

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
All Survey Responses	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
Work Location												
Headquarters	51,142	35,976	12.4%	8.4%	49.6%	47.6%	28.8%	34.9%	7.2%	7.4%	1.9%	1.7%
Field	93,052	64,680	11.6%	8.2%	50.4%	48.5%	27.7%	32.7%	7.8%	8.5%	2.4%	2.1%
Supervisor Status												
Non-Supervisor	74,551	46,868	11.7%	8.2%	50.6%	48.5%	28.0%	33.1%	7.3%	8.0%	2.4%	2.1%
Team Leader	20,113	13,639	11.2%	7.9%	49.2%	47.4%	29.5%	34.8%	8.1%	8.3%	1.9%	1.6%
Supervisor	28,518	22,902	12.5%	8.4%	50.3%	48.8%	26.0%	31.5%	8.8%	9.1%	2.5%	2.1%
Manager	17,117	14,118	14.3%	9.7%	50.1%	47.8%	24.6%	31.7%	8.8%	8.5%	2.1%	2.3%
Executive	3,906	3,129	17.2%	9.0%	46.2%	43.3%	26.6%	37.7%	7.9%	8.1%	2.0%	1.9%
Sex												
Male	81,626	59,070	10.6%	6.7%	48.6%	46.0%	29.0%	35.0%	9.0%	9.6%	2.9%	2.6%
Female	62,573	41,586	13.4%	10.3%	52.4%	51.1%	26.7%	31.0%	5.9%	6.4%	1.5%	1.2%
Race												
White Non-Hispanic	103,922	75,600	11.7%	8.2%	49.6%	47.8%	28.6%	34.3%	7.8%	7.6%	2.4%	2.1%
Black Non-Hispanic	22,471	13,055	12.6%	9.9%	55.7%	52.2%	22.7%	27.3%	7.1%	8.7%	1.9%	1.9%
AmerIndian/Alskn Native	2,500	2,046	14.0%	8.7%	48.2%	44.8%	29.0%	35.4%	7.0%	9.8%	1.8%	1.4%
Asian/Pacific Islander	6,595	4,424	10.1%	6.3%	45.0%	44.9%	37.5%	40.9%	6.0%	6.8%	1.4%	1.2%
Hispanic	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).

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(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
All Survey Responses	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
Leaving												
No	101,438	N/A	12.6%	N/A	50.8%	N/A	27.4%	N/A	7.2%	N/A	1.9%	N/A
Yes, to retire	9,503	N/A	12.7%	N/A	47.6%	N/A	29.3%	N/A	8.4%	N/A	1.9%	N/A
Yes, to other job in Govt	22,688	N/A	10.5%	N/A	51.0%	N/A	27.7%	N/A	7.9%	N/A	2.8%	N/A
Yes, to other job outside Govt	5,069	N/A	7.2%	N/A	46.6%	N/A	30.5%	N/A	10.9%	N/A	4.7%	N/A
Yes, other	5,481	N/A	6.6%	N/A	43.8%	N/A	35.0%	N/A	10.9%	N/A	3.8%	N/A
Age Group												
<30	5,461	2,787	14.8%	8.1%	48.4%	47.8%	29.8%	36.8%	5.6%	6.1%	1.5%	1.2%
30-39	20,917	15,010	12.3%	8.9%	52.4%	49.4%	25.8%	31.5%	7.0%	8.0%	2.5%	2.2%
40-49	47,038	34,006	10.8%	8.0%	50.4%	48.2%	28.7%	33.9%	7.8%	8.1%	2.4%	1.9%
50-59	57,871	41,243	12.1%	8.0%	49.5%	47.9%	28.2%	33.5%	8.0%	8.7%	2.2%	2.0%
60+	12,863	7,610	12.4%	9.2%	50.0%	47.7%	27.4%	32.7%	8.3%	7.5%	1.9%	2.8%
Pay Category												
Federal Wage System	5,511	4,855	8.9%	7.3%	49.0%	47.8%	29.1%	32.1%	9.4%	10.0%	3.6%	2.7%
GS 1-6 or equivalent	6,706	4,848	13.0%	7.9%	50.0%	52.0%	28.9%	31.3%	6.6%	7.0%	1.6%	1.9%
GS 7-12 or equivalent	58,904	39,563	11.6%	8.6%	51.7%	49.5%	27.2%	32.1%	7.3%	8.1%	2.2%	1.7%
GS 13-15 or equivalent	64,041	41,791	12.4%	8.1%	48.2%	45.3%	28.9%	36.3%	8.2%	7.9%	2.3%	2.3%
Senior Executive Service	3,314	2,542	17.1%	8.7%	44.5%	44.9%	30.1%	35.7%	6.6%	8.7%	1.7%	2.0%
SL/ST	490	N/A	15.4%	N/A	56.4%	N/A	23.2%	N/A	4.5%	N/A	0.4%	N/A
Other	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).

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(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
All Survey Responses	147,894	100,656	11.8%	8.2%	50.2%	48.2%	28.0%	33.3%	7.6%	8.2%	2.3%	2.0%
Time in Federal Government												
< 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
Time w/ Current Agency												
< 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
Retiring												
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%

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(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
All Survey Responses	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
Work Location												
Headquarters	51,138	35,976	6.2%	2.6%	27.5%	20.0%	55.1%	64.9%	7.8%	9.0%	3.4%	3.5%
Field	93,033	64,680	5.3%	2.4%	27.3%	18.6%	55.6%	64.0%	8.1%	10.8%	3.7%	4.3%
Supervisor Status												
Non-Supervisor	74,541	46,868	5.6%	2.4%	27.1%	18.9%	56.2%	64.5%	7.3%	10.2%	3.8%	4.1%
Team Leader	20,109	13,639	5.0%	2.6%	27.2%	19.3%	55.1%	63.2%	9.3%	10.8%	3.4%	4.1%
Supervisor	28,514	22,902	5.8%	2.3%	28.5%	19.3%	53.0%	64.4%	9.3%	10.0%	3.4%	4.0%
Manager	17,112	14,118	6.9%	2.5%	28.8%	18.5%	51.6%	64.6%	9.6%	10.8%	3.0%	3.6%
Executive	3,906	3,129	9.9%	3.1%	31.0%	19.2%	47.3%	65.2%	9.7%	9.0%	2.2%	3.4%
Sex												
Male	81,606	59,070	5.3%	2.2%	27.3%	18.1%	53.6%	63.2%	9.5%	11.8%	4.3%	4.7%
Female	62,568	41,586	5.8%	2.8%	27.4%	20.1%	58.0%	65.5%	6.0%	8.4%	2.7%	3.2%
Race												
White Non-Hispanic	103,905	75,600	5.2%	2.3%	26.0%	17.9%	56.7%	66.3%	8.2%	9.6%	4.0%	3.9%
Black Non-Hispanic	22,471	13,055	5.5%	3.0%	31.5%	22.7%	53.1%	59.9%	7.2%	10.1%	2.7%	4.3%
AmerIndian/Alskn Native	2,497	2,046	6.2%	3.5%	27.5%	16.7%	54.8%	60.5%	8.4%	14.1%	3.1%	5.1%
Asian/Pacific Islander	6,593	4,424	6.9%	3.4%	28.3%	20.3%	55.5%	57.4%	6.6%	15.5%	2.7%	3.4%
Hispanic	8,465	5,531	7.6%	1.9%	30.2%	21.3%	49.7%	59.8%	9.0%	11.7%	3.5%	5.3%

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	# 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	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
Leaving												
No	101,422	N/A	5.9%	N/A	27.4%	N/A	55.8%	N/A	7.6%	N/A	3.2%	N/A
Yes, to retire	9,499	N/A	5.7%	N/A	26.1%	N/A	55.8%	N/A	9.2%	N/A	3.2%	N/A
Yes, to other job in Govt	22,686	N/A	5.6%	N/A	28.3%	N/A	53.2%	N/A	8.5%	N/A	4.4%	N/A
Yes, to other job outside Govt	5,068	N/A	3.1%	N/A	26.0%	N/A	52.5%	N/A	11.6%	N/A	6.7%	N/A
Yes, other	5,479	N/A	1.7%	N/A	23.8%	N/A	61.6%	N/A	7.3%	N/A	5.5%	N/A
Age Group												
<30	5,460	2,787	8.8%	2.5%	34.1%	31.3%	49.9%	59.6%	4.9%	5.2%	2.4%	1.4%
30-39	20,915	15,010	6.6%	3.0%	28.6%	21.7%	54.6%	65.2%	6.4%	7.0%	3.8%	3.1%
40-49	47,029	34,006	5.1%	2.5%	27.7%	18.5%	55.6%	65.3%	8.1%	10.2%	3.5%	3.5%
50-59	57,860	41,243	5.1%	2.1%	25.7%	17.6%	56.5%	63.7%	8.8%	11.7%	3.8%	4.9%
60+	12,862	7,610	5.7%	2.5%	26.5%	16.7%	55.3%	61.4%	8.9%	13.8%	3.7%	5.7%
Pay Category												
Federal Wage System	5,506	4,855	4.1%	3.1%	25.5%	21.3%	52.2%	54.0%	12.9%	15.5%	5.3%	6.0%
GS 1-6 or equivalent	6,704	4,848	6.0%	1.5%	27.8%	24.4%	56.6%	60.0%	5.9%	9.1%	3.7%	5.0%
GS 7-12 or equivalent	58,891	39,563	5.4%	2.5%	27.1%	18.8%	56.5%	65.2%	7.6%	9.6%	3.4%	4.0%
GS 13-15 or equivalent	64,037	41,791	6.0%	2.4%	28.1%	17.0%	54.1%	68.2%	8.3%	9.1%	3.5%	3.3%
Senior Executive Service	3,314	2,542	8.6%	3.1%	30.8%	17.8%	48.2%	65.4%	9.4%	10.4%	3.0%	3.3%
SL/ST	490	N/A	3.7%	N/A	33.4%	N/A	56.4%	N/A	5.1%	N/A	1.4%	N/A
Other	5,200	7,057	5.6%	2.4%	26.8%	17.2%	56.2%	63.9%	7.4%	13.1%	4.1%	3.4%

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(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
All Survey Responses	147,868	100,656	5.6%	2.4%	27.3%	19.0%	55.5%	64.2%	8.0%	10.3%	3.6%	4.0%
Time in Federal Government												
< 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
Time w/ Current Agency												
< 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
Retiring												
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
All Survey Responses	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
Work Location												
Headquarters	51,135	N/A	7.4%	N/A	23.5%	N/A	62.9%	N/A	3.2%	N/A	2.9%	N/A
Field	92,995	N/A	6.6%	N/A	22.4%	N/A	65.0%	N/A	3.3%	N/A	2.7%	N/A
Supervisor Status												
Non-Supervisor	74,519	N/A	6.3%	N/A	22.8%	N/A	64.8%	N/A	3.1%	N/A	3.0%	N/A
Team Leader	20,098	N/A	7.4%	N/A	20.8%	N/A	65.5%	N/A	3.7%	N/A	2.6%	N/A
Supervisor	28,506	N/A	7.3%	N/A	24.4%	N/A	62.7%	N/A	3.6%	N/A	2.0%	N/A
Manager	17,110	N/A	8.8%	N/A	24.7%	N/A	60.6%	N/A	4.0%	N/A	2.1%	N/A
Executive	3,906	N/A	14.0%	N/A	27.7%	N/A	52.9%	N/A	3.2%	N/A	2.2%	N/A
Sex												
Male	81,572	N/A	6.4%	N/A	22.8%	N/A	63.6%	N/A	3.9%	N/A	3.2%	N/A
Female	62,558	N/A	7.2%	N/A	22.5%	N/A	65.7%	N/A	2.4%	N/A	2.2%	N/A
Race												
White Non-Hispanic	103,886	N/A	7.0%	N/A	22.0%	N/A	64.7%	N/A	3.3%	N/A	3.0%	N/A
Black Non-Hispanic	22,465	N/A	5.3%	N/A	23.8%	N/A	66.1%	N/A	2.7%	N/A	2.1%	N/A
AmerIndian/Alskn Native	2,492	N/A	8.2%	N/A	20.6%	N/A	64.6%	N/A	4.1%	N/A	2.5%	N/A
Asian/Pacific Islander	6,591	N/A	7.5%	N/A	27.4%	N/A	59.5%	N/A	3.5%	N/A	2.1%	N/A
Hispanic	8,456	N/A	6.8%	N/A	23.5%	N/A	63.4%	N/A	3.4%	N/A	2.8%	N/A

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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
All Survey Responses	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
Leaving												
No	101,390	N/A	7.3%	N/A	23.3%	N/A	63.9%	N/A	3.0%	N/A	2.4%	N/A
Yes, to retire	9,499	N/A	5.8%	N/A	18.5%	N/A	70.7%	N/A	3.2%	N/A	1.8%	N/A
Yes, to other job in Govt	22,680	N/A	5.9%	N/A	21.9%	N/A	64.7%	N/A	3.9%	N/A	3.7%	N/A
Yes, to other job outside Govt	5,068	N/A	5.7%	N/A	23.2%	N/A	60.3%	N/A	6.4%	N/A	4.4%	N/A
Yes, other	5,477	N/A	2.9%	N/A	20.5%	N/A	69.2%	N/A	2.7%	N/A	4.7%	N/A
Age Group												
<30	5,459	N/A	9.2%	N/A	25.5%	N/A	59.4%	N/A	3.2%	N/A	2.7%	N/A
30-39	20,908	N/A	7.7%	N/A	25.1%	N/A	61.7%	N/A	2.7%	N/A	2.9%	N/A
40-49	47,011	N/A	6.7%	N/A	23.2%	N/A	64.0%	N/A	3.4%	N/A	2.8%	N/A
50-59	57,844	N/A	6.3%	N/A	21.2%	N/A	66.2%	N/A	3.5%	N/A	2.8%	N/A
60+	12,862	N/A	6.1%	N/A	20.7%	N/A	67.7%	N/A	3.2%	N/A	2.4%	N/A
Pay Category												
Federal Wage System	5,502	N/A	3.4%	N/A	18.2%	N/A	70.1%	N/A	4.4%	N/A	3.9%	N/A
GS 1-6 or equivalent	6,700	N/A	5.4%	N/A	22.0%	N/A	67.5%	N/A	2.5%	N/A	2.6%	N/A
GS 7-12 or equivalent	58,864	N/A	5.9%	N/A	21.6%	N/A	66.7%	N/A	3.0%	N/A	2.7%	N/A
GS 13-15 or equivalent	64,032	N/A	9.3%	N/A	26.2%	N/A	58.0%	N/A	3.9%	N/A	2.6%	N/A
Senior Executive Service	3,314	N/A	13.1%	N/A	27.3%	N/A	54.8%	N/A	2.8%	N/A	2.0%	N/A
SL/ST	490	N/A	6.4%	N/A	23.8%	N/A	65.8%	N/A	2.6%	N/A	1.4%	N/A
Other	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
All Survey Responses	147,825	N/A	6.8%	N/A	22.7%	N/A	64.5%	N/A	3.3%	N/A	2.8%	N/A
Time in Federal Government												
< 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
Time w/ Current Agency												
< 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
Retiring												
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
All Survey Responses	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
Work Location												
Headquarters	51,141	35,976	32.6%	34.2%	54.6%	54.2%	8.1%	6.9%	3.7%	3.8%	1.0%	0.9%
Field	93,048	64,680	32.2%	33.8%	56.0%	55.7%	7.1%	5.6%	3.6%	4.0%	1.1%	0.8%
Supervisor Status												
Non-Supervisor	74,547	46,868	31.1%	32.3%	56.3%	56.0%	7.9%	6.6%	3.6%	4.2%	1.1%	0.9%
Team Leader	20,114	13,639	32.1%	35.3%	56.0%	55.1%	6.9%	5.0%	3.8%	3.7%	1.2%	0.9%
Supervisor	28,517	22,902	36.5%	38.8%	54.1%	53.4%	5.7%	4.6%	2.9%	2.8%	0.8%	0.5%
Manager	17,117	14,118	41.7%	42.7%	49.7%	50.0%	5.0%	4.1%	3.0%	2.7%	0.6%	0.6%
Executive	3,906	3,129	42.5%	43.1%	46.8%	45.3%	5.4%	4.4%	3.6%	5.5%	1.8%	1.7%
Sex												
Male	81,620	59,070	31.3%	32.6%	56.3%	57.0%	7.5%	6.1%	3.6%	3.6%	1.2%	0.7%
Female	62,572	41,586	33.5%	35.8%	54.9%	53.1%	7.2%	5.8%	3.6%	4.3%	0.9%	1.1%
Race												
White Non-Hispanic	103,920	75,600	34.0%	35.7%	55.0%	54.7%	6.3%	5.2%	3.7%	3.7%	1.0%	0.7%
Black Non-Hispanic	22,469	13,055	28.1%	29.8%	58.0%	56.5%	9.1%	8.4%	3.4%	3.7%	1.4%	1.5%
AmerIndian/Alskn Native	2,500	2,046	26.7%	27.1%	55.4%	57.8%	12.1%	10.3%	4.7%	4.5%	1.0%	0.4%
Asian/Pacific Islander	6,594	4,424	28.2%	32.1%	57.1%	56.9%	11.2%	6.4%	2.5%	4.2%	0.9%	0.3%
Hispanic	8,465	5,531	30.1%	29.5%	56.4%	56.5%	8.7%	6.3%	4.0%	5.8%	0.9%	1.9%

* # 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
All Survey Responses	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
Leaving												
No	101,433	N/A	34.8%	N/A	55.0%	N/A	6.4%	N/A	3.1%	N/A	0.7%	N/A
Yes, to retire	9,502	N/A	34.9%	N/A	55.4%	N/A	7.2%	N/A	2.2%	N/A	0.3%	N/A
Yes, to other job in Govt	22,688	N/A	26.7%	N/A	57.8%	N/A	9.1%	N/A	4.5%	N/A	1.8%	N/A
Yes, to other job outside Govt	5,069	N/A	19.8%	N/A	57.7%	N/A	11.6%	N/A	7.9%	N/A	3.0%	N/A
Yes, other	5,481	N/A	19.3%	N/A	57.7%	N/A	13.7%	N/A	6.2%	N/A	3.0%	N/A
Age Group												
<30	5,461	2,787	28.2%	22.5%	55.7%	62.3%	10.0%	8.4%	4.9%	5.6%	1.3%	1.2%
30-39	20,915	15,010	30.6%	29.3%	56.7%	57.5%	7.2%	7.2%	4.1%	5.3%	1.3%	0.7%
40-49	47,038	34,006	31.2%	33.6%	56.5%	55.0%	7.5%	6.3%	3.8%	4.1%	1.0%	0.9%
50-59	57,869	41,243	34.1%	36.5%	54.6%	54.2%	7.0%	5.1%	3.2%	3.3%	1.1%	0.9%
60+	12,861	7,610	34.3%	38.3%	55.1%	54.0%	7.2%	5.1%	2.8%	2.4%	0.6%	0.3%
Pay Category												
Federal Wage System	5,511	4,855	30.7%	30.6%	57.3%	60.1%	8.2%	6.1%	2.3%	2.6%	1.4%	0.6%
GS 1-6 or equivalent	6,702	4,848	26.3%	30.2%	56.4%	56.3%	10.3%	8.1%	5.2%	4.0%	1.7%	1.4%
GS 7-12 or equivalent	58,902	39,563	31.2%	32.6%	57.3%	56.4%	7.1%	6.0%	3.5%	4.2%	0.9%	0.8%
GS 13-15 or equivalent	64,041	41,791	36.4%	39.6%	53.2%	51.3%	6.0%	4.9%	3.5%	3.4%	0.8%	0.8%
Senior Executive Service	3,314	2,542	40.9%	40.3%	41.7%	44.9%	7.9%	4.3%	8.0%	8.9%	1.6%	1.6%
SL/ST	490	N/A	40.9%	N/A	43.9%	N/A	6.3%	N/A	2.3%	N/A	6.6%	N/A
Other	5,201	7,057	34.7%	33.8%	51.1%	54.1%	8.8%	6.3%	3.8%	4.9%	1.5%	0.9%

* # 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
All Survey Responses	147,887	100,656	32.3%	33.9%	55.7%	55.3%	7.4%	6.0%	3.6%	3.9%	1.1%	0.9%
Time in Federal Government												
< 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
Time w/ Current Agency												
< 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
Retiring												
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%

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

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).

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
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).

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
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

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

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%

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

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%
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%

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

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%
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%

* # 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
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

* # 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
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).