

## ***FHCS Report by Demographics***

(60) How satisfied are you with the information you receive from management on what's going on in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,896	100,656	9.4%	9.4%	36.2%	35.1%	23.5%	23.1%	22.2%	23.0%	8.7%	9.4%
<b>Work Location</b>												
<b>Headquarters</b>	51,145	35,976	10.3%	10.3%	37.0%	34.4%	23.2%	22.4%	21.3%	23.1%	8.2%	9.8%
<b>Field</b>	93,052	64,680	9.1%	9.0%	35.9%	35.4%	23.7%	23.4%	22.5%	22.9%	8.8%	9.2%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,553	46,868	8.1%	8.4%	35.0%	33.8%	24.7%	23.7%	22.9%	24.0%	9.3%	10.2%
<b>Team Leader</b>	20,114	13,639	9.2%	8.6%	36.5%	35.4%	22.9%	24.2%	22.8%	22.6%	8.5%	9.2%
<b>Supervisor</b>	28,518	22,902	12.2%	12.4%	40.9%	41.9%	20.4%	19.8%	19.9%	19.6%	6.6%	6.3%
<b>Manager</b>	17,118	14,118	21.0%	21.0%	44.6%	43.1%	16.6%	16.4%	13.6%	15.1%	4.2%	4.4%
<b>Executive</b>	3,906	3,129	32.6%	29.2%	41.2%	39.8%	12.7%	13.0%	10.3%	13.5%	3.3%	4.5%
<b>Sex</b>												
<b>Male</b>	81,624	59,070	9.3%	9.0%	35.6%	34.8%	24.8%	24.2%	21.4%	22.5%	8.9%	9.5%
<b>Female</b>	62,578	41,586	9.4%	9.9%	37.0%	35.6%	21.9%	21.8%	23.2%	23.6%	8.5%	9.2%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,923	75,600	9.1%	9.4%	35.1%	34.4%	23.4%	22.7%	23.3%	24.5%	9.1%	9.0%
<b>Black Non-Hispanic</b>	22,473	13,055	9.9%	10.0%	39.6%	38.0%	23.6%	23.9%	20.4%	18.5%	6.5%	9.7%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	8.6%	11.0%	30.4%	25.2%	23.5%	21.6%	24.8%	25.4%	12.7%	16.7%
<b>Asian/Pacific Islander</b>	6,595	4,424	10.2%	7.8%	39.9%	40.4%	24.7%	25.8%	17.3%	18.1%	7.9%	7.8%
<b>Hispanic</b>	8,466	5,531	10.3%	8.3%	38.5%	36.3%	23.8%	24.5%	18.6%	20.0%	8.7%	10.9%

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

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	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,896	100,656	9.4%	9.4%	36.2%	35.1%	23.5%	23.1%	22.2%	23.0%	8.7%	9.4%
<b>Leaving</b>												
<b>No</b>	101,438	N/A	11.4%	N/A	41.1%	N/A	23.2%	N/A	18.6%	N/A	5.6%	N/A
<b>Yes, to retire</b>	9,504	N/A	8.6%	N/A	34.1%	N/A	24.9%	N/A	24.6%	N/A	7.9%	N/A
<b>Yes, to other job in Govt</b>	22,691	N/A	4.2%	N/A	23.7%	N/A	23.7%	N/A	31.9%	N/A	16.4%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	2.5%	N/A	20.6%	N/A	21.8%	N/A	33.8%	N/A	21.3%	N/A
<b>Yes, other</b>	5,480	N/A	2.7%	N/A	20.2%	N/A	26.9%	N/A	30.0%	N/A	20.1%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	9.6%	9.4%	40.2%	38.0%	20.4%	27.4%	20.1%	17.7%	9.6%	7.4%
<b>30-39</b>	20,919	15,010	8.7%	9.7%	36.2%	34.9%	22.9%	23.7%	23.3%	21.6%	8.9%	10.1%
<b>40-49</b>	47,040	34,006	9.2%	8.4%	35.7%	35.5%	23.6%	22.9%	22.0%	23.4%	9.4%	9.8%
<b>50-59</b>	57,870	41,243	9.2%	9.5%	35.8%	34.4%	24.3%	22.8%	22.2%	24.3%	8.5%	9.1%
<b>60+</b>	12,862	7,610	12.0%	12.7%	37.6%	37.0%	22.9%	23.0%	21.6%	19.1%	5.9%	8.1%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	4,855	7.6%	7.7%	32.1%	27.9%	27.1%	25.1%	23.6%	26.9%	9.5%	12.3%
<b>GS 1-6 or equivalent</b>	6,706	4,848	9.0%	10.1%	33.7%	35.0%	23.1%	22.2%	23.6%	21.4%	10.6%	11.3%
<b>GS 7-12 or equivalent</b>	58,907	39,563	8.8%	8.4%	36.8%	35.4%	24.1%	23.9%	21.9%	23.2%	8.5%	8.9%
<b>GS 13-15 or equivalent</b>	64,039	41,791	10.8%	11.6%	37.9%	37.2%	22.1%	21.2%	21.2%	21.6%	7.9%	8.4%
<b>Senior Executive Service</b>	3,314	2,542	29.3%	29.7%	38.0%	38.6%	13.7%	13.4%	15.4%	13.7%	3.7%	4.7%
<b>SL/ST</b>	490	N/A	11.8%	N/A	31.0%	N/A	26.0%	N/A	26.1%	N/A	5.1%	N/A
<b>Other</b>	5,204	7,057	9.2%	8.7%	33.2%	35.5%	22.9%	23.3%	24.9%	22.9%	9.7%	9.6%

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

## ***FHCS Report by Demographics***

(60) How satisfied are you with the information you receive from management on what's going on in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,896	100,656	9.4%	9.4%	36.2%	35.1%	23.5%	23.1%	22.2%	23.0%	8.7%	9.4%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	14.3%	N/A	43.9%	N/A	29.6%	N/A	9.7%	N/A	2.5%	N/A
1-3 years	12,895	N/A	10.2%	N/A	35.2%	N/A	22.9%	N/A	22.1%	N/A	9.7%	N/A
4-5 years	8,711	N/A	9.4%	N/A	36.3%	N/A	24.2%	N/A	21.8%	N/A	8.2%	N/A
6-10 years	13,914	N/A	8.1%	N/A	37.6%	N/A	22.9%	N/A	21.8%	N/A	9.5%	N/A
11-20 years	44,995	N/A	8.5%	N/A	35.6%	N/A	23.3%	N/A	23.9%	N/A	8.7%	N/A
> 20 years	62,357	N/A	10.0%	N/A	36.5%	N/A	23.9%	N/A	21.2%	N/A	8.3%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	17.7%	N/A	43.4%	N/A	23.0%	N/A	11.7%	N/A	4.3%	N/A
1-3 years	21,638	N/A	10.5%	N/A	34.8%	N/A	22.8%	N/A	22.5%	N/A	9.5%	N/A
4-5 years	13,236	N/A	8.4%	N/A	37.0%	N/A	24.4%	N/A	22.0%	N/A	8.1%	N/A
6-10 years	18,824	N/A	7.1%	N/A	38.1%	N/A	23.6%	N/A	21.7%	N/A	9.5%	N/A
11-20 years	46,189	N/A	8.8%	N/A	35.1%	N/A	23.4%	N/A	23.7%	N/A	9.0%	N/A
> 20 years	41,488	N/A	10.1%	N/A	36.8%	N/A	23.9%	N/A	21.3%	N/A	7.9%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	8.8%	8.3%	33.3%	27.9%	22.7%	26.8%	24.9%	24.1%	10.3%	13.0%
Between 1 and 3 years	16,416	12,087	8.7%	10.3%	36.0%	33.5%	24.9%	23.1%	22.8%	23.4%	7.5%	9.6%
Between 3 and 5 years	19,275	13,876	9.4%	10.3%	34.7%	34.9%	24.9%	23.0%	23.1%	23.2%	7.9%	8.6%
5 or more years	102,412	70,692	9.5%	9.1%	36.7%	35.7%	23.2%	23.0%	21.8%	22.8%	8.9%	9.3%

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

## *FHCS Report by Demographics*

(61) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,895	100,656	13.0%	11.6%	36.0%	34.2%	22.6%	24.1%	19.1%	20.0%	9.3%	10.1%
<b>Work Location</b>												
<b>Headquarters</b>	51,144	35,976	15.5%	13.1%	37.5%	35.6%	21.8%	22.9%	16.9%	19.0%	8.3%	9.4%
<b>Field</b>	93,052	64,680	12.1%	11.0%	35.5%	33.6%	22.8%	24.6%	19.8%	20.4%	9.7%	10.4%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,552	46,868	11.7%	10.8%	35.3%	33.3%	23.2%	24.2%	19.6%	20.5%	10.1%	11.2%
<b>Team Leader</b>	20,114	13,639	13.8%	12.2%	35.6%	34.1%	22.3%	24.9%	19.5%	20.2%	8.7%	8.6%
<b>Supervisor</b>	28,518	22,902	14.8%	12.4%	39.6%	38.8%	20.8%	23.5%	17.6%	18.3%	7.2%	7.0%
<b>Manager</b>	17,118	14,118	21.3%	18.4%	42.0%	39.0%	18.3%	21.8%	13.6%	15.3%	4.7%	5.5%
<b>Executive</b>	3,906	3,129	33.6%	25.9%	37.6%	39.7%	14.4%	17.7%	10.1%	12.5%	4.2%	4.3%
<b>Sex</b>												
<b>Male</b>	81,622	59,070	12.2%	10.4%	36.3%	34.5%	23.9%	25.9%	18.5%	19.2%	9.1%	10.0%
<b>Female</b>	62,578	41,586	13.9%	13.2%	35.6%	33.7%	20.9%	21.8%	20.0%	21.1%	9.7%	10.2%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,922	75,600	13.0%	11.8%	36.6%	34.9%	22.4%	24.1%	18.8%	20.1%	9.2%	9.0%
<b>Black Non-Hispanic</b>	22,473	13,055	12.3%	11.4%	35.3%	32.3%	22.2%	22.6%	20.5%	19.9%	9.7%	13.9%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	13.0%	11.3%	25.3%	27.1%	23.7%	24.8%	23.3%	22.6%	14.7%	14.2%
<b>Asian/Pacific Islander</b>	6,595	4,424	13.9%	9.8%	38.6%	33.2%	24.5%	30.8%	14.8%	18.2%	8.2%	7.9%
<b>Hispanic</b>	8,466	5,531	12.9%	11.4%	33.4%	34.8%	23.1%	21.9%	21.1%	19.6%	9.4%	12.3%

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

## ***FHCS Report by Demographics***

(61) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,895	100,656	13.0%	11.6%	36.0%	34.2%	22.6%	24.1%	19.1%	20.0%	9.3%	10.1%
<b>Leaving</b>												
<b>No</b>	101,436	N/A	15.6%	N/A	40.6%	N/A	22.1%	N/A	16.0%	N/A	5.7%	N/A
<b>Yes, to retire</b>	9,504	N/A	11.3%	N/A	34.8%	N/A	23.8%	N/A	21.7%	N/A	8.4%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	6.3%	N/A	23.2%	N/A	24.1%	N/A	27.9%	N/A	18.5%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	3.8%	N/A	21.7%	N/A	22.0%	N/A	28.5%	N/A	24.0%	N/A
<b>Yes, other</b>	5,481	N/A	4.5%	N/A	22.6%	N/A	23.9%	N/A	26.6%	N/A	22.4%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	13.1%	11.1%	34.9%	36.6%	22.3%	28.2%	19.9%	15.7%	9.8%	8.3%
<b>30-39</b>	20,918	15,010	11.8%	11.5%	36.1%	35.2%	21.6%	23.6%	20.1%	19.1%	10.3%	10.7%
<b>40-49</b>	47,041	34,006	13.1%	11.0%	35.9%	32.5%	22.1%	24.0%	19.1%	21.6%	9.9%	10.9%
<b>50-59</b>	57,869	41,243	12.8%	11.9%	35.9%	34.5%	23.3%	24.0%	19.0%	20.0%	9.0%	9.6%
<b>60+</b>	12,862	7,610	15.5%	12.9%	37.1%	37.5%	23.3%	25.6%	17.5%	16.2%	6.6%	7.8%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	4,855	9.8%	8.4%	31.7%	31.0%	24.1%	25.6%	22.0%	22.4%	12.3%	12.5%
<b>GS 1-6 or equivalent</b>	6,706	4,848	11.2%	12.1%	30.3%	28.6%	23.5%	21.1%	22.1%	21.5%	12.9%	16.7%
<b>GS 7-12 or equivalent</b>	58,906	39,563	12.2%	11.1%	36.3%	34.1%	23.2%	24.9%	19.4%	20.2%	9.0%	9.7%
<b>GS 13-15 or equivalent</b>	64,039	41,791	16.1%	14.1%	40.0%	37.9%	21.1%	23.1%	15.7%	17.5%	7.1%	7.4%
<b>Senior Executive Service</b>	3,314	2,542	29.1%	24.1%	36.4%	42.7%	12.9%	15.8%	12.7%	13.0%	9.0%	4.4%
<b>SL/ST</b>	490	N/A	14.4%	N/A	31.0%	N/A	23.5%	N/A	27.6%	N/A	3.5%	N/A
<b>Other</b>	5,204	7,057	11.3%	10.2%	30.7%	34.1%	21.1%	24.7%	24.1%	21.5%	12.8%	9.6%

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(61) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,895	100,656	13.0%	11.6%	36.0%	34.2%	22.6%	24.1%	19.1%	20.0%	9.3%	10.1%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	19.1%	N/A	37.3%	N/A	34.3%	N/A	6.5%	N/A	2.8%	N/A
1-3 years	12,895	N/A	12.3%	N/A	34.9%	N/A	23.7%	N/A	17.6%	N/A	11.4%	N/A
4-5 years	8,711	N/A	12.5%	N/A	36.6%	N/A	22.6%	N/A	19.0%	N/A	9.3%	N/A
6-10 years	13,912	N/A	12.3%	N/A	35.7%	N/A	21.7%	N/A	20.5%	N/A	9.7%	N/A
11-20 years	44,995	N/A	12.3%	N/A	36.3%	N/A	22.0%	N/A	19.9%	N/A	9.6%	N/A
> 20 years	62,358	N/A	13.9%	N/A	36.0%	N/A	22.8%	N/A	18.9%	N/A	8.4%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	19.4%	N/A	38.0%	N/A	30.2%	N/A	9.0%	N/A	3.4%	N/A
1-3 years	21,636	N/A	13.2%	N/A	34.6%	N/A	22.7%	N/A	18.6%	N/A	10.8%	N/A
4-5 years	13,236	N/A	12.5%	N/A	36.3%	N/A	22.6%	N/A	19.0%	N/A	9.7%	N/A
6-10 years	18,823	N/A	12.3%	N/A	36.2%	N/A	21.5%	N/A	20.3%	N/A	9.6%	N/A
11-20 years	46,189	N/A	12.1%	N/A	36.4%	N/A	22.1%	N/A	20.0%	N/A	9.5%	N/A
> 20 years	41,489	N/A	13.9%	N/A	36.1%	N/A	23.1%	N/A	18.7%	N/A	8.2%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	12.2%	9.1%	34.6%	30.3%	21.8%	28.5%	20.2%	21.2%	11.2%	10.9%
Between 1 and 3 years	16,415	12,087	12.1%	10.7%	35.6%	35.3%	23.3%	22.5%	21.0%	20.8%	7.9%	10.7%
Between 3 and 5 years	19,275	13,876	13.2%	11.2%	35.1%	34.9%	23.4%	25.2%	19.5%	20.4%	8.9%	8.2%
5 or more years	102,412	70,692	13.1%	11.9%	36.2%	34.1%	22.4%	24.0%	18.8%	19.8%	9.5%	10.3%

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## ***FHCS Report by Demographics***

(62) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,892	N/A	8.3%	N/A	31.6%	N/A	28.9%	N/A	20.6%	N/A	10.5%	N/A
<b>Work Location</b>												
<b>Headquarters</b>	51,145	N/A	9.7%	N/A	33.0%	N/A	28.3%	N/A	19.6%	N/A	9.4%	N/A
<b>Field</b>	93,047	N/A	7.8%	N/A	31.2%	N/A	29.2%	N/A	21.0%	N/A	10.9%	N/A
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,549	N/A	7.5%	N/A	30.4%	N/A	30.4%	N/A	20.6%	N/A	11.2%	N/A
<b>Team Leader</b>	20,114	N/A	8.6%	N/A	32.1%	N/A	27.6%	N/A	21.6%	N/A	10.1%	N/A
<b>Supervisor</b>	28,517	N/A	9.4%	N/A	35.7%	N/A	25.4%	N/A	20.8%	N/A	8.7%	N/A
<b>Manager</b>	17,118	N/A	15.1%	N/A	39.9%	N/A	21.5%	N/A	16.8%	N/A	6.7%	N/A
<b>Executive</b>	3,906	N/A	27.2%	N/A	40.2%	N/A	16.5%	N/A	11.2%	N/A	4.9%	N/A
<b>Sex</b>												
<b>Male</b>	81,623	N/A	8.2%	N/A	31.1%	N/A	28.2%	N/A	21.3%	N/A	11.2%	N/A
<b>Female</b>	62,574	N/A	8.3%	N/A	32.3%	N/A	30.0%	N/A	19.7%	N/A	9.6%	N/A
<b>Race</b>												
<b>White Non-Hispanic</b>	103,920	N/A	8.2%	N/A	31.1%	N/A	28.3%	N/A	21.6%	N/A	10.9%	N/A
<b>Black Non-Hispanic</b>	22,472	N/A	7.9%	N/A	33.3%	N/A	31.4%	N/A	18.4%	N/A	8.9%	N/A
<b>AmerIndian/Alskn Native</b>	2,499	N/A	6.9%	N/A	27.9%	N/A	28.8%	N/A	19.3%	N/A	17.1%	N/A
<b>Asian/Pacific Islander</b>	6,594	N/A	9.2%	N/A	33.8%	N/A	30.7%	N/A	17.3%	N/A	9.0%	N/A
<b>Hispanic</b>	8,466	N/A	9.8%	N/A	32.6%	N/A	27.7%	N/A	19.6%	N/A	10.3%	N/A

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

## ***FHCS Report by Demographics***

(62) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,892	N/A	8.3%	N/A	31.6%	N/A	28.9%	N/A	20.6%	N/A	10.5%	N/A
<b>Leaving</b>												
<b>No</b>	101,433	N/A	10.2%	N/A	36.4%	N/A	29.0%	N/A	17.6%	N/A	6.8%	N/A
<b>Yes, to retire</b>	9,504	N/A	6.2%	N/A	28.0%	N/A	30.2%	N/A	24.7%	N/A	10.9%	N/A
<b>Yes, to other job in Govt</b>	22,690	N/A	3.7%	N/A	19.5%	N/A	28.6%	N/A	28.3%	N/A	19.9%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	2.1%	N/A	15.2%	N/A	25.7%	N/A	29.8%	N/A	27.1%	N/A
<b>Yes, other</b>	5,482	N/A	2.7%	N/A	19.1%	N/A	29.3%	N/A	27.0%	N/A	21.9%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	N/A	9.6%	N/A	36.3%	N/A	28.9%	N/A	15.9%	N/A	9.3%	N/A
<b>30-39</b>	20,916	N/A	8.1%	N/A	31.4%	N/A	28.5%	N/A	21.5%	N/A	10.4%	N/A
<b>40-49</b>	47,038	N/A	8.2%	N/A	31.8%	N/A	28.0%	N/A	20.8%	N/A	11.2%	N/A
<b>50-59</b>	57,869	N/A	7.9%	N/A	30.7%	N/A	29.7%	N/A	21.1%	N/A	10.6%	N/A
<b>60+</b>	12,863	N/A	9.9%	N/A	33.1%	N/A	30.5%	N/A	18.5%	N/A	8.0%	N/A
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	N/A	6.2%	N/A	29.0%	N/A	29.6%	N/A	22.4%	N/A	12.8%	N/A
<b>GS 1-6 or equivalent</b>	6,706	N/A	9.2%	N/A	29.2%	N/A	29.8%	N/A	20.2%	N/A	11.5%	N/A
<b>GS 7-12 or equivalent</b>	58,904	N/A	7.7%	N/A	32.8%	N/A	29.7%	N/A	19.9%	N/A	9.9%	N/A
<b>GS 13-15 or equivalent</b>	64,037	N/A	9.1%	N/A	31.5%	N/A	27.2%	N/A	21.8%	N/A	10.4%	N/A
<b>Senior Executive Service</b>	3,314	N/A	24.3%	N/A	36.7%	N/A	17.1%	N/A	11.8%	N/A	10.1%	N/A
<b>SL/ST</b>	490	N/A	9.4%	N/A	42.2%	N/A	19.2%	N/A	22.9%	N/A	6.3%	N/A
<b>Other</b>	5,204	N/A	9.1%	N/A	27.8%	N/A	29.7%	N/A	21.5%	N/A	11.8%	N/A

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



## ***FHCS Report by Demographics***

(62) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,892	N/A	8.3%	N/A	31.6%	N/A	28.9%	N/A	20.6%	N/A	10.5%	N/A
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	13.8%	N/A	44.0%	N/A	32.3%	N/A	6.3%	N/A	3.7%	N/A
1-3 years	12,893	N/A	9.5%	N/A	33.8%	N/A	28.2%	N/A	17.3%	N/A	11.2%	N/A
4-5 years	8,710	N/A	9.4%	N/A	32.9%	N/A	27.9%	N/A	20.5%	N/A	9.3%	N/A
6-10 years	13,912	N/A	8.0%	N/A	32.9%	N/A	27.2%	N/A	20.6%	N/A	11.2%	N/A
11-20 years	44,995	N/A	7.7%	N/A	31.0%	N/A	29.1%	N/A	21.6%	N/A	10.6%	N/A
> 20 years	62,357	N/A	8.0%	N/A	30.4%	N/A	29.7%	N/A	21.4%	N/A	10.5%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	16.4%	N/A	42.3%	N/A	28.3%	N/A	8.7%	N/A	4.3%	N/A
1-3 years	21,635	N/A	9.9%	N/A	33.0%	N/A	27.9%	N/A	18.4%	N/A	10.7%	N/A
4-5 years	13,235	N/A	7.7%	N/A	33.5%	N/A	29.1%	N/A	20.3%	N/A	9.4%	N/A
6-10 years	18,823	N/A	6.8%	N/A	32.4%	N/A	28.6%	N/A	20.8%	N/A	11.4%	N/A
11-20 years	46,189	N/A	7.8%	N/A	30.2%	N/A	29.2%	N/A	21.9%	N/A	10.9%	N/A
> 20 years	41,488	N/A	8.0%	N/A	30.1%	N/A	29.7%	N/A	21.8%	N/A	10.4%	N/A
<b>Retiring</b>												
with 1 year	6,073	N/A	7.0%	N/A	26.6%	N/A	28.1%	N/A	24.2%	N/A	14.2%	N/A
Between 1 and 3 years	16,416	N/A	7.2%	N/A	30.4%	N/A	29.3%	N/A	23.3%	N/A	9.8%	N/A
Between 3 and 5 years	19,275	N/A	7.3%	N/A	28.5%	N/A	30.5%	N/A	23.7%	N/A	10.0%	N/A
5 or more years	102,408	N/A	8.6%	N/A	32.6%	N/A	28.7%	N/A	19.6%	N/A	10.5%	N/A

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

## ***FHCS Report by Demographics***

(63) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,886	100,656	8.0%	6.8%	27.4%	26.3%	28.3%	29.3%	22.4%	22.2%	13.9%	15.5%
<b>Work Location</b>												
<b>Headquarters</b>	51,143	35,976	9.4%	7.1%	27.1%	25.0%	28.8%	30.5%	21.7%	22.3%	13.0%	15.1%
<b>Field</b>	93,043	64,680	7.5%	6.7%	27.4%	26.8%	28.2%	28.8%	22.7%	22.1%	14.1%	15.6%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,549	46,868	6.9%	6.1%	26.0%	24.6%	28.6%	29.1%	23.2%	23.0%	15.3%	17.2%
<b>Team Leader</b>	20,112	13,639	8.1%	6.5%	27.0%	27.4%	28.7%	30.2%	23.6%	22.1%	12.5%	13.8%
<b>Supervisor</b>	28,515	22,902	10.3%	8.3%	33.1%	31.9%	27.3%	30.0%	18.9%	19.4%	10.4%	10.4%
<b>Manager</b>	17,116	14,118	17.6%	14.5%	38.4%	36.0%	23.9%	27.2%	13.7%	15.0%	6.3%	7.2%
<b>Executive</b>	3,906	3,129	29.6%	20.4%	34.2%	34.7%	26.1%	31.6%	6.6%	9.6%	3.4%	3.7%
<b>Sex</b>												
<b>Male</b>	81,616	59,070	8.0%	6.2%	27.7%	26.3%	28.9%	30.8%	21.7%	21.0%	13.7%	15.7%
<b>Female</b>	62,574	41,586	8.0%	7.5%	26.9%	26.3%	27.5%	27.3%	23.4%	23.7%	14.1%	15.2%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,916	75,600	7.7%	6.7%	27.4%	26.4%	29.1%	30.1%	22.1%	22.3%	13.7%	14.4%
<b>Black Non-Hispanic</b>	22,473	13,055	8.2%	6.7%	26.3%	25.6%	24.6%	24.4%	25.8%	23.3%	15.1%	20.0%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	8.3%	8.0%	26.0%	22.7%	25.0%	28.0%	22.2%	20.0%	18.5%	21.3%
<b>Asian/Pacific Islander</b>	6,594	4,424	8.2%	4.7%	31.5%	28.2%	32.8%	35.6%	16.6%	20.9%	10.9%	10.5%
<b>Hispanic</b>	8,464	5,531	10.0%	8.5%	26.9%	26.4%	26.6%	27.0%	22.4%	20.3%	14.1%	17.7%

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

## ***FHCS Report by Demographics***

(63) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,886	100,656	8.0%	6.8%	27.4%	26.3%	28.3%	29.3%	22.4%	22.2%	13.9%	15.5%
<b>Leaving</b>												
<b>No</b>	101,432	N/A	10.1%	N/A	32.8%	N/A	29.8%	N/A	18.9%	N/A	8.4%	N/A
<b>Yes, to retire</b>	9,502	N/A	5.8%	N/A	25.1%	N/A	36.1%	N/A	20.7%	N/A	12.3%	N/A
<b>Yes, to other job in Govt</b>	22,690	N/A	2.8%	N/A	12.3%	N/A	21.5%	N/A	34.0%	N/A	29.4%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	1.6%	N/A	11.7%	N/A	23.5%	N/A	31.1%	N/A	32.1%	N/A
<b>Yes, other</b>	5,479	N/A	2.5%	N/A	12.6%	N/A	24.2%	N/A	29.8%	N/A	30.8%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,460	2,787	12.5%	9.8%	30.4%	28.7%	25.4%	31.4%	18.9%	19.8%	12.8%	10.3%
<b>30-39</b>	20,916	15,010	7.8%	7.5%	30.0%	27.7%	25.2%	28.2%	22.6%	21.7%	14.4%	15.0%
<b>40-49</b>	47,038	34,006	8.0%	6.8%	27.3%	25.8%	27.1%	27.6%	23.2%	22.9%	14.4%	17.0%
<b>50-59</b>	57,867	41,243	7.5%	6.1%	25.9%	25.5%	29.5%	30.5%	23.1%	22.3%	14.0%	15.5%
<b>60+</b>	12,861	7,610	7.9%	7.2%	27.3%	28.4%	36.3%	33.4%	17.7%	19.8%	10.8%	11.2%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,509	4,855	6.1%	5.3%	26.4%	24.0%	27.0%	28.3%	23.5%	22.2%	17.0%	20.2%
<b>GS 1-6 or equivalent</b>	6,706	4,848	7.2%	6.3%	19.8%	21.6%	24.8%	24.5%	25.4%	24.4%	22.8%	23.2%
<b>GS 7-12 or equivalent</b>	58,902	39,563	7.1%	6.5%	27.3%	25.8%	28.0%	28.5%	23.9%	23.8%	13.7%	15.5%
<b>GS 13-15 or equivalent</b>	64,037	41,791	10.1%	8.2%	30.9%	29.6%	29.9%	31.1%	18.7%	19.5%	10.5%	11.6%
<b>Senior Executive Service</b>	3,314	2,542	26.0%	18.8%	30.5%	32.8%	29.3%	34.7%	9.0%	8.9%	5.2%	4.8%
<b>SL/ST</b>	490	N/A	11.5%	N/A	40.5%	N/A	31.4%	N/A	12.8%	N/A	3.8%	N/A
<b>Other</b>	5,203	7,057	9.0%	6.4%	26.1%	27.5%	31.7%	34.4%	21.0%	18.7%	12.2%	13.1%

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

## ***FHCS Report by Demographics***

(63) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,886	100,656	8.0%	6.8%	27.4%	26.3%	28.3%	29.3%	22.4%	22.2%	13.9%	15.5%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	19.5%	N/A	25.1%	N/A	43.0%	N/A	8.6%	N/A	3.8%	N/A
1-3 years	12,893	N/A	8.7%	N/A	29.3%	N/A	26.7%	N/A	20.3%	N/A	15.0%	N/A
4-5 years	8,708	N/A	8.6%	N/A	28.3%	N/A	25.6%	N/A	25.0%	N/A	12.4%	N/A
6-10 years	13,914	N/A	8.1%	N/A	27.0%	N/A	27.3%	N/A	22.3%	N/A	15.4%	N/A
11-20 years	44,990	N/A	7.8%	N/A	27.3%	N/A	27.0%	N/A	23.3%	N/A	14.6%	N/A
> 20 years	62,356	N/A	7.6%	N/A	26.7%	N/A	30.6%	N/A	22.3%	N/A	12.9%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	17.0%	N/A	29.6%	N/A	34.3%	N/A	12.5%	N/A	6.7%	N/A
1-3 years	21,636	N/A	9.2%	N/A	28.3%	N/A	26.8%	N/A	20.7%	N/A	15.0%	N/A
4-5 years	13,233	N/A	7.2%	N/A	26.5%	N/A	27.4%	N/A	25.4%	N/A	13.4%	N/A
6-10 years	18,823	N/A	7.0%	N/A	26.6%	N/A	27.1%	N/A	23.1%	N/A	16.2%	N/A
11-20 years	46,184	N/A	7.5%	N/A	26.9%	N/A	27.8%	N/A	23.4%	N/A	14.4%	N/A
> 20 years	41,487	N/A	7.8%	N/A	27.8%	N/A	30.8%	N/A	21.7%	N/A	12.0%	N/A
<b>Retiring</b>												
with 1 year	6,072	4,001	7.1%	6.0%	24.2%	22.9%	33.2%	33.5%	18.9%	19.0%	16.7%	18.5%
Between 1 and 3 years	16,415	12,087	7.2%	5.9%	25.5%	25.3%	33.8%	32.1%	21.6%	21.4%	11.9%	15.3%
Between 3 and 5 years	19,275	13,876	6.9%	5.6%	26.4%	26.3%	31.4%	31.5%	22.4%	22.1%	13.0%	14.5%
5 or more years	102,404	70,692	8.3%	7.1%	28.0%	26.6%	26.9%	28.3%	22.7%	22.4%	14.1%	15.5%

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

## ***FHCS Report by Demographics***

(64) How satisfied are you with the training you receive for your present job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	11.9%	11.1%	43.5%	42.0%	24.0%	24.2%	15.3%	16.3%	5.3%	6.4%
<b>Work Location</b>												
<b>Headquarters</b>	51,144	35,976	12.8%	11.7%	42.9%	41.6%	24.6%	24.6%	14.1%	15.4%	5.5%	6.7%
<b>Field</b>	93,051	64,680	11.6%	10.9%	43.7%	42.1%	23.8%	24.1%	15.7%	16.6%	5.2%	6.2%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,552	46,868	11.1%	10.5%	42.4%	40.8%	24.3%	24.5%	16.1%	16.8%	6.1%	7.4%
<b>Team Leader</b>	20,114	13,639	12.2%	11.3%	45.3%	43.2%	23.9%	24.0%	14.7%	16.8%	4.0%	4.7%
<b>Supervisor</b>	28,516	22,902	13.6%	12.5%	45.7%	46.6%	23.6%	23.3%	13.4%	13.4%	3.7%	4.1%
<b>Manager</b>	17,118	14,118	18.1%	16.8%	47.4%	46.1%	21.1%	23.0%	10.8%	11.0%	2.6%	3.0%
<b>Executive</b>	3,906	3,129	25.2%	20.0%	42.0%	44.2%	22.7%	26.7%	8.3%	7.5%	1.8%	1.7%
<b>Sex</b>												
<b>Male</b>	81,623	59,070	11.7%	10.2%	43.2%	42.5%	24.6%	24.8%	15.1%	15.9%	5.4%	6.6%
<b>Female</b>	62,576	41,586	12.2%	12.4%	43.9%	41.3%	23.2%	23.5%	15.5%	16.8%	5.2%	6.0%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,924	75,600	11.6%	11.1%	43.4%	42.8%	24.2%	24.4%	15.8%	16.1%	5.0%	5.6%
<b>Black Non-Hispanic</b>	22,470	13,055	13.1%	12.1%	45.3%	42.5%	22.2%	21.2%	13.7%	15.3%	5.7%	8.9%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	10.7%	9.8%	35.7%	38.8%	25.6%	24.5%	18.6%	15.5%	9.4%	11.4%
<b>Asian/Pacific Islander</b>	6,595	4,424	12.2%	10.5%	43.9%	38.2%	26.7%	29.7%	12.4%	16.4%	4.9%	5.2%
<b>Hispanic</b>	8,466	5,531	12.7%	10.8%	42.0%	37.3%	23.3%	23.9%	15.8%	20.2%	6.3%	7.8%

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

## *FHCS Report by Demographics*

(64) How satisfied are you with the training you receive for your present job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	11.9%	11.1%	43.5%	42.0%	24.0%	24.2%	15.3%	16.3%	5.3%	6.4%
<b>Leaving</b>												
<b>No</b>	101,435	N/A	14.1%	N/A	47.5%	N/A	22.5%	N/A	12.8%	N/A	3.1%	N/A
<b>Yes, to retire</b>	9,504	N/A	9.1%	N/A	42.9%	N/A	29.5%	N/A	13.5%	N/A	4.9%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	6.9%	N/A	32.9%	N/A	25.7%	N/A	23.2%	N/A	11.4%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	4.3%	N/A	31.6%	N/A	29.9%	N/A	22.8%	N/A	11.6%	N/A
<b>Yes, other</b>	5,480	N/A	4.9%	N/A	30.0%	N/A	29.7%	N/A	22.4%	N/A	13.0%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	14.1%	14.1%	45.5%	42.7%	19.7%	21.0%	15.8%	16.7%	4.9%	5.6%
<b>30-39</b>	20,918	15,010	11.8%	11.8%	44.6%	42.6%	21.7%	21.9%	16.4%	16.8%	5.4%	6.8%
<b>40-49</b>	47,040	34,006	11.7%	10.7%	43.3%	40.8%	23.6%	24.3%	15.8%	17.5%	5.6%	6.6%
<b>50-59</b>	57,868	41,243	11.5%	10.9%	42.6%	42.5%	25.8%	25.2%	14.8%	15.2%	5.3%	6.3%
<b>60+</b>	12,863	7,610	14.0%	11.9%	44.8%	43.1%	24.5%	25.8%	13.0%	14.3%	3.7%	4.9%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	4,855	10.0%	10.0%	42.3%	39.5%	25.0%	23.9%	16.9%	18.0%	5.7%	8.6%
<b>GS 1-6 or equivalent</b>	6,706	4,848	10.9%	9.6%	43.4%	40.9%	22.8%	22.7%	15.8%	17.0%	7.1%	9.9%
<b>GS 7-12 or equivalent</b>	58,907	39,563	11.4%	10.8%	43.2%	41.4%	23.5%	23.9%	16.2%	17.2%	5.7%	6.7%
<b>GS 13-15 or equivalent</b>	64,038	41,791	13.2%	12.7%	44.7%	43.7%	24.8%	26.2%	13.2%	13.8%	4.1%	3.7%
<b>Senior Executive Service</b>	3,314	2,542	21.7%	18.6%	40.3%	44.6%	27.4%	27.5%	9.1%	8.0%	1.6%	1.4%
<b>SL/ST</b>	490	N/A	12.5%	N/A	55.4%	N/A	26.3%	N/A	4.4%	N/A	1.3%	N/A
<b>Other</b>	5,203	7,057	14.0%	11.5%	41.7%	43.8%	25.3%	22.9%	14.6%	15.9%	4.4%	5.8%

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

## ***FHCS Report by Demographics***

(64) How satisfied are you with the training you receive for your present job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	11.9%	11.1%	43.5%	42.0%	24.0%	24.2%	15.3%	16.3%	5.3%	6.4%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	21.2%	N/A	37.6%	N/A	28.8%	N/A	10.0%	N/A	2.3%	N/A
1-3 years	12,896	N/A	13.6%	N/A	43.6%	N/A	20.5%	N/A	16.8%	N/A	5.4%	N/A
4-5 years	8,710	N/A	11.5%	N/A	45.7%	N/A	22.5%	N/A	15.9%	N/A	4.5%	N/A
6-10 years	13,914	N/A	12.1%	N/A	42.9%	N/A	22.9%	N/A	15.5%	N/A	6.6%	N/A
11-20 years	44,994	N/A	11.3%	N/A	43.2%	N/A	24.2%	N/A	16.0%	N/A	5.3%	N/A
> 20 years	62,356	N/A	11.7%	N/A	43.4%	N/A	25.6%	N/A	14.1%	N/A	5.1%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	18.8%	N/A	37.7%	N/A	27.9%	N/A	11.7%	N/A	3.9%	N/A
1-3 years	21,638	N/A	13.4%	N/A	41.9%	N/A	21.3%	N/A	17.2%	N/A	6.2%	N/A
4-5 years	13,236	N/A	10.9%	N/A	43.9%	N/A	24.1%	N/A	15.5%	N/A	5.5%	N/A
6-10 years	18,823	N/A	11.2%	N/A	43.0%	N/A	23.3%	N/A	16.4%	N/A	6.0%	N/A
11-20 years	46,188	N/A	11.5%	N/A	43.2%	N/A	24.8%	N/A	15.5%	N/A	5.0%	N/A
> 20 years	41,487	N/A	11.5%	N/A	45.4%	N/A	25.2%	N/A	13.2%	N/A	4.6%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	9.7%	9.3%	44.5%	38.8%	25.7%	28.4%	14.2%	16.4%	5.9%	7.0%
Between 1 and 3 years	16,416	12,087	10.4%	9.9%	42.9%	42.9%	28.0%	26.3%	13.6%	14.4%	5.1%	6.5%
Between 3 and 5 years	19,276	13,876	11.7%	11.0%	43.7%	41.7%	25.0%	25.4%	15.1%	16.4%	4.6%	5.5%
5 or more years	102,410	70,692	12.3%	11.4%	43.5%	42.0%	23.2%	23.5%	15.6%	16.5%	5.4%	6.5%

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

## *FHCS Report by Demographics*

(65) Considering everything, how satisfied are you with your job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,891	100,656	20.8%	20.3%	46.8%	47.5%	17.8%	17.3%	10.2%	10.8%	4.4%	4.1%
<b>Work Location</b>												
<b>Headquarters</b>	51,144	35,976	21.2%	19.5%	45.2%	47.9%	18.1%	17.2%	11.1%	11.2%	4.4%	4.2%
<b>Field</b>	93,048	64,680	20.6%	20.6%	47.2%	47.4%	17.8%	17.3%	10.0%	10.7%	4.4%	4.0%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,551	46,868	18.9%	19.0%	46.3%	46.7%	18.9%	18.3%	11.0%	11.5%	4.9%	4.5%
<b>Team Leader</b>	20,112	13,639	22.5%	20.7%	47.8%	49.7%	17.1%	16.3%	8.9%	9.9%	3.7%	3.5%
<b>Supervisor</b>	28,517	22,902	23.5%	23.6%	48.6%	48.8%	15.5%	15.1%	9.4%	9.7%	3.1%	2.7%
<b>Manager</b>	17,118	14,118	33.2%	31.3%	46.5%	47.3%	11.5%	11.6%	6.8%	7.6%	2.1%	2.3%
<b>Executive</b>	3,906	3,129	47.1%	39.6%	37.9%	41.9%	8.4%	9.1%	4.8%	7.6%	1.8%	1.9%
<b>Sex</b>												
<b>Male</b>	81,623	59,070	21.0%	20.2%	46.5%	47.1%	18.0%	17.4%	10.1%	11.3%	4.3%	4.1%
<b>Female</b>	62,573	41,586	20.4%	20.5%	47.1%	48.1%	17.7%	17.1%	10.4%	10.3%	4.5%	4.0%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,921	75,600	20.8%	21.0%	46.8%	47.4%	17.5%	16.6%	10.5%	11.2%	4.4%	3.8%
<b>Black Non-Hispanic</b>	22,472	13,055	20.0%	17.8%	46.3%	46.6%	18.8%	20.3%	10.4%	10.2%	4.4%	5.1%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	21.0%	19.6%	41.0%	42.8%	21.2%	17.8%	12.1%	14.1%	4.7%	5.6%
<b>Asian/Pacific Islander</b>	6,595	4,424	19.6%	18.6%	50.8%	51.5%	17.8%	18.6%	7.7%	7.9%	4.1%	3.4%
<b>Hispanic</b>	8,463	5,531	22.8%	20.4%	46.1%	49.2%	18.0%	16.1%	9.1%	9.4%	4.0%	4.9%

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



## ***FHCS Report by Demographics***

(65) Considering everything, how satisfied are you with your job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,891	100,656	20.8%	20.3%	46.8%	47.5%	17.8%	17.3%	10.2%	10.8%	4.4%	4.1%
<b>Leaving</b>												
<b>No</b>	101,435	N/A	25.9%	N/A	52.3%	N/A	14.8%	N/A	5.5%	N/A	1.5%	N/A
<b>Yes, to retire</b>	9,504	N/A	17.5%	N/A	43.1%	N/A	21.4%	N/A	12.7%	N/A	5.3%	N/A
<b>Yes, to other job in Govt</b>	22,689	N/A	7.1%	N/A	33.3%	N/A	25.0%	N/A	23.6%	N/A	11.0%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	3.7%	N/A	27.3%	N/A	28.7%	N/A	21.8%	N/A	18.6%	N/A
<b>Yes, other</b>	5,480	N/A	6.8%	N/A	28.5%	N/A	27.3%	N/A	24.2%	N/A	13.3%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,459	2,787	19.4%	18.7%	47.3%	47.1%	17.2%	19.5%	11.3%	11.1%	4.8%	3.6%
<b>30-39</b>	20,916	15,010	18.8%	19.6%	46.9%	50.6%	18.8%	16.8%	11.2%	9.2%	4.3%	3.9%
<b>40-49</b>	47,039	34,006	20.2%	19.3%	47.4%	47.7%	17.6%	17.4%	10.3%	11.6%	4.5%	4.0%
<b>50-59</b>	57,869	41,243	20.9%	20.6%	46.3%	46.4%	18.0%	17.2%	10.4%	11.4%	4.4%	4.4%
<b>60+</b>	12,863	7,610	27.1%	26.1%	45.9%	45.1%	16.3%	17.4%	6.6%	7.9%	4.1%	3.6%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	4,855	20.5%	20.1%	45.6%	46.2%	18.7%	19.3%	11.3%	10.9%	4.0%	3.5%
<b>GS 1-6 or equivalent</b>	6,705	4,848	18.5%	19.9%	42.8%	44.6%	22.5%	18.3%	9.7%	12.0%	6.5%	5.3%
<b>GS 7-12 or equivalent</b>	58,903	39,563	19.3%	18.8%	48.3%	48.5%	17.6%	17.8%	10.6%	10.9%	4.2%	4.1%
<b>GS 13-15 or equivalent</b>	64,038	41,791	23.2%	22.9%	47.1%	47.3%	16.0%	15.4%	9.8%	10.8%	4.0%	3.6%
<b>Senior Executive Service</b>	3,314	2,542	42.3%	36.8%	34.5%	45.0%	10.2%	8.0%	5.8%	8.3%	7.2%	1.9%
<b>SL/ST</b>	490	N/A	37.2%	N/A	37.4%	N/A	18.7%	N/A	4.9%	N/A	1.7%	N/A
<b>Other</b>	5,204	7,057	23.8%	21.8%	41.6%	47.6%	20.8%	16.8%	9.6%	9.5%	4.2%	4.4%

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

## ***FHCS Report by Demographics***

(65) Considering everything, how satisfied are you with your job?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,891	100,656	20.8%	20.3%	46.8%	47.5%	17.8%	17.3%	10.2%	10.8%	4.4%	4.1%
<b>Time in Federal Government</b>												
< 1 year	1,315	N/A	35.6%	N/A	41.2%	N/A	17.3%	N/A	3.2%	N/A	2.7%	N/A
1-3 years	12,890	N/A	21.1%	N/A	44.2%	N/A	19.4%	N/A	10.1%	N/A	5.2%	N/A
4-5 years	8,710	N/A	22.6%	N/A	48.2%	N/A	16.0%	N/A	9.8%	N/A	3.4%	N/A
6-10 years	13,915	N/A	20.9%	N/A	45.6%	N/A	18.1%	N/A	10.8%	N/A	4.7%	N/A
11-20 years	44,995	N/A	19.3%	N/A	47.7%	N/A	18.1%	N/A	10.7%	N/A	4.2%	N/A
> 20 years	62,357	N/A	21.2%	N/A	47.0%	N/A	17.3%	N/A	10.0%	N/A	4.4%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,813	N/A	30.7%	N/A	44.2%	N/A	14.8%	N/A	6.8%	N/A	3.5%	N/A
1-3 years	21,634	N/A	21.3%	N/A	43.6%	N/A	18.6%	N/A	11.0%	N/A	5.5%	N/A
4-5 years	13,235	N/A	20.7%	N/A	47.3%	N/A	18.2%	N/A	9.6%	N/A	4.2%	N/A
6-10 years	18,824	N/A	18.9%	N/A	47.7%	N/A	17.8%	N/A	10.9%	N/A	4.6%	N/A
11-20 years	46,189	N/A	19.7%	N/A	47.5%	N/A	18.3%	N/A	10.3%	N/A	4.2%	N/A
> 20 years	41,488	N/A	21.9%	N/A	47.7%	N/A	16.8%	N/A	9.7%	N/A	3.9%	N/A
<b>Retiring</b>												
with 1 year	6,074	4,001	18.8%	17.0%	40.8%	40.9%	20.3%	18.0%	12.3%	15.6%	7.8%	8.6%
Between 1 and 3 years	16,415	12,087	19.2%	18.9%	46.2%	46.1%	19.2%	18.4%	11.6%	10.9%	3.8%	5.7%
Between 3 and 5 years	19,275	13,876	21.3%	19.8%	47.4%	47.1%	16.8%	17.3%	10.4%	11.5%	4.1%	4.5%
5 or more years	102,407	70,692	21.0%	20.7%	47.1%	48.1%	17.7%	17.1%	9.9%	10.5%	4.3%	3.6%

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

## *FHCS Report by Demographics*

(66) Considering everything, how satisfied are you with your pay?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,893	100,656	15.7%	15.6%	46.2%	48.2%	16.7%	15.0%	15.6%	16.9%	5.8%	4.3%
<b>Work Location</b>												
<b>Headquarters</b>	51,145	35,976	17.1%	16.2%	46.4%	48.5%	16.1%	15.4%	15.0%	15.4%	5.4%	4.5%
<b>Field</b>	93,050	64,680	15.2%	15.3%	46.2%	48.1%	16.8%	14.8%	15.8%	17.5%	6.0%	4.2%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,553	46,868	14.5%	15.0%	45.6%	47.8%	17.3%	15.4%	16.3%	17.4%	6.3%	4.4%
<b>Team Leader</b>	20,113	13,639	15.7%	15.6%	47.2%	49.1%	16.4%	14.7%	15.0%	16.4%	5.8%	4.2%
<b>Supervisor</b>	28,516	22,902	19.4%	17.9%	48.2%	49.1%	14.3%	13.3%	14.0%	16.2%	4.0%	3.6%
<b>Manager</b>	17,117	14,118	25.0%	20.5%	48.3%	49.3%	12.3%	13.0%	11.2%	13.8%	3.2%	3.5%
<b>Executive</b>	3,906	3,129	26.0%	17.7%	41.1%	41.5%	12.6%	13.1%	15.5%	19.8%	4.8%	7.9%
<b>Sex</b>												
<b>Male</b>	81,623	59,070	15.7%	13.9%	46.2%	48.1%	17.3%	16.6%	15.3%	16.7%	5.5%	4.6%
<b>Female</b>	62,575	41,586	15.6%	17.8%	46.2%	48.3%	15.9%	12.8%	16.1%	17.2%	6.2%	3.9%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,923	75,600	16.5%	16.6%	47.7%	49.3%	15.8%	14.3%	15.0%	16.1%	5.0%	3.8%
<b>Black Non-Hispanic</b>	22,472	13,055	12.0%	13.6%	42.2%	44.2%	17.5%	15.2%	19.6%	19.3%	8.7%	7.7%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	15.3%	13.4%	43.3%	39.9%	15.3%	18.4%	16.7%	24.8%	9.4%	3.5%
<b>Asian/Pacific Islander</b>	6,593	4,424	13.4%	12.8%	42.7%	47.0%	24.6%	22.9%	12.2%	14.6%	7.1%	2.7%
<b>Hispanic</b>	8,466	5,531	17.4%	13.3%	44.4%	49.3%	17.5%	14.0%	15.0%	19.3%	5.8%	4.2%

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

## ***FHCS Report by Demographics***

(66) Considering everything, how satisfied are you with your pay?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,893	100,656	15.7%	15.6%	46.2%	48.2%	16.7%	15.0%	15.6%	16.9%	5.8%	4.3%
<b>Leaving</b>												
<b>No</b>	101,437	N/A	18.1%	N/A	49.3%	N/A	15.7%	N/A	13.4%	N/A	3.5%	N/A
<b>Yes, to retire</b>	9,504	N/A	16.9%	N/A	49.4%	N/A	15.0%	N/A	13.6%	N/A	5.1%	N/A
<b>Yes, to other job in Govt</b>	22,690	N/A	9.3%	N/A	37.5%	N/A	19.4%	N/A	22.2%	N/A	11.7%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	6.9%	N/A	29.8%	N/A	21.3%	N/A	24.7%	N/A	17.3%	N/A
<b>Yes, other</b>	5,480	N/A	6.5%	N/A	39.2%	N/A	20.7%	N/A	21.6%	N/A	12.0%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	15.3%	12.7%	44.4%	46.4%	17.9%	16.3%	14.6%	15.6%	7.8%	9.0%
<b>30-39</b>	20,918	15,010	15.8%	14.4%	45.0%	48.1%	17.5%	14.2%	15.3%	18.0%	6.4%	5.4%
<b>40-49</b>	47,040	34,006	15.8%	15.4%	46.1%	47.3%	16.9%	15.1%	15.1%	17.9%	6.2%	4.3%
<b>50-59</b>	57,868	41,243	15.0%	16.5%	46.7%	48.3%	16.3%	15.0%	16.8%	16.5%	5.3%	3.8%
<b>60+</b>	12,863	7,610	18.6%	16.1%	48.1%	52.6%	15.0%	16.2%	13.7%	12.4%	4.6%	2.7%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	4,855	15.0%	13.9%	45.0%	47.1%	17.2%	16.6%	16.5%	17.6%	6.4%	4.8%
<b>GS 1-6 or equivalent</b>	6,703	4,848	7.0%	5.8%	31.1%	37.6%	20.8%	17.0%	27.7%	29.5%	13.5%	10.1%
<b>GS 7-12 or equivalent</b>	58,907	39,563	13.8%	14.8%	47.1%	49.4%	17.7%	15.4%	15.8%	16.7%	5.5%	3.8%
<b>GS 13-15 or equivalent</b>	64,039	41,791	22.1%	22.1%	51.6%	50.7%	13.7%	12.1%	9.5%	12.8%	3.1%	2.3%
<b>Senior Executive Service</b>	3,314	2,542	26.0%	16.5%	40.8%	43.6%	13.9%	12.3%	14.1%	18.9%	5.2%	8.7%
<b>SL/ST</b>	490	N/A	14.6%	N/A	51.8%	N/A	8.7%	N/A	23.2%	N/A	1.7%	N/A
<b>Other</b>	5,204	7,057	18.6%	15.8%	42.6%	48.2%	13.7%	16.4%	18.4%	14.9%	6.7%	4.8%

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

## ***FHCS Report by Demographics***

(66) Considering everything, how satisfied are you with your pay?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,893	100,656	15.7%	15.6%	46.2%	48.2%	16.7%	15.0%	15.6%	16.9%	5.8%	4.3%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	15.1%	N/A	42.2%	N/A	24.1%	N/A	13.1%	N/A	5.5%	N/A
1-3 years	12,893	N/A	13.0%	N/A	41.7%	N/A	19.1%	N/A	18.0%	N/A	8.2%	N/A
4-5 years	8,711	N/A	14.0%	N/A	46.9%	N/A	15.2%	N/A	17.7%	N/A	6.2%	N/A
6-10 years	13,914	N/A	15.2%	N/A	43.7%	N/A	19.9%	N/A	15.3%	N/A	5.8%	N/A
11-20 years	44,994	N/A	15.5%	N/A	47.5%	N/A	16.1%	N/A	15.4%	N/A	5.6%	N/A
> 20 years	62,357	N/A	17.3%	N/A	47.5%	N/A	15.5%	N/A	14.6%	N/A	5.1%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	16.9%	N/A	44.3%	N/A	20.0%	N/A	13.6%	N/A	5.3%	N/A
1-3 years	21,636	N/A	14.1%	N/A	43.0%	N/A	18.5%	N/A	17.0%	N/A	7.4%	N/A
4-5 years	13,235	N/A	13.5%	N/A	45.6%	N/A	16.5%	N/A	18.0%	N/A	6.4%	N/A
6-10 years	18,823	N/A	14.6%	N/A	45.2%	N/A	18.4%	N/A	16.0%	N/A	5.8%	N/A
11-20 years	46,189	N/A	16.2%	N/A	47.6%	N/A	15.8%	N/A	15.1%	N/A	5.3%	N/A
> 20 years	41,488	N/A	17.6%	N/A	48.0%	N/A	15.2%	N/A	14.1%	N/A	5.1%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	17.5%	21.1%	49.6%	46.7%	14.2%	16.2%	12.5%	13.2%	6.2%	2.7%
Between 1 and 3 years	16,415	12,087	15.8%	18.8%	47.8%	47.7%	15.9%	13.4%	15.5%	15.9%	5.0%	4.1%
Between 3 and 5 years	19,276	13,876	17.1%	15.5%	47.3%	52.0%	15.4%	14.5%	16.2%	14.8%	4.0%	3.2%
5 or more years	102,409	70,692	15.4%	14.9%	45.7%	47.7%	17.1%	15.2%	15.7%	17.6%	6.2%	4.6%

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

## ***FHCS Report by Demographics***

(67) Considering everything, how satisfied are you with your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,891	100,656	13.6%	13.6%	43.1%	41.9%	21.8%	20.1%	14.8%	17.1%	6.7%	7.3%
<b>Work Location</b>												
<b>Headquarters</b>	51,145	35,976	15.3%	14.1%	43.0%	42.0%	20.8%	20.1%	14.6%	17.2%	6.4%	6.6%
<b>Field</b>	93,046	64,680	13.1%	13.4%	43.1%	41.8%	22.2%	20.2%	14.8%	17.1%	6.8%	7.6%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,550	46,868	12.6%	12.7%	42.4%	41.2%	22.8%	20.6%	14.9%	17.7%	7.3%	7.8%
<b>Team Leader</b>	20,112	13,639	13.7%	13.5%	43.7%	43.1%	21.4%	20.0%	15.6%	16.4%	5.6%	7.0%
<b>Supervisor</b>	28,517	22,902	15.7%	15.9%	45.9%	43.9%	19.0%	18.7%	13.8%	15.9%	5.6%	5.6%
<b>Manager</b>	17,118	14,118	23.5%	21.8%	46.7%	43.3%	14.9%	16.2%	11.2%	13.9%	3.7%	4.8%
<b>Executive</b>	3,906	3,129	35.4%	28.7%	43.7%	42.0%	11.0%	13.2%	7.4%	12.2%	2.5%	3.8%
<b>Sex</b>												
<b>Male</b>	81,621	59,070	13.3%	13.4%	42.8%	40.5%	21.9%	21.1%	15.0%	17.8%	6.9%	7.3%
<b>Female</b>	62,575	41,586	14.0%	13.8%	43.5%	43.6%	21.7%	18.9%	14.5%	16.3%	6.3%	7.4%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,920	75,600	13.5%	13.7%	42.8%	41.3%	21.4%	20.0%	15.5%	17.8%	6.8%	7.1%
<b>Black Non-Hispanic</b>	22,470	13,055	13.0%	12.4%	44.6%	43.6%	22.8%	19.6%	13.3%	16.6%	6.2%	7.8%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	12.8%	12.6%	38.4%	37.8%	24.7%	15.5%	15.6%	23.0%	8.5%	11.2%
<b>Asian/Pacific Islander</b>	6,595	4,424	13.1%	14.7%	45.9%	42.4%	24.8%	26.2%	10.8%	11.8%	5.4%	4.8%
<b>Hispanic</b>	8,465	5,531	16.9%	13.9%	42.1%	44.5%	19.9%	19.5%	14.0%	13.0%	7.1%	9.1%

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

## ***FHCS Report by Demographics***

(67) Considering everything, how satisfied are you with your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,891	100,656	13.6%	13.6%	43.1%	41.9%	21.8%	20.1%	14.8%	17.1%	6.7%	7.3%
<b>Leaving</b>												
<b>No</b>	101,435	N/A	17.2%	N/A	49.9%	N/A	20.0%	N/A	9.8%	N/A	3.1%	N/A
<b>Yes, to retire</b>	9,504	N/A	9.8%	N/A	38.3%	N/A	23.5%	N/A	20.0%	N/A	8.4%	N/A
<b>Yes, to other job in Govt</b>	22,690	N/A	4.6%	N/A	27.0%	N/A	26.6%	N/A	26.5%	N/A	15.4%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	2.2%	N/A	18.3%	N/A	26.8%	N/A	32.5%	N/A	20.2%	N/A
<b>Yes, other</b>	5,481	N/A	4.7%	N/A	21.7%	N/A	27.5%	N/A	28.3%	N/A	17.8%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	15.4%	13.7%	44.5%	45.8%	20.6%	22.7%	13.5%	12.8%	6.0%	5.0%
<b>30-39</b>	20,918	15,010	13.0%	13.2%	44.1%	44.6%	22.1%	20.0%	14.8%	16.0%	6.0%	6.2%
<b>40-49</b>	47,040	34,006	13.5%	13.2%	43.2%	41.0%	21.9%	20.6%	14.4%	17.7%	6.9%	7.5%
<b>50-59</b>	57,867	41,243	13.0%	13.5%	42.2%	41.0%	22.1%	19.5%	15.6%	17.9%	7.1%	8.2%
<b>60+</b>	12,861	7,610	17.4%	16.9%	44.2%	42.7%	20.3%	20.6%	12.8%	14.5%	5.3%	5.2%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,511	4,855	11.4%	13.2%	42.3%	38.9%	23.1%	22.9%	15.9%	17.4%	7.4%	7.6%
<b>GS 1-6 or equivalent</b>	6,705	4,848	12.6%	14.2%	37.9%	41.5%	26.1%	19.7%	13.9%	17.1%	9.5%	7.6%
<b>GS 7-12 or equivalent</b>	58,903	39,563	12.8%	12.8%	44.2%	42.6%	22.1%	20.1%	14.7%	17.1%	6.2%	7.4%
<b>GS 13-15 or equivalent</b>	64,039	41,791	15.6%	15.5%	43.7%	41.4%	19.8%	19.3%	14.6%	17.1%	6.2%	6.7%
<b>Senior Executive Service</b>	3,314	2,542	31.8%	26.1%	40.3%	44.9%	12.1%	13.1%	7.0%	12.2%	8.9%	3.7%
<b>SL/ST</b>	490	N/A	15.6%	N/A	58.5%	N/A	10.2%	N/A	12.6%	N/A	3.1%	N/A
<b>Other</b>	5,203	7,057	15.2%	12.1%	40.7%	42.1%	21.0%	20.4%	17.1%	17.5%	6.0%	7.9%

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

## ***FHCS Report by Demographics***

(67) Considering everything, how satisfied are you with your organization?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,891	100,656	13.6%	13.6%	43.1%	41.9%	21.8%	20.1%	14.8%	17.1%	6.7%	7.3%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	25.6%	N/A	47.2%	N/A	21.2%	N/A	3.5%	N/A	2.5%	N/A
1-3 years	12,895	N/A	15.5%	N/A	42.1%	N/A	21.1%	N/A	14.3%	N/A	7.0%	N/A
4-5 years	8,709	N/A	15.1%	N/A	45.9%	N/A	19.7%	N/A	14.0%	N/A	5.2%	N/A
6-10 years	13,912	N/A	13.3%	N/A	44.0%	N/A	21.9%	N/A	13.9%	N/A	6.9%	N/A
11-20 years	44,994	N/A	12.7%	N/A	42.6%	N/A	23.2%	N/A	15.0%	N/A	6.5%	N/A
> 20 years	62,356	N/A	13.3%	N/A	43.0%	N/A	21.3%	N/A	15.3%	N/A	7.0%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	24.0%	N/A	47.3%	N/A	18.9%	N/A	6.4%	N/A	3.4%	N/A
1-3 years	21,637	N/A	15.6%	N/A	41.7%	N/A	21.2%	N/A	14.0%	N/A	7.4%	N/A
4-5 years	13,235	N/A	13.7%	N/A	44.6%	N/A	21.5%	N/A	14.3%	N/A	6.0%	N/A
6-10 years	18,823	N/A	12.5%	N/A	43.3%	N/A	22.1%	N/A	14.8%	N/A	7.2%	N/A
11-20 years	46,188	N/A	12.5%	N/A	42.8%	N/A	22.8%	N/A	15.4%	N/A	6.5%	N/A
> 20 years	41,486	N/A	13.3%	N/A	43.5%	N/A	21.4%	N/A	15.2%	N/A	6.6%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	11.0%	10.9%	35.7%	35.1%	22.4%	16.9%	19.0%	24.6%	11.9%	12.6%
Between 1 and 3 years	16,415	12,087	12.0%	12.2%	41.6%	38.6%	21.4%	20.8%	18.6%	18.8%	6.4%	9.6%
Between 3 and 5 years	19,275	13,876	13.2%	12.6%	41.4%	41.4%	23.3%	19.7%	15.6%	18.2%	6.4%	8.2%
5 or more years	102,409	70,692	14.1%	14.1%	44.0%	42.7%	21.6%	20.3%	13.8%	16.4%	6.5%	6.6%

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



## *FHCS Report by Demographics*

(68) How satisfied are you with retirement benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,882	100,656	14.9%	12.9%	50.3%	52.7%	22.3%	19.8%	9.9%	12.4%	2.6%	2.3%
<b>Work Location</b>												
<b>Headquarters</b>	51,140	35,976	17.0%	14.6%	50.5%	54.1%	21.3%	18.7%	8.9%	10.6%	2.3%	2.0%
<b>Field</b>	93,043	64,680	14.2%	12.2%	50.3%	52.1%	22.6%	20.2%	10.2%	13.1%	2.7%	2.4%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,545	46,868	13.7%	12.2%	50.7%	52.3%	23.1%	20.4%	9.8%	12.7%	2.8%	2.4%
<b>Team Leader</b>	20,114	13,639	15.1%	12.3%	48.7%	54.0%	23.5%	19.2%	10.3%	12.3%	2.4%	2.2%
<b>Supervisor</b>	28,515	22,902	18.2%	16.5%	51.2%	52.6%	18.0%	17.5%	10.3%	11.4%	2.3%	2.1%
<b>Manager</b>	17,116	14,118	23.4%	18.5%	50.9%	52.6%	14.9%	16.6%	9.1%	10.3%	1.7%	1.9%
<b>Executive</b>	3,906	3,129	32.9%	28.5%	48.3%	51.8%	11.8%	11.4%	5.9%	7.1%	1.1%	1.3%
<b>Sex</b>												
<b>Male</b>	81,613	59,070	14.5%	11.9%	49.8%	51.3%	21.9%	21.1%	10.8%	13.1%	3.0%	2.6%
<b>Female</b>	62,574	41,586	15.2%	14.2%	51.1%	54.5%	22.9%	18.0%	8.7%	11.3%	2.1%	1.9%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,911	75,600	15.6%	14.1%	50.9%	52.9%	20.7%	18.7%	10.2%	12.2%	2.6%	2.2%
<b>Black Non-Hispanic</b>	22,473	13,055	12.2%	10.8%	49.4%	51.7%	26.1%	22.9%	9.5%	11.7%	2.7%	2.9%
<b>AmerIndian/Alskn Native</b>	2,498	2,046	13.7%	10.8%	48.9%	44.3%	24.4%	21.6%	9.9%	21.1%	3.0%	2.2%
<b>Asian/Pacific Islander</b>	6,595	4,424	12.4%	8.9%	50.0%	55.1%	28.6%	22.0%	7.6%	12.6%	1.4%	1.5%
<b>Hispanic</b>	8,465	5,531	15.7%	9.7%	48.3%	54.1%	23.0%	21.5%	10.1%	11.7%	2.9%	3.0%

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

## *FHCS Report by Demographics*

(68) How satisfied are you with retirement benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,882	100,656	14.9%	12.9%	50.3%	52.7%	22.3%	19.8%	9.9%	12.4%	2.6%	2.3%
<b>Leaving</b>												
<b>No</b>	101,428	N/A	15.9%	N/A	52.1%	N/A	21.1%	N/A	8.9%	N/A	1.9%	N/A
<b>Yes, to retire</b>	9,502	N/A	21.1%	N/A	45.9%	N/A	20.7%	N/A	10.0%	N/A	2.3%	N/A
<b>Yes, to other job in Govt</b>	22,689	N/A	11.6%	N/A	48.3%	N/A	24.6%	N/A	11.6%	N/A	3.9%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	8.0%	N/A	42.0%	N/A	27.2%	N/A	15.3%	N/A	7.5%	N/A
<b>Yes, other</b>	5,481	N/A	6.8%	N/A	41.4%	N/A	30.9%	N/A	15.6%	N/A	5.2%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	18.0%	14.1%	52.4%	55.1%	20.6%	23.5%	7.3%	6.4%	1.7%	1.0%
<b>30-39</b>	20,917	15,010	13.7%	12.6%	52.1%	56.1%	22.6%	20.1%	8.9%	9.4%	2.7%	1.8%
<b>40-49</b>	47,036	34,006	13.1%	11.8%	50.7%	53.4%	23.1%	20.8%	10.2%	12.0%	2.9%	2.0%
<b>50-59</b>	57,863	41,243	16.1%	13.7%	49.2%	51.2%	22.0%	17.9%	10.3%	14.4%	2.5%	2.9%
<b>60+</b>	12,860	7,610	16.9%	14.6%	49.2%	47.5%	21.1%	22.1%	10.6%	13.0%	2.2%	2.8%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,505	4,855	9.9%	9.2%	45.0%	45.6%	25.3%	23.1%	16.4%	18.6%	3.5%	3.5%
<b>GS 1-6 or equivalent</b>	6,705	4,848	10.2%	8.1%	47.9%	52.7%	27.4%	25.0%	10.5%	11.5%	4.0%	2.7%
<b>GS 7-12 or equivalent</b>	58,901	39,563	13.6%	11.7%	50.8%	52.5%	23.1%	20.9%	10.0%	12.7%	2.5%	2.1%
<b>GS 13-15 or equivalent</b>	64,039	41,791	19.6%	19.0%	53.2%	56.0%	17.4%	14.9%	7.7%	8.9%	2.1%	1.3%
<b>Senior Executive Service</b>	3,314	2,542	32.2%	26.9%	45.0%	52.7%	15.9%	11.0%	6.1%	8.0%	0.9%	1.3%
<b>SL/ST</b>	489	N/A	18.1%	N/A	56.9%	N/A	16.9%	N/A	6.2%	N/A	2.0%	N/A
<b>Other</b>	5,202	7,057	17.5%	12.3%	44.9%	52.1%	24.6%	17.6%	10.5%	13.9%	2.5%	4.2%

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

## ***FHCS Report by Demographics***

(68) How satisfied are you with retirement benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,882	100,656	14.9%	12.9%	50.3%	52.7%	22.3%	19.8%	9.9%	12.4%	2.6%	2.3%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	29.1%	N/A	37.5%	N/A	24.1%	N/A	6.3%	N/A	2.9%	N/A
1-3 years	12,894	N/A	12.9%	N/A	51.5%	N/A	23.6%	N/A	8.6%	N/A	3.4%	N/A
4-5 years	8,710	N/A	12.5%	N/A	52.7%	N/A	22.7%	N/A	10.0%	N/A	2.2%	N/A
6-10 years	13,911	N/A	12.0%	N/A	50.9%	N/A	24.4%	N/A	10.0%	N/A	2.6%	N/A
11-20 years	44,992	N/A	11.7%	N/A	48.9%	N/A	24.3%	N/A	12.0%	N/A	3.2%	N/A
> 20 years	62,350	N/A	19.3%	N/A	50.8%	N/A	19.4%	N/A	8.7%	N/A	1.9%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	20.1%	N/A	47.0%	N/A	21.9%	N/A	8.4%	N/A	2.6%	N/A
1-3 years	21,636	N/A	13.9%	N/A	51.5%	N/A	23.0%	N/A	8.7%	N/A	2.9%	N/A
4-5 years	13,235	N/A	12.3%	N/A	50.3%	N/A	24.0%	N/A	11.2%	N/A	2.3%	N/A
6-10 years	18,822	N/A	12.2%	N/A	50.5%	N/A	24.5%	N/A	10.1%	N/A	2.7%	N/A
11-20 years	46,183	N/A	13.2%	N/A	49.1%	N/A	23.4%	N/A	11.2%	N/A	3.1%	N/A
> 20 years	41,484	N/A	19.7%	N/A	51.2%	N/A	18.5%	N/A	8.7%	N/A	1.9%	N/A
<b>Retiring</b>												
with 1 year	6,070	4,001	23.0%	18.9%	47.1%	49.6%	18.0%	16.4%	9.1%	12.3%	2.7%	2.8%
Between 1 and 3 years	16,416	12,087	18.4%	15.3%	48.4%	49.9%	19.8%	17.2%	11.3%	14.9%	2.0%	2.6%
Between 3 and 5 years	19,273	13,876	17.3%	14.1%	50.7%	51.9%	19.7%	19.3%	10.1%	12.5%	2.3%	2.2%
5 or more years	102,404	70,692	13.6%	12.1%	50.7%	53.3%	23.3%	20.3%	9.7%	12.0%	2.7%	2.3%

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

## *FHCS Report by Demographics*

(69) How satisfied are you with health insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	12.0%	8.2%	43.9%	41.9%	19.6%	20.7%	18.4%	21.8%	6.1%	7.4%
<b>Work Location</b>												
<b>Headquarters</b>	51,144	35,976	14.3%	9.2%	46.2%	45.4%	19.2%	21.1%	16.0%	19.0%	4.3%	5.3%
<b>Field</b>	93,052	64,680	11.3%	7.8%	43.2%	40.6%	19.8%	20.6%	19.1%	22.8%	6.6%	8.2%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,551	46,868	11.7%	8.2%	44.0%	41.9%	19.7%	20.8%	18.2%	21.7%	6.4%	7.6%
<b>Team Leader</b>	20,113	13,639	11.5%	8.1%	42.7%	41.5%	20.7%	20.8%	19.4%	21.9%	5.7%	7.8%
<b>Supervisor</b>	28,518	22,902	12.8%	8.6%	44.8%	42.2%	18.7%	20.5%	18.1%	22.3%	5.6%	6.3%
<b>Manager</b>	17,119	14,118	15.4%	8.8%	45.5%	43.2%	17.4%	20.7%	17.6%	22.1%	4.1%	5.3%
<b>Executive</b>	3,906	3,129	21.8%	12.2%	50.7%	52.7%	13.5%	16.5%	12.1%	16.0%	1.9%	2.6%
<b>Sex</b>												
<b>Male</b>	81,627	59,070	11.3%	7.0%	42.9%	39.3%	20.3%	22.2%	18.8%	22.9%	6.8%	8.6%
<b>Female</b>	62,573	41,586	12.9%	9.8%	45.3%	45.3%	18.9%	18.8%	17.8%	20.3%	5.2%	5.8%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,921	75,600	12.5%	8.6%	43.9%	41.7%	18.9%	20.4%	18.6%	22.3%	6.2%	7.0%
<b>Black Non-Hispanic</b>	22,473	13,055	9.7%	7.8%	45.9%	45.3%	20.0%	20.7%	18.4%	19.3%	6.1%	6.9%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	9.6%	7.8%	43.9%	34.4%	26.9%	22.4%	13.1%	23.1%	6.4%	12.3%
<b>Asian/Pacific Islander</b>	6,595	4,424	12.1%	6.4%	42.5%	41.4%	24.5%	23.6%	16.5%	22.0%	4.4%	6.6%
<b>Hispanic</b>	8,467	5,531	13.2%	6.8%	41.5%	40.9%	20.5%	21.3%	19.1%	20.5%	5.6%	10.6%

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

## ***FHCS Report by Demographics***

(69) How satisfied are you with health insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	12.0%	8.2%	43.9%	41.9%	19.6%	20.7%	18.4%	21.8%	6.1%	7.4%
<b>Leaving</b>												
<b>No</b>	101,436	N/A	12.8%	N/A	44.6%	N/A	19.2%	N/A	18.0%	N/A	5.4%	N/A
<b>Yes, to retire</b>	9,504	N/A	15.7%	N/A	48.1%	N/A	17.7%	N/A	15.2%	N/A	3.3%	N/A
<b>Yes, to other job in Govt</b>	22,691	N/A	9.2%	N/A	43.1%	N/A	20.3%	N/A	19.7%	N/A	7.6%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	9.2%	N/A	36.3%	N/A	19.3%	N/A	23.2%	N/A	12.1%	N/A
<b>Yes, other</b>	5,480	N/A	6.9%	N/A	36.3%	N/A	27.7%	N/A	19.9%	N/A	9.2%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	13.0%	10.9%	43.2%	40.8%	18.5%	21.3%	18.9%	18.3%	6.4%	8.6%
<b>30-39</b>	20,919	15,010	11.1%	7.8%	42.9%	40.4%	18.7%	20.4%	20.0%	21.8%	7.4%	9.6%
<b>40-49</b>	47,037	34,006	10.3%	6.8%	42.8%	40.7%	20.1%	20.7%	19.9%	24.1%	7.0%	7.6%
<b>50-59</b>	57,871	41,243	13.0%	9.0%	44.2%	43.0%	20.0%	20.7%	17.5%	20.5%	5.3%	6.8%
<b>60+</b>	12,862	7,610	16.0%	11.2%	50.1%	46.1%	18.8%	21.3%	12.2%	18.2%	2.9%	3.1%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,509	4,855	8.3%	6.4%	35.5%	35.0%	21.7%	21.0%	23.0%	25.6%	11.5%	12.1%
<b>GS 1-6 or equivalent</b>	6,706	4,848	11.1%	7.3%	41.2%	43.6%	23.1%	21.9%	18.2%	18.6%	6.3%	8.6%
<b>GS 7-12 or equivalent</b>	58,904	39,563	11.1%	8.4%	43.3%	41.1%	20.0%	20.9%	19.2%	22.2%	6.3%	7.4%
<b>GS 13-15 or equivalent</b>	64,040	41,791	14.4%	9.2%	48.7%	45.2%	17.0%	20.1%	15.7%	20.4%	4.1%	5.1%
<b>Senior Executive Service</b>	3,314	2,542	21.8%	12.1%	47.3%	51.0%	17.8%	19.9%	11.4%	14.7%	1.7%	2.3%
<b>SL/ST</b>	490	N/A	15.7%	N/A	54.1%	N/A	23.8%	N/A	5.7%	N/A	0.6%	N/A
<b>Other</b>	5,204	7,057	13.7%	7.6%	43.6%	42.3%	19.1%	20.1%	18.8%	22.8%	4.9%	7.2%

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

## ***FHCS Report by Demographics***

(69) How satisfied are you with health insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	12.0%	8.2%	43.9%	41.9%	19.6%	20.7%	18.4%	21.8%	6.1%	7.4%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	9.9%	N/A	41.1%	N/A	28.4%	N/A	14.0%	N/A	6.6%	N/A
1-3 years	12,892	N/A	10.9%	N/A	38.8%	N/A	24.7%	N/A	17.9%	N/A	7.8%	N/A
4-5 years	8,711	N/A	10.0%	N/A	40.4%	N/A	22.8%	N/A	20.2%	N/A	6.7%	N/A
6-10 years	13,913	N/A	11.0%	N/A	41.7%	N/A	21.8%	N/A	18.9%	N/A	6.6%	N/A
11-20 years	44,997	N/A	11.3%	N/A	44.8%	N/A	18.5%	N/A	19.2%	N/A	6.2%	N/A
> 20 years	62,357	N/A	13.7%	N/A	46.5%	N/A	17.3%	N/A	17.4%	N/A	5.1%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,814	N/A	11.8%	N/A	43.2%	N/A	23.8%	N/A	15.9%	N/A	5.3%	N/A
1-3 years	21,636	N/A	11.6%	N/A	41.2%	N/A	22.8%	N/A	17.5%	N/A	6.9%	N/A
4-5 years	13,235	N/A	9.3%	N/A	40.6%	N/A	22.9%	N/A	21.2%	N/A	6.0%	N/A
6-10 years	18,823	N/A	10.8%	N/A	43.3%	N/A	21.3%	N/A	18.0%	N/A	6.6%	N/A
11-20 years	46,190	N/A	12.4%	N/A	45.3%	N/A	17.6%	N/A	18.8%	N/A	6.0%	N/A
> 20 years	41,490	N/A	13.6%	N/A	46.3%	N/A	17.1%	N/A	17.9%	N/A	5.2%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	17.1%	13.3%	48.8%	46.7%	16.7%	17.1%	12.9%	17.6%	4.5%	5.4%
Between 1 and 3 years	16,417	12,087	14.0%	10.2%	47.7%	43.3%	18.8%	20.8%	15.4%	20.1%	4.1%	5.5%
Between 3 and 5 years	19,273	13,876	14.0%	8.6%	45.7%	44.9%	17.0%	20.9%	18.0%	20.5%	5.3%	5.0%
5 or more years	102,411	70,692	11.1%	7.6%	43.0%	41.0%	20.4%	20.8%	19.1%	22.4%	6.5%	8.1%

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

## *FHCS Report by Demographics*

(70) How satisfied are you with life insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
<b>Work Location</b>												
<b>Headquarters</b>	51,142	35,976	12.4%	8.4%	49.6%	47.6%	28.8%	34.9%	7.2%	7.4%	1.9%	1.7%
<b>Field</b>	93,052	64,680	11.6%	8.2%	50.4%	48.5%	27.7%	32.7%	7.8%	8.5%	2.4%	2.1%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,551	46,868	11.7%	8.2%	50.6%	48.5%	28.0%	33.1%	7.3%	8.0%	2.4%	2.1%
<b>Team Leader</b>	20,113	13,639	11.2%	7.9%	49.2%	47.4%	29.5%	34.8%	8.1%	8.3%	1.9%	1.6%
<b>Supervisor</b>	28,518	22,902	12.5%	8.4%	50.3%	48.8%	26.0%	31.5%	8.8%	9.1%	2.5%	2.1%
<b>Manager</b>	17,117	14,118	14.3%	9.7%	50.1%	47.8%	24.6%	31.7%	8.8%	8.5%	2.1%	2.3%
<b>Executive</b>	3,906	3,129	17.2%	9.0%	46.2%	43.3%	26.6%	37.7%	7.9%	8.1%	2.0%	1.9%
<b>Sex</b>												
<b>Male</b>	81,626	59,070	10.6%	6.7%	48.6%	46.0%	29.0%	35.0%	9.0%	9.6%	2.9%	2.6%
<b>Female</b>	62,573	41,586	13.4%	10.3%	52.4%	51.1%	26.7%	31.0%	5.9%	6.4%	1.5%	1.2%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,922	75,600	11.7%	8.2%	49.6%	47.8%	28.6%	34.3%	7.8%	7.6%	2.4%	2.1%
<b>Black Non-Hispanic</b>	22,471	13,055	12.6%	9.9%	55.7%	52.2%	22.7%	27.3%	7.1%	8.7%	1.9%	1.9%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	14.0%	8.7%	48.2%	44.8%	29.0%	35.4%	7.0%	9.8%	1.8%	1.4%
<b>Asian/Pacific Islander</b>	6,595	4,424	10.1%	6.3%	45.0%	44.9%	37.5%	40.9%	6.0%	6.8%	1.4%	1.2%
<b>Hispanic</b>	8,466	5,531	12.4%	6.9%	49.2%	48.5%	26.1%	29.2%	9.4%	13.3%	2.8%	2.2%

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

## ***FHCS Report by Demographics***

(70) How satisfied are you with life insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
<b>Leaving</b>												
<b>No</b>	101,438	N/A	12.6%	N/A	50.8%	N/A	27.4%	N/A	7.2%	N/A	1.9%	N/A
<b>Yes, to retire</b>	9,503	N/A	12.7%	N/A	47.6%	N/A	29.3%	N/A	8.4%	N/A	1.9%	N/A
<b>Yes, to other job in Govt</b>	22,688	N/A	10.5%	N/A	51.0%	N/A	27.7%	N/A	7.9%	N/A	2.8%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	7.2%	N/A	46.6%	N/A	30.5%	N/A	10.9%	N/A	4.7%	N/A
<b>Yes, other</b>	5,481	N/A	6.6%	N/A	43.8%	N/A	35.0%	N/A	10.9%	N/A	3.8%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	14.8%	8.1%	48.4%	47.8%	29.8%	36.8%	5.6%	6.1%	1.5%	1.2%
<b>30-39</b>	20,917	15,010	12.3%	8.9%	52.4%	49.4%	25.8%	31.5%	7.0%	8.0%	2.5%	2.2%
<b>40-49</b>	47,038	34,006	10.8%	8.0%	50.4%	48.2%	28.7%	33.9%	7.8%	8.1%	2.4%	1.9%
<b>50-59</b>	57,871	41,243	12.1%	8.0%	49.5%	47.9%	28.2%	33.5%	8.0%	8.7%	2.2%	2.0%
<b>60+</b>	12,863	7,610	12.4%	9.2%	50.0%	47.7%	27.4%	32.7%	8.3%	7.5%	1.9%	2.8%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,511	4,855	8.9%	7.3%	49.0%	47.8%	29.1%	32.1%	9.4%	10.0%	3.6%	2.7%
<b>GS 1-6 or equivalent</b>	6,706	4,848	13.0%	7.9%	50.0%	52.0%	28.9%	31.3%	6.6%	7.0%	1.6%	1.9%
<b>GS 7-12 or equivalent</b>	58,904	39,563	11.6%	8.6%	51.7%	49.5%	27.2%	32.1%	7.3%	8.1%	2.2%	1.7%
<b>GS 13-15 or equivalent</b>	64,041	41,791	12.4%	8.1%	48.2%	45.3%	28.9%	36.3%	8.2%	7.9%	2.3%	2.3%
<b>Senior Executive Service</b>	3,314	2,542	17.1%	8.7%	44.5%	44.9%	30.1%	35.7%	6.6%	8.7%	1.7%	2.0%
<b>SL/ST</b>	490	N/A	15.4%	N/A	56.4%	N/A	23.2%	N/A	4.5%	N/A	0.4%	N/A
<b>Other</b>	5,201	7,057	12.9%	7.9%	48.8%	45.7%	27.2%	35.3%	8.3%	8.7%	2.8%	2.4%

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



## ***FHCS Report by Demographics***

(70) How satisfied are you with life insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	14.0%	N/A	42.6%	N/A	35.0%	N/A	4.9%	N/A	3.5%	N/A
1-3 years	12,896	N/A	12.2%	N/A	50.6%	N/A	29.6%	N/A	5.5%	N/A	2.2%	N/A
4-5 years	8,710	N/A	11.7%	N/A	49.2%	N/A	29.2%	N/A	7.7%	N/A	2.1%	N/A
6-10 years	13,913	N/A	11.3%	N/A	51.5%	N/A	27.0%	N/A	7.8%	N/A	2.4%	N/A
11-20 years	44,995	N/A	11.0%	N/A	51.3%	N/A	27.5%	N/A	7.8%	N/A	2.4%	N/A
> 20 years	62,355	N/A	12.5%	N/A	49.2%	N/A	27.8%	N/A	8.3%	N/A	2.2%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	14.1%	N/A	46.3%	N/A	30.0%	N/A	6.7%	N/A	2.9%	N/A
1-3 years	21,639	N/A	12.9%	N/A	51.6%	N/A	27.5%	N/A	5.9%	N/A	2.1%	N/A
4-5 years	13,234	N/A	10.4%	N/A	49.2%	N/A	29.6%	N/A	8.7%	N/A	2.2%	N/A
6-10 years	18,824	N/A	10.5%	N/A	52.1%	N/A	28.1%	N/A	6.9%	N/A	2.4%	N/A
11-20 years	46,187	N/A	12.0%	N/A	51.0%	N/A	27.0%	N/A	7.9%	N/A	2.2%	N/A
> 20 years	41,488	N/A	12.0%	N/A	48.0%	N/A	28.8%	N/A	8.8%	N/A	2.3%	N/A
<b>Retiring</b>												
with 1 year	6,072	4,001	14.1%	8.1%	48.7%	46.2%	28.0%	34.1%	6.5%	8.9%	2.7%	2.8%
Between 1 and 3 years	16,416	12,087	11.6%	8.0%	49.1%	48.2%	27.5%	31.8%	9.9%	8.9%	1.8%	3.1%
Between 3 and 5 years	19,276	13,876	12.7%	7.7%	49.3%	48.0%	27.7%	34.8%	7.9%	8.0%	2.4%	1.6%
5 or more years	102,409	70,692	11.6%	8.4%	50.6%	48.4%	28.1%	33.2%	7.4%	8.1%	2.2%	1.9%

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

## ***FHCS Report by Demographics***

(71) How satisfied are you with long term care insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
<b>Work Location</b>												
<b>Headquarters</b>	51,138	35,976	6.2%	2.6%	27.5%	20.0%	55.1%	64.9%	7.8%	9.0%	3.4%	3.5%
<b>Field</b>	93,033	64,680	5.3%	2.4%	27.3%	18.6%	55.6%	64.0%	8.1%	10.8%	3.7%	4.3%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,541	46,868	5.6%	2.4%	27.1%	18.9%	56.2%	64.5%	7.3%	10.2%	3.8%	4.1%
<b>Team Leader</b>	20,109	13,639	5.0%	2.6%	27.2%	19.3%	55.1%	63.2%	9.3%	10.8%	3.4%	4.1%
<b>Supervisor</b>	28,514	22,902	5.8%	2.3%	28.5%	19.3%	53.0%	64.4%	9.3%	10.0%	3.4%	4.0%
<b>Manager</b>	17,112	14,118	6.9%	2.5%	28.8%	18.5%	51.6%	64.6%	9.6%	10.8%	3.0%	3.6%
<b>Executive</b>	3,906	3,129	9.9%	3.1%	31.0%	19.2%	47.3%	65.2%	9.7%	9.0%	2.2%	3.4%
<b>Sex</b>												
<b>Male</b>	81,606	59,070	5.3%	2.2%	27.3%	18.1%	53.6%	63.2%	9.5%	11.8%	4.3%	4.7%
<b>Female</b>	62,568	41,586	5.8%	2.8%	27.4%	20.1%	58.0%	65.5%	6.0%	8.4%	2.7%	3.2%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,905	75,600	5.2%	2.3%	26.0%	17.9%	56.7%	66.3%	8.2%	9.6%	4.0%	3.9%
<b>Black Non-Hispanic</b>	22,471	13,055	5.5%	3.0%	31.5%	22.7%	53.1%	59.9%	7.2%	10.1%	2.7%	4.3%
<b>AmerIndian/Alskn Native</b>	2,497	2,046	6.2%	3.5%	27.5%	16.7%	54.8%	60.5%	8.4%	14.1%	3.1%	5.1%
<b>Asian/Pacific Islander</b>	6,593	4,424	6.9%	3.4%	28.3%	20.3%	55.5%	57.4%	6.6%	15.5%	2.7%	3.4%
<b>Hispanic</b>	8,465	5,531	7.6%	1.9%	30.2%	21.3%	49.7%	59.8%	9.0%	11.7%	3.5%	5.3%

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

## ***FHCS Report by Demographics***

(71) How satisfied are you with long term care insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
<b>Leaving</b>												
<b>No</b>	101,422	N/A	5.9%	N/A	27.4%	N/A	55.8%	N/A	7.6%	N/A	3.2%	N/A
<b>Yes, to retire</b>	9,499	N/A	5.7%	N/A	26.1%	N/A	55.8%	N/A	9.2%	N/A	3.2%	N/A
<b>Yes, to other job in Govt</b>	22,686	N/A	5.6%	N/A	28.3%	N/A	53.2%	N/A	8.5%	N/A	4.4%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	3.1%	N/A	26.0%	N/A	52.5%	N/A	11.6%	N/A	6.7%	N/A
<b>Yes, other</b>	5,479	N/A	1.7%	N/A	23.8%	N/A	61.6%	N/A	7.3%	N/A	5.5%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,460	2,787	8.8%	2.5%	34.1%	31.3%	49.9%	59.6%	4.9%	5.2%	2.4%	1.4%
<b>30-39</b>	20,915	15,010	6.6%	3.0%	28.6%	21.7%	54.6%	65.2%	6.4%	7.0%	3.8%	3.1%
<b>40-49</b>	47,029	34,006	5.1%	2.5%	27.7%	18.5%	55.6%	65.3%	8.1%	10.2%	3.5%	3.5%
<b>50-59</b>	57,860	41,243	5.1%	2.1%	25.7%	17.6%	56.5%	63.7%	8.8%	11.7%	3.8%	4.9%
<b>60+</b>	12,862	7,610	5.7%	2.5%	26.5%	16.7%	55.3%	61.4%	8.9%	13.8%	3.7%	5.7%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,506	4,855	4.1%	3.1%	25.5%	21.3%	52.2%	54.0%	12.9%	15.5%	5.3%	6.0%
<b>GS 1-6 or equivalent</b>	6,704	4,848	6.0%	1.5%	27.8%	24.4%	56.6%	60.0%	5.9%	9.1%	3.7%	5.0%
<b>GS 7-12 or equivalent</b>	58,891	39,563	5.4%	2.5%	27.1%	18.8%	56.5%	65.2%	7.6%	9.6%	3.4%	4.0%
<b>GS 13-15 or equivalent</b>	64,037	41,791	6.0%	2.4%	28.1%	17.0%	54.1%	68.2%	8.3%	9.1%	3.5%	3.3%
<b>Senior Executive Service</b>	3,314	2,542	8.6%	3.1%	30.8%	17.8%	48.2%	65.4%	9.4%	10.4%	3.0%	3.3%
<b>SL/ST</b>	490	N/A	3.7%	N/A	33.4%	N/A	56.4%	N/A	5.1%	N/A	1.4%	N/A
<b>Other</b>	5,200	7,057	5.6%	2.4%	26.8%	17.2%	56.2%	63.9%	7.4%	13.1%	4.1%	3.4%

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

## ***FHCS Report by Demographics***

(71) How satisfied are you with long term care insurance benefits?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	5.2%	N/A	32.3%	N/A	53.8%	N/A	5.0%	N/A	3.6%	N/A
1-3 years	12,892	N/A	6.9%	N/A	29.5%	N/A	52.9%	N/A	6.7%	N/A	4.0%	N/A
4-5 years	8,707	N/A	5.5%	N/A	30.3%	N/A	52.9%	N/A	7.6%	N/A	3.7%	N/A
6-10 years	13,910	N/A	6.2%	N/A	27.6%	N/A	53.5%	N/A	8.5%	N/A	4.1%	N/A
11-20 years	44,991	N/A	5.2%	N/A	27.0%	N/A	56.2%	N/A	7.9%	N/A	3.6%	N/A
> 20 years	62,345	N/A	5.2%	N/A	26.0%	N/A	56.9%	N/A	8.5%	N/A	3.4%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,814	N/A	7.2%	N/A	31.6%	N/A	50.6%	N/A	7.3%	N/A	3.4%	N/A
1-3 years	21,633	N/A	7.1%	N/A	30.1%	N/A	52.4%	N/A	6.5%	N/A	3.8%	N/A
4-5 years	13,230	N/A	4.6%	N/A	27.7%	N/A	55.8%	N/A	8.4%	N/A	3.5%	N/A
6-10 years	18,821	N/A	5.6%	N/A	27.6%	N/A	55.2%	N/A	7.6%	N/A	3.9%	N/A
11-20 years	46,182	N/A	5.3%	N/A	27.0%	N/A	55.9%	N/A	8.1%	N/A	3.6%	N/A
> 20 years	41,483	N/A	4.9%	N/A	24.8%	N/A	57.7%	N/A	9.1%	N/A	3.5%	N/A
<b>Retiring</b>												
with 1 year	6,071	4,001	6.0%	2.3%	29.5%	16.2%	51.4%	66.2%	9.6%	10.5%	3.5%	4.8%
Between 1 and 3 years	16,414	12,087	4.6%	2.0%	26.2%	15.4%	55.9%	65.0%	9.6%	11.2%	3.7%	6.4%
Between 3 and 5 years	19,273	13,876	5.3%	2.1%	26.2%	17.3%	55.7%	63.3%	9.0%	12.2%	3.7%	5.0%
5 or more years	102,391	70,692	5.7%	2.6%	27.6%	19.9%	55.6%	64.2%	7.5%	9.9%	3.6%	3.5%

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

## ***FHCS Report by Demographics***

(72) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
<b>Work Location</b>												
<b>Headquarters</b>	51,135	N/A	7.4%	N/A	23.5%	N/A	62.9%	N/A	3.2%	N/A	2.9%	N/A
<b>Field</b>	92,995	N/A	6.6%	N/A	22.4%	N/A	65.0%	N/A	3.3%	N/A	2.7%	N/A
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,519	N/A	6.3%	N/A	22.8%	N/A	64.8%	N/A	3.1%	N/A	3.0%	N/A
<b>Team Leader</b>	20,098	N/A	7.4%	N/A	20.8%	N/A	65.5%	N/A	3.7%	N/A	2.6%	N/A
<b>Supervisor</b>	28,506	N/A	7.3%	N/A	24.4%	N/A	62.7%	N/A	3.6%	N/A	2.0%	N/A
<b>Manager</b>	17,110	N/A	8.8%	N/A	24.7%	N/A	60.6%	N/A	4.0%	N/A	2.1%	N/A
<b>Executive</b>	3,906	N/A	14.0%	N/A	27.7%	N/A	52.9%	N/A	3.2%	N/A	2.2%	N/A
<b>Sex</b>												
<b>Male</b>	81,572	N/A	6.4%	N/A	22.8%	N/A	63.6%	N/A	3.9%	N/A	3.2%	N/A
<b>Female</b>	62,558	N/A	7.2%	N/A	22.5%	N/A	65.7%	N/A	2.4%	N/A	2.2%	N/A
<b>Race</b>												
<b>White Non-Hispanic</b>	103,886	N/A	7.0%	N/A	22.0%	N/A	64.7%	N/A	3.3%	N/A	3.0%	N/A
<b>Black Non-Hispanic</b>	22,465	N/A	5.3%	N/A	23.8%	N/A	66.1%	N/A	2.7%	N/A	2.1%	N/A
<b>AmerIndian/Alskn Native</b>	2,492	N/A	8.2%	N/A	20.6%	N/A	64.6%	N/A	4.1%	N/A	2.5%	N/A
<b>Asian/Pacific Islander</b>	6,591	N/A	7.5%	N/A	27.4%	N/A	59.5%	N/A	3.5%	N/A	2.1%	N/A
<b>Hispanic</b>	8,456	N/A	6.8%	N/A	23.5%	N/A	63.4%	N/A	3.4%	N/A	2.8%	N/A

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

## ***FHCS Report by Demographics***

(72) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
<b>Leaving</b>												
<b>No</b>	101,390	N/A	7.3%	N/A	23.3%	N/A	63.9%	N/A	3.0%	N/A	2.4%	N/A
<b>Yes, to retire</b>	9,499	N/A	5.8%	N/A	18.5%	N/A	70.7%	N/A	3.2%	N/A	1.8%	N/A
<b>Yes, to other job in Govt</b>	22,680	N/A	5.9%	N/A	21.9%	N/A	64.7%	N/A	3.9%	N/A	3.7%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	5.7%	N/A	23.2%	N/A	60.3%	N/A	6.4%	N/A	4.4%	N/A
<b>Yes, other</b>	5,477	N/A	2.9%	N/A	20.5%	N/A	69.2%	N/A	2.7%	N/A	4.7%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,459	N/A	9.2%	N/A	25.5%	N/A	59.4%	N/A	3.2%	N/A	2.7%	N/A
<b>30-39</b>	20,908	N/A	7.7%	N/A	25.1%	N/A	61.7%	N/A	2.7%	N/A	2.9%	N/A
<b>40-49</b>	47,011	N/A	6.7%	N/A	23.2%	N/A	64.0%	N/A	3.4%	N/A	2.8%	N/A
<b>50-59</b>	57,844	N/A	6.3%	N/A	21.2%	N/A	66.2%	N/A	3.5%	N/A	2.8%	N/A
<b>60+</b>	12,862	N/A	6.1%	N/A	20.7%	N/A	67.7%	N/A	3.2%	N/A	2.4%	N/A
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,502	N/A	3.4%	N/A	18.2%	N/A	70.1%	N/A	4.4%	N/A	3.9%	N/A
<b>GS 1-6 or equivalent</b>	6,700	N/A	5.4%	N/A	22.0%	N/A	67.5%	N/A	2.5%	N/A	2.6%	N/A
<b>GS 7-12 or equivalent</b>	58,864	N/A	5.9%	N/A	21.6%	N/A	66.7%	N/A	3.0%	N/A	2.7%	N/A
<b>GS 13-15 or equivalent</b>	64,032	N/A	9.3%	N/A	26.2%	N/A	58.0%	N/A	3.9%	N/A	2.6%	N/A
<b>Senior Executive Service</b>	3,314	N/A	13.1%	N/A	27.3%	N/A	54.8%	N/A	2.8%	N/A	2.0%	N/A
<b>SL/ST</b>	490	N/A	6.4%	N/A	23.8%	N/A	65.8%	N/A	2.6%	N/A	1.4%	N/A
<b>Other</b>	5,198	N/A	9.3%	N/A	22.9%	N/A	62.3%	N/A	2.7%	N/A	2.9%	N/A

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

## ***FHCS Report by Demographics***

(72) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	9.4%	N/A	27.9%	N/A	56.2%	N/A	2.4%	N/A	4.1%	N/A
1-3 years	12,883	N/A	7.9%	N/A	26.4%	N/A	60.0%	N/A	2.5%	N/A	3.2%	N/A
4-5 years	8,707	N/A	6.7%	N/A	28.0%	N/A	59.6%	N/A	3.1%	N/A	2.6%	N/A
6-10 years	13,901	N/A	6.2%	N/A	25.1%	N/A	62.4%	N/A	3.2%	N/A	3.0%	N/A
11-20 years	44,974	N/A	7.0%	N/A	21.8%	N/A	65.4%	N/A	3.3%	N/A	2.6%	N/A
> 20 years	62,338	N/A	6.3%	N/A	20.1%	N/A	67.2%	N/A	3.6%	N/A	2.7%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,813	N/A	7.3%	N/A	26.9%	N/A	59.6%	N/A	2.8%	N/A	3.4%	N/A
1-3 years	21,618	N/A	7.7%	N/A	26.1%	N/A	60.6%	N/A	2.6%	N/A	3.1%	N/A
4-5 years	13,228	N/A	6.3%	N/A	25.1%	N/A	61.8%	N/A	3.7%	N/A	3.1%	N/A
6-10 years	18,813	N/A	6.2%	N/A	22.8%	N/A	64.9%	N/A	3.2%	N/A	2.9%	N/A
11-20 years	46,168	N/A	7.1%	N/A	21.1%	N/A	66.2%	N/A	3.3%	N/A	2.4%	N/A
> 20 years	41,479	N/A	6.1%	N/A	20.6%	N/A	66.8%	N/A	3.8%	N/A	2.8%	N/A
<b>Retiring</b>												
with 1 year	6,070	N/A	6.8%	N/A	20.4%	N/A	67.3%	N/A	3.2%	N/A	2.2%	N/A
Between 1 and 3 years	16,412	N/A	5.8%	N/A	19.4%	N/A	69.1%	N/A	3.8%	N/A	1.9%	N/A
Between 3 and 5 years	19,268	N/A	6.6%	N/A	21.2%	N/A	65.9%	N/A	3.6%	N/A	2.7%	N/A
5 or more years	102,357	N/A	6.9%	N/A	23.5%	N/A	63.6%	N/A	3.1%	N/A	2.9%	N/A

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

## ***FHCS Report by Demographics***

(73) How satisfied are you with paid vacation time?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
<b>Work Location</b>												
<b>Headquarters</b>	51,141	35,976	32.6%	34.2%	54.6%	54.2%	8.1%	6.9%	3.7%	3.8%	1.0%	0.9%
<b>Field</b>	93,048	64,680	32.2%	33.8%	56.0%	55.7%	7.1%	5.6%	3.6%	4.0%	1.1%	0.8%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,547	46,868	31.1%	32.3%	56.3%	56.0%	7.9%	6.6%	3.6%	4.2%	1.1%	0.9%
<b>Team Leader</b>	20,114	13,639	32.1%	35.3%	56.0%	55.1%	6.9%	5.0%	3.8%	3.7%	1.2%	0.9%
<b>Supervisor</b>	28,517	22,902	36.5%	38.8%	54.1%	53.4%	5.7%	4.6%	2.9%	2.8%	0.8%	0.5%
<b>Manager</b>	17,117	14,118	41.7%	42.7%	49.7%	50.0%	5.0%	4.1%	3.0%	2.7%	0.6%	0.6%
<b>Executive</b>	3,906	3,129	42.5%	43.1%	46.8%	45.3%	5.4%	4.4%	3.6%	5.5%	1.8%	1.7%
<b>Sex</b>												
<b>Male</b>	81,620	59,070	31.3%	32.6%	56.3%	57.0%	7.5%	6.1%	3.6%	3.6%	1.2%	0.7%
<b>Female</b>	62,572	41,586	33.5%	35.8%	54.9%	53.1%	7.2%	5.8%	3.6%	4.3%	0.9%	1.1%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,920	75,600	34.0%	35.7%	55.0%	54.7%	6.3%	5.2%	3.7%	3.7%	1.0%	0.7%
<b>Black Non-Hispanic</b>	22,469	13,055	28.1%	29.8%	58.0%	56.5%	9.1%	8.4%	3.4%	3.7%	1.4%	1.5%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	26.7%	27.1%	55.4%	57.8%	12.1%	10.3%	4.7%	4.5%	1.0%	0.4%
<b>Asian/Pacific Islander</b>	6,594	4,424	28.2%	32.1%	57.1%	56.9%	11.2%	6.4%	2.5%	4.2%	0.9%	0.3%
<b>Hispanic</b>	8,465	5,531	30.1%	29.5%	56.4%	56.5%	8.7%	6.3%	4.0%	5.8%	0.9%	1.9%

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## ***FHCS Report by Demographics***

(73) How satisfied are you with paid vacation time?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
<b>Leaving</b>												
<b>No</b>	101,433	N/A	34.8%	N/A	55.0%	N/A	6.4%	N/A	3.1%	N/A	0.7%	N/A
<b>Yes, to retire</b>	9,502	N/A	34.9%	N/A	55.4%	N/A	7.2%	N/A	2.2%	N/A	0.3%	N/A
<b>Yes, to other job in Govt</b>	22,688	N/A	26.7%	N/A	57.8%	N/A	9.1%	N/A	4.5%	N/A	1.8%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	19.8%	N/A	57.7%	N/A	11.6%	N/A	7.9%	N/A	3.0%	N/A
<b>Yes, other</b>	5,481	N/A	19.3%	N/A	57.7%	N/A	13.7%	N/A	6.2%	N/A	3.0%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	28.2%	22.5%	55.7%	62.3%	10.0%	8.4%	4.9%	5.6%	1.3%	1.2%
<b>30-39</b>	20,915	15,010	30.6%	29.3%	56.7%	57.5%	7.2%	7.2%	4.1%	5.3%	1.3%	0.7%
<b>40-49</b>	47,038	34,006	31.2%	33.6%	56.5%	55.0%	7.5%	6.3%	3.8%	4.1%	1.0%	0.9%
<b>50-59</b>	57,869	41,243	34.1%	36.5%	54.6%	54.2%	7.0%	5.1%	3.2%	3.3%	1.1%	0.9%
<b>60+</b>	12,861	7,610	34.3%	38.3%	55.1%	54.0%	7.2%	5.1%	2.8%	2.4%	0.6%	0.3%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,511	4,855	30.7%	30.6%	57.3%	60.1%	8.2%	6.1%	2.3%	2.6%	1.4%	0.6%
<b>GS 1-6 or equivalent</b>	6,702	4,848	26.3%	30.2%	56.4%	56.3%	10.3%	8.1%	5.2%	4.0%	1.7%	1.4%
<b>GS 7-12 or equivalent</b>	58,902	39,563	31.2%	32.6%	57.3%	56.4%	7.1%	6.0%	3.5%	4.2%	0.9%	0.8%
<b>GS 13-15 or equivalent</b>	64,041	41,791	36.4%	39.6%	53.2%	51.3%	6.0%	4.9%	3.5%	3.4%	0.8%	0.8%
<b>Senior Executive Service</b>	3,314	2,542	40.9%	40.3%	41.7%	44.9%	7.9%	4.3%	8.0%	8.9%	1.6%	1.6%
<b>SL/ST</b>	490	N/A	40.9%	N/A	43.9%	N/A	6.3%	N/A	2.3%	N/A	6.6%	N/A
<b>Other</b>	5,201	7,057	34.7%	33.8%	51.1%	54.1%	8.8%	6.3%	3.8%	4.9%	1.5%	0.9%

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## ***FHCS Report by Demographics***

(73) How satisfied are you with paid vacation time?

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	18.9%	N/A	51.1%	N/A	19.2%	N/A	7.1%	N/A	3.8%	N/A
1-3 years	12,894	N/A	21.9%	N/A	56.9%	N/A	10.2%	N/A	8.1%	N/A	3.0%	N/A
4-5 years	8,710	N/A	25.8%	N/A	58.0%	N/A	8.8%	N/A	5.7%	N/A	1.7%	N/A
6-10 years	13,913	N/A	27.1%	N/A	59.0%	N/A	8.6%	N/A	4.4%	N/A	0.8%	N/A
11-20 years	44,990	N/A	32.8%	N/A	56.7%	N/A	6.9%	N/A	2.9%	N/A	0.7%	N/A
> 20 years	62,356	N/A	38.7%	N/A	53.0%	N/A	5.8%	N/A	1.9%	N/A	0.6%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	27.6%	N/A	54.0%	N/A	11.6%	N/A	4.8%	N/A	2.0%	N/A
1-3 years	21,635	N/A	24.5%	N/A	57.8%	N/A	9.2%	N/A	6.2%	N/A	2.3%	N/A
4-5 years	13,234	N/A	27.1%	N/A	57.7%	N/A	8.9%	N/A	5.1%	N/A	1.2%	N/A
6-10 years	18,823	N/A	30.7%	N/A	56.8%	N/A	8.1%	N/A	3.6%	N/A	0.8%	N/A
11-20 years	46,185	N/A	34.1%	N/A	55.9%	N/A	6.5%	N/A	2.8%	N/A	0.7%	N/A
> 20 years	41,488	N/A	39.4%	N/A	52.6%	N/A	5.5%	N/A	1.8%	N/A	0.7%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	35.3%	40.3%	57.4%	52.4%	5.4%	4.2%	1.2%	2.2%	0.7%	0.8%
Between 1 and 3 years	16,414	12,087	34.5%	39.3%	55.0%	52.2%	7.9%	5.6%	2.0%	2.6%	0.6%	0.3%
Between 3 and 5 years	19,276	13,876	37.1%	37.4%	53.6%	55.1%	6.0%	4.5%	2.6%	2.4%	0.7%	0.6%
5 or more years	102,404	70,692	31.1%	32.3%	56.1%	55.9%	7.6%	6.4%	4.1%	4.4%	1.2%	1.0%

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