

FHCS Report by Demographics

(74) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

	# 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	147,886	N/A	33.5%	N/A	52.4%	N/A	8.9%	N/A	3.7%	N/A	1.4%	N/A
Work Location												
Headquarters	51,141	N/A	32.8%	N/A	52.3%	N/A	9.9%	N/A	3.6%	N/A	1.4%	N/A
Field	93,046	N/A	33.8%	N/A	52.5%	N/A	8.6%	N/A	3.8%	N/A	1.3%	N/A
Supervisor Status												
Non-Supervisor	74,547	N/A	32.1%	N/A	52.9%	N/A	9.6%	N/A	4.0%	N/A	1.5%	N/A
Team Leader	20,111	N/A	34.3%	N/A	52.3%	N/A	8.4%	N/A	3.8%	N/A	1.2%	N/A
Supervisor	28,517	N/A	38.2%	N/A	51.9%	N/A	6.5%	N/A	2.4%	N/A	1.0%	N/A
Manager	17,119	N/A	43.1%	N/A	48.5%	N/A	6.0%	N/A	2.0%	N/A	0.5%	N/A
Executive	3,906	N/A	42.8%	N/A	46.6%	N/A	7.7%	N/A	2.3%	N/A	0.6%	N/A
Sex												
Male	81,618	N/A	33.2%	N/A	53.8%	N/A	9.3%	N/A	2.6%	N/A	1.1%	N/A
Female	62,574	N/A	34.0%	N/A	50.6%	N/A	8.5%	N/A	5.2%	N/A	1.7%	N/A
Race												
White Non-Hispanic	103,920	N/A	34.9%	N/A	52.0%	N/A	8.1%	N/A	3.6%	N/A	1.3%	N/A
Black Non-Hispanic	22,470	N/A	29.3%	N/A	54.5%	N/A	10.3%	N/A	4.3%	N/A	1.5%	N/A
AmerIndian/Alskn Native	2,497	N/A	32.0%	N/A	52.4%	N/A	10.6%	N/A	3.4%	N/A	1.6%	N/A
Asian/Pacific Islander	6,594	N/A	31.4%	N/A	52.5%	N/A	11.9%	N/A	2.8%	N/A	1.4%	N/A
Hispanic	8,467	N/A	32.1%	N/A	51.6%	N/A	10.1%	N/A	4.8%	N/A	1.4%	N/A

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

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(74) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

	# 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	147,886	N/A	33.5%	N/A	52.4%	N/A	8.9%	N/A	3.7%	N/A	1.4%	N/A
Leaving												
No	101,437	N/A	36.2%	N/A	52.0%	N/A	7.9%	N/A	3.1%	N/A	0.9%	N/A
Yes, to retire	9,499	N/A	35.9%	N/A	53.4%	N/A	8.2%	N/A	1.7%	N/A	0.7%	N/A
Yes, to other job in Govt	22,688	N/A	27.8%	N/A	53.5%	N/A	10.6%	N/A	5.6%	N/A	2.5%	N/A
Yes, to other job outside Govt	5,068	N/A	21.5%	N/A	54.4%	N/A	13.4%	N/A	6.7%	N/A	3.9%	N/A
Yes, other	5,481	N/A	19.6%	N/A	53.5%	N/A	15.4%	N/A	7.6%	N/A	3.9%	N/A
Age Group												
<30	5,461	N/A	32.3%	N/A	47.0%	N/A	11.1%	N/A	6.9%	N/A	2.8%	N/A
30-39	20,917	N/A	31.6%	N/A	51.6%	N/A	8.3%	N/A	6.0%	N/A	2.5%	N/A
40-49	47,038	N/A	32.3%	N/A	54.0%	N/A	8.6%	N/A	3.6%	N/A	1.4%	N/A
50-59	57,866	N/A	35.1%	N/A	52.3%	N/A	9.1%	N/A	2.8%	N/A	0.7%	N/A
60+	12,861	N/A	36.1%	N/A	51.5%	N/A	9.5%	N/A	2.0%	N/A	0.9%	N/A
Pay Category												
Federal Wage System	5,506	N/A	31.3%	N/A	54.5%	N/A	10.5%	N/A	2.8%	N/A	1.0%	N/A
GS 1-6 or equivalent	6,705	N/A	27.1%	N/A	53.4%	N/A	11.1%	N/A	6.0%	N/A	2.4%	N/A
GS 7-12 or equivalent	58,903	N/A	32.9%	N/A	53.3%	N/A	8.8%	N/A	3.8%	N/A	1.3%	N/A
GS 13-15 or equivalent	64,040	N/A	37.4%	N/A	51.1%	N/A	7.6%	N/A	2.7%	N/A	1.2%	N/A
Senior Executive Service	3,314	N/A	42.0%	N/A	40.2%	N/A	14.9%	N/A	2.2%	N/A	0.7%	N/A
SL/ST	490	N/A	43.4%	N/A	49.8%	N/A	4.6%	N/A	1.7%	N/A	0.5%	N/A
Other	5,202	N/A	35.5%	N/A	47.5%	N/A	10.2%	N/A	5.4%	N/A	1.5%	N/A

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

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(74) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

	# 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	147,886	N/A	33.5%	N/A	52.4%	N/A	8.9%	N/A	3.7%	N/A	1.4%	N/A
Time in Federal Government												
< 1 year	1,316	N/A	25.6%	N/A	49.1%	N/A	20.4%	N/A	2.6%	N/A	2.4%	N/A
1-3 years	12,894	N/A	24.3%	N/A	52.5%	N/A	12.5%	N/A	7.2%	N/A	3.4%	N/A
4-5 years	8,709	N/A	26.7%	N/A	54.8%	N/A	11.6%	N/A	5.5%	N/A	1.5%	N/A
6-10 years	13,913	N/A	30.0%	N/A	54.6%	N/A	9.8%	N/A	4.0%	N/A	1.5%	N/A
11-20 years	44,995	N/A	34.1%	N/A	53.3%	N/A	7.8%	N/A	3.6%	N/A	1.2%	N/A
> 20 years	62,352	N/A	39.1%	N/A	50.6%	N/A	7.5%	N/A	2.1%	N/A	0.7%	N/A
Time w/ Current Agency												
< 1 year	2,813	N/A	30.5%	N/A	50.9%	N/A	12.9%	N/A	3.5%	N/A	2.2%	N/A
1-3 years	21,636	N/A	26.5%	N/A	53.5%	N/A	11.2%	N/A	6.0%	N/A	2.7%	N/A
4-5 years	13,234	N/A	28.2%	N/A	53.8%	N/A	11.8%	N/A	4.8%	N/A	1.5%	N/A
6-10 years	18,824	N/A	32.3%	N/A	53.6%	N/A	9.2%	N/A	3.7%	N/A	1.2%	N/A
11-20 years	46,187	N/A	35.4%	N/A	52.6%	N/A	7.5%	N/A	3.4%	N/A	1.1%	N/A
> 20 years	41,486	N/A	39.9%	N/A	50.3%	N/A	7.3%	N/A	2.0%	N/A	0.6%	N/A
Retiring												
with 1 year	6,071	N/A	38.5%	N/A	50.8%	N/A	7.1%	N/A	2.6%	N/A	1.1%	N/A
Between 1 and 3 years	16,413	N/A	35.6%	N/A	51.9%	N/A	9.1%	N/A	2.8%	N/A	0.6%	N/A
Between 3 and 5 years	19,275	N/A	38.9%	N/A	50.0%	N/A	8.2%	N/A	2.1%	N/A	0.8%	N/A
5 or more years	102,408	N/A	32.2%	N/A	53.0%	N/A	9.1%	N/A	4.2%	N/A	1.6%	N/A

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FHCS Report by Demographics

(75) How satisfied are you with child care subsidies?

	# 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	147,827	100,656	3.6%	1.5%	10.7%	7.0%	77.9%	80.3%	3.3%	6.1%	4.5%	5.1%
Work Location												
Headquarters	51,134	35,976	3.7%	1.7%	10.7%	7.6%	77.2%	80.7%	3.1%	4.9%	5.2%	5.0%
Field	92,998	64,680	3.6%	1.4%	10.7%	6.7%	78.1%	80.2%	3.4%	6.5%	4.3%	5.1%
Supervisor Status												
Non-Supervisor	74,520	46,868	3.7%	1.6%	10.7%	7.0%	77.8%	80.6%	3.1%	5.9%	4.7%	5.0%
Team Leader	20,101	13,639	3.0%	1.3%	10.4%	7.0%	78.0%	79.5%	4.1%	6.4%	4.5%	5.8%
Supervisor	28,506	22,902	3.8%	1.5%	11.2%	6.7%	77.8%	80.6%	3.4%	6.7%	3.9%	4.6%
Manager	17,110	14,118	4.3%	1.8%	10.8%	6.9%	78.7%	80.3%	3.0%	6.7%	3.1%	4.3%
Executive	3,906	3,129	5.3%	3.4%	10.2%	8.0%	79.1%	80.4%	2.5%	4.8%	2.9%	3.4%
Sex												
Male	81,578	59,070	3.6%	1.3%	11.0%	7.0%	77.9%	80.6%	3.0%	6.0%	4.4%	5.1%
Female	62,555	41,586	3.6%	1.9%	10.2%	6.9%	77.9%	80.0%	3.7%	6.2%	4.6%	5.0%
Race												
White Non-Hispanic	103,881	75,600	3.0%	1.2%	8.8%	5.3%	80.5%	83.1%	3.1%	5.8%	4.6%	4.6%
Black Non-Hispanic	22,469	13,055	5.2%	2.3%	15.9%	11.9%	71.2%	74.3%	3.9%	5.8%	3.8%	5.7%
AmerIndian/Alskn Native	2,496	2,046	3.6%	5.0%	13.2%	6.5%	74.7%	74.9%	4.2%	6.7%	4.4%	6.9%
Asian/Pacific Islander	6,587	4,424	3.7%	1.7%	15.8%	10.8%	73.1%	76.1%	3.3%	6.9%	4.1%	4.4%
Hispanic	8,460	5,531	5.3%	1.2%	12.5%	10.0%	73.0%	71.4%	4.0%	8.8%	5.2%	8.5%

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(75) How satisfied are you with child care subsidies?

	# 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	147,827	100,656	3.6%	1.5%	10.7%	7.0%	77.9%	80.3%	3.3%	6.1%	4.5%	5.1%
Leaving												
No	101,394	N/A	4.0%	N/A	11.2%	N/A	78.0%	N/A	2.9%	N/A	4.0%	N/A
Yes, to retire	9,500	N/A	2.9%	N/A	9.7%	N/A	81.5%	N/A	2.4%	N/A	3.6%	N/A
Yes, to other job in Govt	22,677	N/A	3.2%	N/A	10.3%	N/A	76.5%	N/A	4.5%	N/A	5.6%	N/A
Yes, to other job outside Govt	5,068	N/A	2.2%	N/A	7.3%	N/A	75.4%	N/A	7.1%	N/A	8.0%	N/A
Yes, other	5,478	N/A	1.4%	N/A	8.7%	N/A	78.8%	N/A	4.9%	N/A	6.2%	N/A
Age Group												
<30	5,458	2,787	4.2%	2.6%	12.5%	8.6%	71.6%	69.3%	5.3%	8.7%	6.4%	10.9%
30-39	20,908	15,010	5.3%	2.1%	12.0%	7.4%	69.0%	68.2%	6.4%	11.8%	7.3%	10.6%
40-49	47,017	34,006	3.6%	1.3%	11.1%	6.3%	77.2%	80.4%	3.7%	6.8%	4.4%	5.2%
50-59	57,843	41,243	3.0%	1.4%	9.6%	7.2%	82.1%	85.3%	1.9%	3.4%	3.5%	2.7%
60+	12,859	7,610	2.5%	1.5%	10.5%	7.6%	83.0%	87.9%	1.2%	1.9%	2.8%	1.2%
Pay Category												
Federal Wage System	5,498	4,855	3.2%	1.1%	14.0%	9.4%	74.7%	78.5%	3.6%	6.1%	4.5%	5.0%
GS 1-6 or equivalent	6,702	4,848	4.5%	2.5%	12.3%	12.6%	77.2%	76.5%	2.7%	4.8%	3.3%	3.6%
GS 7-12 or equivalent	58,870	39,563	3.8%	1.5%	10.6%	6.5%	77.8%	80.3%	3.4%	6.1%	4.5%	5.5%
GS 13-15 or equivalent	64,030	41,791	3.1%	1.3%	9.5%	4.9%	79.4%	82.6%	3.2%	6.2%	4.8%	4.9%
Senior Executive Service	3,314	2,542	5.5%	3.1%	11.0%	7.8%	77.9%	80.9%	2.3%	5.4%	3.2%	2.8%
SL/ST	490	N/A	2.4%	N/A	6.4%	N/A	79.7%	N/A	2.5%	N/A	9.0%	N/A
Other	5,197	7,057	3.7%	1.5%	9.9%	6.0%	76.9%	80.4%	4.1%	7.0%	5.3%	5.0%

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(75) How satisfied are you with child care subsidies?

	# 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	147,827	100,656	3.6%	1.5%	10.7%	7.0%	77.9%	80.3%	3.3%	6.1%	4.5%	5.1%
Time in Federal Government												
< 1 year	1,316	N/A	1.8%	N/A	12.8%	N/A	75.2%	N/A	2.8%	N/A	7.5%	N/A
1-3 years	12,880	N/A	3.9%	N/A	10.4%	N/A	77.0%	N/A	3.5%	N/A	5.2%	N/A
4-5 years	8,706	N/A	2.8%	N/A	12.4%	N/A	75.9%	N/A	4.1%	N/A	4.6%	N/A
6-10 years	13,905	N/A	4.5%	N/A	11.7%	N/A	74.1%	N/A	3.7%	N/A	6.0%	N/A
11-20 years	44,978	N/A	4.1%	N/A	10.8%	N/A	76.4%	N/A	4.1%	N/A	4.7%	N/A
> 20 years	62,335	N/A	3.1%	N/A	10.0%	N/A	81.1%	N/A	2.3%	N/A	3.5%	N/A
Time w/ Current Agency												
< 1 year	2,813	N/A	2.8%	N/A	13.3%	N/A	74.9%	N/A	3.3%	N/A	5.7%	N/A
1-3 years	21,616	N/A	4.2%	N/A	11.0%	N/A	76.5%	N/A	3.5%	N/A	4.8%	N/A
4-5 years	13,227	N/A	3.0%	N/A	12.2%	N/A	76.2%	N/A	3.9%	N/A	4.7%	N/A
6-10 years	18,815	N/A	4.0%	N/A	11.2%	N/A	75.6%	N/A	3.5%	N/A	5.7%	N/A
11-20 years	46,171	N/A	4.1%	N/A	10.4%	N/A	77.4%	N/A	3.8%	N/A	4.4%	N/A
> 20 years	41,480	N/A	2.8%	N/A	9.7%	N/A	81.8%	N/A	2.3%	N/A	3.4%	N/A
Retiring												
with 1 year	6,073	4,001	2.2%	1.1%	10.1%	7.0%	79.6%	85.1%	3.2%	4.1%	4.8%	2.7%
Between 1 and 3 years	16,407	12,087	2.7%	1.6%	9.3%	6.0%	83.2%	86.1%	1.6%	3.7%	3.1%	2.6%
Between 3 and 5 years	19,269	13,876	2.9%	1.2%	9.5%	7.9%	83.0%	84.0%	1.7%	3.9%	2.8%	3.0%
5 or more years	102,363	70,692	3.9%	1.6%	11.1%	7.0%	76.3%	78.7%	3.8%	6.9%	4.9%	5.9%

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(76) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

	# 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	147,865	N/A	7.1%	N/A	27.4%	N/A	55.4%	N/A	6.7%	N/A	3.5%	N/A
Work Location												
Headquarters	51,139	N/A	8.3%	N/A	28.5%	N/A	54.3%	N/A	5.6%	N/A	3.3%	N/A
Field	93,028	N/A	6.7%	N/A	27.0%	N/A	55.7%	N/A	7.0%	N/A	3.6%	N/A
Supervisor Status												
Non-Supervisor	74,537	N/A	7.0%	N/A	27.5%	N/A	55.5%	N/A	6.3%	N/A	3.7%	N/A
Team Leader	20,111	N/A	6.4%	N/A	25.2%	N/A	57.3%	N/A	7.7%	N/A	3.4%	N/A
Supervisor	28,512	N/A	7.7%	N/A	29.6%	N/A	52.9%	N/A	7.0%	N/A	2.8%	N/A
Manager	17,114	N/A	9.7%	N/A	31.2%	N/A	49.2%	N/A	7.5%	N/A	2.3%	N/A
Executive	3,906	N/A	13.0%	N/A	29.6%	N/A	49.1%	N/A	6.0%	N/A	2.3%	N/A
Sex												
Male	81,607	N/A	6.5%	N/A	26.5%	N/A	56.7%	N/A	6.5%	N/A	3.8%	N/A
Female	62,564	N/A	7.8%	N/A	28.6%	N/A	53.6%	N/A	6.9%	N/A	3.1%	N/A
Race												
White Non-Hispanic	103,904	N/A	6.4%	N/A	25.7%	N/A	56.9%	N/A	7.2%	N/A	3.8%	N/A
Black Non-Hispanic	22,471	N/A	8.4%	N/A	33.9%	N/A	50.1%	N/A	5.0%	N/A	2.5%	N/A
AmerIndian/Alskn Native	2,497	N/A	10.5%	N/A	27.5%	N/A	50.5%	N/A	7.4%	N/A	4.0%	N/A
Asian/Pacific Islander	6,591	N/A	6.9%	N/A	28.9%	N/A	57.3%	N/A	4.2%	N/A	2.7%	N/A
Hispanic	8,465	N/A	9.5%	N/A	27.3%	N/A	52.7%	N/A	6.7%	N/A	3.8%	N/A

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(76) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

	# 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	147,865	N/A	7.1%	N/A	27.4%	N/A	55.4%	N/A	6.7%	N/A	3.5%	N/A
Leaving												
No	101,422	N/A	7.9%	N/A	29.2%	N/A	54.4%	N/A	5.7%	N/A	2.7%	N/A
Yes, to retire	9,502	N/A	5.8%	N/A	27.2%	N/A	58.9%	N/A	5.5%	N/A	2.5%	N/A
Yes, to other job in Govt	22,683	N/A	5.5%	N/A	23.7%	N/A	55.8%	N/A	9.6%	N/A	5.4%	N/A
Yes, to other job outside Govt	5,067	N/A	3.6%	N/A	17.3%	N/A	58.2%	N/A	12.2%	N/A	8.6%	N/A
Yes, other	5,478	N/A	3.9%	N/A	19.8%	N/A	61.2%	N/A	7.9%	N/A	7.2%	N/A
Age Group												
<30	5,461	N/A	9.8%	N/A	26.6%	N/A	54.1%	N/A	5.7%	N/A	3.8%	N/A
30-39	20,913	N/A	8.0%	N/A	26.3%	N/A	54.6%	N/A	6.7%	N/A	4.5%	N/A
40-49	47,034	N/A	6.9%	N/A	27.5%	N/A	54.6%	N/A	7.2%	N/A	3.7%	N/A
50-59	57,852	N/A	6.7%	N/A	27.2%	N/A	56.1%	N/A	6.8%	N/A	3.2%	N/A
60+	12,863	N/A	6.2%	N/A	30.1%	N/A	57.4%	N/A	4.1%	N/A	2.3%	N/A
Pay Category												
Federal Wage System	5,505	N/A	5.1%	N/A	26.5%	N/A	58.3%	N/A	6.3%	N/A	3.9%	N/A
GS 1-6 or equivalent	6,704	N/A	7.6%	N/A	25.9%	N/A	56.9%	N/A	5.5%	N/A	4.1%	N/A
GS 7-12 or equivalent	58,887	N/A	7.0%	N/A	28.0%	N/A	55.1%	N/A	6.4%	N/A	3.4%	N/A
GS 13-15 or equivalent	64,035	N/A	7.4%	N/A	28.0%	N/A	54.7%	N/A	6.5%	N/A	3.3%	N/A
Senior Executive Service	3,314	N/A	12.1%	N/A	27.0%	N/A	51.5%	N/A	6.0%	N/A	3.3%	N/A
SL/ST	490	N/A	4.9%	N/A	20.5%	N/A	61.0%	N/A	10.4%	N/A	3.2%	N/A
Other	5,202	N/A	7.4%	N/A	22.6%	N/A	54.4%	N/A	11.7%	N/A	4.0%	N/A

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

FHCS Report by Demographics

(76) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

	# 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	147,865	N/A	7.1%	N/A	27.4%	N/A	55.4%	N/A	6.7%	N/A	3.5%	N/A
Time in Federal Government												
< 1 year	1,316	N/A	9.8%	N/A	18.8%	N/A	63.7%	N/A	3.4%	N/A	4.4%	N/A
1-3 years	12,889	N/A	6.5%	N/A	23.8%	N/A	58.4%	N/A	6.4%	N/A	4.9%	N/A
4-5 years	8,709	N/A	6.3%	N/A	26.9%	N/A	56.8%	N/A	6.6%	N/A	3.4%	N/A
6-10 years	13,907	N/A	7.5%	N/A	27.2%	N/A	54.7%	N/A	6.5%	N/A	4.1%	N/A
11-20 years	44,988	N/A	7.2%	N/A	27.5%	N/A	54.4%	N/A	7.4%	N/A	3.5%	N/A
> 20 years	62,348	N/A	7.1%	N/A	28.9%	N/A	54.8%	N/A	6.2%	N/A	2.9%	N/A
Time w/ Current Agency												
< 1 year	2,814	N/A	9.7%	N/A	27.6%	N/A	55.3%	N/A	3.9%	N/A	3.6%	N/A
1-3 years	21,628	N/A	7.0%	N/A	25.9%	N/A	56.5%	N/A	6.3%	N/A	4.3%	N/A
4-5 years	13,233	N/A	5.9%	N/A	27.1%	N/A	56.5%	N/A	7.4%	N/A	3.1%	N/A
6-10 years	18,820	N/A	7.1%	N/A	27.0%	N/A	55.0%	N/A	6.7%	N/A	4.2%	N/A
11-20 years	46,179	N/A	7.6%	N/A	27.8%	N/A	54.3%	N/A	7.0%	N/A	3.4%	N/A
> 20 years	41,486	N/A	6.8%	N/A	28.3%	N/A	55.5%	N/A	6.5%	N/A	2.9%	N/A
Retiring												
with 1 year	6,073	N/A	7.3%	N/A	26.7%	N/A	56.8%	N/A	6.1%	N/A	3.0%	N/A
Between 1 and 3 years	16,412	N/A	5.9%	N/A	27.1%	N/A	58.5%	N/A	5.8%	N/A	2.7%	N/A
Between 3 and 5 years	19,275	N/A	6.5%	N/A	29.2%	N/A	55.3%	N/A	6.2%	N/A	2.9%	N/A
5 or more years	102,385	N/A	7.3%	N/A	27.2%	N/A	54.9%	N/A	6.8%	N/A	3.7%	N/A

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

FHCS Report by Demographics

(77) How satisfied are you with telework/telecommuting?

	# 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	147,841	100,656	6.0%	4.5%	18.7%	17.0%	56.9%	58.3%	10.1%	11.3%	8.3%	8.9%
Work Location												
Headquarters	51,136	35,976	7.0%	5.1%	18.3%	16.7%	51.1%	53.3%	12.6%	13.6%	11.0%	11.3%
Field	93,008	64,680	5.6%	4.2%	18.8%	17.2%	58.7%	60.2%	9.3%	10.4%	7.5%	8.0%
Supervisor Status												
Non-Supervisor	74,530	46,868	6.1%	4.4%	18.6%	17.0%	57.7%	58.7%	9.4%	11.1%	8.3%	8.8%
Team Leader	20,103	13,639	5.7%	4.7%	18.6%	16.8%	54.8%	57.2%	11.6%	11.1%	9.3%	10.2%
Supervisor	28,506	22,902	5.3%	4.1%	19.9%	17.7%	56.3%	58.1%	11.1%	12.3%	7.4%	7.8%
Manager	17,111	14,118	5.9%	4.2%	18.6%	17.1%	56.7%	58.6%	12.3%	13.1%	6.5%	6.9%
Executive	3,906	3,129	10.3%	9.0%	21.6%	22.2%	52.5%	49.9%	10.5%	12.9%	5.1%	6.0%
Sex												
Male	81,582	59,070	5.1%	3.8%	17.9%	17.1%	58.6%	59.1%	10.1%	11.3%	8.3%	8.7%
Female	62,566	41,586	7.1%	5.4%	19.8%	17.0%	54.7%	57.2%	10.1%	11.3%	8.4%	9.2%
Race												
White Non-Hispanic	103,887	75,600	5.5%	4.4%	16.6%	14.9%	57.6%	59.1%	11.2%	12.4%	9.0%	9.3%
Black Non-Hispanic	22,470	13,055	6.9%	5.6%	24.8%	22.6%	53.7%	56.2%	7.7%	8.6%	6.9%	7.0%
AmerIndian/Alskn Native	2,496	2,046	5.6%	3.2%	22.5%	14.5%	51.9%	56.9%	10.4%	12.5%	9.6%	12.8%
Asian/Pacific Islander	6,592	4,424	7.0%	3.5%	23.2%	26.7%	57.4%	55.2%	6.1%	7.6%	6.2%	7.0%
Hispanic	8,461	5,531	7.0%	4.4%	21.0%	20.1%	58.1%	57.7%	7.6%	8.4%	6.2%	9.4%

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

FHCS Report by Demographics

(77) How satisfied are you with telework/telecommuting?

	# 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	147,841	100,656	6.0%	4.5%	18.7%	17.0%	56.9%	58.3%	10.1%	11.3%	8.3%	8.9%
Leaving												
No	101,403	N/A	6.7%	N/A	20.2%	N/A	57.6%	N/A	9.0%	N/A	6.5%	N/A
Yes, to retire	9,502	N/A	5.4%	N/A	19.5%	N/A	58.6%	N/A	9.2%	N/A	7.3%	N/A
Yes, to other job in Govt	22,679	N/A	4.5%	N/A	14.6%	N/A	53.5%	N/A	13.9%	N/A	13.5%	N/A
Yes, to other job outside Govt	5,067	N/A	3.6%	N/A	10.8%	N/A	53.7%	N/A	15.3%	N/A	16.7%	N/A
Yes, other	5,478	N/A	3.0%	N/A	15.5%	N/A	58.3%	N/A	10.4%	N/A	12.8%	N/A
Age Group												
<30	5,456	2,787	7.0%	4.9%	22.1%	17.3%	55.3%	59.9%	7.7%	10.8%	8.0%	7.0%
30-39	20,912	15,010	6.2%	4.4%	17.7%	16.2%	57.1%	57.7%	9.7%	11.6%	9.3%	10.1%
40-49	47,015	34,006	6.0%	4.3%	17.9%	15.8%	56.1%	57.7%	11.0%	12.2%	9.0%	10.0%
50-59	57,853	41,243	5.6%	4.6%	19.1%	17.4%	57.2%	58.7%	10.3%	10.9%	7.8%	8.3%
60+	12,863	7,610	6.4%	4.3%	20.7%	23.3%	59.7%	59.3%	7.7%	7.9%	5.5%	5.2%
Pay Category												
Federal Wage System	5,504	4,855	3.1%	2.3%	21.3%	17.0%	65.5%	71.1%	5.2%	5.7%	4.8%	4.0%
GS 1-6 or equivalent	6,699	4,848	5.0%	3.2%	20.8%	22.4%	63.8%	64.3%	5.7%	5.5%	4.7%	4.6%
GS 7-12 or equivalent	58,874	39,563	5.8%	4.1%	17.9%	16.3%	58.6%	60.0%	9.7%	10.5%	8.1%	9.1%
GS 13-15 or equivalent	64,034	41,791	7.8%	6.4%	19.1%	17.1%	48.1%	47.6%	13.7%	16.6%	11.3%	12.4%
Senior Executive Service	3,314	2,542	9.0%	8.3%	21.4%	20.0%	53.0%	51.7%	10.0%	13.4%	6.6%	6.6%
SL/ST	490	N/A	4.1%	N/A	20.8%	N/A	58.3%	N/A	12.7%	N/A	4.2%	N/A
Other	5,200	7,057	4.6%	4.8%	17.3%	15.0%	58.2%	57.3%	11.8%	13.7%	8.1%	9.2%

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

FHCS Report by Demographics

(77) How satisfied are you with telework/telecommuting?

	# 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	147,841	100,656	6.0%	4.5%	18.7%	17.0%	56.9%	58.3%	10.1%	11.3%	8.3%	8.9%
Time in Federal Government												
< 1 year	1,316	N/A	5.8%	N/A	25.3%	N/A	59.1%	N/A	5.1%	N/A	4.7%	N/A
1-3 years	12,883	N/A	5.4%	N/A	16.9%	N/A	62.8%	N/A	7.4%	N/A	7.5%	N/A
4-5 years	8,707	N/A	6.1%	N/A	20.8%	N/A	54.9%	N/A	10.3%	N/A	8.0%	N/A
6-10 years	13,906	N/A	5.7%	N/A	18.1%	N/A	57.3%	N/A	10.2%	N/A	8.7%	N/A
11-20 years	44,977	N/A	6.3%	N/A	18.1%	N/A	56.1%	N/A	10.7%	N/A	8.9%	N/A
> 20 years	62,344	N/A	6.0%	N/A	19.6%	N/A	55.7%	N/A	10.6%	N/A	8.1%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	6.0%	N/A	25.3%	N/A	55.7%	N/A	6.7%	N/A	6.3%	N/A
1-3 years	21,622	N/A	5.9%	N/A	17.5%	N/A	60.4%	N/A	8.2%	N/A	8.0%	N/A
4-5 years	13,226	N/A	5.6%	N/A	20.3%	N/A	54.5%	N/A	10.7%	N/A	8.9%	N/A
6-10 years	18,819	N/A	5.3%	N/A	17.8%	N/A	56.9%	N/A	11.0%	N/A	9.0%	N/A
11-20 years	46,170	N/A	6.5%	N/A	18.1%	N/A	56.1%	N/A	10.8%	N/A	8.5%	N/A
> 20 years	41,483	N/A	5.8%	N/A	19.7%	N/A	56.2%	N/A	10.3%	N/A	7.9%	N/A
Retiring												
with 1 year	6,072	4,001	6.1%	3.1%	19.7%	15.4%	57.3%	60.7%	9.2%	11.6%	7.7%	9.1%
Between 1 and 3 years	16,412	12,087	4.7%	4.4%	20.2%	17.6%	57.8%	59.3%	10.0%	10.6%	7.2%	8.2%
Between 3 and 5 years	19,271	13,876	5.5%	4.0%	18.8%	18.4%	58.5%	59.0%	9.9%	10.3%	7.3%	8.3%
5 or more years	102,370	70,692	6.2%	4.6%	18.5%	16.8%	56.5%	57.9%	10.2%	11.5%	8.6%	9.1%

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

FHCS Report by Demographics

(78) How satisfied are you with alternative work schedules?

	# 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	147,864	100,656	20.3%	19.1%	33.6%	36.9%	31.2%	27.2%	8.4%	11.0%	6.5%	5.8%
Work Location												
Headquarters	51,140	35,976	24.5%	22.7%	35.5%	38.6%	26.6%	23.6%	7.7%	9.2%	5.8%	5.9%
Field	93,027	64,680	18.9%	17.7%	33.1%	36.2%	32.6%	28.6%	8.6%	11.7%	6.7%	5.7%
Supervisor Status												
Non-Supervisor	74,540	46,868	21.1%	19.7%	33.9%	36.9%	30.6%	27.2%	7.8%	10.6%	6.5%	5.6%
Team Leader	20,109	13,639	18.9%	18.4%	33.8%	37.7%	31.6%	26.3%	9.2%	11.4%	6.5%	6.1%
Supervisor	28,510	22,902	17.7%	17.2%	32.3%	36.3%	33.3%	28.4%	10.3%	12.0%	6.4%	6.2%
Manager	17,112	14,118	17.7%	16.7%	32.1%	35.1%	33.6%	29.5%	10.7%	12.7%	5.9%	6.0%
Executive	3,906	3,129	17.9%	16.9%	28.6%	33.0%	38.5%	32.5%	9.5%	11.8%	5.6%	5.8%
Sex												
Male	81,600	59,070	18.3%	16.9%	33.3%	37.7%	33.3%	29.2%	8.6%	10.7%	6.5%	5.4%
Female	62,569	41,586	22.8%	22.0%	34.1%	35.8%	28.5%	24.6%	8.2%	11.3%	6.4%	6.3%
Race												
White Non-Hispanic	103,899	75,600	20.8%	19.5%	32.8%	37.2%	30.4%	26.2%	9.0%	11.4%	7.1%	5.7%
Black Non-Hispanic	22,472	13,055	20.2%	21.7%	36.4%	36.6%	31.4%	29.0%	7.1%	7.9%	4.8%	4.8%
AmerIndian/Alskn Native	2,499	2,046	17.8%	12.7%	31.2%	29.9%	32.8%	33.1%	10.2%	15.2%	8.0%	9.0%
Asian/Pacific Islander	6,593	4,424	17.3%	13.9%	35.6%	37.9%	36.7%	31.8%	5.7%	11.0%	4.7%	5.5%
Hispanic	8,464	5,531	18.8%	16.7%	35.0%	36.7%	33.5%	27.4%	7.3%	11.1%	5.5%	8.1%

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

FHCS Report by Demographics

(78) How satisfied are you with alternative work schedules?

	# 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	147,864	100,656	20.3%	19.1%	33.6%	36.9%	31.2%	27.2%	8.4%	11.0%	6.5%	5.8%
Leaving												
No	101,417	N/A	22.1%	N/A	34.7%	N/A	31.2%	N/A	7.4%	N/A	4.6%	N/A
Yes, to retire	9,504	N/A	19.3%	N/A	33.0%	N/A	34.8%	N/A	8.2%	N/A	4.8%	N/A
Yes, to other job in Govt	22,686	N/A	16.4%	N/A	31.6%	N/A	29.7%	N/A	11.6%	N/A	10.6%	N/A
Yes, to other job outside Govt	5,067	N/A	12.9%	N/A	29.6%	N/A	27.0%	N/A	12.3%	N/A	18.1%	N/A
Yes, other	5,479	N/A	13.1%	N/A	28.4%	N/A	35.9%	N/A	9.9%	N/A	12.7%	N/A
Age Group												
<30	5,461	2,787	25.5%	22.7%	33.6%	35.9%	24.3%	26.7%	9.1%	10.5%	7.4%	4.2%
30-39	20,913	15,010	20.7%	19.1%	32.4%	36.4%	30.5%	26.9%	8.8%	10.7%	7.4%	6.8%
40-49	47,025	34,006	19.9%	18.3%	33.3%	36.1%	31.5%	26.8%	8.6%	12.5%	6.7%	6.2%
50-59	57,861	41,243	20.2%	19.6%	34.1%	37.5%	31.3%	27.1%	8.3%	10.1%	6.1%	5.7%
60+	12,860	7,610	18.2%	18.8%	35.1%	39.2%	34.9%	30.8%	7.1%	8.8%	4.7%	2.5%
Pay Category												
Federal Wage System	5,509	4,855	13.2%	8.9%	30.0%	33.4%	37.5%	39.7%	10.7%	11.7%	8.5%	6.3%
GS 1-6 or equivalent	6,702	4,848	14.3%	14.5%	30.5%	33.6%	39.8%	37.4%	7.5%	10.1%	7.8%	4.4%
GS 7-12 or equivalent	58,886	39,563	21.3%	20.1%	34.4%	37.7%	30.5%	25.8%	8.1%	10.2%	5.7%	6.3%
GS 13-15 or equivalent	64,037	41,791	24.0%	24.3%	35.5%	39.1%	26.5%	20.6%	8.0%	10.1%	6.0%	5.8%
Senior Executive Service	3,314	2,542	16.2%	14.9%	26.7%	31.0%	37.2%	35.4%	13.9%	13.3%	6.0%	5.3%
SL/ST	490	N/A	7.7%	N/A	33.8%	N/A	22.8%	N/A	24.7%	N/A	11.0%	N/A
Other	5,199	7,057	15.4%	16.3%	30.2%	34.5%	34.6%	27.9%	9.6%	16.9%	10.2%	4.3%

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

FHCS Report by Demographics

(78) How satisfied are you with alternative work schedules?

	# 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	147,864	100,656	20.3%	19.1%	33.6%	36.9%	31.2%	27.2%	8.4%	11.0%	6.5%	5.8%
Time in Federal Government												
< 1 year	1,316	N/A	19.6%	N/A	33.1%	N/A	38.3%	N/A	4.7%	N/A	4.3%	N/A
1-3 years	12,886	N/A	19.1%	N/A	28.1%	N/A	33.9%	N/A	9.5%	N/A	9.4%	N/A
4-5 years	8,710	N/A	17.7%	N/A	33.9%	N/A	31.5%	N/A	9.6%	N/A	7.3%	N/A
6-10 years	13,912	N/A	16.5%	N/A	32.9%	N/A	35.2%	N/A	8.4%	N/A	7.0%	N/A
11-20 years	44,980	N/A	19.6%	N/A	34.7%	N/A	30.9%	N/A	8.4%	N/A	6.4%	N/A
> 20 years	62,351	N/A	22.9%	N/A	35.0%	N/A	29.1%	N/A	7.8%	N/A	5.2%	N/A
Time w/ Current Agency												
< 1 year	2,815	N/A	19.9%	N/A	35.1%	N/A	31.1%	N/A	7.7%	N/A	6.2%	N/A
1-3 years	21,627	N/A	19.9%	N/A	28.5%	N/A	33.3%	N/A	9.4%	N/A	8.8%	N/A
4-5 years	13,234	N/A	17.7%	N/A	34.5%	N/A	31.1%	N/A	9.9%	N/A	6.8%	N/A
6-10 years	18,821	N/A	18.1%	N/A	33.3%	N/A	33.6%	N/A	8.0%	N/A	6.9%	N/A
11-20 years	46,175	N/A	20.5%	N/A	35.5%	N/A	30.0%	N/A	8.1%	N/A	5.9%	N/A
> 20 years	41,485	N/A	22.4%	N/A	35.2%	N/A	29.8%	N/A	7.7%	N/A	5.0%	N/A
Retiring												
with 1 year	6,073	4,001	19.3%	17.1%	35.8%	36.2%	31.8%	31.7%	6.7%	10.2%	6.3%	4.7%
Between 1 and 3 years	16,412	12,087	18.5%	19.4%	34.4%	39.3%	33.5%	26.2%	8.8%	9.4%	4.9%	5.7%
Between 3 and 5 years	19,271	13,876	21.0%	20.2%	33.8%	37.6%	31.4%	25.9%	8.4%	11.1%	5.3%	5.1%
5 or more years	102,390	70,692	20.4%	19.0%	33.5%	36.5%	30.8%	27.4%	8.4%	11.2%	6.8%	6.0%

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



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