/A	11.3%	N/A	3.1%	N/A
> 20 years	62,350	N/A	13.5%	N/A	34.0%	N/A	26.7%	N/A	12.0%	N/A	10.4%	N/A	3.3%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	27.6%	N/A	40.4%	N/A	21.2%	N/A	4.4%	N/A	3.1%	N/A	3.3%	N/A
1-3 years	21,638	N/A	17.5%	N/A	35.2%	N/A	22.5%	N/A	10.2%	N/A	11.0%	N/A	3.5%	N/A
4-5 years	13,237	N/A	14.4%	N/A	35.9%	N/A	25.6%	N/A	12.0%	N/A	9.4%	N/A	2.6%	N/A
6-10 years	18,821	N/A	13.7%	N/A	33.9%	N/A	24.9%	N/A	12.6%	N/A	11.7%	N/A	3.2%	N/A
11-20 years	46,187	N/A	12.5%	N/A	33.2%	N/A	26.0%	N/A	13.2%	N/A	11.8%	N/A	3.3%	N/A
> 20 years	41,484	N/A	13.2%	N/A	34.6%	N/A	26.6%	N/A	12.4%	N/A	9.9%	N/A	3.3%	N/A
Retiring														
with 1 year	6,071	4,001	11.4%	12.4%	31.0%	29.0%	26.1%	24.2%	10.4%	15.0%	15.7%	15.6%	5.3%	3.9%
Between 1 and 3 years	16,417	12,087	13.1%	13.6%	33.5%	31.4%	27.1%	24.5%	12.9%	14.4%	9.8%	13.7%	3.6%	2.4%
Between 3 and 5 years	19,273	13,876	13.0%	14.5%	33.5%	32.0%	25.7%	24.6%	13.4%	14.1%	11.3%	12.2%	3.2%	2.6%
5 or more years	102,409	70,692	14.8%	14.4%	34.9%	33.5%	24.8%	24.1%	11.7%	13.9%	10.5%	11.5%	3.2%	2.6%

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(42) Managers communicate the goals and priorities of the organization.

	# 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	N/A	12.3%	N/A	47.3%	N/A	20.6%	N/A	12.2%	N/A	6.9%	N/A	0.7%	N/A
Work Location														
Headquarters	51,144	N/A	13.3%	N/A	46.6%	N/A	20.9%	N/A	12.0%	N/A	6.4%	N/A	0.8%	N/A
Field	93,040	N/A	12.0%	N/A	47.5%	N/A	20.6%	N/A	12.2%	N/A	7.1%	N/A	0.7%	N/A
Supervisor Status														
Non-Supervisor	74,546	N/A	11.4%	N/A	46.5%	N/A	21.3%	N/A	12.2%	N/A	7.7%	N/A	0.9%	N/A
Team Leader	20,114	N/A	11.6%	N/A	46.8%	N/A	21.0%	N/A	14.1%	N/A	6.1%	N/A	0.3%	N/A
Supervisor	28,512	N/A	14.9%	N/A	51.0%	N/A	18.3%	N/A	10.6%	N/A	5.0%	N/A	0.2%	N/A
Manager	17,117	N/A	21.5%	N/A	53.7%	N/A	14.5%	N/A	7.3%	N/A	3.0%	N/A	0.1%	N/A
Executive	3,906	N/A	33.3%	N/A	48.5%	N/A	10.6%	N/A	5.3%	N/A	2.2%	N/A	0.2%	N/A
Sex														
Male	81,620	N/A	11.9%	N/A	45.6%	N/A	21.8%	N/A	12.6%	N/A	7.4%	N/A	0.6%	N/A
Female	62,573	N/A	12.7%	N/A	49.5%	N/A	19.1%	N/A	11.6%	N/A	6.3%	N/A	0.8%	N/A
Race														
White Non-Hispanic	103,915	N/A	11.8%	N/A	46.7%	N/A	20.8%	N/A	13.2%	N/A	6.8%	N/A	0.7%	N/A
Black Non-Hispanic	22,477	N/A	12.4%	N/A	51.3%	N/A	19.4%	N/A	9.0%	N/A	7.2%	N/A	0.8%	N/A
AmerIndian/Alskn Native	2,498	N/A	10.7%	N/A	39.1%	N/A	23.3%	N/A	13.5%	N/A	11.9%	N/A	1.5%	N/A
Asian/Pacific Islander	6,594	N/A	14.6%	N/A	47.2%	N/A	22.3%	N/A	9.0%	N/A	6.1%	N/A	0.8%	N/A
Hispanic	8,465	N/A	15.1%	N/A	47.0%	N/A	18.5%	N/A	12.2%	N/A	6.8%	N/A	0.5%	N/A

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

FHCS Report by Demographics

(42) Managers communicate the goals and priorities of the organization.

	# 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	N/A	12.3%	N/A	47.3%	N/A	20.6%	N/A	12.2%	N/A	6.9%	N/A	0.7%	N/A
Leaving														
No	101,431	N/A	14.5%	N/A	51.2%	N/A	19.3%	N/A	9.8%	N/A	4.4%	N/A	0.7%	N/A
Yes, to retire	9,502	N/A	11.1%	N/A	42.5%	N/A	26.1%	N/A	12.3%	N/A	7.2%	N/A	0.7%	N/A
Yes, to other job in Govt	22,691	N/A	6.4%	N/A	37.5%	N/A	23.0%	N/A	19.4%	N/A	13.0%	N/A	0.7%	N/A
Yes, to other job outside Govt	5,069	N/A	6.4%	N/A	35.7%	N/A	22.5%	N/A	17.7%	N/A	17.3%	N/A	0.3%	N/A
Yes, other	5,481	N/A	4.4%	N/A	37.0%	N/A	23.6%	N/A	17.7%	N/A	15.5%	N/A	1.8%	N/A
Age Group														
<30	5,461	N/A	14.8%	N/A	49.9%	N/A	18.2%	N/A	10.9%	N/A	5.7%	N/A	0.5%	N/A
30-39	20,918	N/A	11.8%	N/A	46.7%	N/A	20.4%	N/A	12.9%	N/A	7.4%	N/A	0.8%	N/A
40-49	47,041	N/A	11.7%	N/A	46.4%	N/A	20.3%	N/A	13.4%	N/A	7.5%	N/A	0.7%	N/A
50-59	57,865	N/A	12.1%	N/A	47.7%	N/A	21.1%	N/A	11.7%	N/A	6.8%	N/A	0.7%	N/A
60+	12,859	N/A	15.1%	N/A	48.7%	N/A	21.8%	N/A	8.7%	N/A	4.9%	N/A	0.8%	N/A
Pay Category														
Federal Wage System	5,512	N/A	8.6%	N/A	42.3%	N/A	24.6%	N/A	13.3%	N/A	9.9%	N/A	1.3%	N/A
GS 1-6 or equivalent	6,705	N/A	12.6%	N/A	44.6%	N/A	21.0%	N/A	11.1%	N/A	9.8%	N/A	1.0%	N/A
GS 7-12 or equivalent	58,900	N/A	11.8%	N/A	48.7%	N/A	20.5%	N/A	12.0%	N/A	6.2%	N/A	0.7%	N/A
GS 13-15 or equivalent	64,037	N/A	13.4%	N/A	47.7%	N/A	20.0%	N/A	12.5%	N/A	6.0%	N/A	0.4%	N/A
Senior Executive Service	3,314	N/A	30.3%	N/A	44.8%	N/A	15.6%	N/A	7.1%	N/A	2.0%	N/A	0.3%	N/A
SL/ST	490	N/A	15.7%	N/A	56.0%	N/A	8.0%	N/A	15.9%	N/A	4.4%	N/A	0.0%	N/A
Other	5,203	N/A	13.7%	N/A	43.7%	N/A	19.7%	N/A	13.1%	N/A	9.1%	N/A	0.7%	N/A

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

FHCS Report by Demographics

(42) Managers communicate the goals and priorities of the organization.

	# 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	N/A	12.3%	N/A	47.3%	N/A	20.6%	N/A	12.2%	N/A	6.9%	N/A	0.7%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	22.3%	N/A	51.3%	N/A	17.3%	N/A	5.1%	N/A	2.8%	N/A	1.3%	N/A
1-3 years	12,895	N/A	14.7%	N/A	46.6%	N/A	17.2%	N/A	12.5%	N/A	8.1%	N/A	0.9%	N/A
4-5 years	8,712	N/A	12.2%	N/A	48.1%	N/A	20.7%	N/A	12.7%	N/A	5.8%	N/A	0.5%	N/A
6-10 years	13,912	N/A	13.3%	N/A	45.9%	N/A	20.1%	N/A	12.8%	N/A	7.2%	N/A	0.7%	N/A
11-20 years	44,997	N/A	11.0%	N/A	47.4%	N/A	21.4%	N/A	12.4%	N/A	7.0%	N/A	0.8%	N/A
> 20 years	62,348	N/A	12.0%	N/A	47.6%	N/A	21.4%	N/A	11.7%	N/A	6.7%	N/A	0.6%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	22.6%	N/A	50.2%	N/A	16.5%	N/A	6.4%	N/A	3.3%	N/A	1.0%	N/A
1-3 years	21,637	N/A	14.5%	N/A	46.3%	N/A	17.7%	N/A	12.9%	N/A	7.7%	N/A	0.9%	N/A
4-5 years	13,237	N/A	12.2%	N/A	46.7%	N/A	22.2%	N/A	12.6%	N/A	5.6%	N/A	0.6%	N/A
6-10 years	18,822	N/A	12.0%	N/A	46.3%	N/A	21.4%	N/A	12.2%	N/A	7.3%	N/A	0.7%	N/A
11-20 years	46,187	N/A	11.0%	N/A	46.8%	N/A	21.3%	N/A	12.6%	N/A	7.7%	N/A	0.7%	N/A
> 20 years	41,483	N/A	11.5%	N/A	49.2%	N/A	21.3%	N/A	11.4%	N/A	6.0%	N/A	0.6%	N/A
Retiring														
with 1 year	6,071	N/A	10.6%	N/A	41.7%	N/A	25.3%	N/A	11.3%	N/A	10.1%	N/A	1.0%	N/A
Between 1 and 3 years	16,417	N/A	10.7%	N/A	48.8%	N/A	22.3%	N/A	11.5%	N/A	6.4%	N/A	0.4%	N/A
Between 3 and 5 years	19,270	N/A	11.3%	N/A	47.0%	N/A	22.8%	N/A	11.1%	N/A	7.2%	N/A	0.7%	N/A
5 or more years	102,410	N/A	12.8%	N/A	47.5%	N/A	19.8%	N/A	12.5%	N/A	6.8%	N/A	0.7%	N/A

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

FHCS Report by Demographics

(43) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	# 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	12.0%	15.2%	45.3%	51.8%	23.4%	13.6%	9.0%	10.3%	4.8%	4.2%	5.5%	5.0%
Work Location														
Headquarters	51,141	35,976	12.9%	15.0%	45.3%	51.0%	23.0%	13.8%	9.1%	10.4%	4.2%	4.1%	5.6%	5.7%
Field	93,040	64,680	11.7%	15.2%	45.3%	52.0%	23.6%	13.5%	9.0%	10.2%	5.0%	4.3%	5.4%	4.7%
Supervisor Status														
Non-Supervisor	74,547	46,868	11.2%	14.5%	44.1%	50.6%	24.1%	14.0%	8.8%	10.2%	5.2%	4.5%	6.5%	6.2%
Team Leader	20,113	13,639	11.3%	14.4%	45.6%	53.0%	23.9%	14.2%	10.4%	10.9%	4.6%	4.2%	4.3%	3.3%
Supervisor	28,510	22,902	14.4%	16.6%	49.6%	56.2%	21.5%	12.1%	8.7%	10.1%	3.6%	3.1%	2.1%	1.9%
Manager	17,116	14,118	20.6%	24.9%	53.0%	55.4%	16.3%	8.7%	7.1%	8.2%	2.4%	2.3%	0.6%	0.5%
Executive	3,906	3,129	31.1%	33.5%	48.9%	49.8%	12.8%	7.8%	5.1%	6.5%	1.2%	1.9%	0.9%	0.5%
Sex														
Male	81,618	59,070	11.4%	13.3%	43.8%	51.6%	24.8%	14.3%	9.6%	11.2%	5.0%	4.8%	5.4%	4.9%
Female	62,571	41,586	12.8%	17.7%	47.2%	51.9%	21.5%	12.7%	8.3%	9.1%	4.6%	3.5%	5.6%	5.2%
Race														
White Non-Hispanic	103,916	75,600	11.5%	14.3%	44.7%	52.7%	23.8%	13.9%	9.6%	10.6%	4.8%	3.7%	5.6%	4.7%
Black Non-Hispanic	22,476	13,055	12.2%	17.2%	49.2%	49.7%	21.7%	12.9%	6.7%	8.9%	4.8%	4.4%	5.5%	6.9%
AmerIndian/Alskn Native	2,499	2,046	10.1%	13.8%	39.6%	43.3%	25.8%	15.3%	10.9%	14.2%	8.8%	10.4%	4.8%	2.9%
Asian/Pacific Islander	6,593	4,424	13.5%	16.4%	45.6%	54.4%	23.9%	13.0%	8.6%	6.0%	4.4%	4.8%	4.1%	5.4%
Hispanic	8,461	5,531	15.3%	19.0%	44.1%	47.7%	21.9%	12.2%	8.7%	11.5%	4.7%	5.7%	5.2%	4.0%

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

FHCS Report by Demographics

(43) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	# 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	12.0%	15.2%	45.3%	51.8%	23.4%	13.6%	9.0%	10.3%	4.8%	4.2%	5.5%	5.0%
Leaving														
No	101,430	N/A	14.2%	N/A	49.2%	N/A	21.7%	N/A	7.2%	N/A	3.1%	N/A	4.6%	N/A
Yes, to retire	9,503	N/A	10.1%	N/A	42.1%	N/A	27.0%	N/A	9.2%	N/A	5.7%	N/A	5.9%	N/A
Yes, to other job in Govt	22,689	N/A	6.6%	N/A	35.8%	N/A	27.3%	N/A	14.4%	N/A	9.0%	N/A	6.9%	N/A
Yes, to other job outside Govt	5,068	N/A	5.8%	N/A	33.5%	N/A	26.8%	N/A	13.3%	N/A	10.9%	N/A	9.6%	N/A
Yes, other	5,480	N/A	4.5%	N/A	32.7%	N/A	28.2%	N/A	14.6%	N/A	11.3%	N/A	8.8%	N/A
Age Group														
<30	5,460	2,787	14.5%	18.3%	48.9%	55.3%	18.9%	11.7%	7.7%	6.9%	4.0%	3.2%	6.0%	4.7%
30-39	20,916	15,010	11.5%	13.6%	44.4%	52.3%	23.6%	13.1%	8.8%	11.4%	5.3%	4.5%	6.4%	5.1%
40-49	47,038	34,006	11.5%	14.9%	44.3%	51.0%	23.3%	14.3%	10.3%	10.5%	5.2%	4.3%	5.5%	5.1%
50-59	57,869	41,243	11.8%	15.3%	46.1%	51.8%	23.7%	13.5%	8.6%	10.2%	4.8%	4.4%	5.1%	4.9%
60+	12,857	7,610	14.7%	18.3%	45.3%	52.4%	25.1%	13.0%	7.2%	8.4%	3.2%	2.9%	4.5%	5.0%
Pay Category														
Federal Wage System	5,512	4,855	8.3%	9.9%	43.5%	53.5%	26.0%	14.6%	10.1%	13.4%	6.0%	3.7%	6.1%	5.0%
GS 1-6 or equivalent	6,703	4,848	12.3%	19.9%	42.0%	49.2%	24.6%	11.1%	8.6%	8.9%	5.5%	4.5%	7.1%	6.5%
GS 7-12 or equivalent	58,901	39,563	11.7%	13.9%	46.3%	52.3%	23.7%	14.4%	8.3%	9.9%	4.5%	4.3%	5.6%	5.2%
GS 13-15 or equivalent	64,035	41,791	13.1%	16.4%	45.5%	51.8%	22.1%	13.2%	10.7%	10.9%	4.6%	3.7%	4.1%	4.0%
Senior Executive Service	3,314	2,542	29.3%	33.7%	48.5%	50.3%	14.0%	6.7%	6.2%	6.3%	1.0%	1.5%	1.1%	1.5%
SL/ST	490	N/A	12.9%	N/A	50.2%	N/A	22.0%	N/A	8.1%	N/A	5.2%	N/A	1.7%	N/A
Other	5,203	7,057	12.6%	17.6%	43.8%	49.9%	22.7%	12.4%	8.0%	9.6%	6.8%	5.3%	6.2%	5.1%

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

FHCS Report by Demographics

(43) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	# 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	12.0%	15.2%	45.3%	51.8%	23.4%	13.6%	9.0%	10.3%	4.8%	4.2%	5.5%	5.0%
Time in Federal Government														
< 1 year	1,316	N/A	18.5%	N/A	46.3%	N/A	23.4%	N/A	3.8%	N/A	1.7%	N/A	6.2%	N/A
1-3 years	12,890	N/A	14.5%	N/A	41.4%	N/A	21.7%	N/A	9.2%	N/A	5.3%	N/A	7.9%	N/A
4-5 years	8,711	N/A	12.6%	N/A	46.8%	N/A	22.5%	N/A	9.1%	N/A	3.8%	N/A	5.1%	N/A
6-10 years	13,912	N/A	12.4%	N/A	44.5%	N/A	24.1%	N/A	9.4%	N/A	4.6%	N/A	5.1%	N/A
11-20 years	44,994	N/A	10.9%	N/A	45.6%	N/A	23.8%	N/A	9.3%	N/A	4.9%	N/A	5.4%	N/A
> 20 years	62,353	N/A	11.7%	N/A	46.3%	N/A	23.7%	N/A	8.8%	N/A	4.9%	N/A	4.7%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	20.0%	N/A	48.8%	N/A	17.0%	N/A	5.5%	N/A	2.1%	N/A	6.5%	N/A
1-3 years	21,632	N/A	14.3%	N/A	41.7%	N/A	22.0%	N/A	9.9%	N/A	5.2%	N/A	7.0%	N/A
4-5 years	13,237	N/A	12.2%	N/A	45.5%	N/A	24.0%	N/A	9.2%	N/A	4.1%	N/A	5.0%	N/A
6-10 years	18,821	N/A	11.5%	N/A	45.2%	N/A	24.6%	N/A	8.8%	N/A	4.8%	N/A	5.0%	N/A
11-20 years	46,186	N/A	10.8%	N/A	45.4%	N/A	23.9%	N/A	9.2%	N/A	5.2%	N/A	5.5%	N/A
> 20 years	41,486	N/A	11.2%	N/A	47.7%	N/A	23.5%	N/A	8.6%	N/A	4.6%	N/A	4.4%	N/A
Retiring														
with 1 year	6,072	4,001	10.3%	14.0%	40.4%	46.7%	25.7%	15.6%	9.5%	12.3%	6.7%	6.7%	7.4%	4.7%
Between 1 and 3 years	16,417	12,087	10.4%	14.4%	46.8%	51.6%	24.3%	14.8%	9.5%	10.3%	4.5%	4.2%	4.5%	4.7%
Between 3 and 5 years	19,272	13,876	11.2%	16.2%	45.4%	51.0%	25.2%	13.5%	8.4%	9.9%	4.9%	4.1%	4.9%	5.3%
5 or more years	102,404	70,692	12.4%	15.2%	45.4%	52.1%	22.9%	13.4%	9.0%	10.2%	4.7%	4.1%	5.5%	5.0%

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

FHCS Report by Demographics

(44) Employees are protected from health and safety hazards on the job.

	# 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	147,890	N/A	21.0%	N/A	54.1%	N/A	13.2%	N/A	6.7%	N/A	4.2%	N/A	0.9%	N/A
Work Location														
Headquarters	51,141	N/A	22.1%	N/A	53.6%	N/A	13.9%	N/A	5.8%	N/A	3.1%	N/A	1.4%	N/A
Field	93,043	N/A	20.6%	N/A	54.3%	N/A	12.9%	N/A	6.9%	N/A	4.5%	N/A	0.7%	N/A
Supervisor Status														
Non-Supervisor	74,547	N/A	18.4%	N/A	54.0%	N/A	14.3%	N/A	7.3%	N/A	4.8%	N/A	1.1%	N/A
Team Leader	20,112	N/A	22.6%	N/A	54.7%	N/A	12.4%	N/A	6.2%	N/A	3.6%	N/A	0.6%	N/A
Supervisor	28,513	N/A	27.9%	N/A	55.6%	N/A	9.3%	N/A	4.4%	N/A	2.4%	N/A	0.4%	N/A
Manager	17,117	N/A	37.1%	N/A	52.3%	N/A	6.9%	N/A	2.5%	N/A	0.9%	N/A	0.2%	N/A
Executive	3,906	N/A	41.8%	N/A	46.3%	N/A	7.7%	N/A	2.4%	N/A	1.2%	N/A	0.7%	N/A
Sex														
Male	81,619	N/A	22.2%	N/A	53.7%	N/A	12.8%	N/A	6.6%	N/A	4.1%	N/A	0.7%	N/A
Female	62,573	N/A	19.3%	N/A	54.8%	N/A	13.7%	N/A	6.7%	N/A	4.4%	N/A	1.1%	N/A
Race														
White Non-Hispanic	103,915	N/A	21.5%	N/A	54.5%	N/A	12.6%	N/A	6.7%	N/A	3.8%	N/A	0.8%	N/A
Black Non-Hispanic	22,477	N/A	17.1%	N/A	55.4%	N/A	14.3%	N/A	6.7%	N/A	5.5%	N/A	1.1%	N/A
AmerIndian/Alskn Native	2,498	N/A	21.6%	N/A	49.8%	N/A	13.0%	N/A	8.7%	N/A	6.1%	N/A	0.8%	N/A
Asian/Pacific Islander	6,594	N/A	23.8%	N/A	52.7%	N/A	14.9%	N/A	4.7%	N/A	3.0%	N/A	0.9%	N/A
Hispanic	8,464	N/A	22.0%	N/A	50.1%	N/A	14.4%	N/A	7.2%	N/A	5.3%	N/A	0.9%	N/A

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

FHCS Report by Demographics

(44) Employees are protected from health and safety hazards on the job.

	# 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	147,890	N/A	21.0%	N/A	54.1%	N/A	13.2%	N/A	6.7%	N/A	4.2%	N/A	0.9%	N/A
Leaving														
No	101,436	N/A	23.0%	N/A	56.1%	N/A	11.9%	N/A	5.4%	N/A	2.9%	N/A	0.8%	N/A
Yes, to retire	9,503	N/A	20.5%	N/A	53.8%	N/A	15.9%	N/A	6.4%	N/A	2.8%	N/A	0.5%	N/A
Yes, to other job in Govt	22,687	N/A	15.8%	N/A	49.7%	N/A	15.6%	N/A	10.2%	N/A	7.3%	N/A	1.3%	N/A
Yes, to other job outside Govt	5,068	N/A	15.7%	N/A	42.9%	N/A	17.3%	N/A	10.6%	N/A	12.2%	N/A	1.3%	N/A
Yes, other	5,479	N/A	13.0%	N/A	49.3%	N/A	16.9%	N/A	10.3%	N/A	9.5%	N/A	1.1%	N/A
Age Group														
<30	5,461	N/A	24.9%	N/A	50.2%	N/A	11.7%	N/A	7.1%	N/A	5.0%	N/A	1.1%	N/A
30-39	20,916	N/A	20.2%	N/A	52.8%	N/A	13.4%	N/A	7.5%	N/A	5.0%	N/A	1.2%	N/A
40-49	47,041	N/A	20.8%	N/A	54.9%	N/A	12.7%	N/A	6.4%	N/A	4.3%	N/A	0.9%	N/A
50-59	57,868	N/A	20.3%	N/A	54.6%	N/A	13.8%	N/A	6.5%	N/A	4.1%	N/A	0.7%	N/A
60+	12,857	N/A	23.8%	N/A	54.1%	N/A	12.2%	N/A	7.0%	N/A	2.3%	N/A	0.7%	N/A
Pay Category														
Federal Wage System	5,511	N/A	19.8%	N/A	55.5%	N/A	12.1%	N/A	7.1%	N/A	5.1%	N/A	0.4%	N/A
GS 1-6 or equivalent	6,704	N/A	18.4%	N/A	50.3%	N/A	13.6%	N/A	8.4%	N/A	8.6%	N/A	0.6%	N/A
GS 7-12 or equivalent	58,901	N/A	19.7%	N/A	54.2%	N/A	14.1%	N/A	7.1%	N/A	4.0%	N/A	0.9%	N/A
GS 13-15 or equivalent	64,036	N/A	24.8%	N/A	55.8%	N/A	11.3%	N/A	4.7%	N/A	2.3%	N/A	1.1%	N/A
Senior Executive Service	3,314	N/A	38.6%	N/A	42.2%	N/A	8.9%	N/A	8.3%	N/A	1.5%	N/A	0.5%	N/A
SL/ST	490	N/A	23.6%	N/A	64.6%	N/A	7.1%	N/A	2.1%	N/A	1.1%	N/A	1.5%	N/A
Other	5,204	N/A	19.8%	N/A	52.2%	N/A	14.7%	N/A	7.1%	N/A	5.0%	N/A	1.2%	N/A

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

FHCS Report by Demographics

(44) Employees are protected from health and safety hazards on the job.

	# 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	147,890	N/A	21.0%	N/A	54.1%	N/A	13.2%	N/A	6.7%	N/A	4.2%	N/A	0.9%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	24.0%	N/A	52.2%	N/A	17.4%	N/A	3.4%	N/A	0.7%	N/A	2.2%	N/A
1-3 years	12,892	N/A	20.6%	N/A	47.4%	N/A	13.4%	N/A	9.7%	N/A	7.9%	N/A	1.0%	N/A
4-5 years	8,712	N/A	21.2%	N/A	54.4%	N/A	13.5%	N/A	6.2%	N/A	3.8%	N/A	0.9%	N/A
6-10 years	13,912	N/A	20.9%	N/A	53.7%	N/A	12.1%	N/A	7.1%	N/A	5.3%	N/A	0.8%	N/A
11-20 years	44,994	N/A	20.0%	N/A	56.0%	N/A	13.2%	N/A	6.7%	N/A	3.3%	N/A	0.9%	N/A
> 20 years	62,353	N/A	21.8%	N/A	55.2%	N/A	13.1%	N/A	5.5%	N/A	3.5%	N/A	0.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	26.7%	N/A	51.8%	N/A	14.0%	N/A	3.8%	N/A	1.5%	N/A	2.2%	N/A
1-3 years	21,634	N/A	20.6%	N/A	48.7%	N/A	14.0%	N/A	8.8%	N/A	6.9%	N/A	1.1%	N/A
4-5 years	13,237	N/A	20.2%	N/A	56.1%	N/A	13.0%	N/A	6.2%	N/A	3.6%	N/A	0.9%	N/A
6-10 years	18,822	N/A	20.0%	N/A	54.1%	N/A	13.2%	N/A	7.1%	N/A	4.9%	N/A	0.7%	N/A
11-20 years	46,186	N/A	20.5%	N/A	56.0%	N/A	12.9%	N/A	6.4%	N/A	3.4%	N/A	0.8%	N/A
> 20 years	41,486	N/A	22.3%	N/A	55.6%	N/A	12.7%	N/A	5.4%	N/A	3.3%	N/A	0.8%	N/A
Retiring														
with 1 year	6,073	N/A	20.3%	N/A	54.5%	N/A	13.5%	N/A	6.5%	N/A	4.5%	N/A	0.7%	N/A
Between 1 and 3 years	16,416	N/A	20.7%	N/A	54.2%	N/A	15.4%	N/A	6.2%	N/A	3.0%	N/A	0.5%	N/A
Between 3 and 5 years	19,273	N/A	20.4%	N/A	54.9%	N/A	13.0%	N/A	6.7%	N/A	4.3%	N/A	0.7%	N/A
5 or more years	102,407	N/A	21.1%	N/A	54.1%	N/A	12.9%	N/A	6.6%	N/A	4.3%	N/A	1.0%	N/A

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

FHCS Report by Demographics

(45) My organization has prepared employees for potential security threats.

	# 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	147,894	N/A	19.4%	N/A	54.3%	N/A	14.9%	N/A	6.9%	N/A	3.4%	N/A	1.3%	N/A
Work Location														
Headquarters	51,141	N/A	21.2%	N/A	54.2%	N/A	14.5%	N/A	6.2%	N/A	2.5%	N/A	1.4%	N/A
Field	93,047	N/A	18.8%	N/A	54.3%	N/A	15.0%	N/A	7.1%	N/A	3.6%	N/A	1.2%	N/A
Supervisor Status														
Non-Supervisor	74,549	N/A	17.7%	N/A	54.4%	N/A	15.5%	N/A	7.2%	N/A	3.7%	N/A	1.5%	N/A
Team Leader	20,114	N/A	21.0%	N/A	54.1%	N/A	14.3%	N/A	6.4%	N/A	3.2%	N/A	1.0%	N/A
Supervisor	28,512	N/A	23.4%	N/A	54.1%	N/A	13.0%	N/A	6.7%	N/A	2.3%	N/A	0.6%	N/A
Manager	17,117	N/A	28.9%	N/A	53.3%	N/A	11.3%	N/A	4.8%	N/A	1.5%	N/A	0.3%	N/A
Executive	3,906	N/A	34.1%	N/A	51.7%	N/A	9.2%	N/A	3.5%	N/A	1.3%	N/A	0.3%	N/A
Sex														
Male	81,620	N/A	18.9%	N/A	53.0%	N/A	16.3%	N/A	7.2%	N/A	3.4%	N/A	1.2%	N/A
Female	62,577	N/A	20.0%	N/A	56.0%	N/A	12.9%	N/A	6.4%	N/A	3.3%	N/A	1.3%	N/A
Race														
White Non-Hispanic	103,916	N/A	19.0%	N/A	54.0%	N/A	15.5%	N/A	7.2%	N/A	3.2%	N/A	1.0%	N/A
Black Non-Hispanic	22,478	N/A	20.5%	N/A	57.1%	N/A	12.0%	N/A	5.3%	N/A	3.4%	N/A	1.6%	N/A
AmerIndian/Alskn Native	2,499	N/A	19.6%	N/A	49.3%	N/A	16.1%	N/A	8.0%	N/A	5.2%	N/A	1.6%	N/A
Asian/Pacific Islander	6,595	N/A	20.3%	N/A	54.7%	N/A	14.6%	N/A	5.4%	N/A	2.6%	N/A	2.5%	N/A
Hispanic	8,465	N/A	19.3%	N/A	52.7%	N/A	14.1%	N/A	7.5%	N/A	4.9%	N/A	1.5%	N/A

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

FHCS Report by Demographics

(45) My organization has prepared employees for potential security threats.

	# 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	147,894	N/A	19.4%	N/A	54.3%	N/A	14.9%	N/A	6.9%	N/A	3.4%	N/A	1.3%	N/A
Leaving														
No	101,437	N/A	21.5%	N/A	55.9%	N/A	13.6%	N/A	5.6%	N/A	2.4%	N/A	1.0%	N/A
Yes, to retire	9,502	N/A	17.1%	N/A	53.8%	N/A	19.2%	N/A	6.3%	N/A	2.4%	N/A	1.2%	N/A
Yes, to other job in Govt	22,689	N/A	14.6%	N/A	51.5%	N/A	16.3%	N/A	10.4%	N/A	5.6%	N/A	1.6%	N/A
Yes, to other job outside Govt	5,069	N/A	11.7%	N/A	43.7%	N/A	18.7%	N/A	12.4%	N/A	10.1%	N/A	3.4%	N/A
Yes, other	5,480	N/A	12.8%	N/A	48.9%	N/A	19.0%	N/A	11.1%	N/A	6.4%	N/A	1.9%	N/A
Age Group														
<30	5,461	N/A	24.5%	N/A	49.6%	N/A	14.0%	N/A	8.0%	N/A	2.8%	N/A	1.1%	N/A
30-39	20,920	N/A	19.2%	N/A	53.3%	N/A	13.0%	N/A	8.3%	N/A	4.8%	N/A	1.5%	N/A
40-49	47,041	N/A	19.1%	N/A	54.3%	N/A	14.9%	N/A	6.8%	N/A	3.6%	N/A	1.3%	N/A
50-59	57,868	N/A	18.6%	N/A	55.5%	N/A	15.3%	N/A	6.6%	N/A	3.0%	N/A	1.1%	N/A
60+	12,859	N/A	21.9%	N/A	53.1%	N/A	16.8%	N/A	5.2%	N/A	1.7%	N/A	1.4%	N/A
Pay Category														
Federal Wage System	5,512	N/A	18.2%	N/A	54.2%	N/A	15.6%	N/A	7.8%	N/A	3.2%	N/A	1.2%	N/A
GS 1-6 or equivalent	6,706	N/A	19.8%	N/A	53.0%	N/A	13.4%	N/A	7.2%	N/A	5.6%	N/A	1.1%	N/A
GS 7-12 or equivalent	58,903	N/A	18.8%	N/A	54.4%	N/A	15.2%	N/A	7.1%	N/A	3.3%	N/A	1.2%	N/A
GS 13-15 or equivalent	64,037	N/A	20.4%	N/A	54.6%	N/A	14.7%	N/A	6.4%	N/A	2.6%	N/A	1.3%	N/A
Senior Executive Service	3,314	N/A	31.5%	N/A	49.5%	N/A	13.8%	N/A	3.4%	N/A	0.8%	N/A	0.9%	N/A
SL/ST	490	N/A	27.3%	N/A	53.9%	N/A	8.8%	N/A	9.0%	N/A	0.1%	N/A	0.9%	N/A
Other	5,203	N/A	19.4%	N/A	54.9%	N/A	14.9%	N/A	4.8%	N/A	4.4%	N/A	1.7%	N/A

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

FHCS Report by Demographics

(45) My organization has prepared employees for potential security threats.

	# 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	147,894	N/A	19.4%	N/A	54.3%	N/A	14.9%	N/A	6.9%	N/A	3.4%	N/A	1.3%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	23.6%	N/A	51.2%	N/A	17.3%	N/A	3.9%	N/A	0.9%	N/A	3.2%	N/A
1-3 years	12,897	N/A	20.5%	N/A	49.9%	N/A	14.2%	N/A	8.0%	N/A	5.9%	N/A	1.5%	N/A
4-5 years	8,712	N/A	20.7%	N/A	52.7%	N/A	14.6%	N/A	6.9%	N/A	3.5%	N/A	1.6%	N/A
6-10 years	13,911	N/A	19.5%	N/A	53.4%	N/A	13.9%	N/A	8.1%	N/A	3.7%	N/A	1.3%	N/A
11-20 years	44,996	N/A	18.4%	N/A	55.6%	N/A	14.8%	N/A	6.8%	N/A	3.1%	N/A	1.2%	N/A
> 20 years	62,351	N/A	19.4%	N/A	55.4%	N/A	15.3%	N/A	6.2%	N/A	2.6%	N/A	1.0%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	25.2%	N/A	51.8%	N/A	14.1%	N/A	4.2%	N/A	1.8%	N/A	3.0%	N/A
1-3 years	21,639	N/A	20.6%	N/A	50.7%	N/A	14.2%	N/A	8.0%	N/A	5.0%	N/A	1.6%	N/A
4-5 years	13,237	N/A	19.9%	N/A	53.8%	N/A	15.0%	N/A	7.0%	N/A	3.0%	N/A	1.2%	N/A
6-10 years	18,822	N/A	18.5%	N/A	54.3%	N/A	14.5%	N/A	8.0%	N/A	3.5%	N/A	1.2%	N/A
11-20 years	46,188	N/A	18.4%	N/A	56.1%	N/A	14.7%	N/A	6.4%	N/A	3.2%	N/A	1.2%	N/A
> 20 years	41,485	N/A	19.4%	N/A	55.2%	N/A	15.7%	N/A	6.2%	N/A	2.5%	N/A	1.0%	N/A
Retiring														
with 1 year	6,072	N/A	18.1%	N/A	53.3%	N/A	17.7%	N/A	5.7%	N/A	3.8%	N/A	1.4%	N/A
Between 1 and 3 years	16,416	N/A	18.0%	N/A	56.6%	N/A	15.9%	N/A	6.3%	N/A	2.2%	N/A	1.0%	N/A
Between 3 and 5 years	19,274	N/A	18.9%	N/A	55.9%	N/A	15.1%	N/A	6.7%	N/A	2.8%	N/A	0.6%	N/A
5 or more years	102,411	N/A	19.7%	N/A	53.8%	N/A	14.5%	N/A	7.0%	N/A	3.6%	N/A	1.4%	N/A

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

FHCS Report by Demographics

(46) Complaints, disputes or grievances are resolved fairly in my work unit.

	# 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	8.7%	9.1%	30.5%	31.4%	28.6%	25.8%	11.8%	14.5%	9.8%	11.3%	10.7%	8.0%
Work Location														
Headquarters	51,141	35,976	9.5%	9.6%	29.4%	30.4%	29.2%	25.7%	9.5%	14.1%	7.9%	10.5%	14.5%	9.7%
Field	93,048	64,680	8.5%	8.8%	30.9%	31.8%	28.3%	25.9%	12.5%	14.6%	10.4%	11.6%	9.5%	7.4%
Supervisor Status														
Non-Supervisor	74,549	46,868	7.0%	8.0%	27.0%	27.7%	29.8%	27.0%	12.8%	15.2%	11.0%	12.7%	12.3%	9.4%
Team Leader	20,114	13,639	8.6%	8.0%	31.3%	34.2%	30.3%	25.9%	11.3%	14.9%	8.7%	10.2%	9.8%	6.9%
Supervisor	28,513	22,902	14.0%	13.5%	46.4%	44.4%	21.6%	21.8%	8.1%	10.9%	5.8%	6.4%	4.1%	3.0%
Manager	17,117	14,118	23.0%	20.8%	50.9%	49.5%	15.5%	15.7%	5.4%	8.4%	3.3%	4.1%	2.0%	1.6%
Executive	3,906	3,129	29.2%	29.8%	47.6%	48.3%	14.1%	12.7%	3.1%	5.1%	2.4%	2.5%	3.5%	1.6%
Sex														
Male	81,622	59,070	9.4%	9.0%	31.5%	32.9%	28.8%	26.6%	11.3%	13.4%	9.2%	10.5%	9.8%	7.6%
Female	62,576	41,586	7.8%	9.2%	29.3%	29.3%	28.2%	24.8%	12.5%	15.8%	10.6%	12.3%	11.7%	8.6%
Race														
White Non-Hispanic	103,917	75,600	8.9%	9.5%	31.5%	33.0%	28.3%	26.3%	11.6%	13.9%	9.0%	9.4%	10.7%	7.9%
Black Non-Hispanic	22,478	13,055	7.0%	7.0%	26.6%	25.8%	29.6%	25.7%	13.2%	16.2%	12.9%	16.5%	10.7%	8.9%
AmerIndian/Alskn Native	2,499	2,046	8.7%	8.6%	24.3%	25.2%	27.0%	23.5%	16.6%	14.6%	16.8%	22.4%	6.6%	5.7%
Asian/Pacific Islander	6,595	4,424	9.0%	9.7%	33.2%	32.6%	30.3%	23.7%	9.3%	15.1%	6.5%	8.9%	11.7%	9.9%
Hispanic	8,465	5,531	10.7%	8.8%	29.9%	28.0%	27.6%	24.4%	11.3%	15.8%	10.2%	16.5%	10.2%	6.4%

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

FHCS Report by Demographics

(46) Complaints, disputes or grievances are resolved fairly in my work unit.

	# 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	8.7%	9.1%	30.5%	31.4%	28.6%	25.8%	11.8%	14.5%	9.8%	11.3%	10.7%	8.0%
Leaving														
No	101,438	N/A	10.3%	N/A	34.6%	N/A	28.3%	N/A	9.8%	N/A	6.5%	N/A	10.5%	N/A
Yes, to retire	9,503	N/A	8.1%	N/A	31.1%	N/A	30.6%	N/A	11.4%	N/A	9.4%	N/A	9.5%	N/A
Yes, to other job in Govt	22,690	N/A	4.4%	N/A	19.4%	N/A	28.9%	N/A	17.2%	N/A	18.4%	N/A	11.6%	N/A
Yes, to other job outside Govt	5,068	N/A	3.2%	N/A	18.2%	N/A	28.5%	N/A	17.7%	N/A	21.7%	N/A	10.7%	N/A
Yes, other	5,480	N/A	4.3%	N/A	17.7%	N/A	28.3%	N/A	17.9%	N/A	21.0%	N/A	10.9%	N/A
Age Group														
<30	5,461	2,787	10.2%	9.8%	29.9%	33.0%	24.1%	24.1%	10.5%	13.6%	10.3%	7.4%	15.0%	12.1%
30-39	20,919	15,010	8.0%	8.6%	28.2%	30.8%	26.5%	25.2%	12.3%	14.1%	11.4%	11.6%	13.7%	9.6%
40-49	47,041	34,006	8.4%	7.8%	30.2%	30.5%	28.6%	27.2%	12.1%	14.7%	9.8%	11.2%	11.0%	8.6%
50-59	57,869	41,243	8.7%	9.9%	31.1%	31.7%	30.0%	25.2%	12.0%	14.6%	9.5%	11.9%	8.8%	6.7%
60+	12,859	7,610	10.9%	11.5%	34.8%	34.4%	28.7%	24.3%	9.1%	13.8%	7.5%	9.2%	9.0%	6.8%
Pay Category														
Federal Wage System	5,512	4,855	7.9%	7.1%	32.8%	27.1%	27.5%	25.7%	14.7%	20.1%	13.2%	16.7%	3.9%	3.3%
GS 1-6 or equivalent	6,706	4,848	8.0%	9.9%	28.1%	29.3%	27.0%	24.4%	16.5%	15.5%	14.9%	14.8%	5.6%	6.1%
GS 7-12 or equivalent	58,903	39,563	8.0%	7.7%	29.3%	30.6%	29.6%	27.1%	12.0%	14.4%	9.5%	11.4%	11.6%	8.7%
GS 13-15 or equivalent	64,037	41,791	10.1%	11.2%	32.8%	35.1%	28.4%	25.4%	8.9%	11.6%	6.8%	7.2%	13.0%	9.4%
Senior Executive Service	3,313	2,542	26.2%	27.6%	45.2%	48.9%	12.8%	12.2%	4.1%	6.6%	7.3%	2.6%	4.4%	2.1%
SL/ST	490	N/A	9.5%	N/A	52.2%	N/A	13.5%	N/A	9.7%	N/A	2.8%	N/A	12.2%	N/A
Other	5,204	7,057	9.5%	10.8%	30.0%	32.0%	27.6%	22.4%	11.3%	15.2%	11.7%	11.7%	9.8%	7.9%

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

FHCS Report by Demographics

(46) Complaints, disputes or grievances are resolved fairly in my work unit.

	# 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	8.7%	9.1%	30.5%	31.4%	28.6%	25.8%	11.8%	14.5%	9.8%	11.3%	10.7%	8.0%
Time in Federal Government														
< 1 year	1,316	N/A	9.0%	N/A	29.3%	N/A	34.7%	N/A	3.4%	N/A	2.2%	N/A	21.5%	N/A
1-3 years	12,896	N/A	9.1%	N/A	28.4%	N/A	25.1%	N/A	13.5%	N/A	10.9%	N/A	13.0%	N/A
4-5 years	8,711	N/A	7.7%	N/A	30.7%	N/A	27.6%	N/A	9.6%	N/A	12.3%	N/A	12.1%	N/A
6-10 years	13,913	N/A	9.0%	N/A	29.6%	N/A	26.7%	N/A	12.9%	N/A	10.3%	N/A	11.4%	N/A
11-20 years	44,995	N/A	8.0%	N/A	30.2%	N/A	29.7%	N/A	12.3%	N/A	9.6%	N/A	10.2%	N/A
> 20 years	62,353	N/A	9.2%	N/A	31.8%	N/A	29.5%	N/A	11.0%	N/A	9.0%	N/A	9.4%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	10.9%	N/A	27.8%	N/A	31.9%	N/A	5.1%	N/A	3.2%	N/A	21.0%	N/A
1-3 years	21,637	N/A	9.5%	N/A	27.4%	N/A	27.2%	N/A	12.6%	N/A	10.5%	N/A	12.7%	N/A
4-5 years	13,236	N/A	7.3%	N/A	29.8%	N/A	28.6%	N/A	11.1%	N/A	11.9%	N/A	11.5%	N/A
6-10 years	18,824	N/A	8.1%	N/A	29.5%	N/A	27.9%	N/A	13.3%	N/A	10.2%	N/A	11.0%	N/A
11-20 years	46,188	N/A	8.3%	N/A	30.7%	N/A	29.3%	N/A	12.0%	N/A	10.0%	N/A	9.7%	N/A
> 20 years	41,486	N/A	9.3%	N/A	33.9%	N/A	28.8%	N/A	10.7%	N/A	8.4%	N/A	8.8%	N/A
Retiring														
with 1 year	6,073	4,001	8.1%	9.2%	31.5%	26.5%	27.0%	29.6%	11.8%	15.7%	12.4%	13.1%	9.1%	6.0%
Between 1 and 3 years	16,416	12,087	8.1%	8.1%	32.4%	32.3%	31.5%	26.9%	11.5%	15.0%	8.6%	12.3%	8.0%	5.5%
Between 3 and 5 years	19,274	13,876	9.1%	10.3%	31.7%	32.8%	29.3%	25.5%	11.4%	14.0%	10.0%	10.8%	8.6%	6.6%
5 or more years	102,410	70,692	8.7%	9.0%	30.1%	31.2%	28.2%	25.6%	11.8%	14.4%	9.7%	11.1%	11.4%	8.7%

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

FHCS Report by Demographics

(47) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	# 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	14.0%	12.1%	33.3%	30.0%	23.8%	23.9%	11.8%	15.7%	10.3%	12.7%	6.8%	5.7%
Work Location														
Headquarters	51,143	35,976	15.2%	13.0%	32.9%	29.9%	23.4%	24.5%	10.7%	14.9%	9.0%	11.7%	8.8%	6.1%
Field	93,044	64,680	13.7%	11.7%	33.4%	30.1%	23.9%	23.6%	12.1%	16.0%	10.6%	13.1%	6.2%	5.5%
Supervisor Status														
Non-Supervisor	74,545	46,868	11.3%	10.3%	31.2%	27.9%	25.4%	24.5%	12.8%	16.3%	11.2%	14.2%	8.0%	6.8%
Team Leader	20,114	13,639	14.5%	11.3%	35.5%	31.1%	23.4%	25.2%	11.4%	16.5%	9.8%	11.5%	5.4%	4.4%
Supervisor	28,514	22,902	22.9%	19.5%	40.9%	38.7%	18.6%	20.0%	8.1%	12.4%	6.6%	7.2%	2.9%	2.3%
Manager	17,116	14,118	34.0%	27.7%	41.5%	40.6%	13.1%	15.6%	5.7%	9.5%	4.1%	5.5%	1.6%	1.1%
Executive	3,906	3,129	44.5%	40.0%	35.7%	37.5%	10.5%	10.0%	5.2%	7.7%	2.9%	3.9%	1.3%	1.0%
Sex														
Male	81,620	59,070	14.7%	12.5%	33.7%	31.0%	24.1%	23.7%	11.7%	15.4%	9.9%	12.4%	5.9%	4.8%
Female	62,574	41,586	13.2%	11.5%	32.8%	28.7%	23.4%	24.1%	12.0%	16.0%	10.7%	13.0%	8.0%	6.7%
Race														
White Non-Hispanic	103,918	75,600	15.0%	13.1%	35.2%	32.5%	22.5%	22.6%	11.5%	15.9%	9.7%	11.1%	6.2%	4.8%
Black Non-Hispanic	22,477	13,055	10.4%	8.3%	27.8%	22.6%	27.8%	28.9%	13.3%	15.0%	11.6%	17.0%	9.1%	8.2%
AmerIndian/Alskn Native	2,496	2,046	12.1%	10.7%	24.2%	25.9%	25.9%	21.0%	14.9%	15.8%	17.5%	22.8%	5.4%	3.8%
Asian/Pacific Islander	6,593	4,424	12.7%	11.9%	33.8%	25.0%	25.9%	29.1%	10.0%	12.8%	8.5%	12.4%	9.0%	8.9%
Hispanic	8,464	5,531	14.7%	11.0%	30.1%	26.8%	25.0%	23.5%	12.2%	16.8%	11.5%	14.9%	6.5%	6.9%

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

FHCS Report by Demographics

(47) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	# 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	14.0%	12.1%	33.3%	30.0%	23.8%	23.9%	11.8%	15.7%	10.3%	12.7%	6.8%	5.7%
Leaving														
No	101,432	N/A	16.3%	N/A	36.9%	N/A	23.7%	N/A	9.9%	N/A	6.6%	N/A	6.5%	N/A
Yes, to retire	9,504	N/A	13.1%	N/A	34.0%	N/A	23.6%	N/A	12.8%	N/A	10.1%	N/A	6.4%	N/A
Yes, to other job in Govt	22,690	N/A	7.8%	N/A	23.0%	N/A	25.5%	N/A	16.9%	N/A	19.6%	N/A	7.2%	N/A
Yes, to other job outside Govt	5,069	N/A	9.0%	N/A	23.2%	N/A	18.6%	N/A	16.1%	N/A	23.5%	N/A	9.5%	N/A
Yes, other	5,479	N/A	6.3%	N/A	22.2%	N/A	23.9%	N/A	17.3%	N/A	22.3%	N/A	7.9%	N/A
Age Group														
<30	5,461	2,787	13.9%	11.8%	33.7%	30.5%	20.9%	26.9%	12.7%	12.4%	9.6%	9.2%	9.2%	9.3%
30-39	20,920	15,010	12.7%	10.9%	31.2%	28.3%	23.6%	24.5%	12.7%	15.6%	10.6%	13.2%	9.2%	7.5%
40-49	47,038	34,006	13.8%	11.2%	33.6%	30.0%	23.4%	24.1%	11.4%	16.4%	10.9%	12.7%	6.9%	5.8%
50-59	57,866	41,243	14.5%	13.1%	33.2%	30.6%	24.8%	23.0%	12.1%	15.6%	10.0%	13.1%	5.5%	4.6%
60+	12,860	7,610	16.1%	14.3%	36.8%	31.1%	23.1%	24.9%	9.8%	14.5%	8.5%	10.7%	5.7%	4.5%
Pay Category														
Federal Wage System	5,511	4,855	9.6%	8.2%	31.2%	25.0%	26.6%	24.3%	14.5%	20.4%	15.3%	18.7%	2.8%	3.3%
GS 1-6 or equivalent	6,704	4,848	11.1%	10.4%	28.5%	28.6%	25.1%	24.8%	13.6%	15.7%	14.9%	14.9%	6.7%	5.7%
GS 7-12 or equivalent	58,901	39,563	12.5%	10.3%	33.1%	30.0%	25.3%	25.1%	11.8%	15.8%	9.8%	12.4%	7.5%	6.4%
GS 13-15 or equivalent	64,037	41,791	18.6%	16.4%	35.7%	32.9%	20.8%	22.1%	10.2%	14.5%	8.1%	9.2%	6.7%	4.9%
Senior Executive Service	3,314	2,542	40.2%	36.7%	34.1%	40.5%	10.4%	9.6%	9.8%	8.6%	4.1%	3.9%	1.3%	0.7%
SL/ST	490	N/A	22.3%	N/A	45.7%	N/A	9.9%	N/A	10.6%	N/A	3.5%	N/A	8.0%	N/A
Other	5,204	7,057	15.4%	14.9%	35.4%	28.9%	20.7%	21.2%	12.2%	14.0%	9.8%	14.9%	6.5%	6.1%

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

FHCS Report by Demographics

(47) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	# 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	14.0%	12.1%	33.3%	30.0%	23.8%	23.9%	11.8%	15.7%	10.3%	12.7%	6.8%	5.7%
Time in Federal Government														
< 1 year	1,316	N/A	18.4%	N/A	34.9%	N/A	29.4%	N/A	4.5%	N/A	1.7%	N/A	11.1%	N/A
1-3 years	12,896	N/A	13.8%	N/A	31.3%	N/A	21.9%	N/A	12.2%	N/A	12.4%	N/A	8.4%	N/A
4-5 years	8,711	N/A	12.5%	N/A	33.6%	N/A	22.1%	N/A	12.5%	N/A	11.2%	N/A	8.2%	N/A
6-10 years	13,913	N/A	14.4%	N/A	32.0%	N/A	23.0%	N/A	11.7%	N/A	11.4%	N/A	7.5%	N/A
11-20 years	44,993	N/A	13.4%	N/A	33.3%	N/A	24.5%	N/A	12.4%	N/A	9.9%	N/A	6.6%	N/A
> 20 years	62,351	N/A	14.8%	N/A	34.4%	N/A	24.4%	N/A	11.2%	N/A	9.4%	N/A	5.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	17.5%	N/A	34.3%	N/A	25.9%	N/A	6.6%	N/A	3.3%	N/A	12.5%	N/A
1-3 years	21,638	N/A	13.7%	N/A	31.0%	N/A	22.7%	N/A	12.4%	N/A	12.2%	N/A	8.1%	N/A
4-5 years	13,236	N/A	12.6%	N/A	32.3%	N/A	24.9%	N/A	12.4%	N/A	10.1%	N/A	7.8%	N/A
6-10 years	18,824	N/A	13.4%	N/A	31.7%	N/A	24.0%	N/A	12.1%	N/A	11.4%	N/A	7.4%	N/A
11-20 years	46,184	N/A	13.6%	N/A	33.8%	N/A	24.1%	N/A	12.3%	N/A	10.2%	N/A	6.0%	N/A
> 20 years	41,485	N/A	15.6%	N/A	35.8%	N/A	23.6%	N/A	10.7%	N/A	8.8%	N/A	5.4%	N/A
Retiring														
with 1 year	6,073	4,001	13.3%	11.7%	32.9%	30.7%	21.8%	23.1%	13.4%	15.2%	10.9%	15.8%	7.6%	3.5%
Between 1 and 3 years	16,416	12,087	13.2%	11.4%	35.2%	28.9%	24.8%	25.0%	12.1%	16.8%	9.4%	13.3%	5.4%	4.6%
Between 3 and 5 years	19,273	13,876	14.2%	13.3%	33.4%	30.5%	25.4%	24.1%	11.9%	15.3%	9.6%	12.3%	5.5%	4.5%
5 or more years	102,407	70,692	14.2%	12.0%	33.1%	30.0%	23.5%	23.7%	11.6%	15.6%	10.4%	12.5%	7.2%	6.1%

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

FHCS Report by Demographics

(48) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	# 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	N/A	20.5%	N/A	39.9%	N/A	18.7%	N/A	5.6%	N/A	5.9%	N/A	9.4%	N/A
Work Location														
Headquarters	51,141	N/A	21.9%	N/A	38.9%	N/A	18.0%	N/A	5.3%	N/A	5.5%	N/A	10.3%	N/A
Field	93,047	N/A	20.0%	N/A	40.3%	N/A	18.9%	N/A	5.7%	N/A	6.0%	N/A	9.1%	N/A
Supervisor Status														
Non-Supervisor	74,548	N/A	16.7%	N/A	39.1%	N/A	20.7%	N/A	5.9%	N/A	6.4%	N/A	11.1%	N/A
Team Leader	20,114	N/A	22.2%	N/A	41.4%	N/A	17.1%	N/A	5.6%	N/A	5.8%	N/A	7.9%	N/A
Supervisor	28,513	N/A	32.3%	N/A	43.6%	N/A	12.7%	N/A	4.2%	N/A	3.9%	N/A	3.2%	N/A
Manager	17,117	N/A	45.2%	N/A	40.3%	N/A	7.6%	N/A	3.0%	N/A	2.4%	N/A	1.5%	N/A
Executive	3,906	N/A	56.5%	N/A	33.5%	N/A	5.4%	N/A	2.0%	N/A	1.2%	N/A	1.4%	N/A
Sex														
Male	81,619	N/A	21.5%	N/A	40.2%	N/A	18.3%	N/A	5.7%	N/A	5.9%	N/A	8.3%	N/A
Female	62,576	N/A	19.1%	N/A	39.6%	N/A	19.3%	N/A	5.4%	N/A	5.9%	N/A	10.7%	N/A
Race														
White Non-Hispanic	103,916	N/A	22.1%	N/A	41.7%	N/A	17.2%	N/A	5.0%	N/A	5.0%	N/A	9.0%	N/A
Black Non-Hispanic	22,478	N/A	14.5%	N/A	35.2%	N/A	23.3%	N/A	7.6%	N/A	8.7%	N/A	10.7%	N/A
AmerIndian/Alskn Native	2,498	N/A	17.9%	N/A	30.7%	N/A	23.1%	N/A	8.8%	N/A	10.5%	N/A	9.0%	N/A
Asian/Pacific Islander	6,594	N/A	18.0%	N/A	39.5%	N/A	22.1%	N/A	4.7%	N/A	5.7%	N/A	9.9%	N/A
Hispanic	8,465	N/A	20.6%	N/A	37.6%	N/A	19.2%	N/A	6.1%	N/A	7.3%	N/A	9.2%	N/A

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

FHCS Report by Demographics

(48) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	# 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	N/A	20.5%	N/A	39.9%	N/A	18.7%	N/A	5.6%	N/A	5.9%	N/A	9.4%	N/A
Leaving														
No	101,433	N/A	23.2%	N/A	42.9%	N/A	17.5%	N/A	4.2%	N/A	3.6%	N/A	8.7%	N/A
Yes, to retire	9,503	N/A	19.5%	N/A	39.8%	N/A	19.9%	N/A	6.8%	N/A	6.5%	N/A	7.5%	N/A
Yes, to other job in Govt	22,691	N/A	12.6%	N/A	32.6%	N/A	21.8%	N/A	9.7%	N/A	12.1%	N/A	11.3%	N/A
Yes, to other job outside Govt	5,069	N/A	14.1%	N/A	32.0%	N/A	20.4%	N/A	6.8%	N/A	15.1%	N/A	11.7%	N/A
Yes, other	5,480	N/A	11.9%	N/A	27.7%	N/A	24.6%	N/A	10.4%	N/A	11.8%	N/A	13.7%	N/A
Age Group														
<30	5,461	N/A	24.6%	N/A	40.1%	N/A	14.3%	N/A	4.9%	N/A	4.2%	N/A	11.9%	N/A
30-39	20,918	N/A	18.9%	N/A	40.3%	N/A	18.7%	N/A	5.0%	N/A	5.0%	N/A	12.0%	N/A
40-49	47,042	N/A	19.9%	N/A	39.9%	N/A	18.9%	N/A	5.5%	N/A	6.2%	N/A	9.7%	N/A
50-59	57,868	N/A	20.7%	N/A	39.6%	N/A	19.1%	N/A	6.0%	N/A	6.3%	N/A	8.3%	N/A
60+	12,858	N/A	22.4%	N/A	41.1%	N/A	18.7%	N/A	6.0%	N/A	5.6%	N/A	6.3%	N/A
Pay Category														
Federal Wage System	5,511	N/A	17.6%	N/A	36.4%	N/A	22.2%	N/A	8.2%	N/A	8.2%	N/A	7.5%	N/A
GS 1-6 or equivalent	6,706	N/A	14.8%	N/A	36.8%	N/A	21.3%	N/A	7.5%	N/A	8.8%	N/A	10.9%	N/A
GS 7-12 or equivalent	58,902	N/A	18.5%	N/A	40.7%	N/A	19.8%	N/A	5.5%	N/A	5.6%	N/A	9.8%	N/A
GS 13-15 or equivalent	64,036	N/A	26.2%	N/A	41.1%	N/A	15.2%	N/A	4.4%	N/A	4.7%	N/A	8.4%	N/A
Senior Executive Service	3,314	N/A	52.6%	N/A	31.8%	N/A	5.7%	N/A	2.9%	N/A	5.9%	N/A	1.2%	N/A
SL/ST	490	N/A	27.5%	N/A	47.5%	N/A	5.9%	N/A	1.1%	N/A	2.4%	N/A	15.5%	N/A
Other	5,204	N/A	22.7%	N/A	39.2%	N/A	18.1%	N/A	5.0%	N/A	5.2%	N/A	9.8%	N/A

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

FHCS Report by Demographics

(48) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	# 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	N/A	20.5%	N/A	39.9%	N/A	18.7%	N/A	5.6%	N/A	5.9%	N/A	9.4%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	25.6%	N/A	39.3%	N/A	20.0%	N/A	1.6%	N/A	0.4%	N/A	13.0%	N/A
1-3 years	12,896	N/A	21.3%	N/A	38.0%	N/A	17.9%	N/A	4.7%	N/A	6.5%	N/A	11.6%	N/A
4-5 years	8,712	N/A	19.8%	N/A	41.5%	N/A	17.3%	N/A	4.3%	N/A	6.2%	N/A	10.9%	N/A
6-10 years	13,911	N/A	19.9%	N/A	39.8%	N/A	19.0%	N/A	5.2%	N/A	5.6%	N/A	10.5%	N/A
11-20 years	44,995	N/A	20.1%	N/A	40.5%	N/A	18.7%	N/A	6.0%	N/A	5.5%	N/A	9.3%	N/A
> 20 years	62,352	N/A	20.7%	N/A	40.0%	N/A	19.3%	N/A	6.0%	N/A	6.2%	N/A	7.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	24.4%	N/A	40.2%	N/A	19.1%	N/A	2.3%	N/A	1.4%	N/A	12.6%	N/A
1-3 years	21,638	N/A	20.7%	N/A	37.8%	N/A	18.8%	N/A	5.1%	N/A	6.8%	N/A	11.0%	N/A
4-5 years	13,237	N/A	19.2%	N/A	40.9%	N/A	19.4%	N/A	4.7%	N/A	5.9%	N/A	10.0%	N/A
6-10 years	18,821	N/A	18.5%	N/A	39.5%	N/A	19.3%	N/A	6.6%	N/A	5.7%	N/A	10.4%	N/A
11-20 years	46,186	N/A	20.2%	N/A	40.3%	N/A	18.5%	N/A	6.1%	N/A	5.9%	N/A	8.9%	N/A
> 20 years	41,486	N/A	22.0%	N/A	41.1%	N/A	18.5%	N/A	5.3%	N/A	5.6%	N/A	7.6%	N/A
Retiring														
with 1 year	6,073	N/A	20.3%	N/A	39.5%	N/A	17.4%	N/A	7.2%	N/A	7.2%	N/A	8.4%	N/A
Between 1 and 3 years	16,416	N/A	20.0%	N/A	39.7%	N/A	20.7%	N/A	6.4%	N/A	6.1%	N/A	7.1%	N/A
Between 3 and 5 years	19,272	N/A	20.8%	N/A	38.5%	N/A	20.2%	N/A	5.8%	N/A	6.3%	N/A	8.4%	N/A
5 or more years	102,410	N/A	20.5%	N/A	40.3%	N/A	18.3%	N/A	5.3%	N/A	5.7%	N/A	9.9%	N/A

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

FHCS Report by Demographics

(49) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	# 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	14.1%	12.5%	33.5%	38.1%	23.9%	20.2%	11.0%	12.6%	9.2%	8.6%	8.3%	7.9%
Work Location														
Headquarters	51,140	35,976	14.8%	12.8%	32.2%	36.9%	23.5%	20.5%	10.4%	11.8%	8.3%	7.7%	10.9%	10.3%
Field	93,044	64,680	14.0%	12.4%	34.0%	38.6%	24.0%	20.1%	11.2%	13.0%	9.4%	8.9%	7.5%	7.0%
Supervisor Status														
Non-Supervisor	74,549	46,868	11.6%	10.5%	32.0%	36.5%	25.3%	21.2%	11.6%	13.3%	9.8%	9.6%	9.7%	9.0%
Team Leader	20,112	13,639	15.3%	12.8%	34.9%	39.3%	23.1%	19.9%	10.6%	13.0%	9.3%	7.7%	6.9%	7.3%
Supervisor	28,511	22,902	21.0%	19.2%	39.8%	45.7%	19.7%	16.4%	9.2%	9.7%	6.5%	5.2%	3.8%	3.7%
Manager	17,116	14,118	32.1%	27.8%	40.1%	45.4%	14.3%	13.4%	6.3%	7.1%	5.1%	4.1%	2.1%	2.1%
Executive	3,906	3,129	44.0%	44.3%	34.5%	38.7%	12.0%	8.4%	4.4%	5.1%	2.7%	1.6%	2.4%	1.9%
Sex														
Male	81,616	59,070	15.2%	12.7%	35.1%	39.5%	23.1%	20.7%	10.5%	11.7%	9.0%	7.8%	7.2%	7.6%
Female	62,575	41,586	12.8%	12.2%	31.5%	36.4%	24.8%	19.6%	11.7%	13.9%	9.5%	9.6%	9.8%	8.3%
Race														
White Non-Hispanic	103,913	75,600	15.0%	13.3%	34.7%	40.6%	22.7%	19.2%	10.9%	12.3%	8.7%	6.8%	8.1%	7.8%
Black Non-Hispanic	22,477	13,055	10.5%	9.8%	29.3%	30.2%	28.3%	23.0%	11.5%	14.6%	11.0%	12.6%	9.4%	9.8%
AmerIndian/Alskn Native	2,497	2,046	11.8%	12.6%	26.6%	27.4%	23.8%	19.7%	16.1%	13.7%	15.2%	20.6%	6.5%	6.0%
Asian/Pacific Islander	6,595	4,424	12.8%	9.6%	36.1%	36.8%	25.5%	26.4%	9.2%	11.1%	6.1%	7.5%	10.3%	8.6%
Hispanic	8,464	5,531	15.6%	12.4%	32.8%	36.3%	23.5%	19.6%	10.5%	12.6%	10.5%	13.2%	7.2%	6.0%

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FHCS Report by Demographics

(49) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	# 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	14.1%	12.5%	33.5%	38.1%	23.9%	20.2%	11.0%	12.6%	9.2%	8.6%	8.3%	7.9%
Leaving														
No	101,430	N/A	16.5%	N/A	36.7%	N/A	23.7%	N/A	9.2%	N/A	5.9%	N/A	8.0%	N/A
Yes, to retire	9,503	N/A	12.4%	N/A	33.6%	N/A	23.9%	N/A	12.6%	N/A	9.6%	N/A	8.0%	N/A
Yes, to other job in Govt	22,690	N/A	8.0%	N/A	23.6%	N/A	25.7%	N/A	16.0%	N/A	17.5%	N/A	9.1%	N/A
Yes, to other job outside Govt	5,069	N/A	8.2%	N/A	25.9%	N/A	20.6%	N/A	14.7%	N/A	22.5%	N/A	8.1%	N/A
Yes, other	5,480	N/A	6.3%	N/A	26.2%	N/A	22.5%	N/A	15.4%	N/A	19.1%	N/A	10.5%	N/A
Age Group														
<30	5,461	2,787	17.7%	12.7%	35.6%	42.2%	20.7%	19.0%	8.8%	8.6%	7.0%	4.6%	10.2%	12.8%
30-39	20,919	15,010	13.3%	11.8%	33.5%	40.0%	23.0%	18.9%	11.1%	12.5%	8.3%	7.8%	10.8%	9.0%
40-49	47,043	34,006	13.8%	11.4%	33.5%	37.9%	23.5%	20.3%	11.0%	13.3%	10.1%	8.7%	8.2%	8.4%
50-59	57,863	41,243	14.1%	13.6%	32.9%	37.1%	24.9%	20.4%	11.6%	12.6%	9.3%	9.5%	7.2%	6.8%
60+	12,856	7,610	15.8%	14.4%	36.0%	38.6%	24.0%	22.4%	9.1%	11.3%	7.7%	6.1%	7.3%	7.1%
Pay Category														
Federal Wage System	5,512	4,855	11.1%	7.4%	33.2%	33.1%	25.3%	25.4%	13.9%	16.4%	11.4%	12.2%	5.1%	5.4%
GS 1-6 or equivalent	6,705	4,848	10.6%	10.4%	30.7%	35.9%	25.5%	21.9%	13.2%	12.7%	11.7%	10.0%	8.4%	9.2%
GS 7-12 or equivalent	58,900	39,563	12.9%	10.9%	33.3%	39.1%	25.2%	20.6%	11.1%	12.5%	9.1%	8.6%	8.5%	8.3%
GS 13-15 or equivalent	64,036	41,791	18.0%	16.7%	35.6%	39.2%	21.2%	19.0%	9.2%	11.4%	7.5%	5.6%	8.6%	8.1%
Senior Executive Service	3,314	2,542	40.0%	45.2%	34.2%	37.2%	10.6%	7.8%	4.2%	6.3%	7.2%	2.0%	3.8%	1.6%
SL/ST	490	N/A	18.3%	N/A	51.1%	N/A	10.1%	N/A	2.8%	N/A	9.5%	N/A	8.3%	N/A
Other	5,203	7,057	16.0%	15.9%	30.8%	37.9%	22.2%	15.2%	11.6%	12.9%	9.6%	11.0%	9.8%	7.1%

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FHCS Report by Demographics

(49) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	# 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	14.1%	12.5%	33.5%	38.1%	23.9%	20.2%	11.0%	12.6%	9.2%	8.6%	8.3%	7.9%
Time in Federal Government														
< 1 year	1,316	N/A	21.6%	N/A	38.6%	N/A	24.5%	N/A	3.1%	N/A	0.6%	N/A	11.7%	N/A
1-3 years	12,894	N/A	15.9%	N/A	33.5%	N/A	21.7%	N/A	10.5%	N/A	9.4%	N/A	9.0%	N/A
4-5 years	8,712	N/A	13.6%	N/A	34.9%	N/A	22.7%	N/A	10.1%	N/A	9.1%	N/A	9.6%	N/A
6-10 years	13,913	N/A	13.5%	N/A	35.0%	N/A	23.6%	N/A	10.5%	N/A	8.6%	N/A	8.7%	N/A
11-20 years	44,995	N/A	13.9%	N/A	32.9%	N/A	23.9%	N/A	11.4%	N/A	9.4%	N/A	8.5%	N/A
> 20 years	62,348	N/A	13.9%	N/A	33.3%	N/A	24.9%	N/A	11.2%	N/A	9.2%	N/A	7.5%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	22.2%	N/A	35.7%	N/A	22.9%	N/A	4.9%	N/A	1.6%	N/A	12.7%	N/A
1-3 years	21,635	N/A	15.2%	N/A	32.8%	N/A	22.9%	N/A	10.8%	N/A	9.3%	N/A	9.1%	N/A
4-5 years	13,237	N/A	12.4%	N/A	33.6%	N/A	24.6%	N/A	10.6%	N/A	9.3%	N/A	9.5%	N/A
6-10 years	18,822	N/A	12.6%	N/A	33.6%	N/A	23.9%	N/A	10.8%	N/A	10.0%	N/A	9.1%	N/A
11-20 years	46,187	N/A	14.0%	N/A	33.0%	N/A	23.9%	N/A	11.6%	N/A	9.7%	N/A	7.8%	N/A
> 20 years	41,483	N/A	14.4%	N/A	34.6%	N/A	24.3%	N/A	11.0%	N/A	8.5%	N/A	7.1%	N/A
Retiring														
with 1 year	6,073	4,001	12.6%	11.7%	33.7%	39.4%	22.6%	21.5%	13.7%	12.9%	11.0%	9.0%	6.3%	5.5%
Between 1 and 3 years	16,413	12,087	13.3%	12.2%	35.8%	36.6%	24.9%	23.5%	10.5%	12.0%	8.9%	8.7%	6.6%	7.0%
Between 3 and 5 years	19,272	13,876	14.1%	12.9%	32.8%	39.0%	25.5%	20.5%	11.5%	12.5%	9.5%	8.5%	6.7%	6.7%
5 or more years	102,409	70,692	14.3%	12.5%	33.4%	38.2%	23.5%	19.6%	10.8%	12.7%	9.0%	8.6%	8.9%	8.4%

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

FHCS Report by Demographics

(50) Supervisors/team leaders provide employees with constructive suggestions to improve their job 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	147,893	N/A	10.7%	N/A	47.2%	N/A	22.4%	N/A	13.5%	N/A	5.2%	N/A	1.0%	N/A
Work Location														
Headquarters	51,143	N/A	11.5%	N/A	46.9%	N/A	22.6%	N/A	12.7%	N/A	5.0%	N/A	1.3%	N/A
Field	93,044	N/A	10.4%	N/A	47.2%	N/A	22.4%	N/A	13.7%	N/A	5.3%	N/A	0.9%	N/A
Supervisor Status														
Non-Supervisor	74,548	N/A	9.8%	N/A	44.4%	N/A	23.5%	N/A	14.9%	N/A	6.3%	N/A	1.2%	N/A
Team Leader	20,113	N/A	10.9%	N/A	48.8%	N/A	22.9%	N/A	12.7%	N/A	3.9%	N/A	0.9%	N/A
Supervisor	28,514	N/A	13.8%	N/A	58.8%	N/A	17.3%	N/A	7.8%	N/A	2.1%	N/A	0.2%	N/A
Manager	17,117	N/A	16.8%	N/A	60.7%	N/A	15.1%	N/A	5.9%	N/A	1.3%	N/A	0.2%	N/A
Executive	3,906	N/A	20.3%	N/A	58.9%	N/A	13.7%	N/A	5.1%	N/A	1.4%	N/A	0.6%	N/A
Sex														
Male	81,621	N/A	10.3%	N/A	48.1%	N/A	23.2%	N/A	12.9%	N/A	4.8%	N/A	0.7%	N/A
Female	62,575	N/A	11.2%	N/A	46.0%	N/A	21.4%	N/A	14.2%	N/A	5.7%	N/A	1.4%	N/A
Race														
White Non-Hispanic	103,916	N/A	10.3%	N/A	47.4%	N/A	22.9%	N/A	13.8%	N/A	4.7%	N/A	0.8%	N/A
Black Non-Hispanic	22,478	N/A	10.9%	N/A	47.7%	N/A	20.1%	N/A	12.6%	N/A	7.0%	N/A	1.7%	N/A
AmerIndian/Alskn Native	2,499	N/A	11.1%	N/A	38.9%	N/A	24.5%	N/A	17.9%	N/A	6.5%	N/A	1.0%	N/A
Asian/Pacific Islander	6,594	N/A	12.4%	N/A	46.0%	N/A	24.3%	N/A	10.7%	N/A	5.7%	N/A	0.9%	N/A
Hispanic	8,465	N/A	12.2%	N/A	47.4%	N/A	21.0%	N/A	12.9%	N/A	5.4%	N/A	1.1%	N/A

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

FHCS Report by Demographics

(50) Supervisors/team leaders provide employees with constructive suggestions to improve their job 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	147,893	N/A	10.7%	N/A	47.2%	N/A	22.4%	N/A	13.5%	N/A	5.2%	N/A	1.0%	N/A
Leaving														
No	101,435	N/A	12.6%	N/A	51.7%	N/A	20.9%	N/A	10.7%	N/A	3.2%	N/A	0.8%	N/A
Yes, to retire	9,503	N/A	7.6%	N/A	44.9%	N/A	26.6%	N/A	14.9%	N/A	5.2%	N/A	0.7%	N/A
Yes, to other job in Govt	22,690	N/A	5.8%	N/A	35.0%	N/A	26.4%	N/A	20.5%	N/A	10.7%	N/A	1.5%	N/A
Yes, to other job outside Govt	5,068	N/A	5.8%	N/A	33.1%	N/A	22.9%	N/A	23.6%	N/A	12.0%	N/A	2.5%	N/A
Yes, other	5,480	N/A	5.7%	N/A	35.1%	N/A	24.5%	N/A	21.7%	N/A	11.9%	N/A	1.1%	N/A
Age Group														
<30	5,461	N/A	14.5%	N/A	49.6%	N/A	18.6%	N/A	11.5%	N/A	4.9%	N/A	0.8%	N/A
30-39	20,919	N/A	11.0%	N/A	48.5%	N/A	20.0%	N/A	14.1%	N/A	5.4%	N/A	0.9%	N/A
40-49	47,041	N/A	10.2%	N/A	47.8%	N/A	22.0%	N/A	13.4%	N/A	5.3%	N/A	1.3%	N/A
50-59	57,869	N/A	10.2%	N/A	45.7%	N/A	24.1%	N/A	13.9%	N/A	5.3%	N/A	0.8%	N/A
60+	12,858	N/A	12.2%	N/A	47.4%	N/A	23.8%	N/A	11.6%	N/A	4.1%	N/A	0.9%	N/A
Pay Category														
Federal Wage System	5,512	N/A	8.3%	N/A	42.8%	N/A	25.3%	N/A	15.5%	N/A	8.0%	N/A	0.1%	N/A
GS 1-6 or equivalent	6,706	N/A	11.4%	N/A	42.8%	N/A	22.3%	N/A	16.6%	N/A	5.5%	N/A	1.5%	N/A
GS 7-12 or equivalent	58,904	N/A	10.4%	N/A	46.9%	N/A	23.3%	N/A	13.2%	N/A	5.1%	N/A	1.0%	N/A
GS 13-15 or equivalent	64,035	N/A	11.3%	N/A	50.5%	N/A	20.8%	N/A	12.2%	N/A	4.2%	N/A	1.0%	N/A
Senior Executive Service	3,314	N/A	18.8%	N/A	56.1%	N/A	13.6%	N/A	9.6%	N/A	1.1%	N/A	0.8%	N/A
SL/ST	490	N/A	9.2%	N/A	69.8%	N/A	10.8%	N/A	6.3%	N/A	3.6%	N/A	0.3%	N/A
Other	5,204	N/A	11.2%	N/A	45.8%	N/A	20.3%	N/A	14.9%	N/A	6.8%	N/A	1.0%	N/A

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

FHCS Report by Demographics

(50) Supervisors/team leaders provide employees with constructive suggestions to improve their job 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	147,893	N/A	10.7%	N/A	47.2%	N/A	22.4%	N/A	13.5%	N/A	5.2%	N/A	1.0%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	21.3%	N/A	47.9%	N/A	21.7%	N/A	5.8%	N/A	1.8%	N/A	1.6%	N/A
1-3 years	12,895	N/A	13.1%	N/A	48.0%	N/A	19.1%	N/A	13.1%	N/A	5.6%	N/A	1.1%	N/A
4-5 years	8,712	N/A	11.2%	N/A	48.8%	N/A	19.9%	N/A	14.7%	N/A	4.5%	N/A	0.8%	N/A
6-10 years	13,912	N/A	10.6%	N/A	47.5%	N/A	20.7%	N/A	14.8%	N/A	5.5%	N/A	0.9%	N/A
11-20 years	44,996	N/A	10.3%	N/A	46.8%	N/A	23.5%	N/A	13.0%	N/A	5.2%	N/A	1.2%	N/A
> 20 years	62,353	N/A	9.8%	N/A	46.7%	N/A	23.8%	N/A	13.5%	N/A	5.3%	N/A	0.8%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	19.8%	N/A	48.0%	N/A	19.7%	N/A	7.2%	N/A	2.5%	N/A	2.7%	N/A
1-3 years	21,637	N/A	13.0%	N/A	46.6%	N/A	19.8%	N/A	13.9%	N/A	5.5%	N/A	1.1%	N/A
4-5 years	13,237	N/A	10.6%	N/A	47.4%	N/A	21.9%	N/A	14.2%	N/A	5.3%	N/A	0.6%	N/A
6-10 years	18,821	N/A	9.9%	N/A	47.1%	N/A	22.2%	N/A	14.1%	N/A	5.8%	N/A	0.9%	N/A
11-20 years	46,188	N/A	9.8%	N/A	46.6%	N/A	23.6%	N/A	13.5%	N/A	5.2%	N/A	1.2%	N/A
> 20 years	41,486	N/A	9.6%	N/A	48.1%	N/A	23.7%	N/A	13.0%	N/A	4.9%	N/A	0.7%	N/A
Retiring														
with 1 year	6,072	N/A	8.9%	N/A	41.0%	N/A	24.9%	N/A	16.0%	N/A	6.9%	N/A	2.3%	N/A
Between 1 and 3 years	16,417	N/A	8.8%	N/A	45.4%	N/A	26.8%	N/A	13.7%	N/A	4.6%	N/A	0.6%	N/A
Between 3 and 5 years	19,272	N/A	9.2%	N/A	47.8%	N/A	22.7%	N/A	14.2%	N/A	5.4%	N/A	0.8%	N/A
5 or more years	102,410	N/A	11.3%	N/A	47.6%	N/A	21.7%	N/A	13.2%	N/A	5.2%	N/A	1.0%	N/A

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

FHCS Report by Demographics

(51) Supervisors/team leaders in my work unit support employee development.

	# 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	16.3%	16.1%	48.3%	43.0%	19.0%	18.8%	10.6%	13.8%	5.1%	8.2%	0.7%	0.2%
Work Location														
Headquarters	51,143	35,976	18.4%	17.6%	49.2%	42.3%	17.2%	18.1%	9.5%	14.0%	4.9%	7.8%	0.9%	0.2%
Field	93,046	64,680	15.7%	15.6%	48.0%	43.2%	19.6%	19.1%	10.9%	13.7%	5.1%	8.3%	0.7%	0.2%
Supervisor Status														
Non-Supervisor	74,549	46,868	14.5%	15.2%	46.1%	41.2%	20.5%	19.1%	11.9%	14.7%	6.1%	9.5%	0.9%	0.2%
Team Leader	20,113	13,639	18.4%	17.6%	49.6%	44.8%	18.3%	18.2%	9.7%	13.0%	3.6%	6.4%	0.5%	0.1%
Supervisor	28,515	22,902	20.4%	16.7%	57.7%	49.0%	13.7%	18.7%	5.8%	11.3%	2.2%	4.1%	0.2%	0.2%
Manager	17,117	14,118	26.5%	21.0%	58.6%	50.2%	9.7%	16.7%	3.9%	9.0%	1.2%	3.0%	0.1%	0.1%
Executive	3,906	3,129	32.9%	25.9%	54.9%	45.4%	7.8%	17.7%	3.0%	8.4%	1.0%	2.3%	0.4%	0.3%
Sex														
Male	81,621	59,070	15.8%	14.7%	49.1%	43.4%	19.5%	20.3%	10.2%	13.7%	4.9%	7.7%	0.5%	0.2%
Female	62,577	41,586	17.1%	17.9%	47.1%	42.4%	18.4%	16.9%	11.1%	13.9%	5.4%	8.8%	1.0%	0.2%
Race														
White Non-Hispanic	103,918	75,600	16.7%	16.1%	49.1%	44.6%	18.4%	18.4%	10.4%	13.8%	4.8%	6.9%	0.5%	0.1%
Black Non-Hispanic	22,478	13,055	14.9%	15.7%	46.7%	39.2%	20.1%	18.4%	10.7%	14.7%	6.1%	11.7%	1.4%	0.2%
AmerIndian/Alskn Native	2,498	2,046	13.1%	17.1%	42.1%	33.2%	21.1%	20.7%	16.2%	15.8%	6.7%	13.0%	0.8%	0.0%
Asian/Pacific Islander	6,594	4,424	17.0%	16.2%	48.3%	42.0%	20.3%	23.3%	8.8%	10.4%	4.8%	7.7%	0.8%	0.4%
Hispanic	8,465	5,531	17.0%	16.6%	46.0%	39.0%	20.0%	18.9%	11.6%	13.6%	4.8%	11.7%	0.7%	0.3%

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FHCS Report by Demographics

(51) Supervisors/team leaders in my work unit support employee development.

	# 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	16.3%	16.1%	48.3%	43.0%	19.0%	18.8%	10.6%	13.8%	5.1%	8.2%	0.7%	0.2%
Leaving														
No	101,435	N/A	19.2%	N/A	52.1%	N/A	17.3%	N/A	7.9%	N/A	2.8%	N/A	0.6%	N/A
Yes, to retire	9,503	N/A	12.9%	N/A	48.5%	N/A	21.8%	N/A	11.7%	N/A	4.4%	N/A	0.7%	N/A
Yes, to other job in Govt	22,691	N/A	9.0%	N/A	38.4%	N/A	22.8%	N/A	17.7%	N/A	10.9%	N/A	1.2%	N/A
Yes, to other job outside Govt	5,069	N/A	8.7%	N/A	34.8%	N/A	21.5%	N/A	19.7%	N/A	14.9%	N/A	0.5%	N/A
Yes, other	5,480	N/A	8.4%	N/A	35.6%	N/A	25.7%	N/A	17.3%	N/A	12.2%	N/A	0.7%	N/A
Age Group														
<30	5,461	2,787	20.7%	23.9%	47.7%	46.8%	17.7%	14.6%	9.0%	10.1%	4.4%	4.5%	0.5%	0.2%
30-39	20,918	15,010	16.6%	18.7%	48.6%	44.2%	16.7%	16.5%	12.1%	12.1%	5.0%	8.2%	0.8%	0.2%
40-49	47,043	34,006	15.6%	15.0%	48.7%	43.7%	18.5%	19.0%	10.8%	14.0%	5.5%	8.3%	0.8%	0.1%
50-59	57,868	41,243	15.9%	15.6%	48.0%	42.0%	20.2%	19.5%	10.3%	14.5%	5.0%	8.3%	0.6%	0.2%
60+	12,859	7,610	18.0%	15.1%	47.6%	39.9%	20.9%	21.4%	8.4%	15.0%	4.3%	8.1%	0.8%	0.5%
Pay Category														
Federal Wage System	5,511	4,855	11.1%	10.4%	43.2%	36.8%	24.0%	26.6%	13.4%	17.1%	7.6%	9.0%	0.7%	0.1%
GS 1-6 or equivalent	6,706	4,848	12.5%	18.5%	41.9%	36.7%	23.9%	20.0%	13.4%	14.2%	6.9%	10.3%	1.3%	0.3%
GS 7-12 or equivalent	58,905	39,563	16.0%	15.2%	48.2%	43.6%	19.4%	18.3%	10.8%	14.3%	5.0%	8.6%	0.7%	0.1%
GS 13-15 or equivalent	64,036	41,791	19.7%	18.3%	52.6%	46.7%	15.4%	17.2%	8.1%	12.0%	3.7%	5.7%	0.6%	0.2%
Senior Executive Service	3,314	2,542	31.0%	24.3%	51.6%	46.1%	9.3%	17.3%	6.9%	9.0%	0.6%	2.7%	0.6%	0.7%
SL/ST	490	N/A	20.4%	N/A	67.2%	N/A	5.8%	N/A	4.1%	N/A	2.5%	N/A	0.0%	N/A
Other	5,204	7,057	16.6%	18.3%	46.2%	42.7%	18.2%	16.9%	12.2%	12.4%	6.2%	9.4%	0.6%	0.2%

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

FHCS Report by Demographics

(51) Supervisors/team leaders in my work unit support employee development.

	# 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	16.3%	16.1%	48.3%	43.0%	19.0%	18.8%	10.6%	13.8%	5.1%	8.2%	0.7%	0.2%
Time in Federal Government														
< 1 year	1,316	N/A	24.3%	N/A	50.0%	N/A	18.7%	N/A	3.7%	N/A	2.0%	N/A	1.3%	N/A
1-3 years	12,896	N/A	18.8%	N/A	45.1%	N/A	19.4%	N/A	11.1%	N/A	5.1%	N/A	0.6%	N/A
4-5 years	8,711	N/A	17.7%	N/A	48.3%	N/A	16.2%	N/A	12.1%	N/A	5.1%	N/A	0.6%	N/A
6-10 years	13,913	N/A	15.8%	N/A	46.5%	N/A	18.9%	N/A	12.3%	N/A	5.8%	N/A	0.7%	N/A
11-20 years	44,996	N/A	15.1%	N/A	49.0%	N/A	19.4%	N/A	10.5%	N/A	5.1%	N/A	0.9%	N/A
> 20 years	62,353	N/A	16.2%	N/A	49.3%	N/A	19.1%	N/A	9.8%	N/A	4.9%	N/A	0.6%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	24.9%	N/A	49.1%	N/A	16.7%	N/A	5.3%	N/A	1.7%	N/A	2.2%	N/A
1-3 years	21,638	N/A	18.1%	N/A	45.4%	N/A	18.8%	N/A	11.4%	N/A	5.5%	N/A	0.7%	N/A
4-5 years	13,236	N/A	17.0%	N/A	47.6%	N/A	17.6%	N/A	12.2%	N/A	5.1%	N/A	0.5%	N/A
6-10 years	18,822	N/A	14.9%	N/A	47.7%	N/A	19.1%	N/A	12.0%	N/A	5.5%	N/A	0.7%	N/A
11-20 years	46,189	N/A	15.2%	N/A	49.0%	N/A	19.4%	N/A	10.3%	N/A	5.3%	N/A	0.8%	N/A
> 20 years	41,486	N/A	16.1%	N/A	50.3%	N/A	19.3%	N/A	9.2%	N/A	4.5%	N/A	0.6%	N/A
Retiring														
with 1 year	6,072	4,001	13.3%	11.3%	47.9%	37.1%	20.3%	22.8%	11.6%	17.4%	6.4%	11.0%	0.6%	0.3%
Between 1 and 3 years	16,417	12,087	14.6%	10.3%	47.3%	41.9%	21.8%	22.3%	10.8%	16.0%	4.7%	9.3%	0.7%	0.3%
Between 3 and 5 years	19,272	13,876	15.9%	14.8%	48.5%	40.7%	20.4%	20.9%	9.9%	14.6%	4.6%	8.8%	0.7%	0.2%
5 or more years	102,412	70,692	16.8%	17.4%	48.4%	43.8%	18.3%	17.8%	10.6%	13.2%	5.1%	7.8%	0.7%	0.2%

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

FHCS Report by Demographics

(52) Employees have electronic access to learning and training programs readily available at their desk.

	# 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	147,881	100,656	20.6%	17.4%	50.1%	47.2%	13.8%	12.9%	8.9%	14.3%	4.0%	5.2%	2.6%	3.1%
Work Location														
Headquarters	51,142	35,976	20.8%	18.6%	50.3%	47.2%	13.5%	12.8%	8.9%	13.4%	3.0%	4.6%	3.5%	3.4%
Field	93,036	64,680	20.5%	16.9%	50.1%	47.1%	13.8%	12.9%	8.9%	14.6%	4.3%	5.5%	2.3%	3.0%
Supervisor Status														
Non-Supervisor	74,542	46,868	18.6%	16.4%	50.8%	46.9%	14.4%	13.2%	8.8%	14.4%	4.4%	5.6%	2.9%	3.6%
Team Leader	20,114	13,639	22.2%	17.2%	49.1%	49.0%	13.2%	12.5%	9.7%	13.8%	3.4%	4.8%	2.4%	2.7%
Supervisor	28,511	22,902	25.9%	21.0%	49.4%	46.0%	11.9%	11.7%	8.4%	15.3%	3.4%	4.5%	1.1%	1.5%
Manager	17,113	14,118	31.9%	25.8%	47.5%	44.5%	10.2%	12.1%	7.6%	13.7%	2.1%	3.0%	0.7%	0.9%
Executive	3,906	3,129	36.4%	30.0%	42.3%	42.7%	10.9%	11.4%	6.7%	12.4%	2.0%	2.0%	1.8%	1.5%
Sex														
Male	81,612	59,070	19.2%	15.5%	49.2%	47.0%	15.0%	14.2%	9.7%	14.7%	4.6%	6.0%	2.3%	2.7%
Female	62,573	41,586	22.3%	19.8%	51.4%	47.4%	12.1%	11.1%	7.9%	13.8%	3.3%	4.3%	2.9%	3.7%
Race														
White Non-Hispanic	103,913	75,600	20.5%	16.8%	50.5%	48.3%	13.8%	12.7%	8.8%	14.3%	3.9%	4.8%	2.5%	3.1%
Black Non-Hispanic	22,476	13,055	21.5%	20.0%	50.5%	45.2%	12.3%	12.5%	9.1%	12.7%	3.9%	6.5%	2.6%	3.0%
AmerIndian/Alskn Native	2,494	2,046	14.9%	11.1%	39.8%	39.5%	17.8%	13.2%	13.9%	23.7%	9.0%	8.1%	4.6%	4.5%
Asian/Pacific Islander	6,594	4,424	22.2%	20.5%	51.5%	48.1%	14.6%	12.6%	6.3%	11.1%	3.4%	3.5%	2.2%	4.2%
Hispanic	8,464	5,531	20.3%	17.3%	48.6%	42.7%	14.3%	15.0%	9.6%	15.6%	4.4%	7.0%	2.7%	2.5%

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FHCS Report by Demographics

(52) Employees have electronic access to learning and training programs readily available at their desk.

	# 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	147,881	100,656	20.6%	17.4%	50.1%	47.2%	13.8%	12.9%	8.9%	14.3%	4.0%	5.2%	2.6%	3.1%
Leaving														
No	101,427	N/A	23.1%	N/A	51.5%	N/A	12.8%	N/A	7.6%	N/A	2.7%	N/A	2.3%	N/A
Yes, to retire	9,502	N/A	18.7%	N/A	50.9%	N/A	15.5%	N/A	7.4%	N/A	4.5%	N/A	3.1%	N/A
Yes, to other job in Govt	22,689	N/A	14.6%	N/A	47.7%	N/A	15.4%	N/A	12.0%	N/A	7.3%	N/A	2.9%	N/A
Yes, to other job outside Govt	5,068	N/A	13.6%	N/A	41.9%	N/A	16.4%	N/A	15.4%	N/A	9.6%	N/A	3.1%	N/A
Yes, other	5,480	N/A	11.1%	N/A	45.0%	N/A	18.4%	N/A	14.5%	N/A	7.4%	N/A	3.5%	N/A
Age Group														
<30	5,461	2,787	25.2%	19.1%	43.5%	45.8%	13.7%	10.4%	10.7%	14.3%	4.1%	6.1%	2.8%	4.4%
30-39	20,918	15,010	19.8%	16.3%	48.3%	45.3%	13.1%	13.2%	10.2%	15.0%	5.6%	6.4%	3.2%	3.9%
40-49	47,037	34,006	20.7%	16.8%	50.1%	47.1%	13.5%	12.8%	9.2%	14.4%	3.8%	5.7%	2.7%	3.1%
50-59	57,862	41,243	19.5%	17.6%	52.1%	48.2%	14.1%	12.9%	8.3%	14.0%	3.8%	4.5%	2.1%	2.7%
60+	12,857	7,610	24.0%	20.5%	49.7%	47.1%	14.7%	13.3%	6.5%	13.1%	2.5%	3.4%	2.6%	2.7%
Pay Category														
Federal Wage System	5,510	4,855	10.5%	7.3%	41.3%	30.6%	19.3%	18.2%	17.2%	24.6%	9.6%	15.3%	2.1%	4.0%
GS 1-6 or equivalent	6,703	4,848	16.6%	17.2%	46.5%	43.3%	16.0%	12.2%	10.6%	15.4%	6.9%	7.1%	3.5%	4.8%
GS 7-12 or equivalent	58,903	39,563	20.7%	16.5%	51.3%	49.6%	13.9%	13.0%	8.3%	13.4%	3.3%	4.4%	2.4%	3.2%
GS 13-15 or equivalent	64,031	41,791	23.3%	21.2%	53.0%	50.2%	11.7%	11.5%	7.2%	12.3%	2.3%	2.7%	2.5%	2.2%
Senior Executive Service	3,314	2,542	33.1%	27.6%	45.5%	43.0%	10.9%	14.1%	6.4%	12.6%	2.0%	1.5%	2.2%	1.2%
SL/ST	490	N/A	31.8%	N/A	57.5%	N/A	6.3%	N/A	3.0%	N/A	0.5%	N/A	0.7%	N/A
Other	5,202	7,057	26.1%	21.4%	45.7%	47.3%	11.6%	11.2%	8.4%	13.0%	5.0%	4.6%	3.2%	2.5%

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

FHCS Report by Demographics

(52) Employees have electronic access to learning and training programs readily available at their desk.

	# 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	147,881	100,656	20.6%	17.4%	50.1%	47.2%	13.8%	12.9%	8.9%	14.3%	4.0%	5.2%	2.6%	3.1%
Time in Federal Government														
< 1 year	1,316	N/A	25.7%	N/A	48.3%	N/A	16.5%	N/A	4.2%	N/A	1.8%	N/A	3.6%	N/A
1-3 years	12,893	N/A	24.0%	N/A	42.5%	N/A	12.5%	N/A	10.8%	N/A	7.4%	N/A	2.7%	N/A
4-5 years	8,711	N/A	22.5%	N/A	51.0%	N/A	11.3%	N/A	9.4%	N/A	3.0%	N/A	2.8%	N/A
6-10 years	13,911	N/A	18.9%	N/A	48.5%	N/A	15.0%	N/A	10.5%	N/A	4.5%	N/A	2.6%	N/A
11-20 years	44,993	N/A	19.4%	N/A	51.8%	N/A	13.9%	N/A	8.6%	N/A	3.7%	N/A	2.6%	N/A
> 20 years	62,347	N/A	20.3%	N/A	52.0%	N/A	14.2%	N/A	8.0%	N/A	3.2%	N/A	2.4%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	29.1%	N/A	48.7%	N/A	11.7%	N/A	4.9%	N/A	1.6%	N/A	4.0%	N/A
1-3 years	21,633	N/A	23.0%	N/A	44.8%	N/A	13.1%	N/A	9.9%	N/A	6.6%	N/A	2.7%	N/A
4-5 years	13,236	N/A	20.2%	N/A	50.5%	N/A	13.5%	N/A	9.9%	N/A	3.3%	N/A	2.6%	N/A
6-10 years	18,822	N/A	19.0%	N/A	50.3%	N/A	14.2%	N/A	9.8%	N/A	4.1%	N/A	2.6%	N/A
11-20 years	46,184	N/A	19.3%	N/A	52.0%	N/A	14.1%	N/A	8.3%	N/A	3.6%	N/A	2.6%	N/A
> 20 years	41,482	N/A	20.5%	N/A	52.2%	N/A	13.8%	N/A	8.2%	N/A	2.9%	N/A	2.3%	N/A
Retiring														
with 1 year	6,071	4,001	18.7%	16.6%	49.2%	47.0%	17.1%	12.6%	8.0%	16.1%	3.8%	4.8%	3.2%	2.9%
Between 1 and 3 years	16,415	12,087	19.6%	15.9%	51.3%	48.6%	15.5%	13.4%	8.4%	14.6%	3.1%	4.5%	2.1%	3.0%
Between 3 and 5 years	19,272	13,876	19.9%	17.2%	50.8%	48.7%	15.1%	13.2%	8.8%	13.9%	3.4%	4.4%	1.9%	2.5%
5 or more years	102,403	70,692	20.9%	17.6%	50.1%	46.7%	13.2%	12.7%	9.0%	14.2%	4.2%	5.5%	2.7%	3.3%

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

FHCS Report by Demographics

(53) My training needs are assessed.

	# 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	147,894	100,656	10.7%	8.9%	40.7%	41.0%	23.7%	20.8%	16.8%	20.4%	6.5%	7.4%	1.5%	1.5%
Work Location														
Headquarters	51,143	35,976	10.6%	9.0%	37.9%	38.6%	25.0%	21.3%	17.8%	22.1%	7.1%	7.4%	1.6%	1.7%
Field	93,048	64,680	10.7%	8.9%	41.6%	42.0%	23.4%	20.7%	16.5%	19.7%	6.3%	7.4%	1.5%	1.4%
Supervisor Status														
Non-Supervisor	74,549	46,868	10.0%	8.5%	40.2%	40.5%	23.8%	21.1%	17.0%	20.2%	7.1%	7.9%	1.8%	1.8%
Team Leader	20,113	13,639	11.6%	9.1%	40.7%	41.4%	23.7%	20.2%	17.0%	20.9%	6.0%	7.3%	1.0%	1.0%
Supervisor	28,515	22,902	11.5%	9.8%	44.0%	43.4%	23.4%	20.5%	15.7%	20.5%	4.7%	5.1%	0.7%	0.6%
Manager	17,117	14,118	14.6%	11.7%	43.6%	43.6%	22.5%	20.2%	14.8%	19.1%	4.0%	5.0%	0.5%	0.3%
Executive	3,906	3,129	16.8%	11.7%	32.6%	32.8%	27.7%	25.7%	17.1%	24.3%	4.2%	5.0%	1.6%	0.4%
Sex														
Male	81,622	59,070	10.1%	7.3%	40.6%	41.4%	24.6%	22.0%	16.7%	20.2%	6.5%	7.8%	1.5%	1.3%
Female	62,575	41,586	11.6%	11.0%	40.8%	40.5%	22.6%	19.4%	16.9%	20.6%	6.6%	6.9%	1.5%	1.6%
Race														
White Non-Hispanic	103,917	75,600	10.3%	8.8%	40.1%	41.2%	24.2%	20.9%	17.7%	20.5%	6.3%	7.2%	1.5%	1.5%
Black Non-Hispanic	22,477	13,055	11.4%	10.1%	43.5%	42.1%	21.8%	19.8%	14.6%	18.3%	7.2%	7.9%	1.5%	1.7%
AmerIndian/Alskn Native	2,498	2,046	9.2%	7.5%	33.7%	37.6%	26.1%	18.3%	20.0%	21.7%	10.0%	14.5%	1.0%	0.4%
Asian/Pacific Islander	6,595	4,424	12.0%	6.8%	43.0%	44.4%	25.1%	24.6%	12.1%	18.3%	5.6%	4.3%	2.2%	1.7%
Hispanic	8,465	5,531	12.5%	10.3%	40.0%	35.3%	22.5%	20.9%	16.2%	24.3%	7.2%	8.1%	1.5%	1.1%

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

FHCS Report by Demographics

(53) My training needs are assessed.

	# 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	147,894	100,656	10.7%	8.9%	40.7%	41.0%	23.7%	20.8%	16.8%	20.4%	6.5%	7.4%	1.5%	1.5%
Leaving														
No	101,435	N/A	12.5%	N/A	44.6%	N/A	23.2%	N/A	14.1%	N/A	4.2%	N/A	1.4%	N/A
Yes, to retire	9,504	N/A	7.9%	N/A	38.8%	N/A	29.0%	N/A	16.2%	N/A	6.1%	N/A	1.9%	N/A
Yes, to other job in Govt	22,691	N/A	6.7%	N/A	31.3%	N/A	23.7%	N/A	24.4%	N/A	12.2%	N/A	1.7%	N/A
Yes, to other job outside Govt	5,069	N/A	4.8%	N/A	24.9%	N/A	23.8%	N/A	28.4%	N/A	16.1%	N/A	2.1%	N/A
Yes, other	5,480	N/A	4.9%	N/A	27.9%	N/A	25.9%	N/A	23.9%	N/A	15.3%	N/A	2.1%	N/A
Age Group														
<30	5,461	2,787	14.5%	11.7%	43.0%	41.5%	18.6%	21.4%	15.1%	17.4%	7.6%	6.2%	1.2%	1.8%
30-39	20,920	15,010	10.8%	9.7%	41.9%	42.0%	21.4%	18.8%	17.7%	21.1%	6.6%	6.8%	1.6%	1.7%
40-49	47,042	34,006	10.3%	8.6%	40.9%	39.9%	22.9%	20.6%	17.7%	21.5%	6.8%	8.2%	1.3%	1.2%
50-59	57,866	41,243	10.3%	8.4%	39.9%	41.1%	25.3%	21.8%	16.5%	19.7%	6.4%	7.5%	1.6%	1.5%
60+	12,859	7,610	12.1%	10.1%	39.7%	43.0%	27.7%	22.3%	13.4%	17.7%	5.0%	5.1%	2.1%	1.7%
Pay Category														
Federal Wage System	5,512	4,855	7.7%	5.6%	42.1%	38.6%	24.1%	20.7%	16.2%	23.6%	8.8%	10.1%	1.1%	1.4%
GS 1-6 or equivalent	6,705	4,848	10.9%	10.4%	40.6%	36.9%	21.4%	21.0%	16.6%	20.3%	8.3%	7.8%	2.1%	3.6%
GS 7-12 or equivalent	58,904	39,563	11.1%	8.7%	41.0%	42.3%	24.0%	20.6%	16.3%	19.7%	6.2%	7.2%	1.5%	1.4%
GS 13-15 or equivalent	64,037	41,791	10.4%	8.8%	40.2%	39.8%	24.2%	22.2%	18.1%	21.8%	5.8%	6.6%	1.3%	0.9%
Senior Executive Service	3,314	2,542	15.2%	10.7%	29.9%	32.9%	29.9%	28.3%	18.3%	23.0%	4.8%	4.5%	1.9%	0.6%
SL/ST	490	N/A	6.9%	N/A	58.9%	N/A	22.8%	N/A	9.0%	N/A	0.9%	N/A	1.5%	N/A
Other	5,204	7,057	12.0%	11.5%	38.6%	43.9%	22.8%	18.8%	17.6%	17.5%	6.9%	7.3%	2.1%	1.0%

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

FHCS Report by Demographics

(53) My training needs are assessed.

	# 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	147,894	100,656	10.7%	8.9%	40.7%	41.0%	23.7%	20.8%	16.8%	20.4%	6.5%	7.4%	1.5%	1.5%
Time in Federal Government														
< 1 year	1,316	N/A	15.4%	N/A	44.1%	N/A	25.1%	N/A	11.1%	N/A	1.3%	N/A	3.0%	N/A
1-3 years	12,895	N/A	12.9%	N/A	41.7%	N/A	19.7%	N/A	16.1%	N/A	7.8%	N/A	1.8%	N/A
4-5 years	8,711	N/A	11.4%	N/A	40.1%	N/A	21.7%	N/A	17.9%	N/A	6.7%	N/A	2.3%	N/A
6-10 years	13,913	N/A	10.5%	N/A	39.8%	N/A	23.6%	N/A	17.7%	N/A	7.2%	N/A	1.2%	N/A
11-20 years	44,997	N/A	9.7%	N/A	41.2%	N/A	24.2%	N/A	17.3%	N/A	6.1%	N/A	1.5%	N/A
> 20 years	62,352	N/A	10.6%	N/A	40.3%	N/A	25.3%	N/A	16.3%	N/A	6.2%	N/A	1.3%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	16.5%	N/A	43.4%	N/A	21.3%	N/A	11.4%	N/A	3.4%	N/A	4.1%	N/A
1-3 years	21,636	N/A	12.6%	N/A	41.2%	N/A	20.3%	N/A	16.3%	N/A	7.9%	N/A	1.7%	N/A
4-5 years	13,237	N/A	11.0%	N/A	39.1%	N/A	22.7%	N/A	18.5%	N/A	6.8%	N/A	1.9%	N/A
6-10 years	18,823	N/A	9.2%	N/A	40.5%	N/A	24.2%	N/A	18.2%	N/A	6.7%	N/A	1.2%	N/A
11-20 years	46,188	N/A	10.2%	N/A	40.6%	N/A	24.8%	N/A	16.7%	N/A	6.2%	N/A	1.6%	N/A
> 20 years	41,486	N/A	10.1%	N/A	41.0%	N/A	25.5%	N/A	16.4%	N/A	5.9%	N/A	1.1%	N/A
Retiring														
with 1 year	6,073	4,001	8.0%	8.9%	38.2%	37.1%	27.0%	24.2%	17.3%	19.4%	7.5%	9.4%	2.1%	0.9%
Between 1 and 3 years	16,417	12,087	8.9%	6.9%	39.8%	42.1%	27.1%	22.8%	17.0%	19.6%	6.1%	7.0%	1.1%	1.6%
Between 3 and 5 years	19,272	13,876	10.1%	8.7%	40.6%	41.0%	24.8%	22.2%	16.5%	19.4%	6.3%	7.4%	1.7%	1.4%
5 or more years	102,411	70,692	11.2%	9.2%	41.0%	41.0%	23.0%	20.2%	16.9%	20.7%	6.5%	7.4%	1.5%	1.5%

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

FHCS Report by Demographics

(54) I receive the training I need to perform my job.

	# 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	13.1%	12.5%	46.8%	47.7%	21.7%	18.8%	12.6%	14.9%	5.6%	6.0%	0.2%	0.1%
Work Location														
Headquarters	51,142	35,976	13.4%	13.2%	46.3%	48.0%	22.9%	19.0%	11.4%	13.4%	5.6%	6.2%	0.4%	0.2%
Field	93,042	64,680	13.0%	12.3%	46.9%	47.6%	21.4%	18.7%	12.9%	15.4%	5.6%	5.9%	0.1%	0.1%
Supervisor Status														
Non-Supervisor	74,548	46,868	12.1%	12.1%	46.1%	46.2%	22.0%	19.2%	13.3%	15.6%	6.2%	6.8%	0.2%	0.2%
Team Leader	20,114	13,639	14.3%	12.6%	47.0%	49.7%	22.3%	18.3%	11.3%	14.2%	4.9%	5.1%	0.2%	0.1%
Supervisor	28,511	22,902	14.5%	13.1%	50.0%	52.0%	19.8%	17.9%	11.6%	13.2%	3.9%	3.8%	0.1%	0.1%
Manager	17,115	14,118	18.4%	16.7%	50.5%	53.0%	19.0%	16.5%	9.2%	10.7%	2.8%	3.1%	0.1%	0.0%
Executive	3,906	3,129	24.8%	20.4%	43.5%	51.3%	21.1%	18.9%	8.0%	7.6%	2.4%	1.7%	0.3%	0.1%
Sex														
Male	81,617	59,070	12.6%	11.5%	46.8%	48.3%	22.3%	19.5%	12.4%	14.3%	5.7%	6.2%	0.2%	0.1%
Female	62,576	41,586	13.8%	13.8%	46.8%	46.9%	21.0%	17.9%	12.8%	15.6%	5.4%	5.7%	0.2%	0.1%
Race														
White Non-Hispanic	103,916	75,600	12.6%	11.9%	46.9%	49.5%	22.1%	18.3%	13.0%	14.8%	5.2%	5.3%	0.2%	0.2%
Black Non-Hispanic	22,477	13,055	14.4%	14.7%	48.6%	45.3%	20.1%	18.7%	10.5%	13.1%	6.1%	8.1%	0.2%	0.1%
AmerIndian/Alskn Native	2,497	2,046	11.1%	11.0%	37.2%	42.3%	24.1%	18.6%	17.6%	17.1%	9.9%	11.0%	0.2%	0.0%
Asian/Pacific Islander	6,595	4,424	14.8%	14.8%	48.7%	42.5%	21.6%	24.7%	9.2%	13.3%	5.5%	4.7%	0.1%	0.1%
Hispanic	8,463	5,531	14.8%	12.7%	43.4%	41.3%	21.4%	18.9%	13.8%	19.7%	6.4%	7.1%	0.2%	0.3%

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

FHCS Report by Demographics

(54) I receive the training I need to perform my job.

	# 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	13.1%	12.5%	46.8%	47.7%	21.7%	18.8%	12.6%	14.9%	5.6%	6.0%	0.2%	0.1%
Leaving														
No	101,432	N/A	15.4%	N/A	50.2%	N/A	20.3%	N/A	10.4%	N/A	3.5%	N/A	0.2%	N/A
Yes, to retire	9,503	N/A	10.3%	N/A	45.3%	N/A	27.8%	N/A	11.7%	N/A	4.6%	N/A	0.3%	N/A
Yes, to other job in Govt	22,689	N/A	8.1%	N/A	37.4%	N/A	23.8%	N/A	19.3%	N/A	11.0%	N/A	0.4%	N/A
Yes, to other job outside Govt	5,069	N/A	5.9%	N/A	37.0%	N/A	26.0%	N/A	18.7%	N/A	12.1%	N/A	0.1%	N/A
Yes, other	5,480	N/A	5.2%	N/A	36.6%	N/A	25.3%	N/A	18.1%	N/A	14.4%	N/A	0.3%	N/A
Age Group														
<30	5,460	2,787	16.5%	13.2%	48.2%	49.1%	18.1%	21.4%	11.3%	10.3%	5.7%	5.8%	0.1%	0.1%
30-39	20,919	15,010	13.7%	13.9%	46.3%	48.2%	20.6%	16.2%	13.6%	15.2%	5.6%	6.3%	0.2%	0.2%
40-49	47,038	34,006	12.2%	11.9%	47.6%	46.4%	20.8%	19.5%	13.2%	16.0%	6.0%	6.2%	0.2%	0.1%
50-59	57,867	41,243	13.0%	12.1%	45.5%	48.2%	23.4%	19.0%	12.4%	14.5%	5.5%	6.1%	0.2%	0.1%
60+	12,860	7,610	14.3%	14.2%	49.6%	49.9%	22.4%	19.4%	9.3%	12.0%	4.2%	4.3%	0.2%	0.2%
Pay Category														
Federal Wage System	5,512	4,855	10.3%	10.0%	46.3%	46.4%	21.7%	18.6%	13.6%	16.9%	7.8%	8.0%	0.3%	0.2%
GS 1-6 or equivalent	6,706	4,848	12.6%	14.5%	47.9%	44.1%	19.5%	16.2%	12.5%	15.7%	7.5%	9.3%	0.1%	0.2%
GS 7-12 or equivalent	58,899	39,563	13.1%	11.9%	46.0%	47.0%	21.7%	19.1%	13.4%	15.6%	5.7%	6.3%	0.2%	0.1%
GS 13-15 or equivalent	64,036	41,791	13.5%	12.7%	48.0%	51.5%	22.5%	19.3%	11.2%	12.8%	4.5%	3.5%	0.3%	0.2%
Senior Executive Service	3,314	2,542	21.7%	19.0%	42.5%	53.0%	26.2%	19.4%	6.8%	7.1%	1.8%	1.4%	1.1%	0.1%
SL/ST	490	N/A	21.4%	N/A	53.0%	N/A	19.2%	N/A	5.0%	N/A	1.4%	N/A	0.0%	N/A
Other	5,203	7,057	15.2%	14.9%	46.2%	46.7%	23.3%	18.9%	11.6%	13.9%	3.5%	5.4%	0.3%	0.2%

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

FHCS Report by Demographics

(54) I receive the training I need to perform my job.

	# 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	13.1%	12.5%	46.8%	47.7%	21.7%	18.8%	12.6%	14.9%	5.6%	6.0%	0.2%	0.1%
Time in Federal Government														
< 1 year	1,316	N/A	18.0%	N/A	42.4%	N/A	27.5%	N/A	8.7%	N/A	2.2%	N/A	1.1%	N/A
1-3 years	12,896	N/A	15.5%	N/A	47.0%	N/A	19.2%	N/A	12.4%	N/A	5.8%	N/A	0.1%	N/A
4-5 years	8,712	N/A	13.9%	N/A	47.1%	N/A	20.4%	N/A	12.3%	N/A	6.1%	N/A	0.2%	N/A
6-10 years	13,912	N/A	13.6%	N/A	46.0%	N/A	21.1%	N/A	12.9%	N/A	6.3%	N/A	0.1%	N/A
11-20 years	44,993	N/A	12.1%	N/A	47.1%	N/A	21.8%	N/A	13.6%	N/A	5.2%	N/A	0.2%	N/A
> 20 years	62,350	N/A	12.7%	N/A	46.6%	N/A	23.0%	N/A	11.8%	N/A	5.6%	N/A	0.3%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	17.7%	N/A	42.2%	N/A	24.9%	N/A	10.3%	N/A	3.5%	N/A	1.3%	N/A
1-3 years	21,637	N/A	14.9%	N/A	45.6%	N/A	20.0%	N/A	12.5%	N/A	6.8%	N/A	0.1%	N/A
4-5 years	13,237	N/A	13.6%	N/A	45.5%	N/A	21.7%	N/A	13.2%	N/A	5.8%	N/A	0.2%	N/A
6-10 years	18,823	N/A	12.4%	N/A	46.6%	N/A	20.9%	N/A	13.8%	N/A	6.1%	N/A	0.3%	N/A
11-20 years	46,186	N/A	12.7%	N/A	46.9%	N/A	22.1%	N/A	13.0%	N/A	5.1%	N/A	0.2%	N/A
> 20 years	41,483	N/A	12.1%	N/A	48.5%	N/A	22.8%	N/A	11.3%	N/A	5.1%	N/A	0.2%	N/A
Retiring														
with 1 year	6,073	4,001	9.8%	13.0%	47.5%	46.1%	25.4%	19.8%	11.0%	13.1%	5.8%	7.8%	0.5%	0.2%
Between 1 and 3 years	16,416	12,087	11.3%	10.6%	47.2%	49.3%	24.6%	19.8%	12.2%	14.6%	4.5%	5.6%	0.2%	0.1%
Between 3 and 5 years	19,271	13,876	12.6%	11.5%	45.8%	48.3%	23.2%	19.4%	12.6%	14.9%	5.7%	5.6%	0.2%	0.3%
5 or more years	102,408	70,692	13.6%	12.9%	46.8%	47.5%	21.0%	18.5%	12.7%	15.0%	5.7%	6.0%	0.2%	0.1%

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

FHCS Report by Demographics

(55) Managers promote communication among different work units (for example, about projects, goals, needed resources).

	# 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	10.9%	10.6%	41.3%	39.5%	23.3%	20.2%	15.0%	17.9%	7.1%	9.6%	2.4%	2.2%
Work Location														
Headquarters	51,141	35,976	11.9%	11.4%	42.6%	38.5%	21.3%	20.0%	14.7%	18.2%	7.1%	9.8%	2.5%	2.1%
Field	93,046	64,680	10.6%	10.3%	40.9%	39.9%	23.9%	20.3%	15.1%	17.7%	7.0%	9.5%	2.4%	2.3%
Supervisor Status														
Non-Supervisor	74,548	46,868	9.7%	9.9%	38.9%	36.9%	24.8%	21.0%	15.7%	18.6%	7.8%	10.7%	3.1%	2.9%
Team Leader	20,113	13,639	11.4%	9.6%	43.1%	41.7%	22.0%	20.3%	15.5%	18.5%	6.5%	9.0%	1.5%	0.9%
Supervisor	28,513	22,902	13.5%	13.8%	48.8%	47.3%	19.7%	18.0%	12.6%	14.4%	4.8%	5.9%	0.5%	0.5%
Manager	17,117	14,118	20.1%	19.1%	54.9%	53.3%	14.4%	13.5%	7.9%	10.6%	2.4%	3.2%	0.2%	0.2%
Executive	3,906	3,129	26.8%	24.4%	51.9%	50.3%	11.7%	12.9%	7.2%	9.4%	1.7%	2.8%	0.8%	0.3%
Sex														
Male	81,622	59,070	10.3%	9.9%	40.9%	39.6%	24.5%	22.0%	15.1%	17.3%	7.1%	9.1%	2.1%	1.9%
Female	62,575	41,586	11.7%	11.4%	41.8%	39.3%	21.7%	17.9%	14.9%	18.6%	7.0%	10.2%	2.9%	2.6%
Race														
White Non-Hispanic	103,919	75,600	10.8%	10.1%	40.7%	40.0%	23.3%	20.5%	16.0%	18.6%	7.0%	8.9%	2.3%	1.9%
Black Non-Hispanic	22,477	13,055	11.0%	12.1%	44.1%	39.6%	22.6%	19.2%	12.4%	14.9%	7.0%	10.2%	2.9%	3.9%
AmerIndian/Alskn Native	2,497	2,046	9.1%	9.9%	35.7%	33.3%	22.9%	18.8%	18.9%	22.4%	10.7%	15.0%	2.7%	0.7%
Asian/Pacific Islander	6,594	4,424	11.4%	12.0%	43.3%	39.7%	24.6%	20.7%	11.6%	15.5%	6.2%	8.7%	3.0%	3.4%
Hispanic	8,465	5,531	12.3%	11.2%	40.9%	36.3%	24.0%	19.7%	13.4%	16.9%	7.3%	13.9%	2.2%	2.0%

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

FHCS Report by Demographics

(55) Managers promote communication among different work units (for example, about projects, goals, needed resources).

	# 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	10.9%	10.6%	41.3%	39.5%	23.3%	20.2%	15.0%	17.9%	7.1%	9.6%	2.4%	2.2%
Leaving														
No	101,436	N/A	12.8%	N/A	45.2%	N/A	22.5%	N/A	12.7%	N/A	4.4%	N/A	2.3%	N/A
Yes, to retire	9,502	N/A	9.7%	N/A	38.5%	N/A	26.5%	N/A	15.1%	N/A	7.2%	N/A	3.0%	N/A
Yes, to other job in Govt	22,689	N/A	6.2%	N/A	32.1%	N/A	24.2%	N/A	21.4%	N/A	13.6%	N/A	2.5%	N/A
Yes, to other job outside Govt	5,069	N/A	5.0%	N/A	24.3%	N/A	25.4%	N/A	24.7%	N/A	17.6%	N/A	2.9%	N/A
Yes, other	5,480	N/A	4.1%	N/A	31.0%	N/A	25.2%	N/A	20.5%	N/A	16.0%	N/A	3.2%	N/A
Age Group														
<30	5,461	2,787	14.9%	13.5%	43.2%	43.2%	21.1%	18.7%	12.4%	15.0%	5.9%	6.1%	2.4%	3.6%
30-39	20,919	15,010	10.6%	10.9%	41.6%	39.9%	22.3%	20.4%	16.0%	17.3%	7.0%	9.6%	2.5%	1.9%
40-49	47,041	34,006	10.4%	10.2%	41.6%	39.3%	22.8%	19.6%	15.7%	17.9%	7.4%	10.7%	2.2%	2.3%
50-59	57,866	41,243	10.7%	10.4%	40.6%	39.0%	23.9%	20.9%	14.8%	18.5%	7.4%	9.2%	2.6%	2.0%
60+	12,860	7,610	12.6%	11.9%	41.1%	40.4%	25.7%	20.3%	13.2%	16.9%	4.6%	7.5%	2.8%	3.0%
Pay Category														
Federal Wage System	5,512	4,855	7.5%	7.5%	39.7%	35.8%	25.8%	22.4%	15.3%	19.5%	9.4%	12.6%	2.3%	2.2%
GS 1-6 or equivalent	6,705	4,848	10.1%	12.2%	36.6%	37.9%	25.4%	19.3%	14.9%	16.2%	8.8%	10.2%	4.1%	4.2%
GS 7-12 or equivalent	58,904	39,563	10.8%	10.0%	41.0%	38.7%	24.1%	21.1%	15.1%	17.9%	6.5%	9.9%	2.5%	2.3%
GS 13-15 or equivalent	64,036	41,791	12.0%	12.2%	44.5%	42.2%	20.6%	18.4%	14.8%	18.5%	6.6%	7.7%	1.5%	1.1%
Senior Executive Service	3,314	2,542	23.8%	22.1%	47.5%	52.7%	18.4%	12.5%	8.3%	9.8%	1.3%	2.3%	0.8%	0.6%
SL/ST	490	N/A	7.6%	N/A	61.1%	N/A	16.7%	N/A	9.5%	N/A	5.1%	N/A	0.0%	N/A
Other	5,204	7,057	12.3%	10.5%	37.8%	41.4%	22.6%	19.5%	16.1%	17.0%	7.7%	9.5%	3.4%	2.3%

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

FHCS Report by Demographics

(55) Managers promote communication among different work units (for example, about projects, goals, needed resources).

	# 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	10.9%	10.6%	41.3%	39.5%	23.3%	20.2%	15.0%	17.9%	7.1%	9.6%	2.4%	2.2%
Time in Federal Government														
< 1 year	1,316	N/A	17.1%	N/A	45.3%	N/A	25.4%	N/A	6.5%	N/A	2.1%	N/A	3.6%	N/A
1-3 years	12,896	N/A	11.8%	N/A	37.8%	N/A	23.7%	N/A	14.9%	N/A	8.4%	N/A	3.3%	N/A
4-5 years	8,712	N/A	11.5%	N/A	42.3%	N/A	22.1%	N/A	14.7%	N/A	7.4%	N/A	2.0%	N/A
6-10 years	13,912	N/A	10.6%	N/A	40.6%	N/A	23.3%	N/A	16.2%	N/A	7.0%	N/A	2.4%	N/A
11-20 years	44,996	N/A	10.5%	N/A	41.6%	N/A	23.0%	N/A	15.4%	N/A	7.0%	N/A	2.5%	N/A
> 20 years	62,351	N/A	10.8%	N/A	42.2%	N/A	23.6%	N/A	14.7%	N/A	6.6%	N/A	2.1%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	17.9%	N/A	44.7%	N/A	23.2%	N/A	7.5%	N/A	3.3%	N/A	3.3%	N/A
1-3 years	21,638	N/A	12.0%	N/A	38.5%	N/A	23.4%	N/A	14.6%	N/A	8.3%	N/A	3.1%	N/A
4-5 years	13,237	N/A	11.2%	N/A	41.8%	N/A	22.8%	N/A	14.9%	N/A	7.4%	N/A	1.9%	N/A
6-10 years	18,823	N/A	9.5%	N/A	41.6%	N/A	22.8%	N/A	16.1%	N/A	7.4%	N/A	2.6%	N/A
11-20 years	46,188	N/A	10.2%	N/A	41.4%	N/A	23.6%	N/A	15.6%	N/A	6.8%	N/A	2.4%	N/A
> 20 years	41,484	N/A	11.0%	N/A	42.7%	N/A	23.3%	N/A	14.7%	N/A	6.4%	N/A	2.0%	N/A
Retiring														
with 1 year	6,072	4,001	8.9%	9.6%	38.5%	34.6%	26.6%	20.7%	15.0%	21.0%	8.5%	11.6%	2.5%	2.4%
Between 1 and 3 years	16,416	12,087	9.9%	8.7%	42.2%	38.6%	23.7%	22.7%	15.7%	18.3%	6.4%	9.9%	2.1%	1.8%
Between 3 and 5 years	19,272	13,876	10.5%	10.8%	39.0%	38.5%	25.4%	21.4%	16.2%	18.4%	6.2%	8.5%	2.7%	2.4%
5 or more years	102,411	70,692	11.2%	10.9%	41.7%	40.0%	22.7%	19.7%	14.8%	17.6%	7.1%	9.6%	2.4%	2.2%

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

FHCS Report by Demographics

(56) Employees in my work unit share job knowledge with each other.

	# 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	147,890	100,656	22.1%	21.4%	53.2%	52.5%	12.9%	12.5%	7.9%	9.0%	3.5%	4.3%	0.4%	0.3%
Work Location														
Headquarters	51,143	35,976	22.4%	20.6%	51.2%	50.3%	12.9%	13.4%	8.6%	9.9%	4.3%	5.4%	0.6%	0.5%
Field	93,042	64,680	22.0%	21.7%	53.8%	53.4%	12.9%	12.1%	7.7%	8.7%	3.2%	3.8%	0.4%	0.3%
Supervisor Status														
Non-Supervisor	74,546	46,868	21.0%	21.3%	51.7%	50.5%	14.0%	12.7%	8.9%	10.1%	4.0%	5.0%	0.5%	0.4%
Team Leader	20,113	13,639	23.0%	20.4%	55.7%	55.2%	11.3%	13.2%	6.6%	7.7%	3.0%	3.4%	0.4%	0.2%
Supervisor	28,514	22,902	26.3%	24.3%	57.0%	58.4%	9.9%	9.3%	5.1%	5.9%	1.6%	1.9%	0.1%	0.2%
Manager	17,117	14,118	26.3%	22.1%	58.8%	61.1%	9.9%	10.6%	3.8%	4.9%	1.1%	1.3%	0.1%	0.1%
Executive	3,906	3,129	33.3%	28.2%	53.5%	56.2%	8.7%	9.4%	3.6%	4.7%	0.6%	1.3%	0.3%	0.2%
Sex														
Male	81,617	59,070	22.1%	20.2%	54.1%	54.7%	13.1%	13.0%	7.2%	8.2%	3.2%	3.5%	0.3%	0.3%
Female	62,578	41,586	22.0%	22.9%	52.1%	49.7%	12.6%	11.8%	8.8%	10.0%	3.9%	5.2%	0.6%	0.4%
Race														
White Non-Hispanic	103,914	75,600	22.9%	21.6%	53.9%	54.2%	12.2%	11.7%	7.7%	8.8%	3.0%	3.4%	0.3%	0.3%
Black Non-Hispanic	22,478	13,055	19.4%	21.3%	52.3%	47.3%	14.1%	13.5%	8.8%	9.8%	4.6%	7.5%	0.8%	0.6%
AmerIndian/Alskn Native	2,498	2,046	20.4%	19.1%	47.6%	46.5%	14.7%	14.7%	10.3%	9.6%	5.8%	9.7%	1.1%	0.3%
Asian/Pacific Islander	6,595	4,424	20.8%	21.1%	51.5%	51.5%	17.8%	16.8%	5.6%	7.2%	3.8%	3.1%	0.4%	0.2%
Hispanic	8,464	5,531	21.6%	20.3%	52.2%	50.6%	11.9%	13.1%	8.8%	10.4%	4.4%	5.0%	1.0%	0.5%

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

FHCS Report by Demographics

(56) Employees in my work unit share job knowledge with each other.

	# 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	147,890	100,656	22.1%	21.4%	53.2%	52.5%	12.9%	12.5%	7.9%	9.0%	3.5%	4.3%	0.4%	0.3%
Leaving														
No	101,434	N/A	24.7%	N/A	54.4%	N/A	11.8%	N/A	6.4%	N/A	2.3%	N/A	0.3%	N/A
Yes, to retire	9,502	N/A	18.4%	N/A	55.1%	N/A	14.7%	N/A	7.6%	N/A	3.5%	N/A	0.7%	N/A
Yes, to other job in Govt	22,690	N/A	15.7%	N/A	49.0%	N/A	14.9%	N/A	12.5%	N/A	7.1%	N/A	0.7%	N/A
Yes, to other job outside Govt	5,069	N/A	16.9%	N/A	49.3%	N/A	14.3%	N/A	11.5%	N/A	7.8%	N/A	0.2%	N/A
Yes, other	5,479	N/A	13.5%	N/A	49.6%	N/A	18.7%	N/A	11.3%	N/A	5.6%	N/A	1.4%	N/A
Age Group														
<30	5,461	2,787	27.4%	26.3%	52.8%	50.6%	10.7%	14.6%	6.7%	5.1%	1.9%	3.0%	0.4%	0.4%
30-39	20,919	15,010	23.1%	23.0%	53.3%	52.3%	11.0%	11.6%	8.4%	8.2%	3.7%	4.8%	0.6%	0.1%
40-49	47,039	34,006	21.5%	20.3%	53.7%	53.4%	13.2%	12.1%	7.9%	9.4%	3.3%	4.4%	0.5%	0.4%
50-59	57,869	41,243	21.3%	21.1%	53.0%	52.5%	13.4%	12.8%	8.1%	9.3%	3.8%	4.0%	0.4%	0.3%
60+	12,857	7,610	23.4%	22.5%	52.1%	50.2%	14.1%	13.7%	6.5%	8.8%	3.5%	4.4%	0.4%	0.5%
Pay Category														
Federal Wage System	5,511	4,855	18.1%	19.5%	56.2%	53.8%	13.5%	13.2%	7.5%	8.3%	4.5%	5.1%	0.1%	0.1%
GS 1-6 or equivalent	6,705	4,848	18.0%	22.8%	50.7%	46.5%	17.2%	12.0%	9.5%	9.5%	3.5%	8.6%	1.1%	0.7%
GS 7-12 or equivalent	58,903	39,563	22.1%	20.8%	52.7%	52.2%	12.9%	12.5%	8.2%	10.0%	3.7%	4.1%	0.4%	0.3%
GS 13-15 or equivalent	64,037	41,791	24.3%	21.5%	54.0%	54.5%	11.7%	12.6%	6.8%	8.3%	2.9%	2.8%	0.3%	0.3%
Senior Executive Service	3,314	2,542	32.1%	28.2%	57.2%	57.0%	6.9%	8.9%	2.8%	4.4%	0.4%	1.0%	0.6%	0.4%
SL/ST	490	N/A	39.8%	N/A	51.7%	N/A	4.8%	N/A	2.9%	N/A	0.7%	N/A	0.0%	N/A
Other	5,203	7,057	23.0%	24.2%	53.7%	54.4%	10.7%	11.7%	8.6%	6.2%	3.4%	3.3%	0.6%	0.2%

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

FHCS Report by Demographics

(56) Employees in my work unit share job knowledge with each other.

	# 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	147,890	100,656	22.1%	21.4%	53.2%	52.5%	12.9%	12.5%	7.9%	9.0%	3.5%	4.3%	0.4%	0.3%
Time in Federal Government														
< 1 year	1,316	N/A	32.1%	N/A	44.7%	N/A	16.9%	N/A	4.1%	N/A	0.9%	N/A	1.2%	N/A
1-3 years	12,895	N/A	25.2%	N/A	53.1%	N/A	11.1%	N/A	7.5%	N/A	2.8%	N/A	0.4%	N/A
4-5 years	8,711	N/A	24.0%	N/A	51.3%	N/A	12.8%	N/A	7.6%	N/A	3.5%	N/A	0.8%	N/A
6-10 years	13,913	N/A	21.9%	N/A	54.3%	N/A	12.0%	N/A	7.7%	N/A	3.7%	N/A	0.4%	N/A
11-20 years	44,996	N/A	20.8%	N/A	52.9%	N/A	13.7%	N/A	8.4%	N/A	3.8%	N/A	0.4%	N/A
> 20 years	62,351	N/A	21.5%	N/A	53.8%	N/A	13.0%	N/A	7.8%	N/A	3.4%	N/A	0.4%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	27.8%	N/A	50.8%	N/A	14.3%	N/A	4.1%	N/A	1.9%	N/A	1.1%	N/A
1-3 years	21,637	N/A	24.4%	N/A	51.7%	N/A	11.8%	N/A	8.3%	N/A	3.5%	N/A	0.3%	N/A
4-5 years	13,236	N/A	22.0%	N/A	52.5%	N/A	12.7%	N/A	7.9%	N/A	3.9%	N/A	0.9%	N/A
6-10 years	18,823	N/A	20.6%	N/A	53.5%	N/A	13.5%	N/A	8.2%	N/A	3.7%	N/A	0.5%	N/A
11-20 years	46,188	N/A	20.9%	N/A	53.1%	N/A	13.7%	N/A	8.1%	N/A	3.8%	N/A	0.4%	N/A
> 20 years	41,484	N/A	22.1%	N/A	54.8%	N/A	12.3%	N/A	7.4%	N/A	3.0%	N/A	0.3%	N/A
Retiring														
with 1 year	6,072	4,001	18.2%	19.7%	58.2%	50.0%	11.4%	13.7%	7.4%	10.3%	4.0%	5.6%	0.8%	0.7%
Between 1 and 3 years	16,416	12,087	20.5%	19.3%	51.7%	51.9%	16.3%	14.6%	8.0%	9.4%	3.0%	4.4%	0.4%	0.4%
Between 3 and 5 years	19,273	13,876	21.0%	21.1%	54.2%	52.7%	12.8%	12.7%	7.8%	9.7%	3.8%	3.5%	0.3%	0.4%
5 or more years	102,408	70,692	22.7%	21.8%	53.0%	52.7%	12.5%	12.1%	7.9%	8.8%	3.4%	4.3%	0.4%	0.3%

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

FHCS Report by Demographics

(57) Employees use information technology (for example, intranet, shared networks) to perform work.

	# 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	N/A	29.4%	N/A	56.3%	N/A	8.2%	N/A	3.2%	N/A	1.9%	N/A	1.1%	N/A
Work Location														
Headquarters	51,142	N/A	33.3%	N/A	56.1%	N/A	6.1%	N/A	2.4%	N/A	1.1%	N/A	1.0%	N/A
Field	93,048	N/A	28.1%	N/A	56.3%	N/A	8.9%	N/A	3.4%	N/A	2.1%	N/A	1.1%	N/A
Supervisor Status														
Non-Supervisor	74,549	N/A	27.4%	N/A	57.4%	N/A	8.7%	N/A	3.3%	N/A	1.9%	N/A	1.3%	N/A
Team Leader	20,114	N/A	31.6%	N/A	54.9%	N/A	7.7%	N/A	3.1%	N/A	2.0%	N/A	0.7%	N/A
Supervisor	28,517	N/A	33.1%	N/A	53.7%	N/A	7.4%	N/A	3.3%	N/A	2.0%	N/A	0.6%	N/A
Manager	17,116	N/A	38.5%	N/A	52.1%	N/A	5.8%	N/A	2.6%	N/A	0.7%	N/A	0.2%	N/A
Executive	3,906	N/A	52.2%	N/A	43.0%	N/A	2.9%	N/A	1.0%	N/A	0.5%	N/A	0.3%	N/A
Sex														
Male	81,621	N/A	28.9%	N/A	55.0%	N/A	9.3%	N/A	3.7%	N/A	2.2%	N/A	1.0%	N/A
Female	62,574	N/A	29.8%	N/A	58.0%	N/A	6.9%	N/A	2.5%	N/A	1.5%	N/A	1.2%	N/A
Race														
White Non-Hispanic	103,919	N/A	30.2%	N/A	55.8%	N/A	8.1%	N/A	3.3%	N/A	1.8%	N/A	0.9%	N/A
Black Non-Hispanic	22,469	N/A	26.0%	N/A	60.3%	N/A	8.0%	N/A	2.7%	N/A	1.5%	N/A	1.4%	N/A
AmerIndian/Alskn Native	2,500	N/A	20.9%	N/A	51.8%	N/A	12.2%	N/A	8.5%	N/A	3.5%	N/A	3.1%	N/A
Asian/Pacific Islander	6,594	N/A	32.2%	N/A	54.7%	N/A	7.1%	N/A	2.6%	N/A	2.5%	N/A	0.9%	N/A
Hispanic	8,467	N/A	28.6%	N/A	55.2%	N/A	9.5%	N/A	2.6%	N/A	2.3%	N/A	1.7%	N/A

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

FHCS Report by Demographics

(57) Employees use information technology (for example, intranet, shared networks) to perform work.

	# 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	N/A	29.4%	N/A	56.3%	N/A	8.2%	N/A	3.2%	N/A	1.9%	N/A	1.1%	N/A
Leaving														
No	101,432	N/A	31.9%	N/A	56.1%	N/A	7.6%	N/A	2.5%	N/A	1.1%	N/A	0.9%	N/A
Yes, to retire	9,503	N/A	24.5%	N/A	59.5%	N/A	9.4%	N/A	2.9%	N/A	2.4%	N/A	1.3%	N/A
Yes, to other job in Govt	22,691	N/A	24.6%	N/A	58.4%	N/A	8.0%	N/A	4.3%	N/A	3.6%	N/A	1.1%	N/A
Yes, to other job outside Govt	5,069	N/A	22.2%	N/A	51.5%	N/A	10.7%	N/A	8.1%	N/A	6.1%	N/A	1.4%	N/A
Yes, other	5,480	N/A	19.1%	N/A	51.8%	N/A	16.2%	N/A	6.4%	N/A	3.6%	N/A	2.8%	N/A
Age Group														
<30	5,461	N/A	38.2%	N/A	47.5%	N/A	6.9%	N/A	4.0%	N/A	2.2%	N/A	1.2%	N/A
30-39	20,917	N/A	31.1%	N/A	54.8%	N/A	7.5%	N/A	3.4%	N/A	2.0%	N/A	1.2%	N/A
40-49	47,039	N/A	28.9%	N/A	56.7%	N/A	8.3%	N/A	3.3%	N/A	1.8%	N/A	0.9%	N/A
50-59	57,867	N/A	28.2%	N/A	57.4%	N/A	8.4%	N/A	2.9%	N/A	1.9%	N/A	1.1%	N/A
60+	12,861	N/A	27.7%	N/A	57.2%	N/A	9.5%	N/A	3.3%	N/A	1.4%	N/A	1.0%	N/A
Pay Category														
Federal Wage System	5,509	N/A	14.6%	N/A	53.5%	N/A	19.0%	N/A	7.8%	N/A	3.6%	N/A	1.5%	N/A
GS 1-6 or equivalent	6,706	N/A	19.3%	N/A	55.6%	N/A	13.0%	N/A	6.0%	N/A	3.6%	N/A	2.5%	N/A
GS 7-12 or equivalent	58,904	N/A	29.2%	N/A	58.3%	N/A	7.5%	N/A	2.6%	N/A	1.4%	N/A	0.9%	N/A
GS 13-15 or equivalent	64,036	N/A	36.8%	N/A	55.2%	N/A	4.9%	N/A	1.8%	N/A	1.1%	N/A	0.3%	N/A
Senior Executive Service	3,314	N/A	52.5%	N/A	43.5%	N/A	2.5%	N/A	0.8%	N/A	0.4%	N/A	0.2%	N/A
SL/ST	490	N/A	37.0%	N/A	51.4%	N/A	11.4%	N/A	0.1%	N/A	0.0%	N/A	0.1%	N/A
Other	5,203	N/A	32.0%	N/A	49.9%	N/A	7.4%	N/A	3.7%	N/A	4.6%	N/A	2.5%	N/A

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

FHCS Report by Demographics

(57) Employees use information technology (for example, intranet, shared networks) to perform work.

	# 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	N/A	29.4%	N/A	56.3%	N/A	8.2%	N/A	3.2%	N/A	1.9%	N/A	1.1%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	37.8%	N/A	46.8%	N/A	11.4%	N/A	1.6%	N/A	1.2%	N/A	1.2%	N/A
1-3 years	12,894	N/A	30.9%	N/A	46.1%	N/A	10.4%	N/A	6.0%	N/A	4.3%	N/A	2.3%	N/A
4-5 years	8,708	N/A	31.7%	N/A	53.0%	N/A	8.7%	N/A	3.9%	N/A	1.5%	N/A	1.1%	N/A
6-10 years	13,915	N/A	29.6%	N/A	55.4%	N/A	8.3%	N/A	4.2%	N/A	1.9%	N/A	0.7%	N/A
11-20 years	44,995	N/A	28.8%	N/A	58.6%	N/A	8.0%	N/A	2.4%	N/A	1.5%	N/A	0.8%	N/A
> 20 years	62,353	N/A	28.5%	N/A	59.2%	N/A	7.5%	N/A	2.5%	N/A	1.3%	N/A	0.9%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	35.8%	N/A	49.6%	N/A	11.1%	N/A	1.5%	N/A	0.9%	N/A	1.1%	N/A
1-3 years	21,635	N/A	30.6%	N/A	49.0%	N/A	9.6%	N/A	5.3%	N/A	3.7%	N/A	1.9%	N/A
4-5 years	13,235	N/A	30.5%	N/A	55.7%	N/A	8.4%	N/A	3.2%	N/A	1.4%	N/A	0.9%	N/A
6-10 years	18,823	N/A	29.7%	N/A	57.0%	N/A	7.8%	N/A	3.3%	N/A	1.4%	N/A	0.7%	N/A
11-20 years	46,188	N/A	28.6%	N/A	58.8%	N/A	7.9%	N/A	2.4%	N/A	1.6%	N/A	0.8%	N/A
> 20 years	41,486	N/A	28.2%	N/A	59.3%	N/A	7.6%	N/A	2.6%	N/A	1.3%	N/A	1.0%	N/A
Retiring														
with 1 year	6,073	N/A	24.8%	N/A	60.2%	N/A	8.1%	N/A	3.6%	N/A	2.0%	N/A	1.3%	N/A
Between 1 and 3 years	16,414	N/A	26.1%	N/A	58.0%	N/A	10.5%	N/A	2.8%	N/A	1.4%	N/A	1.2%	N/A
Between 3 and 5 years	19,276	N/A	26.7%	N/A	59.5%	N/A	8.3%	N/A	2.9%	N/A	1.4%	N/A	1.1%	N/A
5 or more years	102,406	N/A	30.5%	N/A	55.5%	N/A	7.9%	N/A	3.2%	N/A	1.9%	N/A	1.0%	N/A

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

FHCS Report by Demographics

(58) Employees use information technology (for example, intranet, shared networks) to gather and share knowledge.

	# 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	147,890	N/A	26.8%	N/A	54.6%	N/A	11.2%	N/A	4.3%	N/A	1.8%	N/A	1.3%	N/A
Work Location														
Headquarters	51,143	N/A	29.7%	N/A	54.3%	N/A	9.4%	N/A	4.1%	N/A	1.3%	N/A	1.1%	N/A
Field	93,048	N/A	25.9%	N/A	54.7%	N/A	11.8%	N/A	4.3%	N/A	2.0%	N/A	1.3%	N/A
Supervisor Status														
Non-Supervisor	74,547	N/A	24.9%	N/A	55.1%	N/A	11.9%	N/A	4.6%	N/A	1.9%	N/A	1.6%	N/A
Team Leader	20,114	N/A	28.8%	N/A	54.4%	N/A	10.4%	N/A	3.7%	N/A	1.8%	N/A	0.8%	N/A
Supervisor	28,518	N/A	30.8%	N/A	53.3%	N/A	9.4%	N/A	4.0%	N/A	1.9%	N/A	0.7%	N/A
Manager	17,117	N/A	36.0%	N/A	51.6%	N/A	8.0%	N/A	3.2%	N/A	0.9%	N/A	0.3%	N/A
Executive	3,906	N/A	49.7%	N/A	43.6%	N/A	4.4%	N/A	1.5%	N/A	0.6%	N/A	0.3%	N/A
Sex														
Male	81,622	N/A	26.3%	N/A	53.7%	N/A	12.2%	N/A	4.7%	N/A	2.0%	N/A	1.1%	N/A
Female	62,573	N/A	27.4%	N/A	55.8%	N/A	10.0%	N/A	3.7%	N/A	1.6%	N/A	1.5%	N/A
Race														
White Non-Hispanic	103,920	N/A	27.4%	N/A	54.3%	N/A	11.2%	N/A	4.4%	N/A	1.8%	N/A	1.0%	N/A
Black Non-Hispanic	22,469	N/A	24.6%	N/A	57.3%	N/A	10.8%	N/A	3.8%	N/A	1.8%	N/A	1.7%	N/A
AmerIndian/Alskn Native	2,499	N/A	19.4%	N/A	49.8%	N/A	14.3%	N/A	9.5%	N/A	3.7%	N/A	3.3%	N/A
Asian/Pacific Islander	6,594	N/A	29.1%	N/A	55.3%	N/A	9.5%	N/A	3.2%	N/A	1.5%	N/A	1.4%	N/A
Hispanic	8,467	N/A	26.9%	N/A	52.8%	N/A	12.7%	N/A	3.8%	N/A	2.0%	N/A	1.9%	N/A

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

FHCS Report by Demographics

(58) Employees use information technology (for example, intranet, shared networks) to gather and share knowledge.

	# 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	147,890	N/A	26.8%	N/A	54.6%	N/A	11.2%	N/A	4.3%	N/A	1.8%	N/A	1.3%	N/A
Leaving														
No	101,435	N/A	29.3%	N/A	55.1%	N/A	9.9%	N/A	3.4%	N/A	1.1%	N/A	1.1%	N/A
Yes, to retire	9,505	N/A	22.8%	N/A	57.8%	N/A	12.6%	N/A	3.6%	N/A	1.6%	N/A	1.5%	N/A
Yes, to other job in Govt	22,688	N/A	21.7%	N/A	53.7%	N/A	13.4%	N/A	6.3%	N/A	3.5%	N/A	1.5%	N/A
Yes, to other job outside Govt	5,068	N/A	19.4%	N/A	51.1%	N/A	12.6%	N/A	9.4%	N/A	5.6%	N/A	1.8%	N/A
Yes, other	5,481	N/A	16.7%	N/A	49.8%	N/A	19.5%	N/A	7.8%	N/A	3.6%	N/A	2.5%	N/A
Age Group														
<30	5,461	N/A	35.6%	N/A	48.2%	N/A	8.7%	N/A	4.6%	N/A	1.7%	N/A	1.3%	N/A
30-39	20,913	N/A	28.5%	N/A	54.0%	N/A	9.6%	N/A	4.5%	N/A	2.1%	N/A	1.3%	N/A
40-49	47,038	N/A	26.4%	N/A	54.9%	N/A	10.8%	N/A	4.8%	N/A	1.9%	N/A	1.3%	N/A
50-59	57,869	N/A	25.5%	N/A	55.3%	N/A	12.2%	N/A	3.8%	N/A	1.9%	N/A	1.3%	N/A
60+	12,864	N/A	25.8%	N/A	54.7%	N/A	13.3%	N/A	3.8%	N/A	0.9%	N/A	1.5%	N/A
Pay Category														
Federal Wage System	5,508	N/A	13.4%	N/A	51.3%	N/A	21.1%	N/A	9.3%	N/A	3.3%	N/A	1.6%	N/A
GS 1-6 or equivalent	6,706	N/A	18.0%	N/A	52.4%	N/A	16.9%	N/A	6.8%	N/A	3.3%	N/A	2.7%	N/A
GS 7-12 or equivalent	58,904	N/A	26.6%	N/A	56.3%	N/A	10.5%	N/A	3.8%	N/A	1.6%	N/A	1.1%	N/A
GS 13-15 or equivalent	64,039	N/A	33.5%	N/A	54.5%	N/A	7.7%	N/A	2.7%	N/A	1.1%	N/A	0.5%	N/A
Senior Executive Service	3,314	N/A	50.4%	N/A	43.4%	N/A	4.1%	N/A	1.3%	N/A	0.5%	N/A	0.2%	N/A
SL/ST	490	N/A	36.8%	N/A	51.9%	N/A	10.8%	N/A	0.3%	N/A	0.0%	N/A	0.1%	N/A
Other	5,202	N/A	29.4%	N/A	49.9%	N/A	10.2%	N/A	4.5%	N/A	3.0%	N/A	3.0%	N/A

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

FHCS Report by Demographics

(58) Employees use information technology (for example, intranet, shared networks) to gather and share knowledge.

	# 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	147,890	N/A	26.8%	N/A	54.6%	N/A	11.2%	N/A	4.3%	N/A	1.8%	N/A	1.3%	N/A
Time in Federal Government														
< 1 year	1,316	N/A	34.1%	N/A	49.4%	N/A	12.1%	N/A	2.2%	N/A	0.9%	N/A	1.3%	N/A
1-3 years	12,895	N/A	28.3%	N/A	46.4%	N/A	12.7%	N/A	6.4%	N/A	3.9%	N/A	2.4%	N/A
4-5 years	8,708	N/A	28.6%	N/A	53.5%	N/A	10.7%	N/A	4.3%	N/A	1.6%	N/A	1.2%	N/A
6-10 years	13,913	N/A	27.4%	N/A	53.2%	N/A	11.8%	N/A	5.4%	N/A	1.5%	N/A	0.8%	N/A
11-20 years	44,993	N/A	26.1%	N/A	56.4%	N/A	11.0%	N/A	3.9%	N/A	1.6%	N/A	1.1%	N/A
> 20 years	62,357	N/A	26.2%	N/A	56.8%	N/A	10.7%	N/A	3.6%	N/A	1.4%	N/A	1.2%	N/A
Time w/ Current Agency														
< 1 year	2,815	N/A	34.9%	N/A	48.9%	N/A	11.8%	N/A	1.7%	N/A	1.5%	N/A	1.2%	N/A
1-3 years	21,634	N/A	28.4%	N/A	47.7%	N/A	12.4%	N/A	6.0%	N/A	3.4%	N/A	2.1%	N/A
4-5 years	13,235	N/A	27.0%	N/A	55.5%	N/A	10.5%	N/A	4.3%	N/A	1.5%	N/A	1.1%	N/A
6-10 years	18,822	N/A	27.5%	N/A	55.0%	N/A	10.9%	N/A	4.4%	N/A	1.1%	N/A	1.1%	N/A
11-20 years	46,188	N/A	25.7%	N/A	56.6%	N/A	11.1%	N/A	3.8%	N/A	1.6%	N/A	1.1%	N/A
> 20 years	41,488	N/A	26.0%	N/A	57.3%	N/A	10.7%	N/A	3.5%	N/A	1.3%	N/A	1.2%	N/A
Retiring														
with 1 year	6,074	N/A	23.0%	N/A	58.8%	N/A	10.7%	N/A	4.2%	N/A	1.8%	N/A	1.5%	N/A
Between 1 and 3 years	16,416	N/A	23.2%	N/A	55.9%	N/A	14.7%	N/A	3.5%	N/A	1.5%	N/A	1.3%	N/A
Between 3 and 5 years	19,277	N/A	24.3%	N/A	57.7%	N/A	11.1%	N/A	4.1%	N/A	1.4%	N/A	1.3%	N/A
5 or more years	102,404	N/A	27.9%	N/A	53.8%	N/A	10.7%	N/A	4.4%	N/A	1.9%	N/A	1.2%	N/A

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

FHCS Report by Demographics

(59) How satisfied are you with your involvement in decisions that affect your work?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	12.3%	12.3%	39.8%	39.8%	22.1%	23.4%	19.3%	18.3%	6.5%	6.2%
Work Location												
Headquarters	51,142	35,976	13.8%	13.9%	40.6%	38.7%	21.2%	23.5%	18.2%	17.9%	6.3%	6.0%
Field	93,054	64,680	11.9%	11.7%	39.5%	40.3%	22.4%	23.4%	19.6%	18.4%	6.6%	6.3%
Supervisor Status												
Non-Supervisor	74,553	46,868	10.2%	10.4%	37.8%	37.6%	24.6%	25.7%	20.1%	19.6%	7.3%	6.7%
Team Leader	20,114	13,639	14.1%	13.3%	43.2%	43.7%	18.1%	20.9%	19.1%	16.2%	5.5%	6.0%
Supervisor	28,518	22,902	16.4%	16.7%	44.2%	46.5%	17.1%	16.7%	17.4%	16.0%	4.8%	4.1%
Manager	17,118	14,118	26.5%	26.8%	45.6%	45.0%	12.5%	13.2%	12.1%	12.1%	3.3%	3.0%
Executive	3,905	3,129	38.2%	36.6%	40.2%	37.2%	9.4%	10.4%	9.2%	13.0%	3.0%	2.8%
Sex												
Male	81,625	59,070	12.8%	12.5%	39.7%	39.9%	22.1%	23.9%	18.7%	17.6%	6.7%	6.0%
Female	62,576	41,586	11.7%	12.0%	39.9%	39.7%	22.1%	22.8%	20.0%	19.1%	6.3%	6.4%
Race												
White Non-Hispanic	103,924	75,600	12.5%	13.0%	39.5%	40.1%	21.6%	22.8%	19.8%	18.4%	6.6%	5.8%
Black Non-Hispanic	22,472	13,055	10.7%	10.3%	40.0%	36.9%	23.4%	27.1%	19.6%	17.5%	6.3%	8.3%
AmerIndian/Alskn Native	2,499	2,046	10.9%	11.8%	35.1%	36.6%	23.1%	21.3%	21.1%	21.2%	9.8%	9.2%
Asian/Pacific Islander	6,595	4,424	15.4%	11.8%	42.6%	44.3%	23.8%	24.1%	13.6%	15.8%	4.5%	4.1%
Hispanic	8,466	5,531	12.6%	10.2%	41.6%	41.3%	22.2%	22.6%	16.9%	19.4%	6.7%	6.5%

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

FHCS Report by Demographics

(59) How satisfied are you with your involvement in decisions that affect your work?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	12.3%	12.3%	39.8%	39.8%	22.1%	23.4%	19.3%	18.3%	6.5%	6.2%
Leaving												
No	101,438	N/A	14.9%	N/A	45.0%	N/A	21.3%	N/A	15.3%	N/A	3.6%	N/A
Yes, to retire	9,503	N/A	10.9%	N/A	38.0%	N/A	23.1%	N/A	21.1%	N/A	6.8%	N/A
Yes, to other job in Govt	22,690	N/A	5.7%	N/A	27.0%	N/A	23.8%	N/A	30.2%	N/A	13.2%	N/A
Yes, to other job outside Govt	5,069	N/A	4.1%	N/A	20.6%	N/A	24.0%	N/A	31.8%	N/A	19.4%	N/A
Yes, other	5,482	N/A	4.7%	N/A	22.7%	N/A	25.7%	N/A	29.4%	N/A	17.4%	N/A
Age Group												
<30	5,461	2,787	11.7%	9.5%	41.8%	39.7%	23.4%	31.8%	16.8%	15.2%	6.3%	3.8%
30-39	20,918	15,010	11.0%	12.0%	41.1%	42.0%	23.0%	22.3%	18.5%	17.9%	6.3%	5.8%
40-49	47,040	34,006	12.4%	11.1%	39.8%	39.8%	21.8%	23.2%	19.5%	19.5%	6.5%	6.4%
50-59	57,870	41,243	12.0%	13.2%	39.3%	38.6%	21.8%	23.5%	20.1%	18.2%	6.8%	6.5%
60+	12,862	7,610	16.6%	15.6%	37.8%	41.2%	22.3%	23.7%	17.6%	14.4%	5.7%	5.1%
Pay Category												
Federal Wage System	5,511	4,855	10.7%	10.0%	39.8%	41.3%	22.8%	25.1%	19.8%	17.8%	6.8%	5.8%
GS 1-6 or equivalent	6,706	4,848	10.0%	12.1%	34.1%	34.1%	25.8%	27.4%	20.7%	19.9%	9.4%	6.4%
GS 7-12 or equivalent	58,907	39,563	11.2%	10.7%	40.2%	40.0%	23.2%	24.7%	19.4%	18.5%	6.1%	6.2%
GS 13-15 or equivalent	64,037	41,791	15.5%	16.4%	41.5%	41.9%	19.3%	19.6%	17.9%	16.7%	5.9%	5.4%
Senior Executive Service	3,314	2,542	33.1%	33.3%	37.1%	39.3%	12.8%	11.9%	8.6%	13.3%	8.4%	2.2%
SL/ST	490	N/A	23.5%	N/A	33.3%	N/A	7.6%	N/A	30.9%	N/A	4.7%	N/A
Other	5,204	7,057	12.0%	12.3%	40.2%	38.9%	19.5%	21.1%	20.6%	19.6%	7.6%	8.1%

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

FHCS Report by Demographics

(59) How satisfied are you with your involvement in decisions that affect your work?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	12.3%	12.3%	39.8%	39.8%	22.1%	23.4%	19.3%	18.3%	6.5%	6.2%
Time in Federal Government												
< 1 year	1,316	N/A	14.2%	N/A	41.3%	N/A	33.8%	N/A	8.9%	N/A	1.8%	N/A
1-3 years	12,895	N/A	11.6%	N/A	37.1%	N/A	23.8%	N/A	20.1%	N/A	7.4%	N/A
4-5 years	8,711	N/A	11.7%	N/A	41.5%	N/A	22.4%	N/A	18.9%	N/A	5.5%	N/A
6-10 years	13,914	N/A	12.0%	N/A	39.5%	N/A	21.9%	N/A	19.4%	N/A	7.2%	N/A
11-20 years	44,995	N/A	11.8%	N/A	39.7%	N/A	22.2%	N/A	19.7%	N/A	6.7%	N/A
> 20 years	62,356	N/A	13.3%	N/A	40.5%	N/A	21.2%	N/A	18.9%	N/A	6.2%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	18.2%	N/A	43.1%	N/A	25.1%	N/A	10.5%	N/A	3.2%	N/A
1-3 years	21,638	N/A	12.3%	N/A	37.7%	N/A	23.3%	N/A	19.5%	N/A	7.1%	N/A
4-5 years	13,236	N/A	11.1%	N/A	40.5%	N/A	23.0%	N/A	19.2%	N/A	6.3%	N/A
6-10 years	18,824	N/A	11.1%	N/A	40.6%	N/A	21.5%	N/A	19.8%	N/A	6.9%	N/A
11-20 years	46,188	N/A	11.9%	N/A	39.5%	N/A	22.1%	N/A	19.8%	N/A	6.6%	N/A
> 20 years	41,488	N/A	13.5%	N/A	40.7%	N/A	20.9%	N/A	18.8%	N/A	6.0%	N/A
Retiring												
with 1 year	6,072	4,001	11.4%	11.4%	38.2%	37.1%	21.5%	22.7%	19.8%	20.7%	9.1%	8.1%
Between 1 and 3 years	16,416	12,087	12.0%	11.7%	37.8%	38.2%	23.3%	26.0%	20.8%	16.8%	6.0%	7.3%
Between 3 and 5 years	19,275	13,876	12.7%	12.9%	38.7%	39.0%	22.0%	23.9%	21.0%	17.8%	5.7%	6.4%
5 or more years	102,412	70,692	12.4%	12.3%	40.4%	40.3%	22.0%	23.0%	18.7%	18.4%	6.5%	5.9%

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