

2006 Federal Human Capital Survey: Report by Demographics

(11) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,410	147,898	100,656	16.9%	16.1%	17.2%	56.7%	57.6%	54.2%	15.2%	15.3%	11.6%	8.4%	8.4%	12.5%	2.1%	2.0%	3.9%	0.7%	0.7%	0.8%
Work Location																					
Headquarters	86,478	51,141	35,976	18.3%	16.8%	17.6%	55.4%	56.6%	52.5%	15.0%	15.4%	12.1%	8.4%	8.5%	13.0%	2.1%	1.8%	3.8%	0.9%	0.9%	1.0%
Field	130,931	93,049	64,680	16.2%	15.8%	17.0%	57.3%	57.9%	54.8%	15.3%	15.2%	11.4%	8.4%	8.3%	12.3%	2.2%	2.0%	3.9%	0.6%	0.7%	0.7%
Supervisor Status																					
Non-Supervisor	118,182	74,550	46,868	16.7%	15.4%	17.0%	55.6%	57.2%	53.0%	16.2%	16.1%	12.6%	8.2%	8.3%	12.5%	2.3%	2.0%	4.1%	1.0%	0.9%	0.9%
Team Leader	31,774	20,113	13,639	15.9%	16.7%	16.3%	57.1%	57.1%	56.2%	15.2%	14.9%	9.8%	9.4%	9.0%	13.3%	2.1%	2.0%	3.9%	0.3%	0.4%	0.5%
Supervisor	39,851	28,517	22,902	16.5%	16.9%	18.9%	60.7%	60.4%	57.0%	12.3%	12.7%	9.9%	8.5%	7.9%	11.0%	1.8%	1.9%	2.9%	0.2%	0.1%	0.2%
Manager	22,465	17,118	14,118	20.0%	19.5%	20.5%	59.6%	61.2%	57.4%	11.7%	10.1%	8.6%	7.2%	7.9%	11.0%	1.5%	1.1%	2.4%	0.1%	0.1%	0.1%
Executive	5,134	3,904	3,129	25.5%	25.9%	26.8%	56.3%	58.2%	53.4%	10.9%	7.7%	8.1%	5.6%	7.0%	9.6%	1.3%	1.1%	2.0%	0.4%	0.1%	0.1%
Sex																					
Male	117,798	81,623	59,070	17.1%	16.2%	17.8%	57.3%	57.8%	54.6%	15.1%	15.5%	11.3%	7.9%	7.9%	11.9%	2.3%	2.1%	3.9%	0.4%	0.5%	0.5%
Female	99,720	62,576	41,586	16.5%	15.8%	16.4%	56.0%	57.4%	53.5%	15.4%	15.0%	12.0%	9.0%	9.0%	13.2%	1.9%	1.8%	3.9%	1.1%	1.1%	1.0%
Hispanic or Latino																					
Yes	13,628	8,467	5,531	17.2%	17.3%	18.4%	56.4%	57.4%	47.2%	15.6%	14.4%	15.6%	7.7%	8.4%	14.0%	2.5%	2.2%	4.2%	0.7%	0.2%	0.7%
No	203,778	135,489	95,125	16.8%	15.9%	17.1%	56.7%	57.6%	54.7%	15.2%	15.4%	11.3%	8.4%	8.4%	12.3%	2.1%	1.9%	3.8%	0.7%	0.8%	0.8%
Race																					
White	156,709	---	80,079	16.5%	---	17.1%	57.4%	---	54.6%	14.5%	---	11.0%	8.8%	---	13.1%	2.3%	---	3.6%	0.6%	---	0.6%
Black or African American	32,866	---	12,860	19.5%	---	18.1%	54.7%	---	53.8%	16.8%	---	12.2%	6.5%	---	10.2%	1.4%	---	4.2%	1.1%	---	1.4%
Native Hawaiian/Pacific Islander	1,487	---	698	25.1%	---	15.1%	52.7%	---	52.9%	14.2%	---	20.6%	5.3%	---	8.7%	2.4%	---	2.4%	0.4%	---	0.3%
Asian	8,608	---	3,633	17.1%	---	17.0%	55.7%	---	54.7%	17.6%	---	13.6%	6.9%	---	7.7%	1.9%	---	6.3%	0.8%	---	0.8%
AmerIndian/Alskn Native	6,153	---	1,602	12.8%	---	14.5%	58.5%	---	51.1%	16.8%	---	12.1%	8.6%	---	16.6%	2.7%	---	4.0%	0.6%	---	1.7%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	14.1%	---	19.3%	53.2%	---	43.9%	16.6%	---	15.6%	13.0%	---	14.2%	2.2%	---	6.5%	1.0%	---	0.4%
Age Group																					
<30	8,793	5,460	2,787	15.8%	17.9%	18.1%	58.6%	58.0%	59.8%	15.5%	15.0%	9.4%	7.3%	6.0%	8.7%	1.9%	1.9%	1.8%	1.0%	1.1%	2.1%
(25 and under)	2,477	---	---	17.5%	---	---	59.4%	---	---	14.6%	---	---	6.4%	---	---	1.4%	---	---	0.7%	---	---
(26-29)	6,316	---	---	15.0%	---	---	58.3%	---	---	15.9%	---	---	7.7%	---	---	2.0%	---	---	1.1%	---	---
30-39	31,367	20,919	15,010	15.2%	14.9%	17.8%	58.2%	57.7%	52.9%	16.5%	16.4%	13.8%	8.0%	8.2%	11.8%	1.7%	2.1%	3.0%	0.4%	0.8%	0.7%
40-49	70,125	47,042	34,006	16.1%	14.7%	16.1%	56.6%	59.4%	54.0%	16.0%	14.7%	11.6%	8.5%	8.6%	13.2%	2.3%	1.9%	4.4%	0.6%	0.6%	0.6%
50-59	87,028	57,870	41,243	17.3%	16.7%	17.1%	56.4%	56.3%	54.3%	14.5%	15.3%	11.0%	8.8%	9.0%	12.9%	2.3%	1.9%	4.0%	0.7%	0.7%	0.8%
60+	20,186	12,860	7,610	21.9%	19.7%	21.1%	54.5%	55.8%	55.3%	12.7%	15.8%	10.1%	7.5%	6.0%	9.7%	2.1%	2.0%	3.0%	1.3%	0.6%	0.7%

Note: * # of Respondents is the unweighted count of responses.

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(11) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,410	147,898	100,656	16.9%	16.1%	17.2%	56.7%	57.6%	54.2%	15.2%	15.3%	11.6%	8.4%	8.4%	12.5%	2.1%	2.0%	3.9%	0.7%	0.7%	0.8%
Pay Category																					
Federal Wage System	9,476	5,512	4,855	17.3%	16.9%	21.0%	56.3%	56.8%	50.8%	15.9%	15.5%	11.6%	8.1%	7.7%	11.7%	2.0%	2.5%	4.3%	0.3%	0.6%	0.5%
GS 1-6 or equivalent	10,824	6,708	4,848	19.0%	15.4%	18.5%	54.8%	57.1%	53.4%	17.0%	17.1%	13.9%	6.2%	7.5%	10.4%	2.0%	2.3%	2.7%	1.0%	0.7%	1.1%
GS 7-12 or equivalent	91,787	58,903	39,563	16.0%	15.5%	16.0%	57.0%	58.1%	55.0%	15.6%	15.5%	12.1%	8.3%	8.3%	12.1%	2.3%	1.8%	4.0%	0.8%	0.8%	0.9%
GS 13-15 or equivalent	91,615	64,038	41,791	17.1%	16.3%	16.9%	57.3%	57.4%	54.1%	13.6%	14.3%	10.2%	9.6%	9.1%	14.3%	1.9%	2.3%	3.9%	0.5%	0.6%	0.5%
Senior Executive Service	4,205	3,314	2,542	25.1%	24.6%	25.0%	56.8%	60.0%	53.9%	9.9%	8.4%	7.4%	6.4%	5.9%	12.1%	1.5%	1.0%	1.6%	0.3%	0.2%	0.1%
SL/ST	688	490	---	17.3%	23.6%	---	70.1%	50.8%	---	3.6%	13.3%	---	7.4%	11.6%	---	1.3%	0.7%	---	0.2%	0.0%	---
Other	8,187	5,203	7,057	18.4%	18.7%	18.5%	55.2%	56.2%	54.0%	17.0%	15.2%	10.3%	7.4%	8.1%	12.9%	1.5%	0.8%	3.8%	0.6%	1.0%	0.5%
Time in Federal Government																					
< 1 year	2,614	1,316	---	23.9%	25.6%	---	60.1%	57.7%	---	11.2%	11.7%	---	3.6%	3.8%	---	0.6%	0.4%	---	0.6%	0.8%	---
1-3 years	17,542	12,894	---	19.1%	18.0%	---	57.3%	55.0%	---	14.5%	17.1%	---	6.6%	6.7%	---	1.9%	2.7%	---	0.6%	0.5%	---
4-5 years	16,228	8,711	---	16.3%	15.7%	---	57.5%	59.8%	---	15.5%	14.8%	---	8.0%	7.8%	---	2.3%	1.2%	---	0.5%	0.7%	---
6-10 years	26,504	13,914	---	16.8%	16.4%	---	56.2%	57.1%	---	15.7%	15.3%	---	8.9%	8.5%	---	1.9%	2.1%	---	0.4%	0.7%	---
11-20 years	62,911	44,996	---	15.7%	15.3%	---	56.4%	58.1%	---	16.2%	15.3%	---	8.4%	8.6%	---	2.5%	1.8%	---	0.8%	0.9%	---
> 20 years	91,705	62,356	---	16.9%	15.6%	---	56.6%	57.9%	---	14.7%	14.8%	---	9.0%	8.9%	---	2.0%	2.0%	---	0.8%	0.7%	---
Time w/ Current Agency																					
< 1 year	5,025	2,814	---	23.7%	26.4%	---	55.9%	56.3%	---	13.6%	11.0%	---	4.2%	4.9%	---	1.1%	0.9%	---	1.5%	0.5%	---
1-3 years	28,264	21,638	---	18.2%	17.6%	---	56.7%	55.6%	---	14.8%	16.4%	---	7.7%	7.1%	---	2.1%	2.7%	---	0.6%	0.6%	---
4-5 years	22,562	13,236	---	15.5%	15.7%	---	57.0%	59.0%	---	15.8%	15.2%	---	8.5%	7.9%	---	2.4%	1.5%	---	0.8%	0.7%	---
6-10 years	35,125	18,823	---	17.0%	15.6%	---	56.0%	56.9%	---	15.8%	15.6%	---	8.7%	8.8%	---	2.0%	2.2%	---	0.5%	1.0%	---
11-20 years	64,988	46,190	---	15.8%	15.1%	---	56.8%	58.2%	---	16.1%	15.4%	---	8.3%	8.5%	---	2.4%	1.8%	---	0.7%	0.9%	---
> 20 years	61,522	41,488	---	16.9%	15.5%	---	57.1%	58.4%	---	14.3%	14.4%	---	9.0%	9.3%	---	2.0%	1.8%	---	0.7%	0.5%	---
Leaving																					
No	150,496	101,442	---	19.2%	18.4%	---	59.2%	60.2%	---	13.6%	13.4%	---	6.3%	6.2%	---	1.2%	1.1%	---	0.6%	0.6%	---
Yes, to retire	14,406	9,505	---	16.7%	13.5%	---	54.5%	55.1%	---	14.0%	18.3%	---	10.4%	9.8%	---	3.4%	2.0%	---	0.9%	1.3%	---
Yes, to other job in Govt	35,599	22,687	---	11.1%	10.3%	---	51.7%	53.8%	---	19.2%	18.4%	---	13.3%	12.8%	---	3.9%	3.8%	---	0.8%	1.0%	---
Yes, to other job outside Govt	7,858	5,068	---	8.4%	8.2%	---	49.3%	46.2%	---	19.1%	22.9%	---	15.9%	15.5%	---	6.5%	6.9%	---	0.8%	0.3%	---
Yes, other	9,086	5,479	---	8.8%	9.3%	---	46.1%	43.6%	---	24.9%	23.0%	---	14.1%	18.6%	---	4.9%	4.5%	---	1.1%	0.9%	---
Retiring																					
with 1 year	9,137	6,074	4,001	17.7%	15.1%	13.9%	51.7%	53.9%	50.3%	14.2%	16.3%	13.5%	12.1%	10.4%	15.7%	2.9%	2.8%	5.9%	1.4%	1.6%	0.7%
Between 1 and 3 years	25,217	16,417	12,087	17.1%	14.9%	17.4%	55.7%	56.5%	55.4%	14.5%	17.2%	9.3%	9.1%	8.5%	12.0%	2.9%	2.2%	5.3%	0.7%	0.7%	0.6%
Between 3 and 5 years	28,073	19,276	13,876	15.6%	15.5%	17.4%	58.1%	58.0%	53.8%	14.8%	13.9%	11.1%	8.8%	9.9%	13.5%	1.9%	2.0%	3.4%	0.7%	0.6%	0.8%
5 or more years	154,998	102,411	70,692	17.0%	16.3%	17.2%	56.9%	57.9%	54.2%	15.4%	15.2%	11.9%	8.0%	8.0%	12.2%	2.0%	1.9%	3.6%	0.7%	0.7%	0.8%

Note: * # of Respondents is the unweighted count of responses.

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(12) My supervisor supports my need to balance work and family issues.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,459	147,906	100,656	37.1%	37.5%	34.4%	40.6%	41.4%	43.0%	12.5%	11.8%	10.7%	4.9%	4.9%	6.1%	4.0%	3.5%	5.3%	0.9%	0.7%	0.6%
Work Location																					
Headquarters	86,489	51,142	35,976	40.4%	40.0%	36.8%	39.5%	41.1%	41.4%	11.6%	10.9%	11.2%	4.2%	4.2%	5.3%	3.4%	2.9%	4.7%	0.9%	0.9%	0.6%
Field	130,961	93,058	64,680	35.6%	36.8%	33.4%	41.2%	41.6%	43.7%	12.8%	12.1%	10.4%	5.2%	5.2%	6.4%	4.2%	3.7%	5.5%	0.9%	0.7%	0.6%
Supervisor Status																					
Non-Supervisor	118,201	74,553	46,868	36.7%	36.9%	33.6%	39.8%	40.8%	42.6%	12.8%	12.4%	11.0%	5.3%	5.2%	6.2%	4.4%	3.9%	5.9%	1.0%	0.8%	0.6%
Team Leader	31,777	20,115	13,639	37.8%	38.8%	36.5%	40.8%	42.8%	43.6%	12.3%	10.4%	9.2%	4.7%	4.8%	5.9%	3.6%	2.7%	4.3%	0.8%	0.6%	0.5%
Supervisor	39,864	28,517	22,902	35.7%	36.8%	33.7%	44.8%	43.9%	44.8%	12.0%	11.6%	11.4%	3.8%	4.4%	5.8%	2.9%	2.7%	3.9%	0.8%	0.6%	0.4%
Manager	22,466	17,119	14,118	41.7%	42.3%	36.5%	41.4%	41.0%	43.4%	10.6%	10.3%	10.5%	3.7%	3.8%	6.0%	2.1%	2.2%	3.2%	0.4%	0.4%	0.4%
Executive	5,135	3,906	3,129	43.9%	44.0%	36.5%	36.9%	38.1%	39.7%	10.9%	11.6%	14.1%	4.0%	3.5%	6.6%	2.8%	2.0%	2.6%	1.6%	0.8%	0.5%
Sex																					
Male	117,824	81,631	59,070	36.2%	36.7%	32.7%	41.2%	42.4%	44.0%	13.2%	12.2%	11.6%	4.9%	4.7%	6.0%	3.7%	3.3%	5.1%	0.8%	0.6%	0.6%
Female	99,738	62,578	41,586	38.4%	38.6%	36.6%	39.9%	40.3%	41.7%	11.5%	11.3%	9.4%	4.9%	5.2%	6.3%	4.3%	3.8%	5.4%	1.0%	0.8%	0.6%
Hispanic or Latino																					
Yes	13,632	8,468	5,531	35.1%	36.9%	30.4%	39.1%	38.7%	40.5%	14.1%	14.0%	12.2%	6.1%	5.5%	7.9%	5.1%	3.9%	8.5%	0.5%	0.9%	0.6%
No	203,812	135,497	95,125	37.3%	37.6%	34.7%	40.8%	41.7%	43.2%	12.3%	11.7%	10.5%	4.8%	4.9%	6.0%	3.8%	3.5%	5.0%	1.0%	0.7%	0.6%
Race																					
White	156,732	---	80,079	38.5%	---	35.1%	40.7%	---	43.7%	11.7%	---	10.3%	4.6%	---	5.9%	3.7%	---	4.5%	0.8%	---	0.5%
Black or African American	32,873	---	12,860	34.7%	---	32.3%	40.4%	---	40.4%	13.4%	---	12.4%	5.8%	---	6.4%	4.4%	---	7.6%	1.4%	---	1.0%
Native Hawaiian/Pacific Islander	1,488	---	698	34.4%	---	27.2%	44.7%	---	54.5%	12.0%	---	8.6%	5.1%	---	4.2%	3.7%	---	5.1%	0.2%	---	0.4%
Asian	8,611	---	3,633	33.6%	---	37.7%	45.3%	---	41.2%	13.7%	---	10.8%	3.6%	---	4.7%	3.0%	---	5.0%	0.8%	---	0.6%
AmerIndian/Alskn Native	6,154	---	1,602	32.3%	---	28.2%	37.0%	---	40.5%	18.3%	---	13.4%	6.0%	---	11.0%	5.6%	---	6.6%	0.9%	---	0.3%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	33.4%	---	28.8%	35.4%	---	38.5%	16.7%	---	10.0%	6.5%	---	9.1%	6.1%	---	12.7%	1.9%	---	0.7%
Age Group																					
<30	8,794	5,461	2,787	40.6%	41.3%	39.4%	35.9%	34.7%	40.3%	11.6%	13.6%	8.2%	6.9%	6.0%	5.5%	3.9%	3.5%	5.8%	1.2%	0.9%	0.8%
(25 and under)	2,477	---	---	43.6%	---	---	33.9%	---	---	11.8%	---	---	6.0%	---	---	3.2%	---	---	1.5%	---	---
(26-29)	6,317	---	---	39.4%	---	---	36.7%	---	---	11.5%	---	---	7.2%	---	---	4.2%	---	---	1.0%	---	---
30-39	31,370	20,921	15,010	38.3%	39.9%	37.8%	39.0%	39.4%	39.4%	12.4%	10.5%	10.6%	4.7%	5.3%	5.7%	4.6%	4.4%	6.3%	1.0%	0.5%	0.3%
40-49	70,134	47,043	34,006	37.6%	37.6%	35.2%	40.7%	41.7%	42.9%	11.8%	11.1%	10.2%	5.2%	5.4%	6.0%	4.0%	3.5%	5.2%	0.7%	0.7%	0.5%
50-59	87,054	57,872	41,243	35.8%	35.7%	32.5%	42.1%	42.9%	44.3%	13.2%	12.7%	11.0%	4.3%	4.6%	6.4%	3.8%	3.4%	5.1%	0.9%	0.7%	0.7%
60+	20,191	12,864	7,610	36.4%	39.0%	29.4%	41.2%	41.8%	46.6%	12.5%	12.4%	12.3%	5.4%	3.5%	6.6%	3.2%	2.4%	3.6%	1.3%	0.9%	1.4%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(12) My supervisor supports my need to balance work and family issues.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,459	147,906	100,656	37.1%	37.5%	34.4%	40.6%	41.4%	43.0%	12.5%	11.8%	10.7%	4.9%	4.9%	6.1%	4.0%	3.5%	5.3%	0.9%	0.7%	0.6%
Pay Category																					
Federal Wage System	9,480	5,512	4,855	28.7%	31.8%	28.4%	42.6%	42.7%	44.4%	15.0%	14.4%	11.2%	7.3%	6.2%	7.6%	5.2%	4.6%	8.1%	1.2%	0.3%	0.3%
GS 1-6 or equivalent	10,829	6,707	4,848	35.4%	32.1%	35.5%	38.2%	41.4%	38.6%	14.1%	13.4%	11.3%	5.2%	6.9%	7.4%	5.8%	5.5%	6.6%	1.3%	0.8%	0.6%
GS 7-12 or equivalent	91,807	58,911	39,563	37.1%	37.7%	33.9%	41.1%	41.9%	43.6%	12.5%	11.7%	10.8%	4.8%	4.8%	6.1%	3.6%	3.1%	5.0%	0.9%	0.8%	0.7%
GS 13-15 or equivalent	91,621	64,040	41,791	42.3%	41.2%	37.6%	40.4%	41.8%	43.2%	10.3%	9.9%	10.2%	3.6%	3.7%	5.1%	2.8%	2.7%	3.3%	0.6%	0.7%	0.5%
Senior Executive Service	4,206	3,314	2,542	45.2%	40.3%	35.2%	37.2%	38.4%	42.5%	11.8%	9.9%	13.2%	3.2%	3.4%	6.3%	2.0%	6.5%	2.4%	0.5%	1.4%	0.3%
SL/ST	688	490	---	20.4%	41.1%	---	54.0%	41.3%	---	14.9%	12.8%	---	7.4%	1.9%	---	1.3%	2.8%	---	2.0%	0.1%	---
Other	8,187	5,203	7,057	35.9%	36.0%	33.6%	41.3%	34.9%	42.9%	12.7%	15.7%	9.8%	4.1%	6.8%	5.9%	4.5%	5.7%	7.2%	1.5%	0.8%	0.5%
Time in Federal Government																					
< 1 year	2,614	1,316	---	48.8%	42.3%	---	37.5%	39.8%	---	9.5%	12.8%	---	1.7%	2.8%	---	1.7%	1.4%	---	0.9%	0.9%	---
1-3 years	17,547	12,899	---	41.9%	38.0%	---	36.0%	37.1%	---	12.4%	12.9%	---	5.4%	5.8%	---	3.5%	5.4%	---	0.9%	0.7%	---
4-5 years	16,231	8,711	---	34.4%	37.8%	---	40.9%	41.4%	---	12.2%	11.5%	---	6.0%	5.6%	---	5.3%	3.1%	---	1.2%	0.6%	---
6-10 years	26,509	13,914	---	35.0%	37.4%	---	43.0%	40.0%	---	12.7%	12.1%	---	4.0%	5.9%	---	4.2%	4.1%	---	1.2%	0.5%	---
11-20 years	62,921	44,998	---	36.7%	37.8%	---	40.5%	41.7%	---	12.1%	11.3%	---	5.3%	5.2%	---	4.7%	3.4%	---	0.8%	0.6%	---
> 20 years	91,722	62,358	---	37.0%	37.0%	---	41.4%	43.3%	---	12.9%	11.8%	---	4.6%	4.1%	---	3.3%	2.9%	---	0.9%	0.8%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	46.2%	48.1%	---	37.5%	35.9%	---	11.2%	10.3%	---	2.4%	3.3%	---	1.9%	1.8%	---	0.8%	0.6%	---
1-3 years	28,267	21,640	---	39.6%	37.2%	---	37.4%	38.3%	---	12.7%	12.6%	---	5.2%	6.3%	---	3.9%	4.9%	---	1.0%	0.8%	---
4-5 years	22,567	13,237	---	34.2%	37.5%	---	40.8%	40.9%	---	13.2%	12.1%	---	5.9%	5.0%	---	4.8%	3.7%	---	1.1%	0.7%	---
6-10 years	35,128	18,824	---	35.7%	36.5%	---	41.9%	40.9%	---	12.6%	13.3%	---	4.3%	5.0%	---	4.5%	3.7%	---	1.1%	0.6%	---
11-20 years	65,003	46,192	---	36.6%	37.9%	---	41.0%	42.2%	---	12.2%	11.0%	---	5.1%	4.8%	---	4.4%	3.5%	---	0.8%	0.7%	---
> 20 years	61,533	41,488	---	37.4%	37.0%	---	41.7%	44.1%	---	12.3%	11.5%	---	4.7%	4.2%	---	3.1%	2.5%	---	0.8%	0.8%	---
Leaving																					
No	150,520	101,444	---	42.0%	42.3%	---	40.6%	41.7%	---	10.9%	10.1%	---	3.5%	3.6%	---	2.4%	1.7%	---	0.7%	0.6%	---
Yes, to retire	14,413	9,504	---	32.4%	33.0%	---	42.2%	43.7%	---	15.2%	13.2%	---	5.9%	6.0%	---	3.5%	3.4%	---	0.7%	0.7%	---
Yes, to other job in Govt	35,607	22,692	---	25.5%	25.3%	---	41.9%	41.0%	---	15.7%	16.7%	---	7.8%	8.7%	---	7.4%	7.4%	---	1.7%	0.9%	---
Yes, to other job outside Govt	7,859	5,069	---	24.7%	23.2%	---	39.4%	41.7%	---	14.1%	14.4%	---	9.4%	8.6%	---	11.3%	11.0%	---	1.1%	1.0%	---
Yes, other	9,087	5,481	---	20.0%	24.3%	---	36.7%	36.9%	---	20.2%	18.2%	---	10.1%	8.6%	---	11.5%	11.1%	---	1.5%	1.0%	---
Retiring																					
with 1 year	9,143	6,074	4,001	31.3%	32.5%	25.3%	41.7%	44.9%	45.7%	15.7%	10.6%	13.9%	5.3%	6.2%	7.2%	5.0%	5.0%	7.2%	1.0%	0.7%	0.7%
Between 1 and 3 years	25,225	16,417	12,087	34.7%	35.5%	28.8%	42.6%	42.2%	44.7%	12.8%	13.4%	11.7%	5.5%	4.8%	8.7%	3.6%	3.1%	5.5%	0.9%	1.0%	0.5%
Between 3 and 5 years	28,079	19,276	13,876	33.0%	36.0%	31.2%	43.6%	42.7%	46.2%	13.3%	13.0%	10.7%	5.5%	4.6%	6.2%	3.6%	3.0%	4.6%	0.9%	0.6%	1.1%
5 or more years	155,022	102,418	70,692	38.5%	38.3%	36.1%	39.9%	41.0%	42.1%	12.1%	11.4%	10.4%	4.7%	5.0%	5.7%	4.0%	3.6%	5.2%	0.9%	0.7%	0.5%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,905	100,656	19.1%	17.4%	12.5%	41.1%	42.2%	44.3%	21.5%	21.3%	18.6%	11.2%	12.3%	15.9%	6.1%	6.1%	8.2%	1.0%	0.8%	0.5%
Work Location																					
Headquarters	86,483	51,143	35,976	20.6%	19.0%	13.9%	42.1%	42.1%	43.4%	20.1%	21.2%	17.6%	10.8%	11.6%	16.1%	5.6%	5.2%	8.4%	0.8%	1.0%	0.7%
Field	130,944	93,055	64,680	18.3%	16.9%	12.0%	40.7%	42.3%	44.6%	22.2%	21.3%	19.0%	11.4%	12.5%	15.8%	6.4%	6.3%	8.1%	1.0%	0.7%	0.4%
Supervisor Status																					
Non-Supervisor	118,187	74,554	46,868	17.6%	15.7%	11.4%	37.4%	38.7%	40.1%	23.8%	23.4%	20.2%	12.7%	14.0%	18.0%	7.3%	7.2%	9.7%	1.1%	1.0%	0.7%
Team Leader	31,776	20,114	13,639	20.8%	20.0%	14.0%	44.2%	47.3%	49.7%	18.9%	17.9%	16.5%	10.2%	9.9%	13.4%	5.4%	4.6%	6.4%	0.6%	0.3%	0.1%
Supervisor	39,860	28,518	22,902	19.7%	19.7%	14.5%	50.6%	52.3%	56.7%	18.3%	16.8%	15.2%	7.5%	8.1%	9.9%	3.0%	2.8%	3.6%	0.9%	0.4%	0.1%
Manager	22,461	17,118	14,118	26.0%	26.2%	18.2%	52.6%	54.0%	60.0%	13.4%	12.9%	12.4%	5.7%	5.2%	7.0%	2.2%	1.6%	2.3%	0.1%	0.1%	0.1%
Executive	5,135	3,906	3,129	32.8%	33.4%	25.9%	43.7%	51.0%	58.2%	11.7%	10.0%	8.5%	7.8%	3.9%	5.2%	3.4%	1.2%	2.0%	0.6%	0.5%	0.1%
Sex																					
Male	117,815	81,629	59,070	18.1%	16.8%	11.5%	42.7%	42.9%	45.6%	21.8%	21.8%	19.2%	10.4%	11.9%	15.5%	6.2%	5.9%	7.8%	0.8%	0.7%	0.3%
Female	99,722	62,579	41,586	20.4%	18.2%	13.8%	39.1%	41.3%	42.5%	21.2%	20.5%	17.8%	12.2%	12.8%	16.3%	6.1%	6.3%	8.8%	1.1%	0.8%	0.7%
Hispanic or Latino																					
Yes	13,631	8,468	5,531	20.0%	18.5%	11.6%	39.3%	39.0%	42.3%	23.0%	23.4%	17.3%	10.2%	12.6%	16.0%	6.6%	5.8%	12.3%	0.9%	0.8%	0.5%
No	203,791	135,496	95,125	19.0%	17.4%	12.6%	41.3%	42.5%	44.4%	21.4%	21.1%	18.7%	11.3%	12.3%	15.9%	6.1%	6.1%	7.9%	1.0%	0.7%	0.5%
Race																					
White	156,721	---	80,079	19.4%	---	12.1%	41.6%	---	45.7%	21.2%	---	18.5%	11.0%	---	16.2%	5.9%	---	7.1%	0.9%	---	0.4%
Black or African American	32,866	---	12,860	19.4%	---	13.5%	40.0%	---	39.8%	20.9%	---	17.4%	11.7%	---	15.8%	6.7%	---	12.6%	1.3%	---	0.9%
Native Hawaiian/Pacific Islander	1,487	---	698	21.7%	---	9.7%	40.1%	---	44.8%	22.4%	---	26.0%	9.5%	---	12.5%	5.9%	---	5.8%	0.4%	---	1.3%
Asian	8,610	---	3,633	17.3%	---	17.3%	45.5%	---	45.2%	23.5%	---	19.0%	9.0%	---	10.5%	3.9%	---	7.0%	0.7%	---	0.9%
AmerIndian/Alskn Native	6,153	---	1,602	15.9%	---	11.3%	37.1%	---	37.6%	25.7%	---	20.7%	13.4%	---	20.1%	7.1%	---	9.9%	0.8%	---	0.4%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	15.3%	---	11.8%	32.7%	---	33.4%	24.6%	---	25.1%	14.6%	---	11.8%	11.7%	---	17.6%	1.1%	---	0.3%
Age Group																					
<30	8,794	5,460	2,787	19.0%	18.5%	17.7%	41.9%	39.4%	41.8%	22.2%	21.3%	18.0%	11.2%	14.6%	16.0%	4.8%	5.4%	5.6%	0.9%	0.7%	1.0%
(25 and under)	2,477	---	---	18.2%	---	---	41.8%	---	---	23.6%	---	---	10.2%	---	---	5.7%	---	---	0.5%	---	---
(26-29)	6,317	---	---	19.3%	---	---	41.9%	---	---	21.5%	---	---	11.7%	---	---	4.5%	---	---	1.0%	---	---
30-39	31,367	20,922	15,010	19.3%	16.9%	13.4%	42.3%	44.1%	46.0%	20.9%	20.1%	17.8%	10.8%	12.9%	13.6%	6.1%	5.4%	8.8%	0.7%	0.6%	0.4%
40-49	70,130	47,042	34,006	18.9%	17.2%	11.1%	42.2%	43.4%	45.0%	20.7%	20.2%	19.2%	11.2%	12.3%	16.2%	6.1%	6.3%	8.2%	1.0%	0.7%	0.4%
50-59	87,043	57,874	41,243	18.7%	17.4%	12.8%	40.2%	41.0%	43.2%	22.3%	22.3%	18.5%	11.2%	12.0%	16.7%	6.6%	6.5%	8.2%	1.0%	0.9%	0.6%
60+	20,186	12,862	7,610	20.6%	19.1%	14.2%	38.6%	41.2%	43.1%	22.2%	23.6%	19.0%	12.0%	11.1%	15.4%	5.4%	4.2%	7.9%	1.2%	0.8%	0.5%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,905	100,656	19.1%	17.4%	12.5%	41.1%	42.2%	44.3%	21.5%	21.3%	18.6%	11.2%	12.3%	15.9%	6.1%	6.1%	8.2%	1.0%	0.8%	0.5%
Pay Category																					
Federal Wage System	9,475	5,512	4,855	13.9%	14.3%	8.7%	40.4%	41.4%	38.0%	24.1%	20.3%	23.2%	13.5%	15.2%	19.9%	7.5%	8.0%	9.9%	0.6%	0.7%	0.3%
GS 1-6 or equivalent	10,829	6,708	4,848	18.3%	14.1%	15.3%	35.6%	35.4%	37.0%	24.7%	24.1%	18.1%	10.9%	16.3%	18.4%	9.2%	8.7%	10.4%	1.3%	1.4%	0.9%
GS 7-12 or equivalent	91,797	58,908	39,563	18.2%	16.6%	10.8%	40.7%	41.7%	43.7%	22.4%	22.9%	19.6%	11.8%	12.3%	17.0%	6.0%	5.8%	8.3%	1.0%	0.7%	0.6%
GS 13-15 or equivalent	91,618	64,041	41,791	22.7%	20.4%	15.0%	45.3%	46.7%	50.3%	18.1%	17.7%	16.2%	9.0%	9.8%	12.7%	4.3%	4.8%	5.6%	0.6%	0.6%	0.3%
Senior Executive Service	4,206	3,314	2,542	34.3%	29.1%	24.2%	49.8%	47.8%	56.9%	10.6%	13.0%	9.7%	3.4%	3.8%	6.6%	1.7%	5.6%	2.1%	0.4%	0.7%	0.5%
SL/ST	688	490	---	11.4%	35.4%	---	36.5%	38.9%	---	22.4%	16.8%	---	23.8%	6.2%	---	5.6%	2.4%	---	0.2%	0.2%	---
Other	8,187	5,203	7,057	21.5%	19.0%	15.2%	39.8%	39.9%	45.4%	21.2%	20.1%	16.6%	9.8%	13.5%	11.9%	5.7%	6.9%	10.5%	2.0%	0.6%	0.5%
Time in Federal Government																					
< 1 year	2,614	1,316	---	25.4%	26.9%	---	44.9%	29.8%	---	18.4%	32.7%	---	7.6%	6.6%	---	2.1%	2.0%	---	1.6%	2.0%	---
1-3 years	17,543	12,897	---	22.2%	17.2%	---	40.8%	41.2%	---	21.2%	20.2%	---	10.0%	13.1%	---	5.2%	7.9%	---	0.6%	0.5%	---
4-5 years	16,230	8,711	---	17.8%	17.9%	---	41.1%	40.7%	---	21.3%	20.3%	---	11.2%	15.4%	---	7.6%	5.1%	---	1.0%	0.6%	---
6-10 years	26,510	13,916	---	18.2%	16.7%	---	40.4%	42.1%	---	21.5%	20.6%	---	12.3%	13.9%	---	6.7%	6.0%	---	0.9%	0.6%	---
11-20 years	62,915	44,997	---	17.8%	17.0%	---	41.6%	42.1%	---	20.9%	21.8%	---	11.4%	12.1%	---	7.1%	6.2%	---	1.1%	0.8%	---
> 20 years	91,708	62,358	---	19.4%	17.8%	---	41.0%	43.3%	---	22.3%	21.3%	---	11.1%	11.2%	---	5.3%	5.5%	---	0.9%	0.8%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	25.4%	28.2%	---	41.2%	38.0%	---	21.3%	22.1%	---	7.9%	7.5%	---	2.7%	3.1%	---	1.4%	1.2%	---
1-3 years	28,264	21,639	---	21.3%	17.5%	---	40.0%	39.9%	---	21.6%	21.0%	---	10.4%	13.5%	---	6.0%	7.5%	---	0.7%	0.6%	---
4-5 years	22,565	13,237	---	16.7%	16.7%	---	41.0%	41.0%	---	21.7%	21.4%	---	12.1%	14.4%	---	7.3%	5.8%	---	1.1%	0.7%	---
6-10 years	35,125	18,825	---	18.4%	16.6%	---	40.3%	41.9%	---	20.8%	21.2%	---	12.6%	13.2%	---	7.2%	6.4%	---	0.7%	0.7%	---
11-20 years	64,992	46,191	---	17.9%	17.2%	---	41.6%	42.4%	---	21.1%	21.5%	---	11.4%	11.9%	---	6.8%	6.2%	---	1.2%	0.9%	---
> 20 years	61,529	41,489	---	19.7%	17.5%	---	41.9%	44.9%	---	22.3%	21.1%	---	10.6%	10.9%	---	4.7%	4.9%	---	0.9%	0.7%	---
Leaving																					
No	150,509	101,445	---	22.6%	20.5%	---	44.3%	46.1%	---	20.1%	20.2%	---	8.5%	9.2%	---	3.8%	3.3%	---	0.7%	0.7%	---
Yes, to retire	14,409	9,502	---	16.0%	14.8%	---	40.2%	41.9%	---	23.6%	23.0%	---	12.5%	13.1%	---	6.6%	6.6%	---	1.1%	0.6%	---
Yes, to other job in Govt	35,603	22,692	---	10.0%	9.6%	---	33.7%	31.4%	---	24.5%	24.2%	---	19.0%	21.1%	---	11.4%	13.0%	---	1.4%	0.8%	---
Yes, to other job outside Govt	7,858	5,068	---	8.8%	8.6%	---	32.0%	28.4%	---	23.2%	24.0%	---	18.9%	21.0%	---	15.6%	17.1%	---	1.6%	1.0%	---
Yes, other	9,085	5,481	---	8.6%	8.6%	---	27.4%	32.2%	---	29.3%	23.8%	---	16.9%	19.6%	---	15.9%	14.5%	---	2.0%	1.2%	---
Retiring																					
with 1 year	9,140	6,072	4,001	17.1%	15.2%	10.8%	37.8%	40.9%	39.7%	24.0%	21.4%	18.7%	12.4%	13.4%	18.1%	7.3%	8.2%	12.3%	1.3%	1.0%	0.4%
Between 1 and 3 years	25,222	16,417	12,087	18.3%	16.9%	10.2%	39.8%	40.7%	44.7%	23.5%	23.4%	18.1%	11.5%	12.9%	16.6%	6.2%	5.5%	9.9%	0.8%	0.7%	0.6%
Between 3 and 5 years	28,078	19,276	13,876	16.5%	17.0%	12.1%	41.5%	41.6%	43.5%	22.8%	23.0%	19.4%	12.2%	11.4%	16.7%	5.9%	5.8%	7.8%	1.1%	1.2%	0.6%
5 or more years	155,006	102,419	70,692	19.7%	17.7%	13.0%	41.5%	42.6%	44.6%	20.9%	20.7%	18.6%	10.9%	12.2%	15.5%	6.1%	6.0%	7.8%	0.9%	0.7%	0.5%

Note: * # of Respondents is the unweighted count of responses.

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(14) My work unit is able to recruit people with the right skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,411	147,896	100,656	9.7%	9.4%	6.5%	33.8%	34.3%	31.3%	28.3%	28.3%	23.0%	16.4%	16.9%	23.7%	8.3%	8.0%	13.0%	3.4%	3.0%	2.5%
Work Location																					
Headquarters	86,477	51,143	35,976	11.6%	11.2%	7.4%	36.0%	37.5%	33.7%	26.7%	25.8%	21.2%	15.5%	15.8%	23.1%	7.2%	6.9%	11.6%	3.0%	2.8%	2.9%
Field	130,930	93,045	64,680	8.8%	8.8%	6.1%	32.8%	33.3%	30.3%	29.0%	29.1%	23.7%	16.9%	17.3%	24.0%	8.8%	8.4%	13.5%	3.6%	3.1%	2.4%
Supervisor Status																					
Non-Supervisor	118,170	74,549	46,868	9.9%	9.0%	6.9%	32.9%	34.0%	31.6%	29.3%	29.4%	23.6%	15.6%	16.0%	22.0%	8.1%	7.8%	12.6%	4.3%	3.8%	3.3%
Team Leader	31,775	20,110	13,639	8.3%	9.7%	5.2%	32.5%	33.1%	29.1%	28.4%	27.5%	23.2%	19.0%	19.2%	28.0%	9.4%	9.0%	13.5%	2.4%	1.6%	1.0%
Supervisor	39,859	28,519	22,902	8.8%	9.2%	6.2%	36.3%	36.3%	32.4%	26.4%	25.6%	20.7%	17.9%	19.0%	25.9%	8.6%	8.5%	14.1%	2.0%	1.3%	0.6%
Manager	22,460	17,116	14,118	11.8%	12.1%	6.8%	40.2%	40.1%	34.7%	23.3%	22.6%	18.4%	16.7%	17.8%	26.2%	7.2%	6.8%	13.6%	0.7%	0.6%	0.3%
Executive	5,135	3,906	3,129	18.8%	22.9%	13.8%	46.2%	46.5%	41.1%	17.9%	15.1%	16.0%	11.3%	11.1%	20.9%	3.9%	3.8%	8.1%	1.8%	0.6%	0.1%
Sex																					
Male	117,803	81,621	59,070	8.8%	8.6%	5.4%	33.4%	33.9%	30.8%	28.7%	28.8%	23.9%	16.8%	17.3%	24.1%	9.0%	8.7%	13.6%	3.3%	2.8%	2.2%
Female	99,713	62,577	41,586	10.9%	10.4%	7.9%	34.3%	35.0%	32.0%	27.7%	27.8%	21.9%	16.1%	16.4%	23.3%	7.3%	7.1%	12.1%	3.7%	3.3%	2.9%
Hispanic or Latino																					
Yes	13,625	8,465	5,531	9.7%	10.6%	6.7%	34.5%	32.5%	33.4%	28.5%	29.2%	21.5%	15.3%	16.0%	21.8%	8.5%	7.9%	14.9%	3.4%	3.7%	1.7%
No	203,774	135,487	95,125	9.7%	9.3%	6.5%	33.8%	34.5%	31.1%	28.3%	28.3%	23.1%	16.6%	17.0%	23.9%	8.3%	8.0%	12.8%	3.4%	2.9%	2.6%
Race																					
White	156,706	---	80,079	9.6%	---	6.3%	33.2%	---	30.8%	28.2%	---	22.8%	17.2%	---	24.7%	8.7%	---	13.2%	3.2%	---	2.2%
Black or African American	32,866	---	12,860	11.2%	---	7.5%	35.7%	---	33.3%	29.3%	---	24.9%	13.6%	---	18.5%	6.0%	---	11.6%	4.2%	---	4.3%
Native Hawaiian/Pacific Islander	1,487	---	698	11.0%	---	6.7%	36.2%	---	27.1%	27.4%	---	18.7%	13.1%	---	26.4%	9.5%	---	19.5%	2.8%	---	1.5%
Asian	8,611	---	3,633	9.8%	---	8.7%	40.3%	---	32.7%	27.6%	---	23.4%	12.8%	---	23.3%	5.9%	---	9.0%	3.6%	---	2.8%
AmerIndian/Alskn Native	6,150	---	1,602	6.3%	---	5.0%	35.7%	---	32.3%	26.1%	---	23.5%	21.0%	---	25.1%	8.2%	---	12.9%	2.7%	---	1.2%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	7.6%	---	5.2%	28.8%	---	34.6%	26.5%	---	17.3%	18.9%	---	21.1%	12.7%	---	19.4%	5.5%	---	2.5%
Age Group																					
<30	8,792	5,460	2,787	11.3%	10.6%	7.5%	36.3%	34.8%	35.8%	28.9%	28.9%	28.5%	13.1%	14.4%	15.6%	6.9%	7.6%	9.1%	3.6%	3.7%	3.5%
(25 and under)	2,476	---	---	11.3%	---	---	35.8%	---	---	28.3%	---	---	15.7%	---	---	6.2%	---	---	2.6%	---	---
(26-29)	6,316	---	---	11.2%	---	---	36.5%	---	---	29.1%	---	---	12.0%	---	---	7.2%	---	---	4.0%	---	---
30-39	31,366	20,918	15,010	9.8%	9.3%	6.9%	33.8%	34.0%	31.7%	29.4%	28.8%	23.1%	15.9%	17.1%	23.0%	7.4%	7.7%	12.7%	3.6%	3.1%	2.6%
40-49	70,110	47,040	34,006	9.0%	8.4%	6.2%	34.0%	34.2%	31.0%	28.2%	28.7%	22.7%	17.0%	17.3%	25.0%	8.9%	8.7%	13.2%	3.0%	2.7%	2.0%
50-59	87,040	57,868	41,243	9.5%	9.5%	6.3%	33.6%	34.4%	30.5%	27.6%	27.5%	22.5%	17.2%	17.2%	24.3%	8.5%	8.4%	13.8%	3.6%	3.1%	2.5%
60+	20,189	12,862	7,610	11.7%	12.2%	7.6%	32.6%	35.1%	33.8%	29.2%	29.6%	25.0%	14.4%	15.3%	19.4%	7.9%	4.5%	9.6%	4.1%	3.2%	4.6%

Note: * # of Respondents is the unweighted count of responses.

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(14) My work unit is able to recruit people with the right skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,411	147,896	100,656	9.7%	9.4%	6.5%	33.8%	34.3%	31.3%	28.3%	28.3%	23.0%	16.4%	16.9%	23.7%	8.3%	8.0%	13.0%	3.4%	3.0%	2.5%
Pay Category																					
Federal Wage System	9,475	5,510	4,855	6.9%	7.1%	5.4%	32.0%	32.7%	28.4%	30.7%	29.2%	23.6%	18.2%	17.8%	25.1%	9.9%	10.7%	15.8%	2.3%	2.6%	1.7%
GS 1-6 or equivalent	10,826	6,707	4,848	12.1%	9.3%	8.3%	35.1%	32.6%	33.8%	27.5%	29.1%	22.7%	13.9%	16.5%	18.3%	6.5%	8.1%	12.3%	4.8%	4.4%	4.5%
GS 7-12 or equivalent	91,784	58,905	39,563	9.2%	8.9%	6.4%	32.9%	33.7%	31.1%	29.6%	30.2%	24.1%	16.4%	16.3%	23.3%	8.2%	7.7%	12.4%	3.7%	3.2%	2.7%
GS 13-15 or equivalent	91,615	64,039	41,791	10.5%	9.9%	6.2%	35.6%	37.2%	32.2%	25.5%	25.0%	21.5%	17.6%	17.9%	26.2%	8.1%	7.6%	12.3%	2.7%	2.4%	1.7%
Senior Executive Service	4,206	3,314	2,542	20.4%	22.0%	12.4%	46.0%	44.7%	43.3%	16.3%	12.9%	15.7%	12.4%	10.2%	20.9%	4.7%	9.1%	7.0%	0.4%	1.0%	0.7%
SL/ST	688	490	---	7.4%	21.8%	---	40.2%	21.8%	---	19.7%	30.4%	---	16.2%	22.7%	---	13.6%	3.1%	---	2.9%	0.2%	---
Other	8,187	5,201	7,057	10.7%	12.8%	7.0%	35.8%	32.7%	30.2%	29.4%	24.9%	21.1%	13.5%	17.6%	24.4%	7.1%	10.0%	15.2%	3.5%	2.0%	2.2%
Time in Federal Government																					
< 1 year	2,614	1,316	---	17.5%	22.7%	---	42.8%	35.0%	---	22.1%	27.6%	---	9.3%	6.7%	---	2.8%	3.0%	---	5.4%	5.1%	---
1-3 years	17,540	12,892	---	13.2%	10.1%	---	36.8%	33.8%	---	27.1%	30.2%	---	12.6%	14.6%	---	7.0%	8.0%	---	3.2%	3.4%	---
4-5 years	16,227	8,712	---	9.4%	10.4%	---	34.5%	38.3%	---	27.3%	26.7%	---	15.7%	15.0%	---	9.4%	6.6%	---	3.7%	2.9%	---
6-10 years	26,505	13,913	---	9.3%	10.0%	---	34.2%	33.8%	---	29.4%	28.7%	---	16.3%	16.5%	---	7.4%	8.4%	---	3.5%	2.7%	---
11-20 years	62,912	44,997	---	8.6%	8.3%	---	33.3%	34.3%	---	29.0%	28.4%	---	16.4%	17.9%	---	9.2%	8.4%	---	3.5%	2.8%	---
> 20 years	91,702	62,354	---	9.3%	9.4%	---	32.5%	34.0%	---	28.3%	27.9%	---	18.3%	17.7%	---	8.3%	8.1%	---	3.3%	3.0%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	18.2%	20.3%	---	40.2%	40.6%	---	24.1%	24.2%	---	9.2%	7.7%	---	3.2%	2.5%	---	5.1%	4.7%	---
1-3 years	28,258	21,634	---	12.8%	10.7%	---	35.3%	34.8%	---	27.4%	29.4%	---	13.5%	14.0%	---	7.3%	8.0%	---	3.7%	3.1%	---
4-5 years	22,564	13,237	---	8.9%	9.5%	---	33.7%	36.7%	---	28.5%	27.7%	---	16.2%	16.0%	---	9.4%	7.1%	---	3.3%	3.1%	---
6-10 years	35,122	18,822	---	8.8%	9.2%	---	34.6%	34.5%	---	29.1%	28.5%	---	15.8%	16.7%	---	8.1%	8.3%	---	3.6%	2.8%	---
11-20 years	64,988	46,190	---	8.3%	8.2%	---	33.1%	33.3%	---	28.6%	28.4%	---	17.0%	18.7%	---	9.4%	8.6%	---	3.5%	2.8%	---
> 20 years	61,526	41,489	---	9.2%	8.9%	---	32.4%	33.8%	---	28.4%	27.8%	---	19.1%	18.3%	---	7.9%	8.2%	---	3.0%	3.0%	---
Leaving																					
No	150,492	101,438	---	11.6%	11.2%	---	37.0%	37.8%	---	28.3%	27.9%	---	14.1%	14.6%	---	5.7%	5.6%	---	3.2%	2.8%	---
Yes, to retire	14,408	9,502	---	8.3%	8.1%	---	29.6%	31.2%	---	29.0%	30.2%	---	19.6%	18.4%	---	10.5%	8.5%	---	3.1%	3.6%	---
Yes, to other job in Govt	35,601	22,692	---	4.8%	4.9%	---	26.5%	26.8%	---	29.1%	29.5%	---	21.7%	22.4%	---	13.9%	13.3%	---	4.0%	3.1%	---
Yes, to other job outside Govt	7,858	5,066	---	3.6%	2.9%	---	23.7%	19.6%	---	21.9%	26.1%	---	27.7%	25.5%	---	19.3%	21.8%	---	3.8%	4.1%	---
Yes, other	9,082	5,481	---	4.0%	3.9%	---	24.2%	22.8%	---	28.7%	29.3%	---	20.9%	23.9%	---	17.2%	15.9%	---	5.0%	4.2%	---
Retiring																					
with 1 year	9,140	6,074	4,001	9.1%	9.4%	6.4%	30.5%	30.3%	28.7%	25.6%	26.8%	22.1%	20.2%	19.0%	24.4%	10.8%	10.0%	15.8%	3.8%	4.6%	2.6%
Between 1 and 3 years	25,220	16,414	12,087	8.6%	8.4%	5.6%	31.6%	33.1%	29.0%	28.8%	29.1%	23.7%	18.6%	19.5%	24.2%	9.3%	7.2%	14.6%	3.1%	2.7%	2.9%
Between 3 and 5 years	28,076	19,274	13,876	8.7%	9.4%	5.8%	32.4%	33.1%	30.1%	28.8%	29.7%	22.3%	18.0%	16.9%	25.9%	8.4%	8.0%	13.2%	3.6%	2.9%	2.7%
5 or more years	154,987	102,412	70,692	10.0%	9.5%	6.8%	34.5%	34.9%	31.9%	28.3%	28.1%	23.1%	15.7%	16.4%	23.3%	8.0%	8.1%	12.6%	3.4%	3.0%	2.4%

Note: * # of Respondents is the unweighted count of responses.

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(15) The skill level in my work unit has improved in the past year.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,895	100,656	14.2%	13.6%	15.8%	36.6%	37.2%	40.5%	28.5%	29.1%	20.2%	12.7%	12.8%	16.0%	5.4%	5.2%	5.5%	2.5%	2.2%	1.9%
Work Location																					
Headquarters	86,482	51,140	35,976	15.4%	14.1%	16.4%	36.9%	35.7%	38.9%	28.3%	29.6%	20.8%	11.9%	12.6%	16.1%	4.6%	5.0%	5.6%	3.0%	2.9%	2.2%
Field	130,929	93,047	64,680	13.7%	13.4%	15.5%	36.6%	37.6%	41.2%	28.6%	28.9%	20.0%	13.1%	12.8%	16.0%	5.8%	5.2%	5.5%	2.3%	2.0%	1.8%
Supervisor Status																					
Non-Supervisor	118,174	74,545	46,868	13.4%	12.5%	14.8%	35.5%	36.2%	39.3%	29.5%	30.3%	21.1%	12.9%	12.7%	16.3%	5.6%	5.5%	5.8%	3.2%	2.8%	2.6%
Team Leader	31,771	20,115	13,639	14.3%	14.6%	15.7%	35.5%	36.8%	42.3%	28.4%	28.3%	18.9%	13.9%	14.0%	16.9%	6.5%	5.0%	5.6%	1.5%	1.3%	0.6%
Supervisor	39,859	28,516	22,902	15.4%	16.0%	19.8%	41.2%	43.3%	44.9%	26.1%	24.3%	17.5%	12.0%	12.0%	13.3%	4.0%	3.7%	4.1%	1.2%	0.7%	0.4%
Manager	22,466	17,117	14,118	18.2%	19.4%	22.1%	43.3%	42.9%	43.9%	23.8%	22.9%	17.5%	10.4%	10.8%	12.7%	3.5%	3.3%	3.5%	0.8%	0.6%	0.3%
Executive	5,134	3,906	3,129	25.1%	26.7%	27.0%	37.2%	40.2%	40.6%	25.0%	21.9%	18.7%	8.8%	7.6%	10.8%	2.3%	2.1%	2.3%	1.6%	1.5%	0.6%
Sex																					
Male	117,804	81,625	59,070	13.3%	12.7%	15.5%	37.2%	37.3%	40.6%	28.6%	29.7%	19.9%	13.1%	13.1%	16.7%	5.7%	5.4%	6.0%	2.1%	1.8%	1.3%
Female	99,718	62,571	41,586	15.4%	14.7%	16.0%	36.0%	37.1%	40.4%	28.4%	28.3%	20.6%	12.2%	12.3%	15.2%	4.9%	4.9%	4.9%	3.1%	2.8%	2.8%
Hispanic or Latino																					
Yes	13,628	8,467	5,531	18.1%	16.5%	15.1%	36.8%	39.1%	42.9%	26.1%	27.0%	17.7%	11.0%	10.3%	16.5%	5.5%	5.0%	5.5%	2.5%	2.0%	2.1%
No	203,778	135,484	95,125	13.9%	13.3%	15.8%	36.6%	37.0%	40.4%	28.7%	29.3%	20.4%	12.9%	13.0%	16.0%	5.4%	5.2%	5.5%	2.5%	2.2%	1.9%
Race																					
White	156,709	---	80,079	13.7%	---	15.2%	36.2%	---	40.5%	28.9%	---	20.7%	13.3%	---	16.4%	5.6%	---	5.5%	2.3%	---	1.7%
Black or African American	32,868	---	12,860	15.6%	---	18.1%	37.9%	---	40.1%	27.6%	---	18.8%	11.7%	---	15.1%	4.0%	---	5.6%	3.3%	---	2.4%
Native Hawaiian/Pacific Islander	1,488	---	698	20.1%	---	34.5%	37.2%	---	31.8%	24.5%	---	19.3%	9.1%	---	9.9%	5.7%	---	2.3%	3.3%	---	2.3%
Asian	8,607	---	3,633	14.4%	---	14.3%	44.5%	---	46.2%	25.8%	---	17.4%	9.1%	---	12.2%	3.4%	---	4.7%	2.8%	---	5.3%
AmerIndian/Alskn Native	6,151	---	1,602	15.1%	---	18.3%	40.4%	---	35.9%	25.6%	---	20.3%	11.6%	---	16.9%	5.7%	---	7.3%	1.6%	---	1.4%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	13.6%	---	13.1%	29.4%	---	43.6%	30.6%	---	19.4%	14.1%	---	12.8%	9.3%	---	9.3%	3.0%	---	1.9%
Age Group																					
<30	8,793	5,461	2,787	17.8%	17.9%	21.2%	39.5%	39.7%	40.4%	26.0%	25.4%	17.3%	8.7%	9.3%	12.5%	3.4%	4.0%	3.0%	4.5%	3.8%	5.7%
(25 and under)	2,477	---	---	18.4%	---	---	43.1%	---	---	22.4%	---	---	8.0%	---	---	2.0%	---	---	6.1%	---	---
(26-29)	6,316	---	---	17.6%	---	---	38.0%	---	---	27.6%	---	---	9.0%	---	---	3.9%	---	---	3.9%	---	---
30-39	31,363	20,920	15,010	15.7%	13.9%	18.7%	36.2%	37.4%	40.4%	27.9%	28.9%	19.3%	12.3%	12.8%	14.2%	4.7%	4.4%	5.3%	3.2%	2.7%	2.1%
40-49	70,121	47,041	34,006	13.3%	12.9%	14.8%	36.5%	37.5%	40.1%	28.8%	28.7%	20.5%	13.3%	13.4%	17.4%	5.8%	5.4%	5.4%	2.2%	2.1%	1.9%
50-59	87,041	57,865	41,243	13.8%	13.4%	14.9%	36.2%	36.3%	40.8%	28.9%	29.6%	20.4%	13.1%	12.9%	16.3%	5.9%	5.8%	6.0%	2.1%	2.0%	1.6%
60+	20,185	12,860	7,610	13.9%	14.1%	15.9%	38.2%	38.3%	41.7%	28.6%	30.9%	21.5%	12.4%	11.4%	13.9%	4.3%	3.5%	5.0%	2.6%	1.8%	2.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(15) The skill level in my work unit has improved in the past year.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,895	100,656	14.2%	13.6%	15.8%	36.6%	37.2%	40.5%	28.5%	29.1%	20.2%	12.7%	12.8%	16.0%	5.4%	5.2%	5.5%	2.5%	2.2%	1.9%
Pay Category																					
Federal Wage System	9,474	5,511	4,855	12.2%	11.7%	15.8%	36.5%	34.7%	37.8%	28.5%	29.5%	19.7%	13.6%	14.7%	18.2%	8.0%	8.1%	8.0%	1.3%	1.2%	0.5%
GS 1-6 or equivalent	10,824	6,707	4,848	16.3%	13.0%	22.0%	35.8%	39.9%	38.8%	28.7%	25.8%	17.3%	11.7%	13.3%	12.9%	4.4%	4.8%	6.0%	3.1%	3.1%	3.0%
GS 7-12 or equivalent	91,793	58,903	39,563	14.3%	13.7%	14.8%	37.1%	38.1%	41.3%	28.1%	29.0%	19.9%	12.4%	12.0%	16.4%	5.2%	5.0%	5.3%	2.9%	2.1%	2.3%
GS 13-15 or equivalent	91,611	64,036	41,791	13.6%	13.1%	15.4%	36.6%	36.0%	40.4%	29.4%	30.2%	21.9%	13.4%	13.8%	15.7%	5.0%	4.5%	5.1%	1.9%	2.3%	1.4%
Senior Executive Service	4,205	3,314	2,542	26.7%	23.3%	24.4%	37.3%	37.9%	43.0%	22.5%	22.1%	18.7%	9.8%	12.8%	11.4%	2.3%	1.9%	1.9%	1.5%	2.0%	0.6%
SL/ST	688	490	---	16.9%	24.5%	---	45.7%	42.2%	---	16.2%	24.7%	---	12.3%	6.6%	---	8.7%	1.9%	---	0.3%	0.2%	---
Other	8,187	5,203	7,057	15.1%	15.5%	15.0%	34.6%	32.2%	41.1%	29.9%	31.6%	21.1%	12.5%	11.3%	16.0%	4.7%	7.2%	5.2%	3.1%	2.2%	1.6%
Time in Federal Government																					
< 1 year	2,614	1,316	---	18.6%	23.0%	---	35.8%	26.9%	---	25.7%	32.7%	---	4.5%	3.6%	---	1.3%	1.7%	---	14.2%	12.1%	---
1-3 years	17,542	12,897	---	19.8%	16.1%	---	39.9%	42.3%	---	25.0%	24.5%	---	8.8%	10.8%	---	3.3%	3.9%	---	3.2%	2.4%	---
4-5 years	16,228	8,709	---	16.2%	16.2%	---	38.0%	40.6%	---	26.8%	25.7%	---	11.3%	12.2%	---	5.1%	3.2%	---	2.6%	2.1%	---
6-10 years	26,503	13,916	---	14.6%	13.3%	---	37.6%	40.3%	---	27.8%	26.5%	---	12.9%	12.8%	---	5.0%	4.9%	---	2.1%	2.2%	---
11-20 years	62,909	44,995	---	13.0%	12.3%	---	35.6%	36.2%	---	29.5%	30.9%	---	13.3%	12.8%	---	6.1%	5.6%	---	2.5%	2.2%	---
> 20 years	91,708	62,351	---	12.5%	13.1%	---	35.8%	34.8%	---	29.6%	30.6%	---	14.2%	13.7%	---	5.9%	5.8%	---	2.0%	2.0%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	17.7%	21.8%	---	33.4%	29.9%	---	28.8%	28.9%	---	5.9%	4.4%	---	1.5%	1.7%	---	12.7%	13.4%	---
1-3 years	28,263	21,637	---	18.9%	16.5%	---	39.6%	40.4%	---	25.0%	25.9%	---	9.6%	10.8%	---	4.0%	4.1%	---	2.9%	2.3%	---
4-5 years	22,558	13,235	---	14.9%	14.1%	---	37.5%	40.9%	---	27.9%	26.9%	---	12.2%	11.9%	---	5.2%	4.2%	---	2.3%	2.2%	---
6-10 years	35,121	18,825	---	14.1%	12.2%	---	36.9%	38.1%	---	28.1%	29.4%	---	13.4%	13.4%	---	5.4%	5.0%	---	2.1%	1.9%	---
11-20 years	64,992	46,189	---	12.6%	12.4%	---	35.5%	36.1%	---	29.7%	30.2%	---	13.6%	13.3%	---	6.4%	6.1%	---	2.2%	1.9%	---
> 20 years	61,526	41,484	---	12.4%	12.4%	---	35.8%	34.7%	---	29.9%	31.0%	---	14.4%	14.3%	---	5.7%	5.7%	---	1.8%	1.9%	---
Leaving																					
No	150,494	101,436	---	16.6%	15.7%	---	39.4%	39.9%	---	27.9%	28.6%	---	10.3%	10.4%	---	3.3%	3.3%	---	2.5%	2.1%	---
Yes, to retire	14,409	9,502	---	11.0%	10.7%	---	34.7%	33.3%	---	29.2%	31.7%	---	15.1%	14.7%	---	8.4%	6.9%	---	1.7%	2.6%	---
Yes, to other job in Govt	35,601	22,691	---	8.8%	8.5%	---	30.2%	30.9%	---	29.7%	29.4%	---	19.0%	19.3%	---	9.4%	9.4%	---	2.9%	2.5%	---
Yes, to other job outside Govt	7,858	5,069	---	8.7%	6.9%	---	27.5%	27.6%	---	28.2%	30.1%	---	19.8%	19.7%	---	13.6%	13.7%	---	2.2%	2.0%	---
Yes, other	9,084	5,481	---	5.8%	7.2%	---	27.9%	30.3%	---	32.3%	31.6%	---	18.5%	18.3%	---	12.7%	10.2%	---	2.8%	2.4%	---
Retiring																					
with 1 year	9,142	6,073	4,001	11.2%	10.9%	10.5%	34.7%	31.7%	37.1%	28.2%	31.6%	20.9%	14.8%	14.1%	20.1%	9.2%	9.2%	10.3%	1.9%	2.5%	1.2%
Between 1 and 3 years	25,217	16,414	12,087	11.3%	11.2%	13.5%	36.6%	35.7%	39.4%	29.9%	31.7%	21.6%	14.4%	14.2%	16.8%	5.9%	5.3%	7.5%	1.9%	2.0%	1.2%
Between 3 and 5 years	28,077	19,272	13,876	12.6%	12.4%	14.5%	35.5%	35.9%	40.4%	30.1%	30.7%	20.7%	14.0%	13.4%	17.6%	5.7%	5.9%	5.1%	2.1%	1.7%	1.6%
5 or more years	154,994	102,414	70,692	15.1%	14.2%	16.5%	36.9%	37.9%	40.9%	28.1%	28.3%	19.9%	12.2%	12.4%	15.4%	5.1%	4.8%	5.1%	2.7%	2.3%	2.1%

Note: * # of Respondents is the unweighted count of responses.

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(16) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,389	147,887	100,656	10.7%	10.5%	10.2%	36.9%	39.0%	38.3%	18.3%	17.5%	13.1%	21.4%	21.3%	25.0%	11.7%	11.0%	13.3%	1.0%	0.8%	0.1%
Work Location																					
Headquarters	86,470	51,142	35,976	12.4%	12.0%	11.6%	39.1%	40.2%	39.2%	18.1%	17.1%	13.9%	19.8%	20.5%	23.7%	9.7%	9.4%	11.5%	0.9%	0.8%	0.1%
Field	130,918	93,037	64,680	9.9%	10.0%	9.7%	35.8%	38.6%	37.9%	18.4%	17.6%	12.7%	22.1%	21.5%	25.5%	12.6%	11.5%	14.0%	1.1%	0.8%	0.1%
Supervisor Status																					
Non-Supervisor	118,166	74,544	46,868	11.7%	11.2%	11.0%	39.4%	41.7%	40.2%	18.5%	17.7%	13.4%	19.2%	18.9%	23.0%	10.1%	9.7%	12.2%	1.0%	0.8%	0.2%
Team Leader	31,773	20,114	13,639	9.4%	9.5%	8.7%	33.7%	34.5%	36.7%	19.2%	18.2%	12.8%	23.8%	24.9%	27.6%	12.9%	12.1%	14.2%	1.0%	0.8%	0.1%
Supervisor	39,848	28,512	22,902	7.9%	7.5%	8.4%	32.0%	32.0%	30.8%	16.8%	16.0%	12.1%	26.3%	28.1%	31.7%	15.7%	15.7%	16.9%	1.3%	0.8%	0.1%
Manager	22,455	17,116	14,118	8.6%	8.4%	8.3%	29.1%	30.4%	29.5%	17.0%	15.1%	11.2%	27.5%	28.8%	31.7%	17.0%	16.7%	19.2%	0.8%	0.6%	0.1%
Executive	5,133	3,906	3,129	14.2%	12.7%	11.6%	35.0%	34.9%	31.9%	12.6%	13.7%	10.7%	25.2%	25.8%	31.7%	12.4%	12.0%	14.0%	0.7%	0.8%	0.0%
Sex																					
Male	117,799	81,614	59,070	9.3%	9.6%	8.8%	35.5%	36.9%	36.4%	19.3%	18.4%	14.4%	22.0%	22.0%	26.0%	12.7%	12.3%	14.3%	1.1%	0.7%	0.1%
Female	99,693	62,573	41,586	12.6%	11.6%	12.1%	38.6%	41.8%	40.8%	16.9%	16.3%	11.3%	20.5%	20.3%	23.8%	10.4%	9.2%	11.9%	1.0%	0.9%	0.1%
Hispanic or Latino																					
Yes	13,625	8,464	5,531	12.6%	12.4%	10.8%	36.2%	36.7%	32.4%	17.3%	17.8%	14.0%	19.4%	21.3%	23.8%	13.5%	11.1%	18.7%	1.0%	0.7%	0.2%
No	203,751	135,481	95,125	10.5%	10.3%	10.2%	36.9%	39.2%	38.7%	18.4%	17.5%	13.0%	21.6%	21.3%	25.1%	11.5%	10.9%	12.8%	1.1%	0.8%	0.1%
Race																					
White	156,693	---	80,079	9.6%	---	9.9%	36.0%	---	37.9%	17.9%	---	12.5%	22.9%	---	26.0%	12.5%	---	13.6%	1.0%	---	0.1%
Black or African American	32,861	---	12,860	14.8%	---	11.5%	40.1%	---	42.1%	18.9%	---	14.3%	17.0%	---	20.4%	8.2%	---	11.4%	1.1%	---	0.2%
Native Hawaiian/Pacific Islander	1,488	---	698	17.4%	---	10.5%	37.4%	---	46.1%	20.6%	---	13.4%	14.3%	---	18.9%	9.7%	---	10.9%	0.6%	---	0.3%
Asian	8,607	---	3,633	11.2%	---	12.4%	43.4%	---	38.8%	20.7%	---	15.9%	16.1%	---	23.9%	7.7%	---	8.8%	0.9%	---	0.2%
AmerIndian/Alskn Native	6,149	---	1,602	12.3%	---	8.6%	36.9%	---	33.9%	17.6%	---	12.0%	19.9%	---	31.1%	12.7%	---	14.1%	0.6%	---	0.4%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	10.5%	---	9.3%	29.8%	---	27.2%	20.9%	---	18.4%	21.4%	---	22.7%	15.5%	---	22.4%	1.9%	---	0.0%
Age Group																					
<30	8,794	5,461	2,787	14.5%	14.2%	12.2%	41.5%	42.3%	40.8%	17.7%	16.3%	17.4%	18.3%	15.9%	21.1%	7.2%	10.8%	8.1%	0.7%	0.5%	0.4%
(25 and under)	2,477	---	---	17.5%	---	---	45.6%	---	---	16.1%	---	---	12.9%	---	---	7.2%	---	---	0.7%	---	---
(26-29)	6,317	---	---	13.3%	---	---	39.8%	---	---	18.4%	---	---	20.6%	---	---	7.3%	---	---	0.7%	---	---
30-39	31,365	20,918	15,010	11.2%	10.2%	11.2%	36.3%	39.8%	37.5%	18.8%	16.7%	12.9%	20.9%	21.1%	24.7%	11.9%	11.5%	13.6%	0.9%	0.7%	0.1%
40-49	70,101	47,034	34,006	9.6%	9.8%	9.3%	37.0%	38.7%	38.0%	17.7%	17.1%	12.5%	22.1%	22.9%	25.9%	12.7%	10.9%	14.3%	0.9%	0.7%	0.1%
50-59	87,030	57,868	41,243	10.5%	10.3%	9.9%	35.8%	37.8%	38.0%	18.8%	18.1%	13.1%	21.8%	21.1%	25.6%	11.8%	11.8%	13.2%	1.3%	0.9%	0.1%
60+	20,186	12,860	7,610	12.5%	12.8%	13.1%	38.6%	42.5%	42.4%	17.7%	18.7%	14.2%	19.8%	18.9%	19.8%	10.2%	6.4%	10.1%	1.2%	0.7%	0.4%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(16) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,389	147,887	100,656	10.7%	10.5%	10.2%	36.9%	39.0%	38.3%	18.3%	17.5%	13.1%	21.4%	21.3%	25.0%	11.7%	11.0%	13.3%	1.0%	0.8%	0.1%
Pay Category																					
Federal Wage System	9,473	5,511	4,855	9.0%	9.7%	8.5%	34.8%	35.2%	33.3%	21.4%	20.1%	15.8%	22.0%	21.9%	28.5%	12.0%	12.1%	13.9%	0.8%	0.9%	0.1%
GS 1-6 or equivalent	10,819	6,704	4,848	15.7%	12.1%	12.9%	40.8%	43.6%	43.6%	19.2%	17.9%	13.6%	15.6%	16.8%	19.1%	6.9%	8.8%	10.4%	1.8%	0.7%	0.3%
GS 7-12 or equivalent	91,788	58,900	39,563	11.2%	11.3%	10.9%	37.9%	40.2%	39.2%	18.1%	17.5%	12.7%	20.4%	20.1%	23.9%	11.4%	10.2%	13.2%	1.0%	0.7%	0.2%
GS 13-15 or equivalent	91,597	64,035	41,791	8.8%	8.6%	8.9%	34.8%	37.0%	36.8%	17.4%	16.8%	12.9%	25.0%	24.6%	28.6%	13.1%	12.3%	12.7%	0.9%	0.7%	0.1%
Senior Executive Service	4,204	3,314	2,542	11.5%	13.0%	10.2%	34.7%	33.3%	35.8%	14.2%	12.3%	9.9%	27.0%	25.1%	31.1%	12.2%	15.4%	13.1%	0.5%	0.9%	0.0%
SL/ST	688	490	---	10.0%	6.1%	---	32.3%	35.5%	---	5.2%	14.6%	---	23.8%	35.0%	---	26.4%	8.8%	---	2.4%	0.0%	---
Other	8,187	5,203	7,057	9.9%	10.7%	9.1%	34.8%	34.3%	36.5%	20.0%	17.9%	12.3%	21.9%	22.6%	24.9%	12.0%	13.4%	17.0%	1.3%	1.2%	0.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	15.4%	21.7%	---	49.7%	36.5%	---	16.4%	25.9%	---	12.9%	10.3%	---	5.2%	4.3%	---	0.4%	1.2%	---
1-3 years	17,541	12,894	---	14.0%	12.3%	---	39.4%	39.0%	---	18.3%	17.9%	---	17.9%	19.3%	---	9.7%	11.0%	---	0.9%	0.6%	---
4-5 years	16,221	8,711	---	11.1%	11.5%	---	36.0%	40.3%	---	18.1%	18.0%	---	21.3%	20.0%	---	12.6%	9.6%	---	1.0%	0.6%	---
6-10 years	26,498	13,911	---	11.2%	9.8%	---	36.1%	39.0%	---	18.1%	16.0%	---	22.1%	22.5%	---	11.4%	12.1%	---	1.1%	0.7%	---
11-20 years	62,906	44,992	---	9.6%	9.7%	---	36.1%	39.6%	---	19.4%	17.3%	---	21.3%	21.8%	---	12.5%	10.9%	---	1.0%	0.8%	---
> 20 years	91,696	62,350	---	10.1%	10.2%	---	36.6%	38.2%	---	17.7%	17.8%	---	22.6%	21.8%	---	11.9%	11.1%	---	1.2%	0.9%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	17.7%	18.9%	---	43.7%	42.1%	---	17.6%	21.3%	---	14.3%	11.3%	---	6.0%	5.9%	---	0.7%	0.5%	---
1-3 years	28,261	21,635	---	13.6%	12.1%	---	38.5%	38.9%	---	18.0%	18.0%	---	18.3%	19.4%	---	10.4%	11.0%	---	1.2%	0.6%	---
4-5 years	22,554	13,235	---	10.3%	10.6%	---	36.3%	41.9%	---	18.7%	17.4%	---	21.9%	20.2%	---	11.9%	9.2%	---	0.9%	0.6%	---
6-10 years	35,121	18,819	---	10.8%	9.3%	---	36.6%	39.1%	---	18.3%	16.9%	---	21.3%	22.7%	---	11.8%	11.0%	---	1.1%	0.9%	---
11-20 years	64,984	46,188	---	9.1%	10.0%	---	35.7%	38.9%	---	19.6%	17.2%	---	21.9%	21.9%	---	12.7%	11.3%	---	1.1%	0.7%	---
> 20 years	61,514	41,484	---	10.0%	9.7%	---	36.7%	37.5%	---	17.0%	17.6%	---	23.3%	22.5%	---	11.9%	11.7%	---	1.0%	1.0%	---
Leaving																					
No	150,479	101,431	---	12.3%	12.3%	---	40.2%	42.1%	---	18.1%	16.9%	---	19.7%	19.8%	---	8.9%	8.3%	---	0.8%	0.6%	---
Yes, to retire	14,406	9,502	---	8.9%	9.4%	---	34.9%	36.7%	---	18.0%	20.5%	---	23.2%	20.5%	---	14.0%	11.7%	---	1.1%	1.2%	---
Yes, to other job in Govt	35,593	22,691	---	7.1%	6.1%	---	29.1%	32.7%	---	19.3%	18.4%	---	25.0%	25.2%	---	17.8%	16.5%	---	1.8%	1.1%	---
Yes, to other job outside Govt	7,856	5,068	---	5.4%	2.8%	---	25.0%	24.8%	---	16.0%	17.5%	---	27.4%	28.5%	---	24.2%	25.1%	---	1.9%	1.2%	---
Yes, other	9,085	5,480	---	5.2%	4.9%	---	24.9%	28.1%	---	19.5%	19.5%	---	27.5%	25.8%	---	21.1%	20.8%	---	1.7%	0.9%	---
Retiring																					
with 1 year	9,140	6,072	4,001	9.0%	10.3%	9.7%	33.4%	38.2%	37.2%	17.8%	18.7%	15.2%	24.2%	19.4%	22.7%	14.2%	12.4%	15.0%	1.3%	1.1%	0.3%
Between 1 and 3 years	25,216	16,415	12,087	9.6%	9.2%	9.2%	36.4%	38.8%	39.3%	17.8%	19.1%	11.9%	22.2%	21.0%	25.7%	13.0%	11.0%	13.8%	1.0%	0.9%	0.2%
Between 3 and 5 years	28,074	19,275	13,876	9.0%	10.2%	9.1%	36.9%	36.3%	35.8%	18.8%	19.7%	14.6%	21.9%	22.0%	26.6%	11.9%	10.9%	13.7%	1.5%	0.8%	0.1%
5 or more years	154,972	102,404	70,692	11.3%	10.7%	10.6%	37.1%	39.5%	38.6%	18.3%	16.9%	12.9%	21.0%	21.3%	24.8%	11.3%	10.9%	13.0%	1.0%	0.7%	0.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(17) My workload is reasonable.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,903	100,656	10.6%	10.2%	13.5%	48.4%	49.9%	51.5%	16.7%	15.7%	10.1%	15.4%	15.8%	15.5%	8.3%	7.8%	9.2%	0.6%	0.6%	0.2%
Work Location																					
Headquarters	86,481	51,143	35,976	11.6%	11.4%	14.5%	49.1%	48.4%	50.2%	16.4%	15.6%	10.2%	14.8%	16.4%	15.5%	7.6%	7.6%	9.0%	0.5%	0.5%	0.5%
Field	130,946	93,054	64,680	10.1%	9.8%	13.1%	48.0%	50.3%	51.9%	16.8%	15.7%	10.1%	15.7%	15.6%	15.5%	8.7%	7.9%	9.3%	0.7%	0.7%	0.1%
Supervisor Status																					
Non-Supervisor	118,191	74,551	46,868	11.7%	11.0%	14.3%	50.7%	51.7%	52.6%	16.2%	15.4%	10.2%	13.2%	14.0%	14.0%	7.5%	7.2%	8.8%	0.6%	0.7%	0.3%
Team Leader	31,776	20,114	13,639	9.2%	8.9%	12.2%	46.1%	47.6%	51.0%	17.1%	16.5%	9.7%	18.0%	18.0%	17.5%	8.9%	8.5%	9.5%	0.7%	0.5%	0.1%
Supervisor	39,858	28,519	22,902	7.3%	7.2%	10.7%	42.7%	44.2%	46.7%	17.6%	16.5%	10.2%	20.8%	21.3%	20.9%	10.8%	10.2%	11.4%	0.8%	0.5%	0.1%
Manager	22,462	17,119	14,118	8.2%	8.3%	12.2%	41.9%	43.4%	45.9%	18.8%	15.7%	10.1%	20.5%	21.8%	20.4%	10.1%	10.4%	11.3%	0.6%	0.4%	0.1%
Executive	5,134	3,906	3,129	13.3%	12.3%	16.5%	46.0%	44.0%	43.7%	15.3%	14.8%	10.7%	16.1%	20.2%	19.8%	8.8%	8.0%	9.2%	0.5%	0.7%	0.0%
Sex																					
Male	117,814	81,628	59,070	9.6%	9.9%	12.4%	49.4%	50.2%	53.7%	17.7%	17.0%	10.1%	14.7%	14.9%	14.7%	7.8%	7.5%	8.8%	0.7%	0.5%	0.2%
Female	99,725	62,577	41,586	11.7%	10.6%	14.8%	47.0%	49.4%	48.5%	15.3%	14.0%	10.1%	16.4%	16.9%	16.6%	9.0%	8.3%	9.8%	0.6%	0.8%	0.2%
Hispanic or Latino																					
Yes	13,629	8,467	5,531	11.9%	13.0%	13.3%	47.6%	48.2%	45.7%	16.8%	16.4%	13.2%	13.8%	14.2%	18.3%	8.9%	7.6%	9.5%	0.9%	0.7%	0.1%
No	203,795	135,493	95,125	10.4%	10.0%	13.5%	48.4%	50.0%	51.9%	16.7%	15.7%	9.9%	15.6%	15.9%	15.3%	8.3%	7.8%	9.2%	0.6%	0.6%	0.2%
Race																					
White	156,719	---	80,079	9.8%	---	13.6%	48.4%	---	51.8%	16.7%	---	9.6%	16.0%	---	16.1%	8.5%	---	8.9%	0.6%	---	0.1%
Black or African American	32,868	---	12,860	13.6%	---	13.8%	48.8%	---	51.0%	15.6%	---	11.1%	13.3%	---	13.6%	8.0%	---	9.6%	0.8%	---	0.9%
Native Hawaiian/Pacific Islander	1,488	---	698	14.6%	---	12.4%	44.0%	---	50.0%	21.2%	---	10.9%	13.0%	---	9.5%	5.9%	---	17.2%	1.2%	---	0.1%
Asian	8,609	---	3,633	11.9%	---	13.4%	51.3%	---	55.4%	18.2%	---	12.4%	13.4%	---	11.4%	4.8%	---	7.3%	0.4%	---	0.1%
AmerIndian/Alskn Native	6,152	---	1,602	9.9%	---	10.5%	46.5%	---	44.7%	18.1%	---	13.8%	18.2%	---	20.0%	7.0%	---	10.9%	0.4%	---	0.0%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	9.2%	---	10.8%	42.7%	---	46.9%	17.6%	---	8.3%	17.7%	---	15.6%	11.1%	---	18.4%	1.8%	---	0.0%
Age Group																					
<30	8,793	5,461	2,787	13.6%	15.2%	21.8%	51.0%	51.4%	52.7%	17.4%	13.9%	9.2%	12.3%	12.1%	9.9%	5.5%	6.9%	6.1%	0.3%	0.4%	0.1%
(25 and under)	2,477	---	---	14.5%	---	---	52.9%	---	---	16.3%	---	---	12.0%	---	---	4.0%	---	---	0.3%	---	---
(26-29)	6,316	---	---	13.2%	---	---	50.2%	---	---	17.8%	---	---	12.4%	---	---	6.1%	---	---	0.3%	---	---
30-39	31,364	20,921	15,010	11.0%	10.2%	16.2%	50.2%	52.1%	49.7%	15.2%	15.7%	10.6%	15.3%	14.4%	13.8%	7.6%	7.0%	9.2%	0.7%	0.6%	0.6%
40-49	70,128	47,043	34,006	9.8%	9.2%	11.3%	47.5%	49.5%	51.1%	17.0%	15.7%	10.2%	16.0%	17.1%	17.1%	9.2%	8.0%	10.2%	0.6%	0.5%	0.2%
50-59	87,046	57,869	41,243	9.8%	9.9%	13.3%	47.4%	48.4%	51.8%	16.9%	15.9%	9.9%	16.2%	16.4%	15.9%	8.9%	8.5%	9.0%	0.7%	1.0%	0.1%
60+	20,189	12,862	7,610	13.5%	13.1%	15.1%	50.2%	52.9%	55.7%	17.1%	15.6%	9.5%	12.4%	12.3%	12.7%	6.1%	5.8%	6.7%	0.7%	0.3%	0.2%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(17) My workload is reasonable.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,903	100,656	10.6%	10.2%	13.5%	48.4%	49.9%	51.5%	16.7%	15.7%	10.1%	15.4%	15.8%	15.5%	8.3%	7.8%	9.2%	0.6%	0.6%	0.2%
Pay Category																					
Federal Wage System	9,480	5,510	4,855	10.6%	10.7%	13.8%	53.6%	53.5%	55.4%	18.6%	16.6%	9.8%	11.6%	11.6%	12.6%	5.2%	7.2%	8.4%	0.4%	0.4%	0.0%
GS 1-6 or equivalent	10,827	6,707	4,848	16.1%	13.1%	16.8%	49.8%	52.0%	49.5%	14.6%	13.6%	11.4%	11.2%	14.1%	12.2%	7.6%	6.5%	9.0%	0.7%	0.8%	1.1%
GS 7-12 or equivalent	91,794	58,909	39,563	10.7%	10.3%	13.2%	48.0%	50.1%	50.9%	16.5%	15.9%	10.0%	15.7%	15.1%	16.2%	8.5%	7.9%	9.6%	0.7%	0.8%	0.2%
GS 13-15 or equivalent	91,614	64,040	41,791	8.8%	8.8%	13.3%	46.8%	47.6%	51.4%	17.2%	16.3%	9.7%	17.4%	18.6%	16.8%	9.1%	8.3%	8.7%	0.6%	0.4%	0.1%
Senior Executive Service	4,206	3,314	2,542	13.4%	12.9%	15.6%	42.3%	42.6%	46.9%	16.5%	12.6%	9.4%	19.4%	19.7%	19.5%	8.0%	11.4%	8.6%	0.4%	0.8%	0.0%
SL/ST	687	490	---	4.4%	13.9%	---	49.3%	30.9%	---	17.0%	13.1%	---	11.1%	37.3%	---	18.1%	4.7%	---	0.2%	0.1%	---
Other	8,187	5,204	7,057	8.8%	9.7%	11.8%	50.6%	51.6%	53.1%	17.6%	14.2%	10.5%	15.2%	15.8%	15.1%	7.3%	7.9%	9.4%	0.5%	0.9%	0.0%
Time in Federal Government																					
< 1 year	2,614	1,316	---	18.8%	20.3%	---	56.5%	51.2%	---	12.1%	18.6%	---	8.9%	6.6%	---	3.4%	2.4%	---	0.3%	0.8%	---
1-3 years	17,543	12,898	---	13.3%	13.1%	---	51.8%	50.3%	---	15.9%	14.5%	---	13.0%	14.5%	---	5.7%	7.2%	---	0.3%	0.4%	---
4-5 years	16,229	8,712	---	11.2%	11.4%	---	49.4%	53.7%	---	16.0%	14.2%	---	14.5%	13.8%	---	8.3%	6.7%	---	0.5%	0.3%	---
6-10 years	26,506	13,914	---	10.1%	10.1%	---	49.1%	50.2%	---	17.1%	15.7%	---	14.6%	15.4%	---	8.1%	8.1%	---	0.9%	0.5%	---
11-20 years	62,916	44,996	---	9.9%	9.5%	---	47.2%	49.5%	---	16.9%	15.9%	---	16.2%	16.7%	---	9.2%	7.7%	---	0.6%	0.6%	---
> 20 years	91,715	62,357	---	9.8%	9.4%	---	47.3%	49.0%	---	17.0%	16.2%	---	16.4%	16.2%	---	8.8%	8.4%	---	0.8%	0.9%	---
Time w/ Current Agency																					
< 1 year	5,025	2,814	---	19.1%	20.4%	---	52.2%	53.1%	---	13.0%	14.0%	---	11.0%	8.2%	---	4.3%	3.7%	---	0.5%	0.5%	---
1-3 years	28,264	21,640	---	12.5%	12.5%	---	50.4%	50.3%	---	16.2%	14.8%	---	13.5%	14.4%	---	6.9%	7.6%	---	0.5%	0.4%	---
4-5 years	22,562	13,237	---	10.7%	10.4%	---	48.8%	52.1%	---	16.2%	15.0%	---	15.2%	15.1%	---	8.4%	7.0%	---	0.7%	0.4%	---
6-10 years	35,126	18,823	---	10.2%	9.4%	---	48.8%	49.9%	---	17.0%	15.6%	---	14.6%	15.8%	---	8.6%	8.2%	---	0.8%	1.0%	---
11-20 years	64,996	46,190	---	9.5%	9.5%	---	46.8%	49.5%	---	17.0%	16.4%	---	16.9%	16.5%	---	9.2%	7.6%	---	0.5%	0.6%	---
> 20 years	61,528	41,489	---	9.6%	8.8%	---	47.9%	48.7%	---	17.1%	16.1%	---	16.2%	17.0%	---	8.6%	8.7%	---	0.8%	0.8%	---
Leaving																					
No	150,502	101,442	---	12.4%	11.7%	---	51.6%	53.0%	---	15.7%	14.8%	---	13.9%	14.4%	---	6.0%	5.6%	---	0.4%	0.5%	---
Yes, to retire	14,410	9,505	---	9.0%	9.7%	---	46.2%	49.8%	---	18.2%	16.8%	---	16.1%	14.6%	---	9.6%	7.6%	---	0.8%	1.6%	---
Yes, to other job in Govt	35,606	22,692	---	6.0%	6.6%	---	40.8%	42.3%	---	18.7%	17.7%	---	19.7%	19.5%	---	13.4%	13.2%	---	1.3%	0.8%	---
Yes, to other job outside Govt	7,859	5,068	---	5.1%	5.4%	---	35.9%	38.5%	---	18.4%	15.8%	---	18.2%	23.5%	---	20.6%	16.0%	---	1.7%	0.8%	---
Yes, other	9,088	5,480	---	4.6%	5.1%	---	37.9%	37.5%	---	20.8%	20.6%	---	20.9%	19.7%	---	14.2%	16.6%	---	1.5%	0.6%	---
Retiring																					
with 1 year	9,140	6,074	4,001	9.3%	10.7%	10.8%	46.8%	50.3%	50.3%	18.7%	15.7%	11.2%	14.3%	14.0%	16.2%	10.0%	7.8%	11.2%	0.9%	1.4%	0.2%
Between 1 and 3 years	25,221	16,418	12,087	10.3%	9.2%	12.1%	47.1%	47.9%	52.8%	17.3%	17.1%	8.3%	15.9%	17.4%	17.1%	8.6%	7.5%	9.6%	1.0%	0.8%	0.2%
Between 3 and 5 years	28,079	19,275	13,876	9.2%	9.8%	12.1%	47.6%	48.6%	53.0%	17.3%	16.4%	10.3%	16.6%	15.6%	15.8%	8.7%	8.9%	8.7%	0.6%	0.6%	0.1%
5 or more years	155,005	102,415	70,692	10.9%	10.4%	14.0%	48.8%	50.3%	51.1%	16.4%	15.4%	10.3%	15.2%	15.7%	15.2%	8.1%	7.6%	9.2%	0.6%	0.6%	0.2%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(18) My talents are used well in the workplace.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,436	147,905	100,656	17.1%	16.4%	19.3%	44.4%	45.8%	43.6%	17.3%	17.3%	11.1%	12.7%	13.0%	15.5%	7.7%	6.8%	10.3%	0.8%	0.7%	0.1%
Work Location																					
Headquarters	86,486	51,143	35,976	18.5%	17.6%	20.3%	43.8%	44.3%	40.8%	16.6%	17.0%	11.8%	12.8%	13.2%	16.1%	7.4%	7.1%	10.9%	0.8%	0.8%	0.1%
Field	130,944	93,055	64,680	16.4%	16.0%	18.9%	44.7%	46.3%	44.8%	17.7%	17.4%	10.9%	12.7%	12.9%	15.2%	7.8%	6.7%	10.1%	0.8%	0.7%	0.1%
Supervisor Status																					
Non-Supervisor	118,187	74,553	46,868	15.6%	15.1%	17.7%	42.8%	44.1%	42.5%	18.6%	18.6%	11.6%	13.7%	13.8%	16.4%	8.5%	7.5%	11.6%	0.9%	0.8%	0.2%
Team Leader	31,775	20,113	13,639	19.5%	18.0%	22.2%	45.3%	48.6%	45.0%	15.4%	14.6%	10.0%	12.2%	12.3%	14.2%	7.0%	6.0%	8.6%	0.7%	0.6%	0.0%
Supervisor	39,863	28,520	22,902	16.9%	17.7%	20.7%	49.8%	49.9%	47.4%	16.1%	16.2%	11.2%	10.4%	10.8%	13.7%	5.9%	4.9%	6.9%	0.9%	0.5%	0.1%
Manager	22,465	17,118	14,118	23.6%	24.7%	26.1%	49.1%	51.8%	48.6%	13.4%	12.2%	9.1%	8.8%	7.7%	10.8%	4.6%	3.2%	5.3%	0.4%	0.4%	0.0%
Executive	5,133	3,906	3,129	32.4%	38.6%	37.2%	43.8%	44.9%	42.5%	8.7%	7.8%	6.7%	9.7%	6.0%	9.6%	4.9%	2.3%	4.0%	0.5%	0.5%	0.0%
Sex																					
Male	117,808	81,631	59,070	16.4%	15.6%	18.1%	44.7%	46.1%	44.4%	17.5%	17.5%	11.4%	12.7%	12.8%	15.2%	7.8%	7.2%	10.8%	0.9%	0.8%	0.1%
Female	99,733	62,576	41,586	17.9%	17.6%	20.8%	44.1%	45.3%	42.7%	17.1%	17.0%	10.8%	12.7%	13.2%	15.8%	7.4%	6.3%	9.7%	0.7%	0.7%	0.2%
Hispanic or Latino																					
Yes	13,631	8,467	5,531	20.3%	18.2%	19.0%	41.5%	43.5%	43.6%	19.7%	18.5%	10.6%	10.8%	12.1%	15.7%	6.7%	7.0%	10.8%	0.9%	0.8%	0.3%
No	203,794	135,495	95,125	16.8%	16.3%	19.3%	44.7%	46.0%	43.6%	17.1%	17.2%	11.2%	12.9%	13.0%	15.4%	7.7%	6.8%	10.3%	0.8%	0.7%	0.1%
Race																					
White	156,721	---	80,079	16.4%	---	18.7%	45.6%	---	45.0%	16.8%	---	11.1%	12.7%	---	15.5%	7.8%	---	9.6%	0.7%	---	0.1%
Black or African American	32,871	---	12,860	18.2%	---	21.0%	41.7%	---	37.6%	18.2%	---	11.3%	13.2%	---	16.2%	7.7%	---	13.6%	1.0%	---	0.2%
Native Hawaiian/Pacific Islander	1,488	---	698	24.5%	---	27.0%	41.2%	---	46.7%	18.6%	---	10.7%	6.8%	---	9.7%	6.6%	---	5.5%	2.3%	---	0.4%
Asian	8,608	---	3,633	22.1%	---	23.1%	43.5%	---	43.2%	18.5%	---	12.0%	10.6%	---	15.4%	4.7%	---	6.1%	0.7%	---	0.1%
AmerIndian/Alskn Native	6,151	---	1,602	17.0%	---	19.5%	45.6%	---	41.1%	19.4%	---	12.8%	10.3%	---	14.8%	7.1%	---	11.8%	0.6%	---	0.1%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	15.0%	---	17.2%	36.4%	---	41.0%	19.0%	---	9.0%	17.4%	---	14.4%	11.0%	---	18.3%	1.2%	---	0.0%
Age Group																					
<30	8,793	5,461	2,787	15.2%	14.0%	21.8%	42.2%	46.0%	41.1%	20.3%	17.8%	14.3%	14.5%	14.2%	14.1%	7.0%	7.4%	8.1%	0.8%	0.6%	0.5%
(25 and under)	2,476	---	---	15.9%	---	---	39.3%	---	---	21.6%	---	---	15.5%	---	---	7.1%	---	---	0.7%	---	---
(26-29)	6,317	---	---	14.8%	---	---	43.4%	---	---	19.8%	---	---	14.1%	---	---	7.0%	---	---	0.9%	---	---
30-39	31,366	20,919	15,010	14.7%	14.8%	21.4%	46.3%	46.5%	43.0%	18.0%	18.2%	11.3%	13.0%	14.0%	14.1%	7.5%	5.9%	10.1%	0.6%	0.5%	0.1%
40-49	70,132	47,044	34,006	16.7%	16.1%	18.3%	45.5%	46.6%	44.4%	17.1%	16.1%	10.5%	12.2%	13.6%	16.3%	7.8%	7.0%	10.3%	0.8%	0.6%	0.1%
50-59	87,041	57,872	41,243	18.0%	17.0%	18.9%	43.2%	44.9%	43.7%	17.1%	17.7%	11.4%	13.0%	12.2%	15.2%	7.7%	7.3%	10.7%	0.9%	0.9%	0.1%
60+	20,188	12,862	7,610	20.2%	19.6%	20.2%	43.8%	44.6%	42.4%	15.8%	18.4%	11.0%	11.7%	10.8%	16.3%	7.5%	5.4%	9.8%	1.0%	1.2%	0.3%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(18) My talents are used well in the workplace.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,436	147,905	100,656	17.1%	16.4%	19.3%	44.4%	45.8%	43.6%	17.3%	17.3%	11.1%	12.7%	13.0%	15.5%	7.7%	6.8%	10.3%	0.8%	0.7%	0.1%
Pay Category																					
Federal Wage System	9,477	5,512	4,855	16.9%	16.3%	21.7%	44.5%	46.2%	44.3%	18.2%	17.7%	10.2%	13.4%	11.7%	14.6%	6.3%	7.3%	9.2%	0.6%	0.9%	0.1%
GS 1-6 or equivalent	10,824	6,707	4,848	19.4%	16.1%	24.3%	41.4%	38.5%	36.2%	18.0%	19.7%	10.9%	11.2%	14.5%	16.2%	9.3%	9.9%	12.2%	0.8%	1.4%	0.2%
GS 7-12 or equivalent	91,800	58,907	39,563	16.6%	15.1%	17.3%	44.2%	46.4%	44.7%	17.8%	17.9%	11.6%	12.9%	13.4%	15.8%	7.7%	6.6%	10.4%	0.9%	0.6%	0.2%
GS 13-15 or equivalent	91,620	64,041	41,791	17.6%	17.8%	19.5%	47.6%	47.9%	45.4%	15.1%	15.2%	10.7%	12.3%	12.5%	15.0%	6.7%	6.1%	9.2%	0.7%	0.6%	0.1%
Senior Executive Service	4,204	3,314	2,542	34.3%	36.4%	35.3%	44.5%	44.2%	44.2%	9.3%	7.3%	5.6%	7.5%	6.0%	10.9%	3.8%	5.5%	4.1%	0.5%	0.7%	0.0%
SL/ST	688	490	---	17.1%	34.0%	---	35.2%	38.3%	---	22.4%	19.8%	---	23.0%	5.3%	---	2.2%	2.6%	---	0.2%	0.0%	---
Other	8,187	5,204	7,057	15.8%	20.2%	20.7%	42.7%	43.6%	41.1%	20.5%	17.9%	11.1%	12.0%	11.0%	15.1%	7.8%	6.7%	11.8%	1.1%	0.7%	0.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	20.7%	20.7%	---	50.5%	46.8%	---	14.5%	20.3%	---	10.1%	9.6%	---	3.5%	1.9%	---	0.5%	0.8%	---
1-3 years	17,545	12,896	---	17.4%	14.7%	---	43.8%	42.5%	---	17.5%	17.4%	---	12.8%	15.0%	---	7.9%	9.7%	---	0.6%	0.7%	---
4-5 years	16,228	8,712	---	15.3%	17.4%	---	43.8%	47.1%	---	17.8%	17.2%	---	13.8%	12.1%	---	8.7%	5.5%	---	0.7%	0.7%	---
6-10 years	26,507	13,916	---	16.9%	16.3%	---	43.1%	45.4%	---	17.2%	16.6%	---	13.7%	13.9%	---	8.4%	7.1%	---	0.7%	0.7%	---
11-20 years	62,914	44,998	---	16.8%	15.9%	---	44.2%	45.8%	---	17.9%	18.1%	---	12.3%	13.0%	---	7.9%	6.5%	---	0.8%	0.7%	---
> 20 years	91,716	62,356	---	17.5%	17.3%	---	45.2%	46.8%	---	16.9%	16.8%	---	12.4%	12.1%	---	7.0%	6.3%	---	0.9%	0.8%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	21.0%	22.2%	---	46.3%	43.4%	---	15.5%	20.9%	---	11.6%	10.2%	---	4.7%	2.8%	---	0.8%	0.4%	---
1-3 years	28,268	21,639	---	17.0%	16.1%	---	42.7%	41.5%	---	17.5%	17.1%	---	13.2%	15.4%	---	8.6%	9.1%	---	0.9%	0.7%	---
4-5 years	22,561	13,236	---	14.7%	15.9%	---	43.7%	47.3%	---	18.2%	16.9%	---	14.1%	12.6%	---	8.5%	6.5%	---	0.9%	0.8%	---
6-10 years	35,126	18,825	---	16.6%	15.8%	---	43.9%	45.4%	---	16.7%	17.5%	---	13.5%	13.5%	---	8.5%	7.0%	---	0.7%	0.8%	---
11-20 years	64,992	46,193	---	17.1%	15.9%	---	44.0%	46.6%	---	18.4%	17.8%	---	12.1%	12.6%	---	7.7%	6.3%	---	0.8%	0.8%	---
> 20 years	61,531	41,488	---	18.0%	17.3%	---	46.3%	47.8%	---	16.4%	16.7%	---	12.0%	11.6%	---	6.4%	6.0%	---	0.8%	0.6%	---
Leaving																					
No	150,510	101,442	---	20.0%	19.6%	---	49.7%	51.2%	---	16.4%	16.2%	---	9.4%	9.0%	---	4.1%	3.5%	---	0.4%	0.4%	---
Yes, to retire	14,407	9,505	---	17.3%	14.6%	---	41.5%	43.5%	---	17.3%	19.8%	---	13.8%	14.2%	---	9.2%	6.4%	---	1.0%	1.4%	---
Yes, to other job in Govt	35,607	22,691	---	9.4%	7.9%	---	31.8%	32.2%	---	20.0%	19.6%	---	21.0%	23.7%	---	16.1%	15.3%	---	1.7%	1.3%	---
Yes, to other job outside Govt	7,858	5,069	---	5.7%	7.6%	---	26.4%	25.4%	---	17.2%	18.3%	---	23.4%	24.3%	---	24.4%	22.7%	---	2.9%	1.7%	---
Yes, other	9,086	5,481	---	7.0%	7.5%	---	27.2%	28.3%	---	21.9%	21.7%	---	24.0%	24.4%	---	17.7%	16.5%	---	2.3%	1.7%	---
Retiring																					
with 1 year	9,139	6,074	4,001	18.2%	15.8%	12.9%	39.1%	41.9%	44.2%	16.6%	18.9%	11.6%	14.4%	13.4%	16.3%	10.4%	8.5%	14.9%	1.2%	1.5%	0.2%
Between 1 and 3 years	25,220	16,417	12,087	17.3%	15.1%	16.5%	43.1%	45.3%	42.6%	17.2%	17.9%	11.7%	13.6%	13.9%	17.1%	7.9%	6.4%	11.9%	0.9%	1.4%	0.2%
Between 3 and 5 years	28,080	19,276	13,876	16.3%	17.3%	19.1%	44.6%	45.4%	42.7%	18.3%	17.9%	11.7%	12.4%	12.2%	16.6%	7.4%	6.4%	9.6%	1.1%	0.8%	0.2%
5 or more years	155,008	102,416	70,692	17.1%	16.5%	20.0%	44.9%	46.1%	43.9%	17.2%	17.1%	10.9%	12.5%	12.9%	15.0%	7.5%	6.8%	10.0%	0.7%	0.6%	0.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(19) I know how my work relates to the agency's goals and priorities.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,450	147,908	100,656	29.0%	28.6%	36.5%	53.8%	54.5%	52.4%	10.5%	10.6%	5.2%	3.9%	3.9%	3.8%	2.1%	1.8%	1.5%	0.8%	0.6%	0.6%
Work Location																					
Headquarters	86,486	51,144	35,976	30.9%	30.4%	37.6%	53.3%	53.2%	50.4%	9.8%	10.4%	5.9%	3.5%	3.6%	3.9%	1.7%	1.7%	1.4%	0.7%	0.6%	0.7%
Field	130,958	93,056	64,680	28.0%	27.9%	36.1%	54.0%	55.0%	53.2%	10.8%	10.6%	4.9%	4.1%	4.0%	3.7%	2.2%	1.8%	1.5%	0.8%	0.6%	0.6%
Supervisor Status																					
Non-Supervisor	118,197	74,554	46,868	25.9%	25.6%	33.3%	54.9%	55.6%	54.2%	11.7%	11.8%	5.9%	4.3%	4.3%	4.3%	2.3%	2.0%	1.6%	0.9%	0.8%	0.8%
Team Leader	31,778	20,115	13,639	31.5%	32.3%	38.1%	53.1%	53.5%	52.4%	9.0%	9.0%	4.2%	3.8%	3.2%	3.2%	2.1%	1.5%	1.7%	0.7%	0.5%	0.3%
Supervisor	39,862	28,518	22,902	32.9%	33.2%	45.7%	54.2%	53.9%	47.1%	8.3%	8.1%	3.8%	2.7%	3.2%	2.3%	1.3%	1.3%	0.9%	0.6%	0.4%	0.2%
Manager	22,466	17,119	14,118	42.4%	44.6%	58.5%	46.7%	47.2%	37.0%	7.0%	4.9%	2.1%	2.3%	2.2%	1.7%	0.9%	1.0%	0.6%	0.7%	0.2%	0.0%
Executive	5,135	3,906	3,129	56.6%	62.1%	74.5%	33.6%	33.0%	22.8%	3.8%	2.8%	1.1%	4.4%	1.2%	1.1%	1.4%	0.8%	0.4%	0.3%	0.1%	0.1%
Sex																					
Male	117,819	81,632	59,070	27.5%	27.2%	35.3%	53.4%	53.8%	52.6%	11.4%	11.8%	5.6%	4.3%	4.5%	4.2%	2.4%	2.1%	1.8%	0.9%	0.6%	0.5%
Female	99,734	62,578	41,586	30.8%	30.3%	38.2%	54.3%	55.6%	52.1%	9.2%	8.9%	4.7%	3.4%	3.1%	3.2%	1.6%	1.4%	1.1%	0.6%	0.7%	0.7%
Hispanic or Latino																					
Yes	13,631	8,467	5,531	32.1%	31.2%	37.2%	51.9%	54.3%	50.2%	10.1%	9.6%	5.7%	3.4%	2.7%	4.7%	1.7%	1.6%	1.3%	0.8%	0.7%	0.8%
No	203,805	135,499	95,125	28.7%	28.3%	36.5%	54.0%	54.6%	52.5%	10.5%	10.6%	5.1%	4.0%	4.0%	3.7%	2.1%	1.8%	1.5%	0.8%	0.6%	0.6%
Race																					
White	156,730	---	80,079	28.3%	---	36.3%	54.0%	---	52.8%	10.6%	---	5.1%	4.1%	---	3.8%	2.2%	---	1.5%	0.8%	---	0.6%
Black or African American	32,869	---	12,860	31.5%	---	37.0%	53.9%	---	53.1%	9.4%	---	4.0%	3.2%	---	3.8%	1.2%	---	1.4%	0.9%	---	0.8%
Native Hawaiian/Pacific Islander	1,488	---	698	36.0%	---	40.3%	47.2%	---	49.5%	11.3%	---	5.9%	2.4%	---	3.1%	2.3%	---	0.5%	0.9%	---	0.7%
Asian	8,611	---	3,633	30.2%	---	38.5%	55.7%	---	50.4%	10.2%	---	8.1%	2.3%	---	1.5%	1.3%	---	1.0%	0.3%	---	0.5%
AmerIndian/Alskn Native	6,154	---	1,602	29.7%	---	35.0%	54.1%	---	50.8%	10.5%	---	6.6%	3.3%	---	4.5%	1.5%	---	1.6%	0.9%	---	1.6%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	27.3%	---	37.6%	50.3%	---	42.3%	10.8%	---	10.2%	5.7%	---	3.8%	4.7%	---	5.9%	1.2%	---	0.2%
Age Group																					
<30	8,794	5,461	2,787	26.4%	25.0%	30.8%	55.0%	56.8%	59.6%	11.3%	10.5%	5.3%	3.9%	5.4%	3.3%	2.3%	1.6%	0.8%	1.3%	0.8%	0.3%
(25 and under)	2,477	---	---	26.3%	---	---	55.0%	---	---	10.8%	---	---	3.7%	---	---	2.1%	---	---	2.1%	---	---
(26-29)	6,317	---	---	26.4%	---	---	54.9%	---	---	11.5%	---	---	3.9%	---	---	2.4%	---	---	0.9%	---	---
30-39	31,368	20,922	15,010	27.1%	26.3%	36.3%	55.5%	55.5%	53.4%	10.8%	11.1%	4.3%	3.9%	4.4%	4.3%	2.1%	2.1%	1.3%	0.6%	0.6%	0.5%
40-49	70,132	47,043	34,006	28.7%	28.1%	36.1%	54.0%	55.3%	52.9%	10.2%	10.2%	5.2%	4.1%	3.7%	3.6%	2.2%	1.9%	1.6%	0.8%	0.7%	0.6%
50-59	87,048	57,873	41,243	29.9%	29.5%	37.0%	53.1%	53.7%	51.3%	10.4%	10.7%	5.6%	3.8%	3.9%	3.8%	2.1%	1.7%	1.6%	0.8%	0.6%	0.7%
60+	20,194	12,863	7,610	31.4%	32.7%	38.9%	51.7%	52.2%	50.3%	10.5%	10.2%	5.2%	4.2%	2.8%	3.2%	1.5%	1.4%	1.3%	0.7%	0.7%	1.0%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(19) I know how my work relates to the agency's goals and priorities.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,450	147,908	100,656	29.0%	28.6%	36.5%	53.8%	54.5%	52.4%	10.5%	10.6%	5.2%	3.9%	3.9%	3.8%	2.1%	1.8%	1.5%	0.8%	0.6%	0.6%
Pay Category																					
Federal Wage System	9,479	5,512	4,855	24.7%	24.0%	32.8%	55.5%	57.1%	54.5%	13.4%	13.4%	6.7%	3.2%	3.5%	3.4%	2.1%	1.5%	1.3%	1.0%	0.5%	1.2%
GS 1-6 or equivalent	10,828	6,707	4,848	29.7%	26.3%	35.8%	54.6%	57.7%	51.8%	10.4%	10.3%	5.3%	2.6%	2.8%	5.0%	1.8%	1.5%	1.1%	0.8%	1.4%	1.1%
GS 7-12 or equivalent	91,803	58,911	39,563	27.5%	27.4%	34.3%	55.1%	55.5%	54.8%	10.6%	10.7%	5.1%	4.1%	4.1%	3.6%	1.9%	1.7%	1.5%	0.7%	0.6%	0.7%
GS 13-15 or equivalent	91,619	64,041	41,791	32.2%	31.5%	40.9%	51.9%	51.9%	48.9%	9.3%	9.7%	4.7%	3.8%	4.2%	3.8%	2.1%	2.2%	1.6%	0.6%	0.5%	0.2%
Senior Executive Service	4,206	3,314	2,542	61.2%	62.7%	70.5%	32.6%	30.1%	26.5%	3.5%	5.1%	1.2%	1.4%	1.0%	1.4%	1.1%	0.5%	0.4%	0.1%	0.5%	0.1%
SL/ST	688	490	---	38.1%	53.1%	---	44.0%	39.8%	---	6.2%	3.5%	---	10.6%	2.6%	---	1.0%	1.0%	---	0.1%	0.0%	---
Other	8,187	5,203	7,057	28.8%	30.6%	40.1%	50.9%	52.4%	48.1%	11.3%	11.5%	5.7%	4.7%	3.0%	3.6%	2.6%	2.2%	2.1%	1.7%	0.4%	0.4%
Time in Federal Government																					
< 1 year	2,614	1,316	---	32.2%	35.3%	---	57.8%	48.0%	---	6.8%	12.7%	---	2.4%	2.5%	---	0.5%	0.2%	---	0.3%	1.3%	---
1-3 years	17,546	12,898	---	29.7%	26.3%	---	53.9%	55.7%	---	10.1%	11.5%	---	3.8%	4.0%	---	2.0%	1.9%	---	0.5%	0.5%	---
4-5 years	16,230	8,712	---	27.7%	29.7%	---	54.3%	54.1%	---	11.3%	10.2%	---	3.7%	3.3%	---	1.9%	1.8%	---	1.0%	0.9%	---
6-10 years	26,510	13,916	---	28.1%	28.3%	---	54.3%	54.4%	---	10.2%	11.0%	---	4.5%	3.8%	---	2.1%	1.7%	---	0.8%	0.8%	---
11-20 years	62,920	44,997	---	28.5%	28.0%	---	53.8%	55.3%	---	11.0%	10.4%	---	3.9%	4.0%	---	2.2%	1.8%	---	0.6%	0.5%	---
> 20 years	91,718	62,358	---	29.5%	29.5%	---	53.2%	53.8%	---	10.3%	10.3%	---	4.0%	3.9%	---	2.1%	1.8%	---	0.9%	0.8%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	31.1%	32.6%	---	56.3%	51.6%	---	8.0%	11.4%	---	2.9%	2.6%	---	1.3%	1.1%	---	0.4%	0.7%	---
1-3 years	28,267	21,641	---	29.5%	27.4%	---	52.9%	54.5%	---	10.5%	11.2%	---	4.3%	4.1%	---	2.2%	2.2%	---	0.6%	0.5%	---
4-5 years	22,563	13,237	---	26.3%	28.0%	---	55.2%	54.7%	---	11.2%	10.9%	---	4.1%	3.8%	---	2.0%	1.7%	---	1.1%	0.9%	---
6-10 years	35,129	18,825	---	28.7%	27.3%	---	53.9%	55.8%	---	10.3%	10.7%	---	4.3%	3.8%	---	2.2%	1.8%	---	0.7%	0.7%	---
11-20 years	65,000	46,191	---	28.7%	28.8%	---	53.6%	54.6%	---	11.1%	10.3%	---	4.0%	4.1%	---	2.0%	1.7%	---	0.6%	0.5%	---
> 20 years	61,533	41,489	---	30.0%	29.8%	---	53.5%	54.0%	---	9.9%	10.1%	---	3.6%	3.6%	---	2.1%	1.7%	---	0.9%	0.8%	---
Leaving																					
No	150,515	101,445	---	31.9%	31.8%	---	54.4%	55.1%	---	9.0%	8.8%	---	2.9%	2.6%	---	1.2%	1.1%	---	0.5%	0.5%	---
Yes, to retire	14,413	9,502	---	26.5%	25.5%	---	52.2%	53.4%	---	12.6%	12.8%	---	4.7%	5.9%	---	3.1%	1.9%	---	0.8%	0.5%	---
Yes, to other job in Govt	35,607	22,693	---	21.8%	20.5%	---	54.3%	54.7%	---	13.0%	14.0%	---	5.8%	6.4%	---	3.8%	3.4%	---	1.3%	1.0%	---
Yes, to other job outside Govt	7,858	5,069	---	21.8%	18.8%	---	46.7%	52.1%	---	16.2%	13.9%	---	8.6%	8.6%	---	5.4%	5.3%	---	1.4%	1.2%	---
Yes, other	9,088	5,482	---	17.4%	18.0%	---	49.7%	48.9%	---	17.7%	19.9%	---	8.9%	8.4%	---	4.6%	3.9%	---	1.8%	0.9%	---
Retiring																					
with 1 year	9,143	6,072	4,001	27.5%	25.3%	33.1%	50.7%	52.9%	51.7%	12.4%	12.8%	5.6%	4.8%	5.8%	5.2%	3.6%	2.5%	3.6%	1.0%	0.6%	0.7%
Between 1 and 3 years	25,224	16,417	12,087	28.0%	27.9%	35.5%	52.9%	54.0%	52.3%	12.1%	11.6%	5.1%	4.3%	4.4%	4.5%	2.1%	1.4%	2.0%	0.7%	0.7%	0.6%
Between 3 and 5 years	28,082	19,276	13,876	28.2%	29.3%	36.0%	53.7%	54.1%	53.6%	11.2%	10.6%	5.2%	4.0%	3.9%	3.3%	1.9%	1.8%	1.1%	1.0%	0.4%	0.9%
5 or more years	155,012	102,420	70,692	29.3%	28.6%	36.9%	54.1%	54.8%	52.2%	10.1%	10.3%	5.2%	3.8%	3.7%	3.7%	2.0%	1.8%	1.4%	0.7%	0.7%	0.6%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(20) The work I do is important.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,893	100,656	47.1%	48.2%	46.2%	43.0%	42.5%	44.4%	7.0%	6.5%	5.9%	1.6%	1.6%	2.0%	0.9%	0.9%	1.2%	0.4%	0.3%	0.3%
Work Location																					
Headquarters	86,480	51,142	35,976	46.1%	44.8%	43.5%	43.0%	44.0%	45.9%	7.5%	7.6%	6.4%	1.8%	2.1%	2.3%	1.0%	1.1%	1.5%	0.4%	0.4%	0.4%
Field	130,942	93,044	64,680	47.6%	49.2%	47.3%	43.0%	42.1%	43.8%	6.8%	6.2%	5.6%	1.5%	1.4%	1.9%	0.8%	0.9%	1.1%	0.3%	0.3%	0.2%
Supervisor Status																					
Non-Supervisor	118,186	74,546	46,868	44.3%	44.9%	43.4%	44.5%	44.3%	45.7%	7.9%	7.4%	6.8%	1.8%	1.8%	2.4%	1.1%	1.1%	1.4%	0.5%	0.4%	0.4%
Team Leader	31,775	20,112	13,639	49.2%	53.5%	50.5%	42.2%	39.6%	42.8%	6.1%	5.2%	4.3%	1.4%	1.1%	1.3%	0.8%	0.5%	1.0%	0.2%	0.1%	0.1%
Supervisor	39,857	28,516	22,902	51.7%	53.1%	50.9%	41.5%	40.7%	42.8%	5.2%	4.6%	4.3%	1.0%	0.9%	1.3%	0.4%	0.5%	0.5%	0.2%	0.2%	0.2%
Manager	22,466	17,117	14,118	59.4%	62.0%	59.0%	35.5%	33.6%	37.1%	3.9%	3.1%	2.6%	0.7%	0.7%	0.8%	0.4%	0.4%	0.4%	0.1%	0.1%	0.0%
Executive	5,133	3,906	3,129	66.4%	73.4%	71.7%	27.0%	23.3%	25.3%	5.1%	2.2%	2.0%	0.5%	0.7%	0.5%	0.7%	0.3%	0.4%	0.3%	0.2%	0.0%
Sex																					
Male	117,811	81,623	59,070	46.8%	47.8%	45.3%	42.8%	42.5%	45.1%	7.3%	6.8%	6.1%	1.7%	1.7%	2.1%	1.0%	0.9%	1.1%	0.4%	0.3%	0.2%
Female	99,723	62,573	41,586	47.6%	48.8%	47.4%	43.3%	42.6%	43.6%	6.6%	6.1%	5.6%	1.4%	1.4%	1.8%	0.8%	0.9%	1.3%	0.4%	0.3%	0.3%
Hispanic or Latino																					
Yes	13,630	8,467	5,531	54.0%	55.4%	57.5%	37.9%	38.3%	35.1%	5.4%	4.4%	4.9%	1.3%	0.9%	1.0%	0.9%	0.8%	1.2%	0.4%	0.2%	0.3%
No	203,789	135,485	95,125	46.5%	47.6%	45.4%	43.5%	42.8%	45.1%	7.1%	6.7%	5.9%	1.6%	1.6%	2.1%	0.9%	0.9%	1.2%	0.4%	0.3%	0.3%
Race																					
White	156,717	---	80,079	45.8%	---	44.5%	43.7%	---	45.7%	7.3%	---	6.1%	1.8%	---	2.2%	1.0%	---	1.2%	0.4%	---	0.3%
Black or African American	32,872	---	12,860	51.5%	---	52.2%	41.3%	---	39.5%	5.4%	---	5.3%	0.9%	---	1.4%	0.5%	---	1.1%	0.4%	---	0.4%
Native Hawaiian/Pacific Islander	1,488	---	698	56.0%	---	62.1%	35.6%	---	33.8%	6.2%	---	2.1%	2.0%	---	0.3%	0.1%	---	0.7%	0.1%	---	1.0%
Asian	8,608	---	3,633	47.8%	---	48.9%	44.2%	---	44.8%	6.4%	---	4.7%	1.0%	---	0.9%	0.5%	---	0.5%	0.1%	---	0.1%
AmerIndian/Alskn Native	6,152	---	1,602	52.0%	---	51.3%	39.0%	---	40.3%	7.0%	---	5.7%	0.9%	---	1.5%	0.7%	---	1.0%	0.4%	---	0.2%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	46.8%	---	46.5%	40.4%	---	42.1%	9.7%	---	5.3%	1.7%	---	1.5%	0.9%	---	4.5%	0.4%	---	0.1%
Age Group																					
<30	8,794	5,461	2,787	42.7%	45.7%	41.6%	43.8%	41.1%	46.3%	9.8%	8.1%	7.0%	1.5%	2.8%	3.2%	1.4%	1.8%	1.4%	0.9%	0.5%	0.5%
(25 and under)	2,477	---	---	41.4%	---	---	45.9%	---	---	9.8%	---	---	1.5%	---	---	1.1%	---	---	0.3%	---	---
(26-29)	6,317	---	---	43.2%	---	---	42.8%	---	---	9.8%	---	---	1.5%	---	---	1.6%	---	---	1.1%	---	---
30-39	31,364	20,920	15,010	45.3%	48.0%	46.3%	44.6%	42.6%	44.8%	7.3%	6.9%	6.1%	1.7%	1.4%	1.6%	0.9%	0.9%	1.0%	0.3%	0.2%	0.1%
40-49	70,127	47,040	34,006	47.6%	47.7%	45.5%	43.2%	43.6%	45.1%	6.6%	6.2%	6.0%	1.5%	1.6%	2.0%	0.9%	0.6%	1.1%	0.3%	0.3%	0.3%
50-59	87,043	57,867	41,243	48.0%	48.6%	46.6%	42.3%	41.9%	43.8%	6.7%	6.5%	5.7%	1.6%	1.5%	2.1%	0.9%	1.1%	1.5%	0.4%	0.3%	0.3%
60+	20,192	12,860	7,610	48.5%	50.7%	49.8%	41.9%	41.0%	42.4%	7.0%	5.8%	4.8%	1.6%	1.3%	1.5%	0.6%	0.8%	1.0%	0.4%	0.4%	0.5%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(20) The work I do is important.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,893	100,656	47.1%	48.2%	46.2%	43.0%	42.5%	44.4%	7.0%	6.5%	5.9%	1.6%	1.6%	2.0%	0.9%	0.9%	1.2%	0.4%	0.3%	0.3%
Pay Category																					
Federal Wage System	9,478	5,508	4,855	48.4%	47.3%	48.6%	44.1%	45.7%	43.7%	5.9%	5.8%	5.0%	0.8%	0.6%	1.7%	0.4%	0.5%	0.8%	0.4%	0.1%	0.3%
GS 1-6 or equivalent	10,822	6,706	4,848	47.4%	50.6%	50.5%	43.7%	40.1%	41.6%	6.3%	6.9%	5.2%	1.5%	1.1%	1.3%	0.6%	0.8%	1.0%	0.6%	0.5%	0.3%
GS 7-12 or equivalent	91,795	58,905	39,563	46.5%	47.5%	44.7%	43.7%	43.1%	45.6%	7.0%	6.5%	6.1%	1.5%	1.6%	2.0%	1.0%	1.0%	1.4%	0.4%	0.3%	0.3%
GS 13-15 or equivalent	91,619	64,038	41,791	45.8%	46.6%	43.0%	43.1%	43.1%	46.2%	7.6%	6.9%	6.5%	2.1%	1.9%	2.7%	1.0%	1.1%	1.3%	0.3%	0.3%	0.3%
Senior Executive Service	4,204	3,314	2,542	68.9%	71.4%	68.5%	27.2%	23.1%	28.7%	2.5%	2.9%	1.6%	0.7%	1.3%	0.5%	0.6%	1.0%	0.4%	0.1%	0.4%	0.2%
SL/ST	688	490	---	51.7%	70.6%	---	40.8%	26.1%	---	6.6%	1.4%	---	0.1%	0.1%	---	0.8%	0.8%	---	0.0%	1.0%	---
Other	8,187	5,204	7,057	50.1%	54.6%	54.1%	39.3%	37.6%	38.6%	7.9%	5.8%	4.8%	1.8%	1.2%	1.5%	0.6%	0.3%	0.8%	0.2%	0.4%	0.2%
Time in Federal Government																					
< 1 year	2,614	1,316	---	53.2%	53.4%	---	38.4%	34.2%	---	6.2%	10.7%	---	1.1%	0.8%	---	0.7%	0.1%	---	0.4%	0.8%	---
1-3 years	17,543	12,897	---	49.6%	51.0%	---	40.4%	40.6%	---	7.1%	5.8%	---	1.4%	1.5%	---	1.1%	0.9%	---	0.4%	0.2%	---
4-5 years	16,227	8,712	---	47.9%	53.0%	---	42.9%	38.2%	---	6.6%	6.4%	---	1.6%	1.5%	---	0.7%	0.6%	---	0.3%	0.2%	---
6-10 years	26,508	13,912	---	48.3%	48.1%	---	42.2%	43.2%	---	6.5%	6.2%	---	1.4%	1.3%	---	1.1%	0.9%	---	0.4%	0.3%	---
11-20 years	62,911	44,996	---	46.1%	46.9%	---	43.9%	44.0%	---	7.2%	6.5%	---	1.7%	1.4%	---	0.7%	0.9%	---	0.3%	0.2%	---
> 20 years	91,716	62,351	---	46.2%	47.2%	---	43.7%	42.8%	---	7.1%	6.8%	---	1.6%	1.8%	---	0.9%	1.0%	---	0.4%	0.4%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	50.3%	52.3%	---	41.2%	37.2%	---	6.1%	8.5%	---	1.3%	1.3%	---	0.7%	0.3%	---	0.4%	0.4%	---
1-3 years	28,266	21,639	---	48.4%	50.6%	---	41.1%	40.2%	---	7.2%	6.5%	---	1.6%	1.5%	---	1.2%	0.9%	---	0.5%	0.3%	---
4-5 years	22,563	13,237	---	46.0%	49.3%	---	44.3%	41.6%	---	6.7%	6.3%	---	1.9%	1.6%	---	0.9%	0.9%	---	0.2%	0.3%	---
6-10 years	35,129	18,821	---	47.5%	47.3%	---	42.6%	43.8%	---	7.2%	6.3%	---	1.4%	1.6%	---	0.9%	0.8%	---	0.3%	0.3%	---
11-20 years	64,988	46,188	---	46.7%	46.9%	---	43.4%	43.8%	---	7.1%	6.5%	---	1.6%	1.6%	---	0.8%	1.0%	---	0.3%	0.3%	---
> 20 years	61,529	41,484	---	46.7%	47.6%	---	43.6%	42.8%	---	6.9%	6.7%	---	1.5%	1.6%	---	0.8%	1.0%	---	0.4%	0.4%	---
Leaving																					
No	150,501	101,442	---	50.7%	51.3%	---	42.2%	42.1%	---	5.6%	5.0%	---	0.9%	1.0%	---	0.4%	0.4%	---	0.2%	0.2%	---
Yes, to retire	14,412	9,498	---	42.6%	42.8%	---	43.6%	43.5%	---	8.9%	8.7%	---	2.9%	2.4%	---	1.4%	1.8%	---	0.5%	0.8%	---
Yes, to other job in Govt	35,603	22,689	---	39.4%	40.1%	---	45.8%	44.7%	---	9.6%	10.0%	---	2.8%	2.9%	---	1.8%	1.9%	---	0.7%	0.4%	---
Yes, to other job outside Govt	7,857	5,069	---	34.9%	39.6%	---	44.6%	40.9%	---	11.8%	11.3%	---	3.4%	4.1%	---	3.6%	3.1%	---	1.7%	1.0%	---
Yes, other	9,087	5,479	---	35.9%	41.9%	---	44.3%	40.5%	---	12.7%	11.3%	---	4.1%	3.2%	---	2.3%	2.4%	---	0.7%	0.7%	---
Retiring																					
with 1 year	9,143	6,072	4,001	42.0%	42.2%	42.2%	43.3%	42.8%	44.2%	9.3%	9.1%	7.2%	3.2%	2.4%	2.8%	1.8%	2.7%	2.9%	0.5%	0.8%	0.6%
Between 1 and 3 years	25,223	16,414	12,087	45.3%	45.3%	41.5%	42.5%	43.0%	47.6%	8.5%	8.2%	6.3%	2.2%	1.9%	2.4%	1.0%	1.1%	2.0%	0.5%	0.5%	0.3%
Between 3 and 5 years	28,078	19,274	13,876	46.8%	49.0%	45.8%	43.7%	42.1%	44.0%	6.9%	6.5%	6.2%	1.5%	1.3%	2.2%	0.7%	0.8%	1.3%	0.5%	0.2%	0.5%
5 or more years	155,000	102,412	70,692	47.7%	48.8%	47.2%	43.0%	42.5%	44.1%	6.7%	6.2%	5.7%	1.4%	1.5%	1.9%	0.9%	0.8%	1.0%	0.3%	0.2%	0.2%

Note: * # of Respondents is the unweighted count of responses.

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(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,439	147,909	100,656	21.3%	21.3%	17.2%	45.4%	45.6%	48.5%	14.9%	14.3%	13.0%	11.1%	11.8%	13.1%	6.7%	6.4%	8.0%	0.7%	0.6%	0.2%
Work Location																					
Headquarters	86,482	51,144	35,976	23.2%	21.6%	17.9%	45.2%	45.6%	47.0%	14.8%	13.8%	12.9%	10.6%	11.8%	13.5%	5.6%	6.6%	8.4%	0.6%	0.7%	0.2%
Field	130,953	93,057	64,680	20.4%	21.1%	17.0%	45.4%	45.6%	49.1%	15.0%	14.5%	13.0%	11.3%	11.8%	12.9%	7.2%	6.3%	7.9%	0.7%	0.6%	0.2%
Supervisor Status																					
Non-Supervisor	118,194	74,553	46,868	20.5%	20.1%	16.6%	44.4%	45.0%	48.5%	15.7%	15.2%	13.1%	11.4%	12.3%	13.3%	7.4%	6.7%	8.2%	0.7%	0.7%	0.2%
Team Leader	31,775	20,115	13,639	20.5%	21.5%	16.9%	46.9%	46.3%	47.4%	14.8%	13.4%	13.1%	11.0%	11.6%	13.6%	6.3%	6.6%	8.8%	0.5%	0.5%	0.1%
Supervisor	39,857	28,519	22,902	21.8%	24.2%	19.5%	48.3%	48.8%	50.6%	13.6%	12.0%	12.5%	10.8%	10.1%	11.4%	5.1%	4.6%	5.9%	0.4%	0.4%	0.1%
Manager	22,462	17,119	14,118	28.2%	30.5%	23.8%	47.0%	46.5%	49.9%	11.6%	10.2%	10.6%	8.9%	8.5%	10.4%	3.6%	3.9%	5.2%	0.8%	0.4%	0.1%
Executive	5,135	3,906	3,129	37.9%	40.1%	30.1%	37.3%	39.7%	47.6%	9.4%	10.1%	9.7%	10.1%	7.0%	8.3%	4.8%	2.9%	4.3%	0.4%	0.3%	0.1%
Sex																					
Male	117,815	81,633	59,070	21.4%	21.6%	17.1%	46.8%	46.7%	49.5%	15.3%	14.8%	13.7%	9.9%	10.3%	12.5%	6.1%	6.1%	7.0%	0.6%	0.5%	0.2%
Female	99,728	62,578	41,586	21.1%	20.9%	17.5%	43.6%	44.2%	47.1%	14.5%	13.7%	12.0%	12.6%	13.8%	13.8%	7.4%	6.8%	9.3%	0.7%	0.8%	0.2%
Hispanic or Latino																					
Yes	13,631	8,467	5,531	23.5%	25.8%	22.5%	44.1%	44.2%	43.6%	13.4%	13.2%	10.4%	10.7%	9.6%	13.9%	7.7%	6.3%	9.4%	0.7%	0.8%	0.3%
No	203,795	135,499	95,125	21.1%	21.0%	16.8%	45.5%	45.7%	48.9%	15.1%	14.4%	13.2%	11.1%	12.0%	13.0%	6.6%	6.4%	7.9%	0.6%	0.6%	0.2%
Race																					
White	156,727	---	80,079	20.4%	---	16.0%	45.3%	---	48.7%	14.8%	---	13.2%	11.9%	---	13.6%	7.0%	---	8.3%	0.7%	---	0.2%
Black or African American	32,865	---	12,860	24.4%	---	23.5%	46.3%	---	47.5%	15.0%	---	11.3%	8.6%	---	9.9%	5.1%	---	7.6%	0.6%	---	0.2%
Native Hawaiian/Pacific Islander	1,487	---	698	24.0%	---	29.7%	46.5%	---	46.9%	14.7%	---	10.2%	8.3%	---	7.7%	6.5%	---	5.2%	0.1%	---	0.3%
Asian	8,610	---	3,633	23.2%	---	17.0%	48.1%	---	52.0%	15.8%	---	15.9%	8.1%	---	10.8%	4.6%	---	4.0%	0.2%	---	0.2%
AmerIndian/Alskn Native	6,151	---	1,602	20.5%	---	15.7%	43.6%	---	48.4%	18.1%	---	13.7%	11.3%	---	15.5%	6.0%	---	6.6%	0.5%	---	0.2%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	21.7%	---	17.6%	37.6%	---	40.7%	16.9%	---	10.7%	13.5%	---	16.5%	9.5%	---	14.4%	0.7%	---	0.2%
Age Group																					
<30	8,794	5,461	2,787	21.7%	24.1%	20.3%	42.8%	42.3%	44.2%	15.7%	13.1%	13.3%	11.0%	12.8%	13.8%	7.7%	7.3%	7.8%	1.1%	0.4%	0.5%
(25 and under)	2,477	---	---	22.0%	---	---	47.0%	---	---	13.6%	---	---	9.9%	---	---	6.7%	---	---	0.8%	---	---
(26-29)	6,317	---	---	21.6%	---	---	41.1%	---	---	16.6%	---	---	11.4%	---	---	8.1%	---	---	1.2%	---	---
30-39	31,366	20,922	15,010	22.1%	22.1%	19.2%	45.7%	45.1%	47.0%	14.1%	13.9%	11.9%	10.8%	12.1%	13.1%	6.9%	6.3%	8.6%	0.4%	0.6%	0.3%
40-49	70,130	47,042	34,006	20.2%	20.7%	16.1%	46.2%	46.6%	48.6%	14.7%	14.3%	14.0%	11.1%	11.5%	13.1%	7.2%	6.4%	8.0%	0.5%	0.5%	0.2%
50-59	87,045	57,874	41,243	21.2%	20.5%	17.2%	45.4%	45.5%	48.5%	15.3%	14.5%	12.7%	11.5%	12.2%	13.4%	5.9%	6.6%	8.1%	0.7%	0.7%	0.2%
60+	20,190	12,864	7,610	23.7%	24.1%	17.4%	43.3%	44.6%	53.1%	15.4%	15.1%	11.9%	10.1%	10.3%	10.8%	6.6%	5.1%	6.7%	0.9%	0.8%	0.2%

Note: * # of Respondents is the unweighted count of responses.

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(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,439	147,909	100,656	21.3%	21.3%	17.2%	45.4%	45.6%	48.5%	14.9%	14.3%	13.0%	11.1%	11.8%	13.1%	6.7%	6.4%	8.0%	0.7%	0.6%	0.2%
Pay Category																					
Federal Wage System	9,476	5,512	4,855	17.3%	18.8%	16.1%	44.3%	46.8%	48.0%	18.9%	15.9%	14.0%	12.3%	12.1%	13.8%	6.9%	5.8%	7.9%	0.4%	0.5%	0.2%
GS 1-6 or equivalent	10,824	6,707	4,848	23.4%	20.8%	21.7%	42.8%	41.7%	45.2%	16.6%	14.4%	11.0%	10.2%	12.3%	14.3%	6.0%	9.7%	7.4%	0.9%	1.0%	0.4%
GS 7-12 or equivalent	91,799	58,910	39,563	20.6%	20.6%	16.0%	45.9%	45.8%	49.2%	14.6%	14.6%	12.8%	11.2%	11.9%	13.0%	6.9%	6.4%	8.8%	0.7%	0.6%	0.2%
GS 13-15 or equivalent	91,620	64,041	41,791	23.6%	23.2%	17.4%	47.0%	47.3%	49.3%	13.4%	13.0%	13.3%	10.5%	10.9%	12.7%	5.1%	5.0%	7.1%	0.4%	0.5%	0.1%
Senior Executive Service	4,206	3,314	2,542	39.2%	36.0%	28.4%	40.9%	36.9%	50.6%	9.4%	9.0%	9.4%	7.9%	14.3%	7.8%	2.3%	3.7%	3.8%	0.3%	0.2%	0.1%
SL/ST	688	490	---	9.9%	35.1%	---	60.5%	43.2%	---	9.5%	8.3%	---	7.4%	10.5%	---	12.5%	2.4%	---	0.2%	0.5%	---
Other	8,187	5,204	7,057	20.4%	21.0%	19.2%	42.5%	41.9%	46.6%	18.1%	16.8%	14.0%	11.1%	12.3%	12.5%	6.3%	7.3%	7.4%	1.5%	0.7%	0.2%
Time in Federal Government																					
< 1 year	2,614	1,316	---	26.6%	33.1%	---	48.5%	38.1%	---	13.0%	19.0%	---	7.7%	6.7%	---	3.0%	2.2%	---	1.2%	1.0%	---
1-3 years	17,545	12,899	---	23.5%	21.5%	---	43.1%	39.1%	---	13.4%	14.9%	---	11.2%	14.4%	---	8.2%	9.5%	---	0.5%	0.6%	---
4-5 years	16,230	8,712	---	20.7%	23.1%	---	43.2%	44.7%	---	15.0%	14.2%	---	12.1%	10.5%	---	8.3%	6.6%	---	0.6%	0.9%	---
6-10 years	26,510	13,915	---	20.8%	22.6%	---	44.9%	45.9%	---	16.0%	13.7%	---	11.0%	11.9%	---	6.6%	5.3%	---	0.7%	0.7%	---
11-20 years	62,916	44,996	---	20.8%	20.3%	---	45.9%	47.1%	---	14.9%	14.3%	---	10.9%	11.9%	---	6.7%	5.9%	---	0.6%	0.5%	---
> 20 years	91,711	62,359	---	21.0%	21.0%	---	46.3%	47.0%	---	15.1%	14.2%	---	11.0%	11.1%	---	5.9%	6.0%	---	0.7%	0.7%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	26.9%	28.8%	---	46.2%	41.7%	---	12.3%	16.2%	---	9.8%	9.3%	---	3.7%	3.4%	---	1.1%	0.5%	---
1-3 years	28,264	21,642	---	22.7%	22.3%	---	43.4%	40.6%	---	14.0%	14.5%	---	11.0%	13.6%	---	8.4%	8.5%	---	0.6%	0.6%	---
4-5 years	22,564	13,237	---	20.4%	22.0%	---	43.5%	44.9%	---	15.6%	14.3%	---	12.3%	11.3%	---	7.6%	6.7%	---	0.6%	0.9%	---
6-10 years	35,130	18,825	---	21.2%	21.0%	---	45.7%	47.1%	---	15.5%	14.2%	---	10.6%	11.0%	---	6.3%	6.1%	---	0.6%	0.6%	---
11-20 years	64,995	46,190	---	20.8%	20.6%	---	46.2%	47.1%	---	15.0%	14.0%	---	10.8%	11.8%	---	6.6%	6.0%	---	0.7%	0.5%	---
> 20 years	61,530	41,490	---	20.7%	20.7%	---	46.3%	47.5%	---	15.2%	14.4%	---	11.2%	11.2%	---	5.9%	5.4%	---	0.7%	0.7%	---
Leaving																					
No	150,510	101,445	---	23.7%	23.5%	---	46.5%	46.8%	---	14.4%	13.4%	---	10.0%	10.9%	---	4.9%	4.9%	---	0.5%	0.5%	---
Yes, to retire	14,411	9,504	---	19.7%	19.8%	---	47.1%	46.1%	---	14.6%	15.6%	---	10.3%	11.6%	---	7.4%	5.8%	---	0.9%	1.0%	---
Yes, to other job in Govt	35,606	22,692	---	16.1%	16.1%	---	43.0%	43.1%	---	16.4%	15.6%	---	13.1%	14.6%	---	10.4%	9.7%	---	1.0%	1.0%	---
Yes, to other job outside Govt	7,858	5,069	---	11.6%	11.7%	---	39.9%	40.2%	---	14.2%	16.9%	---	17.0%	15.2%	---	16.0%	15.3%	---	1.4%	0.7%	---
Yes, other	9,086	5,481	---	12.0%	15.0%	---	38.6%	39.3%	---	19.1%	19.2%	---	17.1%	14.2%	---	12.0%	11.7%	---	1.2%	0.5%	---
Retiring																					
Within 1 year	9,141	6,074	4,001	20.7%	18.8%	12.8%	44.0%	46.1%	49.9%	13.8%	15.7%	11.9%	10.9%	11.1%	16.2%	9.3%	7.1%	9.0%	1.2%	1.1%	0.3%
Between 1 and 3 years	25,221	16,417	12,087	18.9%	19.0%	15.3%	47.1%	46.5%	49.1%	16.3%	15.6%	13.1%	11.1%	11.6%	12.9%	5.7%	6.5%	9.5%	0.9%	0.8%	0.2%
Between 3 and 5 years	28,078	19,277	13,876	20.3%	20.6%	17.2%	45.5%	46.6%	47.8%	15.8%	14.6%	12.6%	11.9%	11.7%	13.5%	5.9%	6.0%	8.8%	0.6%	0.5%	0.2%
5 or more years	155,012	102,418	70,692	21.8%	21.9%	17.7%	45.2%	45.4%	48.4%	14.7%	14.1%	13.1%	10.9%	11.8%	12.9%	6.8%	6.3%	7.7%	0.6%	0.6%	0.2%

Note: * # of Respondents is the unweighted count of responses.

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(22) Promotions in my work unit are based on merit.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,432	147,899	100,656	7.3%	7.0%	7.4%	26.3%	26.8%	27.3%	26.6%	26.2%	23.4%	19.0%	19.4%	19.3%	16.4%	16.6%	18.7%	4.4%	4.1%	4.0%
Work Location																					
Headquarters	86,485	51,143	35,976	8.4%	8.6%	8.3%	27.9%	28.8%	28.4%	26.5%	25.8%	22.8%	17.6%	17.6%	19.0%	14.4%	14.3%	16.7%	5.1%	5.0%	4.7%
Field	130,940	93,049	64,680	6.7%	6.5%	7.0%	25.6%	26.1%	26.8%	26.7%	26.3%	23.6%	19.6%	20.0%	19.4%	17.3%	17.3%	19.5%	4.1%	3.8%	3.7%
Supervisor Status																					
Non-Supervisor	118,185	74,549	46,868	5.9%	5.8%	6.1%	22.4%	23.7%	23.9%	27.6%	27.4%	24.4%	20.1%	20.1%	19.9%	18.3%	17.9%	20.7%	5.6%	5.1%	5.0%
Team Leader	31,774	20,114	13,639	6.6%	6.6%	5.6%	27.6%	28.5%	29.8%	26.8%	25.4%	23.0%	19.3%	20.2%	21.2%	16.6%	16.6%	17.7%	3.1%	2.7%	2.6%
Supervisor	39,859	28,517	22,902	8.9%	10.3%	12.6%	36.7%	37.2%	39.2%	24.9%	23.2%	20.4%	16.4%	16.3%	14.8%	11.3%	11.8%	11.9%	1.8%	1.3%	1.0%
Manager	22,464	17,117	14,118	16.4%	18.3%	22.3%	42.2%	44.5%	44.2%	21.2%	18.6%	15.4%	12.1%	11.4%	10.4%	7.3%	6.7%	7.1%	0.9%	0.6%	0.7%
Executive	5,135	3,906	3,129	29.3%	33.7%	39.1%	39.7%	44.9%	43.1%	13.2%	12.1%	8.7%	12.0%	5.2%	5.5%	3.5%	3.0%	3.3%	2.3%	1.1%	0.4%
Sex																					
Male	117,816	81,626	59,070	7.2%	6.8%	7.0%	26.8%	27.0%	27.2%	27.1%	26.7%	23.8%	18.2%	18.8%	18.6%	17.2%	17.3%	20.2%	3.5%	3.4%	3.2%
Female	99,719	62,575	41,586	7.3%	7.2%	7.8%	25.8%	26.5%	27.4%	26.1%	25.5%	22.8%	20.0%	20.2%	20.2%	15.3%	15.6%	16.8%	5.6%	5.0%	5.0%
Hispanic or Latino																					
Yes	13,629	8,466	5,531	7.8%	7.5%	6.5%	24.8%	25.2%	25.3%	26.8%	26.5%	23.1%	18.1%	17.3%	17.7%	18.3%	17.5%	23.7%	4.3%	5.9%	3.6%
No	203,792	135,490	95,125	7.2%	6.9%	7.4%	26.5%	26.9%	27.4%	26.6%	26.2%	23.4%	19.1%	19.5%	19.4%	16.2%	16.5%	18.4%	4.4%	4.0%	4.0%
Race																					
White	156,719	---	80,079	7.4%	---	7.8%	27.3%	---	28.4%	26.2%	---	22.9%	19.1%	---	19.1%	15.9%	---	18.0%	4.1%	---	3.7%
Black or African American	32,872	---	12,860	6.4%	---	5.5%	23.9%	---	21.6%	27.5%	---	25.4%	19.4%	---	20.5%	17.1%	---	21.9%	5.6%	---	5.1%
Native Hawaiian/Pacific Islander	1,488	---	698	11.8%	---	7.2%	28.7%	---	19.7%	25.1%	---	29.9%	13.7%	---	12.7%	15.4%	---	26.1%	5.3%	---	4.4%
Asian	8,606	---	3,633	9.3%	---	5.9%	27.6%	---	32.3%	31.0%	---	25.4%	16.2%	---	19.5%	11.2%	---	10.9%	4.6%	---	5.9%
AmerIndian/Alskn Native	6,152	---	1,602	5.3%	---	8.5%	26.5%	---	23.3%	26.7%	---	21.3%	19.9%	---	21.5%	16.3%	---	21.3%	5.4%	---	4.1%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	6.1%	---	5.2%	19.1%	---	22.6%	25.1%	---	19.9%	19.2%	---	17.1%	25.1%	---	30.6%	5.5%	---	4.5%
Age Group																					
<30	8,794	5,461	2,787	8.2%	8.3%	7.6%	26.2%	26.2%	25.6%	26.6%	23.7%	23.0%	18.8%	19.4%	19.6%	13.3%	15.3%	13.3%	6.9%	7.1%	10.8%
(25 and under)	2,477	---	---	9.1%	---	---	29.0%	---	---	23.6%	---	---	18.1%	---	---	11.8%	---	---	8.3%	---	---
(26-29)	6,317	---	---	7.9%	---	---	25.0%	---	---	27.9%	---	---	19.0%	---	---	13.9%	---	---	6.3%	---	---
30-39	31,364	20,917	15,010	6.8%	7.1%	6.8%	25.9%	26.3%	27.4%	26.3%	25.2%	23.6%	18.9%	19.5%	19.3%	16.4%	16.9%	18.7%	5.7%	5.1%	4.2%
40-49	70,126	47,040	34,006	6.8%	6.9%	6.5%	27.6%	26.8%	27.6%	25.7%	25.6%	22.7%	18.9%	19.7%	19.8%	16.9%	16.8%	19.3%	4.1%	4.3%	4.1%
50-59	87,048	57,870	41,243	7.6%	6.7%	8.1%	25.4%	26.9%	26.9%	27.0%	27.0%	24.1%	19.4%	19.3%	18.7%	16.8%	16.8%	18.9%	3.8%	3.3%	3.3%
60+	20,187	12,864	7,610	7.5%	7.6%	9.0%	26.3%	27.5%	27.8%	29.1%	28.7%	22.2%	18.1%	18.1%	19.4%	15.0%	14.9%	17.8%	4.0%	3.3%	3.9%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(22) Promotions in my work unit are based on merit.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,432	147,899	100,656	7.3%	7.0%	7.4%	26.3%	26.8%	27.3%	26.6%	26.2%	23.4%	19.0%	19.4%	19.3%	16.4%	16.6%	18.7%	4.4%	4.1%	4.0%
Pay Category																					
Federal Wage System	9,481	5,512	4,855	4.1%	4.6%	4.5%	18.7%	20.2%	20.2%	28.1%	26.4%	21.3%	21.4%	22.1%	24.2%	24.6%	23.6%	27.4%	3.2%	3.0%	2.4%
GS 1-6 or equivalent	10,825	6,706	4,848	5.6%	4.8%	5.7%	20.2%	18.4%	18.5%	27.4%	26.4%	25.5%	20.7%	21.1%	21.7%	19.4%	23.5%	23.3%	6.7%	5.9%	5.3%
GS 7-12 or equivalent	91,796	58,906	39,563	6.1%	6.1%	6.1%	24.3%	24.8%	25.8%	28.1%	27.9%	24.6%	20.0%	20.6%	19.9%	16.6%	16.2%	19.2%	4.9%	4.4%	4.4%
GS 13-15 or equivalent	91,614	64,040	41,791	10.6%	9.9%	11.2%	35.5%	35.3%	34.9%	24.0%	23.5%	21.4%	15.5%	15.9%	16.2%	11.2%	12.1%	13.1%	3.2%	3.2%	3.2%
Senior Executive Service	4,206	3,314	2,542	34.2%	29.0%	36.8%	44.4%	42.7%	46.4%	11.0%	12.5%	8.5%	6.7%	7.2%	4.7%	2.8%	6.9%	3.3%	0.8%	1.7%	0.3%
SL/ST	688	490	---	8.6%	9.0%	---	30.0%	51.4%	---	22.1%	13.2%	---	15.5%	13.2%	---	21.0%	11.6%	---	2.9%	1.6%	---
Other	8,187	5,203	7,057	7.7%	6.9%	8.0%	26.9%	26.7%	30.7%	26.9%	24.9%	21.7%	19.4%	18.5%	17.5%	14.7%	19.4%	17.7%	4.3%	3.8%	4.4%
Time in Federal Government																					
< 1 year	2,614	1,316	---	11.2%	12.0%	---	27.6%	13.9%	---	24.2%	40.4%	---	10.7%	9.0%	---	5.2%	5.1%	---	21.0%	19.6%	---
1-3 years	17,544	12,894	---	7.0%	6.4%	---	27.3%	21.4%	---	27.7%	27.5%	---	17.5%	17.2%	---	13.0%	20.2%	---	7.4%	7.4%	---
4-5 years	16,227	8,712	---	7.1%	7.2%	---	23.6%	27.6%	---	25.9%	25.8%	---	20.1%	18.5%	---	18.1%	15.9%	---	5.2%	5.0%	---
6-10 years	26,506	13,915	---	6.8%	6.5%	---	24.0%	26.9%	---	27.8%	24.3%	---	19.6%	20.9%	---	17.7%	17.3%	---	4.1%	4.1%	---
11-20 years	62,915	44,993	---	6.3%	6.7%	---	25.3%	26.6%	---	27.0%	25.9%	---	19.6%	20.7%	---	18.4%	16.4%	---	3.4%	3.7%	---
> 20 years	91,711	62,358	---	8.0%	7.5%	---	28.3%	28.9%	---	25.9%	26.4%	---	18.8%	18.9%	---	15.5%	15.6%	---	3.5%	2.7%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	10.3%	9.7%	---	26.4%	23.7%	---	29.4%	31.7%	---	9.9%	11.9%	---	5.5%	5.2%	---	18.5%	17.8%	---
1-3 years	28,264	21,637	---	7.7%	7.0%	---	26.5%	23.8%	---	27.7%	27.0%	---	17.0%	17.5%	---	14.0%	18.2%	---	7.1%	6.5%	---
4-5 years	22,561	13,236	---	6.5%	6.6%	---	23.6%	26.1%	---	25.8%	26.0%	---	20.9%	20.5%	---	18.7%	16.2%	---	4.5%	4.6%	---
6-10 years	35,125	18,824	---	6.6%	6.4%	---	24.2%	25.9%	---	27.7%	25.0%	---	19.6%	20.5%	---	18.0%	18.2%	---	3.8%	3.9%	---
11-20 years	64,994	46,188	---	6.3%	6.6%	---	25.7%	26.6%	---	26.6%	26.0%	---	19.9%	20.8%	---	18.4%	16.7%	---	3.0%	3.3%	---
> 20 years	61,532	41,489	---	8.3%	7.7%	---	29.5%	30.3%	---	25.4%	26.2%	---	19.0%	18.5%	---	14.9%	15.3%	---	3.0%	2.1%	---
Leaving																					
No	150,506	101,439	---	8.8%	8.4%	---	30.0%	30.4%	---	27.8%	27.7%	---	17.1%	17.7%	---	11.7%	11.8%	---	4.6%	4.0%	---
Yes, to retire	14,410	9,504	---	6.9%	6.3%	---	26.1%	27.1%	---	25.6%	26.5%	---	20.7%	19.4%	---	17.4%	17.8%	---	3.2%	2.8%	---
Yes, to other job in Govt	35,602	22,690	---	3.1%	3.5%	---	16.5%	16.2%	---	24.3%	21.9%	---	24.4%	24.9%	---	28.0%	29.1%	---	3.7%	4.4%	---
Yes, to other job outside Govt	7,858	5,069	---	2.6%	2.4%	---	14.7%	15.7%	---	19.5%	20.6%	---	24.3%	23.5%	---	35.2%	32.8%	---	3.8%	5.0%	---
Yes, other	9,086	5,480	---	2.5%	2.3%	---	14.4%	17.2%	---	24.4%	23.3%	---	21.8%	21.3%	---	31.3%	30.8%	---	5.6%	5.2%	---
Retiring																					
Within 1 year	9,141	6,073	4,001	7.8%	7.4%	7.5%	27.0%	28.7%	25.2%	24.5%	24.2%	21.5%	19.6%	17.4%	18.9%	17.9%	18.8%	23.5%	3.1%	3.4%	3.4%
Between 1 and 3 years	25,222	16,418	12,087	6.4%	6.0%	8.0%	25.9%	28.1%	26.7%	28.6%	26.6%	22.5%	19.9%	20.3%	19.3%	16.1%	16.3%	20.3%	3.1%	2.7%	3.2%
Between 3 and 5 years	28,080	19,277	13,876	6.8%	6.9%	7.9%	27.1%	27.1%	27.4%	26.3%	26.3%	23.0%	20.1%	20.4%	19.3%	16.5%	16.9%	19.9%	3.2%	2.4%	2.4%
5 or more years	155,000	102,409	70,692	7.4%	7.1%	7.2%	26.3%	26.5%	27.4%	26.5%	26.3%	23.6%	18.6%	19.1%	19.3%	16.3%	16.4%	18.1%	4.9%	4.6%	4.4%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,904	100,656	4.6%	4.5%	3.6%	24.1%	22.9%	21.4%	26.3%	26.2%	21.7%	22.0%	23.6%	25.5%	16.8%	16.9%	20.8%	6.2%	5.9%	7.2%
Work Location																					
Headquarters	86,485	51,144	35,976	5.0%	4.9%	3.9%	23.9%	22.9%	20.4%	27.4%	26.6%	21.9%	21.0%	22.5%	25.4%	14.9%	15.3%	19.6%	7.8%	7.7%	8.8%
Field	130,941	93,053	64,680	4.4%	4.3%	3.4%	24.1%	22.8%	21.7%	25.8%	26.1%	21.6%	22.5%	24.0%	25.5%	17.8%	17.4%	21.2%	5.5%	5.3%	6.5%
Supervisor Status																					
Non-Supervisor	118,182	74,551	46,868	3.8%	4.0%	3.2%	20.5%	19.8%	18.4%	27.4%	27.1%	22.3%	21.8%	23.4%	25.5%	18.4%	18.1%	21.4%	8.1%	7.6%	9.2%
Team Leader	31,776	20,113	13,639	4.0%	3.8%	3.1%	21.5%	22.4%	21.5%	25.9%	26.0%	20.2%	25.7%	26.7%	26.8%	18.7%	17.6%	24.1%	4.3%	3.4%	4.3%
Supervisor	39,856	28,519	22,902	5.9%	6.8%	5.6%	35.7%	37.0%	34.7%	24.4%	23.0%	21.4%	20.6%	21.1%	24.5%	11.4%	10.8%	12.6%	2.0%	1.3%	1.3%
Manager	22,466	17,119	14,118	10.0%	9.5%	7.5%	42.5%	43.7%	40.5%	21.6%	19.8%	19.3%	17.6%	18.9%	21.8%	7.4%	7.5%	10.4%	0.9%	0.6%	0.5%
Executive	5,135	3,906	3,129	11.4%	12.9%	9.4%	42.5%	44.9%	40.8%	21.0%	20.4%	20.3%	15.5%	15.0%	21.1%	7.8%	5.4%	7.4%	1.8%	1.4%	1.0%
Sex																					
Male	117,811	81,632	59,070	4.3%	4.5%	3.3%	24.7%	23.6%	21.6%	28.1%	27.1%	23.2%	21.3%	23.0%	25.1%	16.3%	16.8%	20.7%	5.3%	5.0%	6.2%
Female	99,724	62,575	41,586	4.8%	4.5%	4.0%	23.2%	21.8%	21.0%	24.0%	25.0%	19.7%	23.0%	24.5%	25.9%	17.6%	17.1%	20.9%	7.4%	7.1%	8.5%
Hispanic or Latino																					
Yes	13,631	8,468	5,531	5.2%	6.7%	4.6%	23.6%	26.3%	20.9%	27.7%	23.6%	21.7%	19.9%	22.4%	22.9%	17.4%	15.2%	21.0%	6.2%	5.8%	8.9%
No	203,787	135,493	95,125	4.5%	4.3%	3.5%	24.1%	22.6%	21.4%	26.2%	26.4%	21.7%	22.2%	23.8%	25.7%	16.8%	17.0%	20.7%	6.2%	5.9%	7.0%
Race																					
White	156,718	---	80,079	4.3%	---	3.3%	23.8%	---	20.9%	25.7%	---	21.1%	23.4%	---	27.2%	17.3%	---	21.3%	5.5%	---	6.1%
Black or African American	32,871	---	12,860	5.4%	---	4.8%	25.6%	---	23.6%	27.9%	---	23.0%	18.7%	---	19.6%	14.1%	---	17.9%	8.4%	---	11.0%
Native Hawaiian/Pacific Islander	1,488	---	698	5.3%	---	5.0%	29.6%	---	16.3%	27.5%	---	28.8%	16.4%	---	18.4%	14.4%	---	24.1%	6.9%	---	7.5%
Asian	8,606	---	3,633	6.7%	---	4.1%	26.0%	---	25.9%	29.6%	---	24.0%	16.9%	---	15.8%	13.2%	---	17.7%	7.5%	---	12.5%
AmerIndian/Alskn Native	6,152	---	1,602	3.9%	---	2.8%	25.4%	---	20.6%	26.9%	---	20.4%	21.6%	---	28.8%	15.5%	---	21.3%	6.7%	---	6.1%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	4.5%	---	4.6%	18.1%	---	17.4%	26.4%	---	22.0%	19.0%	---	24.3%	23.3%	---	24.1%	8.7%	---	7.5%
Age Group																					
<30	8,792	5,461	2,787	6.3%	6.3%	4.7%	20.1%	19.5%	20.2%	22.9%	23.2%	19.7%	23.8%	23.0%	22.1%	18.7%	19.3%	21.1%	8.2%	8.7%	12.2%
(25 and under)	2,476	---	---	6.5%	---	---	22.2%	---	---	23.0%	---	---	22.2%	---	---	16.9%	---	---	9.3%	---	---
(26-29)	6,316	---	---	6.2%	---	---	19.3%	---	---	22.9%	---	---	24.5%	---	---	19.4%	---	---	7.8%	---	---
30-39	31,365	20,921	15,010	4.0%	4.1%	3.2%	21.5%	19.8%	18.6%	25.1%	23.8%	19.7%	22.8%	25.1%	26.3%	19.5%	20.5%	24.0%	7.1%	6.7%	8.3%
40-49	70,124	47,039	34,006	4.2%	4.4%	3.1%	23.9%	22.6%	20.8%	26.1%	25.3%	21.3%	22.7%	24.5%	25.7%	17.4%	17.4%	21.7%	5.8%	5.7%	7.4%
50-59	87,044	57,873	41,243	4.7%	4.4%	3.8%	25.4%	23.9%	22.6%	26.7%	27.5%	22.8%	21.6%	23.3%	25.6%	15.8%	15.6%	19.3%	5.8%	5.4%	5.8%
60+	20,191	12,863	7,610	5.1%	5.0%	5.0%	26.5%	27.4%	24.9%	30.7%	30.4%	22.7%	18.5%	19.3%	23.4%	12.9%	12.0%	15.9%	6.3%	5.9%	8.2%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,904	100,656	4.6%	4.5%	3.6%	24.1%	22.9%	21.4%	26.3%	26.2%	21.7%	22.0%	23.6%	25.5%	16.8%	16.9%	20.8%	6.2%	5.9%	7.2%
Pay Category																					
Federal Wage System	9,475	5,512	4,855	4.0%	4.2%	3.3%	21.8%	19.0%	16.6%	25.1%	24.8%	20.4%	24.6%	27.4%	30.1%	22.4%	22.2%	27.2%	2.0%	2.4%	2.4%
GS 1-6 or equivalent	10,825	6,707	4,848	4.9%	5.0%	4.6%	25.7%	22.9%	23.9%	27.2%	25.6%	20.5%	18.4%	20.5%	21.9%	16.5%	20.5%	21.0%	7.3%	5.5%	8.1%
GS 7-12 or equivalent	91,803	58,908	39,563	4.1%	4.4%	3.5%	22.5%	21.7%	20.1%	26.7%	26.9%	22.2%	22.5%	23.4%	25.0%	17.4%	17.0%	21.0%	6.8%	6.6%	8.3%
GS 13-15 or equivalent	91,612	64,041	41,791	4.9%	4.4%	3.4%	26.9%	25.7%	23.4%	26.7%	25.8%	22.3%	21.7%	24.0%	26.4%	13.4%	13.9%	18.3%	6.3%	6.2%	6.2%
Senior Executive Service	4,206	3,314	2,542	13.5%	10.9%	8.3%	44.2%	42.1%	38.2%	20.8%	20.7%	24.4%	14.1%	15.5%	21.1%	5.9%	9.1%	7.0%	1.5%	1.7%	1.0%
SL/ST	688	490	---	14.5%	2.9%	---	24.8%	38.8%	---	31.4%	19.2%	---	4.2%	24.6%	---	21.9%	12.2%	---	3.2%	2.3%	---
Other	8,187	5,202	7,057	5.8%	4.5%	3.4%	26.3%	22.9%	23.8%	24.0%	25.1%	19.9%	21.6%	24.9%	25.3%	15.4%	17.5%	20.1%	6.9%	5.0%	7.5%
Time in Federal Government																					
< 1 year	2,613	1,316	---	10.6%	9.5%	---	26.9%	17.8%	---	24.2%	37.9%	---	12.7%	9.5%	---	8.5%	7.8%	---	17.1%	17.5%	---
1-3 years	17,541	12,897	---	5.2%	5.1%	---	23.3%	19.7%	---	25.0%	24.5%	---	21.8%	23.0%	---	16.2%	20.3%	---	8.4%	7.4%	---
4-5 years	16,230	8,711	---	4.3%	3.9%	---	21.9%	22.3%	---	24.3%	25.9%	---	22.4%	24.3%	---	20.6%	17.8%	---	6.5%	5.8%	---
6-10 years	26,507	13,914	---	3.9%	4.2%	---	21.1%	22.3%	---	25.9%	24.5%	---	24.3%	24.2%	---	19.4%	18.6%	---	5.3%	6.2%	---
11-20 years	62,917	44,998	---	4.2%	4.3%	---	24.1%	22.7%	---	25.7%	24.9%	---	22.8%	25.1%	---	17.6%	17.2%	---	5.7%	5.9%	---
> 20 years	91,713	62,357	---	4.7%	4.5%	---	25.8%	24.6%	---	28.0%	28.2%	---	20.9%	22.6%	---	14.9%	15.0%	---	5.7%	5.1%	---
Time w/ Current Agency																					
< 1 year	5,023	2,814	---	8.6%	8.3%	---	24.9%	24.5%	---	27.2%	31.8%	---	12.7%	11.0%	---	9.9%	7.2%	---	16.8%	17.1%	---
1-3 years	28,258	21,639	---	5.5%	5.5%	---	22.6%	20.2%	---	26.1%	25.6%	---	21.2%	23.0%	---	16.6%	18.3%	---	8.0%	7.5%	---
4-5 years	22,564	13,237	---	3.5%	3.4%	---	22.0%	22.1%	---	24.7%	25.8%	---	23.6%	25.2%	---	20.0%	17.7%	---	6.2%	5.8%	---
6-10 years	35,129	18,824	---	4.1%	3.8%	---	21.9%	21.8%	---	25.6%	24.8%	---	24.1%	23.9%	---	19.2%	18.9%	---	5.2%	6.8%	---
11-20 years	64,995	46,193	---	4.2%	4.3%	---	24.5%	23.2%	---	26.5%	25.2%	---	22.4%	25.1%	---	17.1%	17.2%	---	5.4%	5.0%	---
> 20 years	61,533	41,488	---	4.8%	4.4%	---	26.6%	25.3%	---	27.5%	28.3%	---	21.1%	22.7%	---	14.6%	14.8%	---	5.4%	4.5%	---
Leaving																					
No	150,509	101,441	---	5.4%	5.1%	---	26.8%	25.6%	---	27.3%	27.6%	---	21.1%	22.4%	---	12.9%	13.4%	---	6.5%	6.0%	---
Yes, to retire	14,409	9,505	---	3.9%	4.3%	---	25.9%	22.1%	---	29.8%	29.7%	---	19.7%	23.3%	---	16.5%	15.2%	---	4.2%	5.4%	---
Yes, to other job in Govt	35,605	22,691	---	2.5%	3.0%	---	16.1%	16.1%	---	23.3%	21.6%	---	25.3%	27.6%	---	26.6%	25.5%	---	6.1%	6.2%	---
Yes, to other job outside Govt	7,855	5,069	---	2.3%	1.7%	---	15.8%	13.4%	---	18.9%	16.7%	---	25.1%	26.4%	---	34.1%	37.0%	---	3.9%	4.8%	---
Yes, other	9,086	5,481	---	2.4%	2.0%	---	14.7%	13.7%	---	23.3%	23.3%	---	24.4%	27.5%	---	29.2%	28.1%	---	6.0%	5.5%	---
Retiring																					
Within 1 year	9,140	6,074	4,001	4.8%	6.0%	3.0%	27.9%	22.0%	20.6%	28.0%	24.8%	21.5%	20.3%	23.6%	30.3%	15.6%	17.7%	20.3%	3.4%	5.8%	4.3%
Between 1 and 3 years	25,222	16,418	12,087	3.8%	3.9%	3.5%	26.6%	23.1%	22.8%	28.0%	31.2%	24.7%	21.0%	22.4%	23.7%	15.4%	15.1%	18.9%	5.2%	4.4%	6.4%
Between 3 and 5 years	28,081	19,276	13,876	4.6%	4.4%	3.6%	24.6%	25.0%	22.4%	28.0%	27.4%	23.3%	22.4%	24.7%	27.4%	14.4%	13.9%	18.2%	6.0%	4.6%	5.2%
5 or more years	155,001	102,414	70,692	4.7%	4.5%	3.6%	23.4%	22.5%	21.0%	25.8%	25.4%	21.0%	22.2%	23.6%	25.2%	17.4%	17.6%	21.5%	6.5%	6.4%	7.8%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,444	147,906	100,656	7.1%	7.3%	8.3%	35.1%	35.3%	30.4%	29.2%	27.2%	22.4%	17.0%	18.8%	22.5%	9.3%	9.4%	15.4%	2.3%	2.0%	1.1%
Work Location																					
Headquarters	86,486	51,144	35,976	8.1%	8.4%	9.2%	36.8%	36.3%	30.7%	28.6%	26.1%	21.6%	15.5%	18.2%	22.0%	8.3%	8.5%	15.2%	2.6%	2.5%	1.3%
Field	130,953	93,054	64,680	6.6%	7.0%	7.9%	34.3%	35.1%	30.2%	29.5%	27.5%	22.8%	17.6%	18.9%	22.7%	9.8%	9.6%	15.5%	2.2%	1.9%	1.0%
Supervisor Status																					
Non-Supervisor	118,191	74,553	46,868	6.6%	6.7%	8.2%	31.9%	32.7%	28.3%	30.0%	28.0%	22.6%	17.9%	19.8%	23.0%	10.6%	10.4%	16.6%	3.0%	2.5%	1.3%
Team Leader	31,776	20,115	13,639	6.7%	7.7%	7.8%	34.7%	37.9%	32.5%	31.2%	26.8%	22.0%	16.6%	17.5%	21.9%	9.2%	8.8%	15.2%	1.5%	1.3%	0.6%
Supervisor	39,862	28,517	22,902	7.7%	8.4%	8.8%	44.0%	42.8%	35.3%	25.3%	25.3%	22.7%	15.9%	16.5%	22.5%	6.1%	6.0%	10.3%	1.0%	1.0%	0.4%
Manager	22,467	17,118	14,118	10.6%	11.7%	10.5%	49.6%	49.3%	41.4%	25.2%	22.0%	21.6%	10.8%	13.0%	18.7%	3.2%	3.4%	7.6%	0.5%	0.5%	0.1%
Executive	5,135	3,906	3,129	13.6%	18.5%	16.8%	50.3%	51.0%	44.5%	17.2%	18.1%	17.0%	13.4%	9.1%	15.5%	3.7%	2.5%	6.0%	2.0%	0.9%	0.2%
Sex																					
Male	117,819	81,631	59,070	6.8%	7.4%	8.1%	36.5%	36.2%	30.7%	29.5%	27.8%	23.5%	16.3%	18.0%	22.3%	9.0%	9.0%	14.7%	1.9%	1.6%	0.7%
Female	99,730	62,577	41,586	7.5%	7.2%	8.5%	33.3%	34.2%	29.9%	28.9%	26.4%	21.0%	17.8%	19.8%	22.8%	9.7%	9.8%	16.3%	2.9%	2.6%	1.5%
Hispanic or Latino																					
Yes	13,631	8,466	5,531	8.2%	8.2%	8.4%	34.7%	33.9%	30.0%	30.5%	29.7%	23.3%	14.0%	16.5%	19.0%	9.9%	8.9%	17.9%	2.8%	2.8%	1.4%
No	203,801	135,497	95,125	7.0%	7.2%	8.2%	35.2%	35.5%	30.4%	29.1%	27.0%	22.4%	17.2%	18.9%	22.7%	9.2%	9.4%	15.2%	2.3%	2.0%	1.0%
Race																					
White	156,730	---	80,079	7.2%	---	8.0%	35.4%	---	30.7%	28.7%	---	22.0%	17.6%	---	23.3%	9.3%	---	15.1%	1.8%	---	0.9%
Black or African American	32,872	---	12,860	6.7%	---	7.3%	34.9%	---	29.6%	30.0%	---	21.9%	15.8%	---	21.5%	8.6%	---	18.1%	4.1%	---	1.7%
Native Hawaiian/Pacific Islander	1,488	---	698	12.1%	---	7.8%	39.7%	---	36.9%	26.7%	---	29.7%	11.2%	---	15.7%	8.6%	---	9.4%	1.8%	---	0.6%
Asian	8,609	---	3,633	8.4%	---	14.3%	40.3%	---	31.5%	30.7%	---	28.7%	11.9%	---	15.8%	5.8%	---	8.2%	2.8%	---	1.4%
AmerIndian/Alskn Native	6,152	---	1,602	4.8%	---	9.6%	34.8%	---	27.8%	29.5%	---	22.8%	17.6%	---	22.5%	9.9%	---	15.0%	3.4%	---	2.2%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	5.3%	---	8.1%	26.5%	---	23.0%	29.5%	---	23.2%	19.9%	---	19.1%	15.7%	---	24.9%	3.1%	---	1.5%
Age Group																					
<30	8,793	5,461	2,787	7.4%	8.5%	9.3%	33.2%	33.5%	32.6%	31.7%	28.7%	23.9%	16.7%	17.3%	20.2%	7.6%	8.1%	12.0%	3.5%	3.9%	2.0%
(25 and under)	2,476	---	---	8.4%	---	---	34.4%	---	---	34.4%	---	---	12.8%	---	---	5.9%	---	---	4.2%	---	---
(26-29)	6,317	---	---	7.0%	---	---	32.7%	---	---	30.5%	---	---	18.3%	---	---	8.3%	---	---	3.2%	---	---
30-39	31,369	20,921	15,010	6.1%	5.7%	9.0%	33.7%	34.1%	29.6%	31.5%	27.3%	21.9%	16.9%	20.8%	22.5%	9.1%	9.8%	16.0%	2.6%	2.5%	1.1%
40-49	70,132	47,042	34,006	6.7%	7.3%	7.3%	35.8%	35.3%	30.5%	28.5%	27.0%	22.6%	17.1%	18.7%	23.5%	9.9%	9.8%	15.3%	2.0%	1.9%	0.9%
50-59	87,049	57,873	41,243	7.5%	7.6%	8.2%	34.9%	35.4%	30.2%	28.9%	27.2%	22.4%	16.9%	18.7%	22.1%	9.6%	9.5%	16.0%	2.2%	1.6%	1.1%
60+	20,192	12,863	7,610	8.3%	8.6%	11.3%	37.2%	39.1%	31.9%	27.4%	27.4%	22.9%	17.1%	15.8%	20.4%	7.3%	6.5%	12.4%	2.7%	2.5%	1.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,444	147,906	100,656	7.1%	7.3%	8.3%	35.1%	35.3%	30.4%	29.2%	27.2%	22.4%	17.0%	18.8%	22.5%	9.3%	9.4%	15.4%	2.3%	2.0%	1.1%
Pay Category																					
Federal Wage System	9,482	5,512	4,855	4.7%	6.1%	5.9%	31.9%	33.7%	28.3%	33.2%	31.3%	25.3%	17.7%	18.8%	24.6%	10.0%	8.6%	15.0%	2.4%	1.5%	1.0%
GS 1-6 or equivalent	10,828	6,708	4,848	8.7%	6.8%	9.8%	33.5%	29.5%	28.2%	28.9%	28.7%	22.4%	15.6%	18.6%	21.9%	9.1%	13.1%	15.8%	4.1%	3.3%	1.9%
GS 7-12 or equivalent	91,797	58,911	39,563	6.7%	6.7%	7.9%	33.6%	34.8%	29.9%	30.8%	28.0%	22.5%	17.1%	19.2%	22.6%	9.3%	9.3%	16.0%	2.5%	2.1%	1.2%
GS 13-15 or equivalent	91,621	64,040	41,791	8.0%	8.6%	9.7%	40.3%	39.2%	32.4%	26.0%	24.6%	22.4%	16.1%	18.2%	21.8%	7.9%	8.0%	13.1%	1.6%	1.4%	0.6%
Senior Executive Service	4,206	3,314	2,542	15.5%	16.6%	15.5%	54.3%	46.9%	44.3%	18.6%	18.0%	18.9%	8.0%	8.6%	15.4%	2.7%	8.6%	5.6%	0.8%	1.3%	0.4%
SL/ST	688	490	---	5.3%	12.5%	---	30.9%	39.1%	---	20.8%	24.9%	---	29.8%	11.8%	---	13.0%	10.6%	---	0.4%	1.0%	---
Other	8,187	5,202	7,057	7.7%	8.6%	7.2%	34.7%	35.1%	31.4%	28.2%	25.6%	20.0%	17.3%	18.9%	22.3%	10.4%	9.7%	18.3%	1.7%	2.1%	0.8%
Time in Federal Government																					
< 1 year	2,613	1,316	---	12.2%	18.1%	---	43.5%	34.9%	---	27.7%	31.8%	---	8.0%	8.6%	---	2.8%	1.5%	---	5.8%	5.1%	---
1-3 years	17,546	12,898	---	8.0%	7.2%	---	36.1%	32.5%	---	30.1%	27.5%	---	15.1%	18.0%	---	8.4%	12.2%	---	2.4%	2.7%	---
4-5 years	16,231	8,712	---	6.9%	7.1%	---	32.4%	34.5%	---	29.3%	27.6%	---	18.1%	19.5%	---	10.6%	9.0%	---	2.7%	2.2%	---
6-10 years	26,510	13,915	---	6.4%	6.8%	---	32.7%	33.4%	---	30.9%	27.9%	---	18.0%	20.2%	---	9.4%	9.6%	---	2.6%	2.1%	---
11-20 years	62,919	44,997	---	6.2%	7.1%	---	34.9%	35.3%	---	29.0%	27.0%	---	17.5%	19.6%	---	10.4%	9.2%	---	2.0%	1.8%	---
> 20 years	91,716	62,357	---	7.5%	7.5%	---	36.2%	37.2%	---	28.6%	26.9%	---	16.9%	17.9%	---	8.7%	8.6%	---	2.2%	1.9%	---
Time w/ Current Agency																					
< 1 year	5,023	2,815	---	11.7%	16.1%	---	41.1%	42.4%	---	27.8%	24.3%	---	10.3%	10.4%	---	3.7%	3.4%	---	5.4%	3.5%	---
1-3 years	28,267	21,641	---	8.0%	8.0%	---	35.0%	32.3%	---	29.5%	27.2%	---	16.0%	18.5%	---	9.1%	11.5%	---	2.4%	2.5%	---
4-5 years	22,568	13,237	---	6.0%	6.2%	---	32.4%	35.5%	---	30.1%	27.2%	---	18.4%	19.8%	---	10.5%	9.2%	---	2.5%	2.1%	---
6-10 years	35,130	18,824	---	6.4%	6.7%	---	33.7%	33.9%	---	30.3%	27.8%	---	17.2%	19.6%	---	9.7%	9.5%	---	2.6%	2.4%	---
11-20 years	64,997	46,191	---	6.2%	6.9%	---	34.8%	35.3%	---	29.3%	27.6%	---	17.4%	19.3%	---	10.1%	9.2%	---	2.1%	1.7%	---
> 20 years	61,533	41,488	---	7.8%	7.3%	---	36.8%	38.0%	---	28.1%	26.7%	---	17.0%	18.0%	---	8.4%	8.3%	---	1.9%	1.7%	---
Leaving																					
No	150,513	101,443	---	8.6%	8.8%	---	39.6%	40.0%	---	29.7%	27.9%	---	13.9%	15.5%	---	5.8%	5.8%	---	2.3%	2.1%	---
Yes, to retire	14,412	9,504	---	6.1%	6.4%	---	33.9%	36.5%	---	30.6%	26.8%	---	17.4%	19.1%	---	9.8%	9.5%	---	2.2%	1.8%	---
Yes, to other job in Govt	35,607	22,693	---	3.3%	3.4%	---	24.0%	23.5%	---	27.7%	25.1%	---	24.9%	27.7%	---	17.6%	18.1%	---	2.4%	2.1%	---
Yes, to other job outside Govt	7,858	5,069	---	1.9%	3.6%	---	20.1%	16.7%	---	23.4%	23.3%	---	29.4%	30.7%	---	23.4%	24.2%	---	1.9%	1.5%	---
Yes, other	9,086	5,479	---	2.5%	2.3%	---	18.7%	19.4%	---	29.8%	28.3%	---	26.0%	26.0%	---	20.9%	22.2%	---	2.1%	1.9%	---
Retiring																					
Within 1 year	9,141	6,073	4,001	7.2%	7.4%	7.9%	33.8%	34.5%	24.6%	29.6%	26.1%	22.8%	17.2%	18.6%	24.0%	10.5%	11.2%	20.2%	1.7%	2.3%	0.6%
Between 1 and 3 years	25,224	16,417	12,087	6.2%	6.3%	7.7%	34.6%	35.4%	30.2%	28.9%	29.5%	22.3%	18.2%	18.8%	22.2%	9.7%	8.2%	16.3%	2.4%	1.8%	1.3%
Between 3 and 5 years	28,081	19,276	13,876	6.6%	7.2%	8.3%	35.2%	36.7%	28.4%	29.4%	26.9%	22.3%	17.9%	19.1%	23.7%	8.8%	8.8%	16.1%	2.1%	1.4%	1.1%
5 or more years	155,013	102,417	70,692	7.3%	7.5%	8.3%	35.3%	35.2%	31.0%	29.2%	27.0%	22.5%	16.6%	18.7%	22.2%	9.2%	9.5%	14.9%	2.4%	2.2%	1.0%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,887	100,656	9.8%	9.2%	9.4%	34.8%	32.9%	33.1%	23.6%	24.4%	21.2%	18.7%	19.8%	21.2%	11.0%	10.6%	12.4%	2.0%	3.0%	2.6%
Work Location																					
Headquarters	86,479	51,143	35,976	11.2%	11.4%	10.1%	37.7%	36.3%	35.4%	22.5%	23.1%	20.3%	17.0%	16.7%	19.6%	9.4%	9.2%	11.2%	2.2%	3.2%	3.4%
Field	130,933	93,039	64,680	9.1%	8.6%	9.1%	33.5%	31.9%	32.3%	24.2%	24.8%	21.6%	19.5%	20.8%	21.8%	11.8%	11.1%	12.9%	1.9%	2.9%	2.3%
Supervisor Status																					
Non-Supervisor	118,180	74,548	46,868	8.7%	8.1%	8.3%	31.6%	30.2%	30.4%	24.2%	25.2%	21.9%	20.2%	21.1%	22.1%	12.8%	11.7%	14.1%	2.5%	3.7%	3.2%
Team Leader	31,771	20,113	13,639	9.2%	8.8%	9.3%	35.0%	34.4%	34.8%	25.4%	24.6%	20.6%	18.9%	19.8%	22.0%	10.1%	10.6%	11.4%	1.4%	1.7%	1.9%
Supervisor	39,856	28,509	22,902	11.4%	13.5%	13.1%	44.1%	42.5%	43.2%	21.7%	21.5%	20.3%	15.1%	15.3%	16.5%	7.1%	6.3%	6.3%	0.7%	0.9%	0.6%
Manager	22,461	17,116	14,118	17.6%	18.9%	18.8%	48.3%	49.1%	48.4%	19.2%	17.9%	16.6%	10.8%	10.5%	11.8%	3.7%	3.1%	4.1%	0.4%	0.4%	0.3%
Executive	5,135	3,906	3,129	24.6%	30.3%	30.1%	45.9%	48.0%	48.0%	11.0%	12.9%	11.5%	13.1%	6.1%	7.9%	3.7%	2.1%	1.8%	1.7%	0.6%	0.6%
Sex																					
Male	117,801	81,614	59,070	9.4%	9.1%	8.7%	34.8%	33.1%	33.1%	25.0%	25.7%	23.3%	18.1%	19.4%	21.0%	11.1%	10.3%	11.5%	1.7%	2.3%	2.4%
Female	99,720	62,575	41,586	10.3%	9.5%	10.4%	34.9%	32.6%	33.1%	21.9%	22.7%	18.6%	19.6%	20.4%	21.3%	11.0%	11.1%	13.7%	2.4%	3.8%	2.9%
Hispanic or Latino																					
Yes	13,629	8,463	5,531	10.0%	9.3%	9.6%	31.4%	29.2%	30.3%	23.7%	26.1%	19.8%	20.1%	20.1%	22.9%	12.5%	11.4%	15.1%	2.3%	3.9%	2.4%
No	203,776	135,482	95,125	9.8%	9.2%	9.4%	35.2%	33.2%	33.4%	23.6%	24.2%	21.3%	18.6%	19.8%	21.0%	10.9%	10.6%	12.2%	2.0%	2.9%	2.6%
Race																					
White	156,712	---	80,079	9.8%	---	9.3%	35.1%	---	33.5%	23.7%	---	21.6%	18.9%	---	21.9%	10.9%	---	11.4%	1.7%	---	2.3%
Black or African American	32,866	---	12,860	10.0%	---	10.0%	35.3%	---	32.9%	22.1%	---	19.5%	18.7%	---	17.3%	11.0%	---	17.0%	2.9%	---	3.2%
Native Hawaiian/Pacific Islander	1,485	---	698	10.2%	---	10.9%	41.0%	---	32.6%	20.9%	---	20.7%	12.9%	---	22.5%	12.6%	---	11.7%	2.5%	---	1.6%
Asian	8,607	---	3,633	12.3%	---	11.3%	37.5%	---	34.1%	26.1%	---	20.2%	14.8%	---	19.2%	6.4%	---	10.3%	2.9%	---	4.9%
AmerIndian/Alskn Native	6,152	---	1,602	6.6%	---	8.1%	31.0%	---	27.1%	27.6%	---	21.5%	19.6%	---	24.2%	13.2%	---	15.0%	2.1%	---	4.1%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	8.0%	---	7.9%	28.2%	---	28.9%	21.9%	---	24.2%	20.6%	---	15.5%	18.3%	---	20.2%	3.0%	---	3.3%
Age Group																					
<30	8,794	5,461	2,787	9.9%	8.8%	8.5%	32.0%	30.0%	31.0%	24.9%	23.7%	25.4%	19.7%	21.0%	17.9%	10.1%	12.3%	10.9%	3.3%	4.1%	6.3%
(25 and under)	2,477	---	---	10.9%	---	---	34.1%	---	---	26.7%	---	---	15.4%	---	---	9.0%	---	---	4.0%	---	---
(26-29)	6,317	---	---	9.5%	---	---	31.1%	---	---	24.1%	---	---	21.6%	---	---	10.6%	---	---	3.1%	---	---
30-39	31,361	20,918	15,010	8.2%	7.8%	8.6%	32.1%	31.3%	31.7%	25.5%	24.4%	21.0%	20.3%	21.8%	22.4%	11.4%	10.8%	13.5%	2.5%	3.9%	2.8%
40-49	70,125	47,038	34,006	9.5%	9.3%	8.5%	35.7%	32.1%	32.0%	23.4%	24.6%	21.5%	18.1%	19.9%	22.1%	11.4%	11.2%	13.4%	1.9%	2.8%	2.6%
50-59	87,039	57,864	41,243	10.2%	9.3%	10.1%	35.4%	34.0%	34.5%	23.0%	24.2%	20.7%	18.4%	19.5%	20.4%	11.3%	10.5%	11.9%	1.7%	2.6%	2.4%
60+	20,185	12,860	7,610	11.9%	11.6%	12.7%	36.7%	36.5%	36.3%	22.8%	24.9%	21.6%	18.3%	16.4%	18.7%	8.5%	7.8%	8.3%	1.7%	2.8%	2.3%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,887	100,656	9.8%	9.2%	9.4%	34.8%	32.9%	33.1%	23.6%	24.4%	21.2%	18.7%	19.8%	21.2%	11.0%	10.6%	12.4%	2.0%	3.0%	2.6%
Pay Category																					
Federal Wage System	9,475	5,511	4,855	6.5%	6.0%	7.2%	29.2%	27.9%	26.8%	27.6%	26.6%	21.9%	20.7%	23.0%	25.3%	14.7%	14.7%	17.1%	1.3%	1.7%	1.6%
GS 1-6 or equivalent	10,824	6,706	4,848	10.7%	7.3%	8.8%	30.4%	27.0%	29.1%	22.5%	24.0%	18.5%	20.1%	22.5%	22.9%	13.1%	15.2%	17.4%	3.2%	4.1%	3.4%
GS 7-12 or equivalent	91,789	58,897	39,563	9.1%	8.2%	8.1%	33.5%	32.2%	32.2%	24.2%	25.4%	22.3%	19.6%	20.7%	22.0%	11.4%	10.3%	12.6%	2.2%	3.2%	2.9%
GS 13-15 or equivalent	91,609	64,036	41,791	11.9%	12.7%	11.9%	42.2%	39.1%	40.6%	22.3%	22.8%	20.1%	14.8%	15.6%	17.5%	7.5%	7.6%	7.6%	1.3%	2.2%	2.3%
Senior Executive Service	4,206	3,314	2,542	27.6%	26.7%	28.4%	51.7%	42.7%	50.1%	10.5%	13.1%	11.5%	7.8%	8.1%	7.7%	2.0%	7.0%	1.9%	0.5%	2.5%	0.3%
SL/ST	688	490	---	6.4%	8.4%	---	31.8%	47.2%	---	18.5%	19.4%	---	30.8%	18.4%	---	12.3%	5.3%	---	0.3%	1.2%	---
Other	8,187	5,203	7,057	10.0%	9.1%	12.1%	31.7%	26.7%	29.4%	24.4%	22.6%	21.2%	20.9%	23.5%	20.8%	10.5%	14.5%	14.4%	2.4%	3.6%	2.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	15.9%	17.4%	---	36.0%	31.7%	---	26.5%	29.3%	---	9.2%	7.7%	---	5.5%	2.2%	---	7.0%	11.8%	---
1-3 years	17,541	12,895	---	10.3%	8.3%	---	35.6%	27.1%	---	23.9%	25.7%	---	18.0%	23.0%	---	9.7%	12.0%	---	2.5%	3.8%	---
4-5 years	16,228	8,711	---	9.2%	8.5%	---	31.4%	32.7%	---	24.3%	23.8%	---	20.6%	20.6%	---	11.6%	10.7%	---	3.0%	3.7%	---
6-10 years	26,505	13,912	---	8.6%	9.4%	---	30.4%	29.6%	---	25.3%	24.9%	---	21.3%	20.9%	---	12.3%	11.9%	---	2.1%	3.3%	---
11-20 years	62,913	44,994	---	8.8%	8.5%	---	33.7%	33.5%	---	24.4%	24.4%	---	19.4%	20.1%	---	12.2%	11.1%	---	1.5%	2.5%	---
> 20 years	91,706	62,348	---	10.7%	10.2%	---	37.9%	35.5%	---	22.2%	23.9%	---	17.4%	18.3%	---	10.2%	9.6%	---	1.7%	2.6%	---
Time w/ Current Agency																					
< 1 year	5,021	2,815	---	14.7%	17.0%	---	34.2%	29.6%	---	26.9%	28.5%	---	10.1%	10.1%	---	6.0%	3.0%	---	8.2%	11.8%	---
1-3 years	28,265	21,635	---	10.9%	9.4%	---	34.9%	28.4%	---	23.4%	24.3%	---	17.7%	22.6%	---	10.5%	11.4%	---	2.6%	3.8%	---
4-5 years	22,564	13,236	---	8.6%	8.0%	---	31.3%	33.1%	---	24.8%	24.4%	---	20.8%	19.4%	---	11.8%	11.3%	---	2.7%	3.7%	---
6-10 years	35,126	18,823	---	8.8%	8.8%	---	31.9%	31.6%	---	24.5%	24.7%	---	20.7%	20.5%	---	12.1%	11.5%	---	2.0%	2.9%	---
11-20 years	64,990	46,186	---	8.7%	8.6%	---	34.2%	34.0%	---	23.9%	24.5%	---	19.6%	19.8%	---	12.2%	11.1%	---	1.4%	2.1%	---
> 20 years	61,523	41,482	---	10.8%	10.0%	---	38.9%	35.9%	---	22.1%	24.0%	---	17.2%	18.4%	---	9.7%	9.3%	---	1.3%	2.4%	---
Leaving																					
No	150,490	101,430	---	11.8%	11.0%	---	38.9%	36.8%	---	23.4%	24.6%	---	16.4%	17.0%	---	7.5%	7.7%	---	2.0%	2.9%	---
Yes, to retire	14,409	9,502	---	8.6%	9.3%	---	36.8%	33.3%	---	23.7%	23.8%	---	18.8%	22.0%	---	11.0%	9.2%	---	1.2%	2.4%	---
Yes, to other job in Govt	35,605	22,689	---	4.9%	4.7%	---	24.6%	22.9%	---	24.5%	24.2%	---	24.5%	27.1%	---	19.3%	17.9%	---	2.2%	3.3%	---
Yes, to other job outside Govt	7,859	5,069	---	3.2%	2.6%	---	18.5%	17.5%	---	22.8%	22.1%	---	26.9%	27.3%	---	27.1%	28.1%	---	1.5%	2.4%	---
Yes, other	9,088	5,480	---	3.8%	4.2%	---	19.6%	20.0%	---	24.8%	24.0%	---	27.1%	29.0%	---	22.5%	19.4%	---	2.3%	3.5%	---
Retiring																					
Within 1 year	9,139	6,072	4,001	9.6%	9.6%	7.9%	35.7%	35.5%	32.7%	24.3%	20.5%	21.3%	16.7%	20.5%	24.5%	12.4%	11.0%	12.1%	1.2%	3.0%	1.5%
Between 1 and 3 years	25,216	16,413	12,087	9.1%	8.5%	9.7%	36.9%	33.9%	33.5%	22.1%	25.1%	20.9%	20.0%	20.2%	20.6%	10.4%	10.2%	13.4%	1.4%	2.1%	1.9%
Between 3 and 5 years	28,077	19,273	13,876	9.3%	9.6%	10.8%	35.3%	33.0%	34.8%	24.0%	24.5%	21.4%	19.3%	19.9%	20.7%	10.5%	10.3%	10.3%	1.5%	2.7%	2.0%
5 or more years	154,995	102,407	70,692	10.0%	9.3%	9.2%	34.4%	32.7%	32.8%	23.8%	24.5%	21.3%	18.5%	19.7%	21.2%	11.1%	10.7%	12.7%	2.2%	3.1%	2.9%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(26) Creativity and innovation are rewarded.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,410	147,895	100,656	8.6%	7.9%	8.1%	30.3%	28.2%	29.0%	28.4%	28.8%	24.7%	19.4%	20.6%	22.3%	11.1%	11.3%	12.8%	2.2%	3.1%	3.1%
Work Location																					
Headquarters	86,475	51,144	35,976	9.7%	9.8%	8.9%	33.0%	30.8%	29.9%	27.9%	27.5%	24.5%	17.3%	18.3%	21.0%	9.3%	10.2%	11.7%	2.7%	3.4%	3.9%
Field	130,936	93,045	64,680	8.1%	7.3%	7.7%	29.1%	27.5%	28.7%	28.6%	29.3%	24.8%	20.3%	21.3%	22.8%	12.0%	11.7%	13.3%	2.0%	2.9%	2.8%
Supervisor Status																					
Non-Supervisor	118,179	74,548	46,868	7.6%	6.8%	7.1%	26.9%	25.5%	26.1%	29.0%	29.5%	25.3%	20.8%	21.8%	23.5%	12.7%	12.5%	14.1%	2.9%	3.9%	3.9%
Team Leader	31,772	20,114	13,639	8.3%	8.1%	7.7%	31.3%	29.6%	31.3%	29.9%	29.5%	24.2%	19.2%	20.1%	22.2%	10.3%	10.9%	12.5%	1.1%	1.8%	2.0%
Supervisor	39,854	28,515	22,902	9.6%	11.3%	11.1%	39.2%	37.4%	39.2%	26.2%	26.6%	23.6%	16.6%	16.9%	17.9%	7.7%	7.1%	7.5%	0.7%	0.8%	0.7%
Manager	22,462	17,117	14,118	15.6%	16.4%	16.6%	43.9%	45.0%	44.0%	24.0%	22.1%	20.4%	12.0%	12.1%	13.3%	4.1%	3.9%	5.3%	0.4%	0.4%	0.4%
Executive	5,135	3,906	3,129	23.4%	29.0%	26.8%	42.6%	44.9%	45.8%	13.8%	15.3%	14.8%	10.3%	7.3%	8.9%	8.2%	2.9%	3.1%	1.6%	0.6%	0.6%
Sex																					
Male	117,805	81,622	59,070	8.3%	8.0%	7.4%	30.8%	28.7%	30.1%	28.9%	29.6%	25.9%	18.9%	20.1%	21.8%	11.6%	11.6%	12.4%	1.5%	2.1%	2.5%
Female	99,714	62,575	41,586	9.0%	7.9%	8.9%	29.7%	27.6%	27.7%	27.7%	27.9%	23.2%	20.0%	21.2%	22.9%	10.5%	11.0%	13.5%	3.1%	4.4%	3.9%
Hispanic or Latino																					
Yes	13,629	8,466	5,531	9.3%	8.4%	8.4%	28.6%	24.9%	26.4%	27.8%	31.4%	24.4%	18.8%	20.3%	23.5%	13.0%	11.3%	15.0%	2.4%	3.7%	2.3%
No	203,774	135,486	95,125	8.5%	7.9%	8.0%	30.5%	28.5%	29.2%	28.4%	28.6%	24.7%	19.4%	20.6%	22.2%	10.9%	11.3%	12.7%	2.2%	3.0%	3.1%
Race																					
White	156,710	---	80,079	8.9%	---	8.1%	30.8%	---	29.7%	28.5%	---	24.9%	19.2%	---	22.8%	11.1%	---	12.2%	1.6%	---	2.4%
Black or African American	32,865	---	12,860	8.0%	---	7.9%	29.6%	---	27.5%	27.9%	---	23.9%	19.7%	---	19.0%	10.5%	---	16.2%	4.3%	---	5.4%
Native Hawaiian/Pacific Islander	1,486	---	698	9.6%	---	8.1%	36.5%	---	29.9%	24.4%	---	24.8%	13.5%	---	22.4%	13.1%	---	12.3%	2.9%	---	2.4%
Asian	8,607	---	3,633	9.5%	---	9.3%	32.4%	---	28.8%	30.9%	---	24.8%	17.2%	---	22.3%	6.3%	---	8.2%	3.7%	---	6.6%
AmerIndian/Alskn Native	6,152	---	1,602	4.9%	---	8.2%	26.9%	---	23.6%	29.6%	---	23.0%	23.0%	---	26.1%	12.6%	---	15.5%	2.9%	---	3.5%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	6.9%	---	6.8%	23.2%	---	23.8%	26.7%	---	24.2%	22.6%	---	19.7%	17.7%	---	22.3%	2.9%	---	3.3%
Age Group																					
<30	8,794	5,461	2,787	8.4%	7.6%	6.7%	29.5%	25.7%	29.9%	31.8%	29.6%	28.5%	18.4%	21.2%	19.2%	9.1%	11.9%	10.0%	2.8%	4.1%	5.7%
(25 and under)	2,477	---	---	9.5%	---	---	30.8%	---	---	32.1%	---	---	13.8%	---	---	9.7%	---	---	4.1%	---	---
(26-29)	6,317	---	---	8.0%	---	---	28.9%	---	---	31.7%	---	---	20.3%	---	---	8.8%	---	---	2.3%	---	---
30-39	31,363	20,921	15,010	7.5%	6.8%	7.4%	28.8%	28.0%	29.3%	29.5%	28.8%	23.9%	20.5%	21.5%	23.5%	11.4%	11.6%	12.3%	2.3%	3.2%	3.6%
40-49	70,122	47,042	34,006	8.4%	7.8%	7.4%	31.1%	28.0%	28.1%	28.2%	29.0%	24.9%	18.6%	20.8%	23.1%	11.4%	11.7%	13.6%	2.4%	2.8%	2.9%
50-59	87,039	57,866	41,243	8.9%	8.1%	8.6%	30.1%	28.5%	29.2%	27.7%	28.1%	24.7%	19.9%	20.8%	21.3%	11.5%	11.3%	13.4%	1.9%	3.2%	2.8%
60+	20,180	12,858	7,610	10.3%	10.3%	10.7%	31.4%	30.2%	32.1%	27.5%	31.7%	23.9%	18.9%	16.5%	21.4%	9.6%	8.8%	8.8%	2.2%	2.5%	3.0%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(26) Creativity and innovation are rewarded.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,410	147,895	100,656	8.6%	7.9%	8.1%	30.3%	28.2%	29.0%	28.4%	28.8%	24.7%	19.4%	20.6%	22.3%	11.1%	11.3%	12.8%	2.2%	3.1%	3.1%
Pay Category																					
Federal Wage System	9,479	5,512	4,855	6.0%	5.8%	5.7%	26.6%	24.2%	26.6%	29.8%	30.9%	25.6%	22.2%	23.2%	24.0%	14.0%	14.1%	16.7%	1.3%	1.7%	1.4%
GS 1-6 or equivalent	10,821	6,706	4,848	8.6%	6.2%	7.4%	26.0%	20.5%	23.3%	27.1%	30.4%	22.3%	22.4%	23.7%	26.5%	12.1%	14.8%	14.6%	3.9%	4.5%	5.9%
GS 7-12 or equivalent	91,786	58,903	39,563	8.0%	6.8%	7.0%	29.0%	27.7%	27.6%	29.5%	29.5%	26.3%	19.7%	21.4%	22.5%	11.3%	11.1%	13.2%	2.6%	3.4%	3.4%
GS 13-15 or equivalent	91,612	64,037	41,791	10.7%	10.8%	10.6%	36.8%	34.1%	34.7%	26.8%	26.7%	22.9%	16.0%	16.9%	19.8%	8.3%	9.3%	9.6%	1.3%	2.2%	2.4%
Senior Executive Service	4,206	3,314	2,542	26.5%	26.1%	24.2%	48.4%	39.1%	48.0%	13.3%	16.6%	15.2%	8.6%	10.3%	8.8%	2.8%	6.9%	3.4%	0.4%	1.1%	0.3%
SL/ST	688	490	---	6.5%	9.7%	---	30.7%	27.8%	---	22.2%	41.4%	---	24.1%	15.0%	---	16.2%	5.5%	---	0.3%	0.5%	---
Other	8,187	5,204	7,057	8.5%	8.7%	9.7%	28.3%	25.6%	30.0%	28.9%	28.4%	23.1%	20.6%	22.1%	21.5%	11.9%	12.1%	13.5%	1.8%	3.2%	2.2%
Time in Federal Government																					
< 1 year	2,614	1,316	---	12.8%	16.7%	---	33.9%	24.3%	---	31.1%	37.1%	---	10.3%	9.6%	---	4.0%	2.5%	---	7.9%	9.8%	---
1-3 years	17,539	12,896	---	9.2%	6.6%	---	30.7%	24.1%	---	29.5%	29.9%	---	18.0%	21.6%	---	9.5%	14.1%	---	3.0%	3.8%	---
4-5 years	16,229	8,712	---	7.7%	7.8%	---	28.7%	27.6%	---	27.8%	28.7%	---	21.5%	21.8%	---	11.9%	11.5%	---	2.4%	2.6%	---
6-10 years	26,507	13,913	---	8.0%	8.4%	---	27.8%	26.4%	---	28.3%	28.2%	---	21.3%	22.3%	---	12.9%	11.6%	---	1.7%	3.1%	---
11-20 years	62,913	44,998	---	7.9%	7.4%	---	29.5%	28.5%	---	28.5%	28.8%	---	20.0%	21.1%	---	12.2%	11.3%	---	1.9%	2.9%	---
> 20 years	91,699	62,349	---	9.2%	8.6%	---	31.9%	30.3%	---	28.0%	28.6%	---	18.5%	19.3%	---	10.3%	10.3%	---	2.1%	2.9%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	12.5%	15.8%	---	32.1%	25.8%	---	29.5%	31.4%	---	11.9%	10.8%	---	5.1%	3.9%	---	9.0%	12.3%	---
1-3 years	28,262	21,639	---	9.6%	7.7%	---	30.1%	25.2%	---	28.6%	28.2%	---	18.4%	22.1%	---	10.2%	13.2%	---	3.1%	3.6%	---
4-5 years	22,561	13,237	---	7.0%	7.5%	---	27.7%	27.3%	---	29.4%	29.5%	---	21.6%	21.7%	---	12.0%	11.2%	---	2.3%	2.8%	---
6-10 years	35,125	18,822	---	8.0%	7.5%	---	28.5%	28.3%	---	27.9%	27.5%	---	20.9%	22.0%	---	12.9%	11.7%	---	1.8%	3.0%	---
11-20 years	64,991	46,189	---	7.8%	7.3%	---	30.0%	28.7%	---	28.3%	29.5%	---	20.0%	20.4%	---	12.3%	11.5%	---	1.7%	2.6%	---
> 20 years	61,520	41,483	---	9.5%	8.7%	---	32.8%	30.7%	---	28.1%	28.9%	---	18.2%	19.2%	---	9.7%	10.0%	---	1.6%	2.6%	---
Leaving																					
No	150,485	101,436	---	10.4%	9.6%	---	34.4%	32.3%	---	28.6%	29.9%	---	17.1%	17.7%	---	7.3%	7.4%	---	2.3%	3.0%	---
Yes, to retire	14,407	9,504	---	7.7%	7.3%	---	29.1%	27.7%	---	29.4%	29.0%	---	19.9%	22.4%	---	12.2%	10.8%	---	1.6%	2.8%	---
Yes, to other job in Govt	35,607	22,691	---	3.8%	3.6%	---	20.1%	17.4%	---	28.7%	26.9%	---	25.3%	27.8%	---	20.0%	20.7%	---	2.2%	3.5%	---
Yes, to other job outside Govt	7,860	5,068	---	2.9%	2.5%	---	18.8%	14.5%	---	23.2%	21.9%	---	24.5%	30.0%	---	29.1%	29.1%	---	1.4%	2.0%	---
Yes, other	9,088	5,479	---	3.3%	2.7%	---	14.9%	15.5%	---	27.0%	25.3%	---	29.3%	28.9%	---	23.0%	24.7%	---	2.5%	2.8%	---
Retiring																					
Within 1 year	9,140	6,073	4,001	8.7%	7.8%	6.6%	28.8%	28.2%	27.6%	29.6%	26.5%	24.6%	18.6%	21.4%	25.0%	12.4%	12.7%	14.6%	2.0%	3.4%	1.6%
Between 1 and 3 years	25,214	16,416	12,087	7.5%	7.4%	7.9%	30.2%	28.5%	29.7%	29.3%	29.6%	24.5%	19.9%	22.0%	21.5%	11.4%	10.2%	14.6%	1.7%	2.3%	1.9%
Between 3 and 5 years	28,076	19,273	13,876	8.5%	8.2%	8.9%	29.8%	28.2%	29.2%	27.6%	30.0%	25.4%	21.7%	20.1%	21.3%	10.7%	10.9%	12.2%	1.8%	2.7%	2.9%
5 or more years	154,995	102,412	70,692	8.8%	8.0%	8.0%	30.5%	28.3%	29.0%	28.4%	28.7%	24.6%	19.0%	20.4%	22.4%	11.1%	11.4%	12.6%	2.4%	3.2%	3.3%

Note: * # of Respondents is the unweighted count of responses.

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(27) Pay raises depend on how well employees perform their jobs.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,372	---	---	4.4%	---	---	17.3%	---	---	28.1%	---	---	26.3%	---	---	19.1%	---	---	4.8%	---	---
Work Location																					
Headquarters	86,471	---	---	5.7%	---	---	19.3%	---	---	28.8%	---	---	24.4%	---	---	15.9%	---	---	5.8%	---	---
Field	130,904	---	---	3.8%	---	---	16.3%	---	---	27.8%	---	---	27.1%	---	---	20.6%	---	---	4.3%	---	---
Supervisor Status																					
Non-Supervisor	118,151	---	---	4.2%	---	---	16.2%	---	---	28.2%	---	---	25.8%	---	---	19.8%	---	---	5.8%	---	---
Team Leader	31,767	---	---	4.1%	---	---	16.9%	---	---	27.6%	---	---	27.2%	---	---	20.1%	---	---	4.0%	---	---
Supervisor	39,850	---	---	4.4%	---	---	20.4%	---	---	28.1%	---	---	28.1%	---	---	17.0%	---	---	2.1%	---	---
Manager	22,460	---	---	6.2%	---	---	21.9%	---	---	29.7%	---	---	26.7%	---	---	14.0%	---	---	1.6%	---	---
Executive	5,134	---	---	11.8%	---	---	31.3%	---	---	25.8%	---	---	17.5%	---	---	10.9%	---	---	2.7%	---	---
Sex																					
Male	117,783	---	---	4.1%	---	---	16.9%	---	---	29.1%	---	---	25.6%	---	---	20.2%	---	---	4.1%	---	---
Female	99,697	---	---	4.8%	---	---	17.8%	---	---	26.8%	---	---	27.2%	---	---	17.8%	---	---	5.6%	---	---
Hispanic or Latino																					
Yes	13,627	---	---	4.8%	---	---	15.3%	---	---	29.0%	---	---	24.8%	---	---	20.3%	---	---	5.7%	---	---
No	203,738	---	---	4.4%	---	---	17.5%	---	---	28.1%	---	---	26.4%	---	---	19.0%	---	---	4.7%	---	---
Race																					
White	156,686	---	---	4.1%	---	---	16.7%	---	---	28.0%	---	---	27.2%	---	---	19.7%	---	---	4.2%	---	---
Black or African American	32,860	---	---	4.8%	---	---	20.5%	---	---	27.0%	---	---	24.9%	---	---	16.6%	---	---	6.3%	---	---
Native Hawaiian/ Pacific Islander	1,486	---	---	6.8%	---	---	21.0%	---	---	32.0%	---	---	18.3%	---	---	15.7%	---	---	6.1%	---	---
Asian	8,604	---	---	9.4%	---	---	18.6%	---	---	32.8%	---	---	21.5%	---	---	12.1%	---	---	5.7%	---	---
AmerIndian/Alskn Native	6,148	---	---	3.8%	---	---	19.0%	---	---	28.5%	---	---	22.5%	---	---	21.3%	---	---	4.9%	---	---
Two or more races (Not Hispanic/Latino)	6,190	---	---	3.7%	---	---	14.3%	---	---	25.6%	---	---	25.3%	---	---	24.8%	---	---	6.3%	---	---
Age Group																					
<30	8,791	---	---	5.8%	---	---	19.0%	---	---	27.3%	---	---	24.0%	---	---	17.1%	---	---	6.7%	---	---
(25 and under)	2,477	---	---	7.1%	---	---	21.1%	---	---	25.9%	---	---	23.1%	---	---	14.9%	---	---	7.9%	---	---
(26-29)	6,314	---	---	5.3%	---	---	18.1%	---	---	27.9%	---	---	24.4%	---	---	18.0%	---	---	6.2%	---	---
30-39	31,359	---	---	4.0%	---	---	17.2%	---	---	25.8%	---	---	25.7%	---	---	21.2%	---	---	6.1%	---	---
40-49	70,111	---	---	4.2%	---	---	18.1%	---	---	27.0%	---	---	25.9%	---	---	20.3%	---	---	4.5%	---	---
50-59	87,024	---	---	4.3%	---	---	16.4%	---	---	29.4%	---	---	27.5%	---	---	18.3%	---	---	4.1%	---	---
60+	20,176	---	---	5.4%	---	---	17.1%	---	---	32.2%	---	---	25.3%	---	---	15.5%	---	---	4.6%	---	---

Note: * # of Respondents is the unweighted count of responses.

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(27) Pay raises depend on how well employees perform their jobs.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,372	---	---	4.4%	---	---	17.3%	---	---	28.1%	---	---	26.3%	---	---	19.1%	---	---	4.8%	---	---
Pay Category																					
Federal Wage System	9,466	---	---	2.5%	---	---	11.5%	---	---	26.3%	---	---	31.0%	---	---	25.2%	---	---	3.4%	---	---
GS 1-6 or equivalent	10,820	---	---	5.5%	---	---	16.8%	---	---	25.7%	---	---	26.3%	---	---	19.5%	---	---	6.2%	---	---
GS 7-12 or equivalent	91,769	---	---	4.0%	---	---	16.0%	---	---	28.7%	---	---	26.3%	---	---	19.7%	---	---	5.2%	---	---
GS 13-15 or equivalent	91,609	---	---	4.9%	---	---	20.8%	---	---	29.9%	---	---	25.3%	---	---	14.9%	---	---	4.2%	---	---
Senior Executive Service	4,205	---	---	13.5%	---	---	34.3%	---	---	25.6%	---	---	18.5%	---	---	6.9%	---	---	1.2%	---	---
SL/ST	688	---	---	3.2%	---	---	26.4%	---	---	23.5%	---	---	20.1%	---	---	24.7%	---	---	2.2%	---	---
Other	8,187	---	---	6.0%	---	---	19.6%	---	---	26.2%	---	---	25.3%	---	---	18.6%	---	---	4.3%	---	---
Time in Federal Government																					
< 1 year	2,614	---	---	10.4%	---	---	20.1%	---	---	25.6%	---	---	16.4%	---	---	7.4%	---	---	20.0%	---	---
1-3 years	17,534	---	---	5.2%	---	---	19.2%	---	---	28.2%	---	---	22.5%	---	---	17.4%	---	---	7.5%	---	---
4-5 years	16,226	---	---	4.5%	---	---	17.9%	---	---	24.5%	---	---	26.1%	---	---	21.7%	---	---	5.3%	---	---
6-10 years	26,499	---	---	4.2%	---	---	15.9%	---	---	26.3%	---	---	27.8%	---	---	21.1%	---	---	4.7%	---	---
11-20 years	62,902	---	---	4.1%	---	---	15.9%	---	---	28.1%	---	---	27.3%	---	---	20.7%	---	---	3.9%	---	---
> 20 years	91,689	---	---	4.2%	---	---	17.9%	---	---	29.9%	---	---	26.6%	---	---	17.6%	---	---	3.8%	---	---
Time w/ Current Agency																					
< 1 year	5,022	---	---	8.9%	---	---	20.1%	---	---	28.9%	---	---	15.8%	---	---	7.7%	---	---	18.6%	---	---
1-3 years	28,258	---	---	5.4%	---	---	19.3%	---	---	27.5%	---	---	23.2%	---	---	17.5%	---	---	7.1%	---	---
4-5 years	22,556	---	---	4.3%	---	---	17.0%	---	---	25.6%	---	---	26.9%	---	---	21.6%	---	---	4.6%	---	---
6-10 years	35,120	---	---	4.1%	---	---	15.5%	---	---	27.6%	---	---	27.4%	---	---	20.8%	---	---	4.7%	---	---
11-20 years	64,978	---	---	3.8%	---	---	16.0%	---	---	28.4%	---	---	27.4%	---	---	21.0%	---	---	3.4%	---	---
> 20 years	61,513	---	---	4.1%	---	---	18.2%	---	---	29.8%	---	---	27.2%	---	---	17.3%	---	---	3.4%	---	---
Leaving																					
No	150,458	---	---	5.2%	---	---	19.5%	---	---	29.6%	---	---	25.9%	---	---	15.1%	---	---	4.7%	---	---
Yes, to retire	14,412	---	---	4.4%	---	---	16.7%	---	---	30.0%	---	---	25.1%	---	---	19.8%	---	---	4.0%	---	---
Yes, to other job in Govt	35,597	---	---	2.3%	---	---	11.4%	---	---	24.4%	---	---	28.5%	---	---	28.5%	---	---	4.9%	---	---
Yes, to other job outside Govt	7,858	---	---	1.3%	---	---	10.8%	---	---	18.4%	---	---	26.5%	---	---	39.1%	---	---	3.9%	---	---
Yes, other	9,084	---	---	1.8%	---	---	9.5%	---	---	23.7%	---	---	25.7%	---	---	31.9%	---	---	7.3%	---	---
Retiring																					
Within 1 year	9,139	---	---	5.3%	---	---	17.5%	---	---	28.7%	---	---	24.3%	---	---	20.2%	---	---	4.0%	---	---
Between 1 and 3 years	25,213	---	---	3.3%	---	---	15.8%	---	---	31.0%	---	---	28.7%	---	---	17.4%	---	---	3.7%	---	---
Between 3 and 5 years	28,068	---	---	4.0%	---	---	17.2%	---	---	29.3%	---	---	28.1%	---	---	18.0%	---	---	3.4%	---	---
5 or more years	154,966	---	---	4.6%	---	---	17.4%	---	---	27.6%	---	---	25.7%	---	---	19.5%	---	---	5.2%	---	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,399	147,886	100,656	8.4%	8.5%	9.9%	31.4%	33.2%	36.3%	23.4%	23.5%	17.7%	18.4%	19.2%	19.7%	14.5%	12.3%	13.9%	4.0%	3.3%	2.4%
Work Location																					
Headquarters	86,475	51,142	35,976	9.4%	9.9%	10.6%	32.8%	35.7%	36.6%	23.9%	22.4%	17.5%	16.9%	16.8%	19.9%	12.4%	10.8%	11.9%	4.7%	4.4%	3.5%
Field	130,921	93,038	64,680	7.9%	8.0%	9.7%	30.7%	32.5%	36.2%	23.1%	23.9%	17.8%	19.1%	19.9%	19.6%	15.5%	12.8%	14.7%	3.7%	3.0%	1.9%
Supervisor Status																					
Non-Supervisor	118,175	74,542	46,868	7.3%	7.4%	8.8%	28.0%	30.5%	34.0%	24.0%	24.1%	18.2%	19.4%	20.3%	20.4%	16.4%	13.6%	15.6%	5.0%	4.1%	3.1%
Team Leader	31,770	20,112	13,639	7.9%	7.4%	9.7%	30.7%	34.0%	37.5%	24.7%	24.9%	18.2%	19.7%	19.5%	20.5%	13.9%	12.0%	12.8%	3.2%	2.3%	1.3%
Supervisor	39,845	28,514	22,902	10.4%	13.6%	14.4%	41.8%	44.4%	45.9%	21.7%	19.6%	15.3%	14.7%	14.3%	16.1%	9.9%	7.3%	7.9%	1.4%	0.8%	0.5%
Manager	22,462	17,117	14,118	15.5%	18.6%	19.3%	46.5%	49.0%	48.5%	18.4%	17.3%	13.7%	12.3%	10.7%	12.9%	6.2%	4.0%	5.3%	1.2%	0.4%	0.2%
Executive	5,135	3,906	3,129	21.7%	30.6%	27.8%	44.8%	48.1%	49.5%	14.1%	11.1%	10.6%	9.1%	6.4%	8.8%	7.3%	2.4%	2.8%	2.9%	1.4%	0.5%
Sex																					
Male	117,794	81,621	59,070	7.9%	8.4%	9.3%	32.2%	33.7%	37.3%	24.5%	24.4%	18.7%	17.6%	18.5%	19.3%	14.4%	12.3%	13.2%	3.4%	2.7%	2.1%
Female	99,714	62,568	41,586	9.0%	8.6%	10.8%	30.3%	32.5%	35.0%	21.9%	22.4%	16.4%	19.5%	20.0%	20.2%	14.7%	12.3%	14.8%	4.7%	4.1%	2.8%
Hispanic or Latino																					
Yes	13,629	8,464	5,531	9.6%	10.2%	11.6%	30.5%	30.3%	35.9%	22.4%	24.0%	15.3%	17.1%	19.7%	19.0%	16.2%	12.9%	16.0%	4.2%	3.0%	2.2%
No	203,765	135,480	95,125	8.3%	8.4%	9.8%	31.4%	33.5%	36.4%	23.4%	23.5%	17.9%	18.5%	19.1%	19.8%	14.4%	12.2%	13.8%	4.0%	3.3%	2.4%
Race																					
White	156,704	---	80,079	8.2%	---	9.8%	32.1%	---	37.0%	23.2%	---	17.4%	18.5%	---	20.6%	14.2%	---	13.1%	3.7%	---	2.2%
Black or African American	32,863	---	12,860	8.6%	---	9.9%	29.8%	---	34.4%	22.4%	---	18.1%	18.6%	---	16.7%	15.7%	---	17.9%	5.0%	---	3.0%
Native Hawaiian/Pacific Islander	1,487	---	698	12.4%	---	12.5%	35.6%	---	35.9%	24.5%	---	28.2%	10.6%	---	11.5%	13.5%	---	10.3%	3.6%	---	1.7%
Asian	8,606	---	3,633	11.1%	---	13.0%	31.3%	---	35.6%	29.0%	---	20.6%	16.8%	---	15.6%	7.5%	---	11.4%	4.3%	---	3.7%
AmerIndian/Alskn Native	6,150	---	1,602	6.1%	---	9.4%	31.2%	---	34.0%	23.6%	---	17.0%	18.1%	---	20.0%	17.2%	---	17.5%	3.8%	---	2.1%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	8.4%	---	8.2%	24.2%	---	34.4%	21.4%	---	18.4%	21.0%	---	15.7%	19.8%	---	20.8%	5.3%	---	2.4%
Age Group																					
<30	8,793	5,459	2,787	9.9%	8.2%	9.9%	31.3%	31.2%	39.5%	23.7%	22.2%	18.7%	18.3%	19.0%	16.9%	11.7%	13.5%	9.4%	5.2%	5.9%	5.5%
(25 and under)	2,477	---	---	10.2%	---	---	35.5%	---	---	22.4%	---	---	15.5%	---	---	9.8%	---	---	6.5%	---	---
(26-29)	6,316	---	---	9.8%	---	---	29.5%	---	---	24.2%	---	---	19.4%	---	---	12.5%	---	---	4.6%	---	---
30-39	31,360	20,919	15,010	7.1%	8.1%	10.4%	29.6%	31.8%	35.4%	23.8%	22.2%	16.8%	18.4%	21.0%	20.1%	15.5%	12.9%	13.9%	5.6%	3.9%	3.4%
40-49	70,124	47,037	34,006	8.2%	8.5%	8.8%	31.4%	32.5%	36.3%	22.6%	24.0%	18.1%	18.4%	19.0%	19.8%	15.5%	12.9%	14.7%	3.9%	3.2%	2.3%
50-59	87,030	57,865	41,243	8.4%	8.5%	10.3%	31.8%	34.1%	36.2%	23.7%	23.4%	17.6%	18.5%	18.9%	19.9%	14.2%	12.1%	14.1%	3.4%	3.0%	1.8%
60+	20,184	12,860	7,610	10.1%	9.4%	12.1%	33.1%	36.1%	38.4%	24.0%	25.8%	18.1%	17.7%	17.5%	18.5%	12.1%	8.6%	11.0%	3.0%	2.4%	1.9%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,399	147,886	100,656	8.4%	8.5%	9.9%	31.4%	33.2%	36.3%	23.4%	23.5%	17.7%	18.4%	19.2%	19.7%	14.5%	12.3%	13.9%	4.0%	3.3%	2.4%
Pay Category																					
Federal Wage System	9,472	5,512	4,855	5.2%	6.4%	8.7%	26.3%	27.1%	33.1%	24.9%	24.8%	15.8%	22.4%	22.6%	22.3%	19.1%	17.7%	19.1%	2.1%	1.4%	1.0%
GS 1-6 or equivalent	10,823	6,704	4,848	9.3%	7.7%	10.4%	27.8%	27.4%	31.7%	21.8%	24.7%	17.2%	18.5%	20.0%	19.8%	18.2%	16.9%	17.5%	4.4%	3.3%	3.4%
GS 7-12 or equivalent	91,785	58,898	39,563	7.7%	7.6%	9.0%	29.8%	32.6%	35.0%	23.9%	24.2%	18.5%	19.0%	20.1%	20.4%	15.2%	12.0%	14.6%	4.4%	3.5%	2.4%
GS 13-15 or equivalent	91,609	64,036	41,791	10.1%	11.1%	11.8%	38.6%	39.3%	41.1%	22.7%	21.3%	17.4%	15.4%	16.1%	17.8%	9.6%	9.0%	9.4%	3.5%	3.3%	2.4%
Senior Executive Service	4,206	3,314	2,542	26.9%	27.3%	26.7%	48.8%	43.3%	50.8%	12.3%	11.0%	11.2%	7.8%	13.3%	8.1%	3.1%	2.1%	2.8%	1.0%	3.0%	0.4%
SL/ST	688	490	---	6.3%	8.4%	---	23.7%	46.3%	---	19.5%	28.3%	---	18.6%	11.3%	---	23.6%	5.4%	---	8.4%	0.3%	---
Other	8,187	5,203	7,057	9.5%	6.7%	10.0%	28.5%	26.9%	38.7%	25.0%	26.4%	17.0%	20.3%	20.7%	18.5%	12.7%	14.9%	13.1%	4.1%	4.5%	2.6%
Time in Federal Government																					
< 1 year	2,614	1,316	---	11.7%	13.5%	---	33.3%	25.6%	---	24.3%	36.5%	---	8.2%	7.0%	---	4.9%	3.6%	---	17.6%	13.8%	---
1-3 years	17,543	12,888	---	9.3%	7.4%	---	32.1%	29.3%	---	23.6%	24.7%	---	17.0%	19.0%	---	11.3%	14.5%	---	6.7%	5.1%	---
4-5 years	16,224	8,712	---	7.4%	7.7%	---	28.1%	30.9%	---	23.7%	25.4%	---	19.1%	20.9%	---	16.2%	11.7%	---	5.5%	3.4%	---
6-10 years	26,506	13,914	---	7.7%	8.1%	---	28.3%	31.8%	---	24.1%	22.1%	---	20.3%	20.6%	---	15.8%	13.7%	---	3.8%	3.7%	---
11-20 years	62,906	44,996	---	7.7%	8.3%	---	30.4%	33.3%	---	22.9%	23.6%	---	19.1%	19.5%	---	16.7%	12.3%	---	3.1%	3.0%	---
> 20 years	91,699	62,350	---	8.9%	9.2%	---	33.7%	35.7%	---	23.2%	22.9%	---	17.8%	18.4%	---	13.5%	11.3%	---	2.9%	2.5%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	11.9%	13.4%	---	30.3%	28.1%	---	25.7%	32.1%	---	9.1%	7.4%	---	4.9%	3.5%	---	18.2%	15.4%	---
1-3 years	28,262	21,630	---	9.6%	8.4%	---	30.7%	29.8%	---	23.4%	23.5%	---	17.5%	19.8%	---	12.5%	13.8%	---	6.2%	4.7%	---
4-5 years	22,558	13,237	---	6.6%	7.7%	---	28.7%	31.5%	---	24.7%	25.5%	---	19.2%	21.1%	---	16.4%	10.9%	---	4.3%	3.4%	---
6-10 years	35,125	18,822	---	7.9%	7.3%	---	29.0%	32.2%	---	23.8%	22.5%	---	19.6%	21.0%	---	16.2%	14.0%	---	3.4%	3.0%	---
11-20 years	64,982	46,189	---	7.7%	8.5%	---	30.4%	33.9%	---	23.1%	23.4%	---	19.4%	19.0%	---	16.7%	12.5%	---	2.7%	2.6%	---
> 20 years	61,521	41,484	---	9.0%	9.2%	---	35.5%	36.6%	---	22.5%	22.9%	---	17.8%	18.0%	---	12.7%	11.2%	---	2.5%	2.1%	---
Leaving																					
No	150,478	101,430	---	9.8%	9.9%	---	35.2%	37.3%	---	23.7%	24.3%	---	16.5%	16.5%	---	10.8%	8.9%	---	4.0%	3.1%	---
Yes, to retire	14,408	9,503	---	8.3%	8.9%	---	30.5%	33.4%	---	24.5%	23.3%	---	19.5%	20.4%	---	15.2%	11.8%	---	1.9%	2.1%	---
Yes, to other job in Govt	35,606	22,687	---	4.8%	4.3%	---	21.6%	22.2%	---	22.3%	21.7%	---	23.1%	27.1%	---	23.9%	20.7%	---	4.4%	4.0%	---
Yes, to other job outside Govt	7,857	5,069	---	2.6%	3.9%	---	18.7%	18.2%	---	19.4%	21.0%	---	26.8%	25.0%	---	28.7%	27.8%	---	3.7%	4.0%	---
Yes, other	9,086	5,480	---	3.1%	4.4%	---	17.8%	21.1%	---	23.9%	20.4%	---	22.9%	25.4%	---	26.7%	24.0%	---	5.6%	4.5%	---
Retiring																					
Within 1 year	9,139	6,072	4,001	10.1%	10.2%	7.9%	29.9%	34.7%	35.0%	23.9%	21.3%	19.2%	17.5%	18.3%	22.2%	16.3%	13.2%	14.7%	2.3%	2.4%	1.1%
Between 1 and 3 years	25,217	16,417	12,087	7.2%	7.8%	9.8%	32.6%	35.1%	35.5%	24.3%	22.6%	17.2%	20.6%	20.6%	21.0%	12.8%	11.4%	15.2%	2.4%	2.5%	1.3%
Between 3 and 5 years	28,076	19,269	13,876	8.1%	8.4%	10.6%	32.9%	32.9%	36.0%	23.2%	25.9%	17.6%	19.4%	18.0%	21.0%	13.6%	12.4%	13.2%	2.8%	2.4%	1.5%
5 or more years	154,983	102,406	70,692	8.5%	8.5%	9.9%	31.0%	33.0%	36.6%	23.2%	23.5%	17.7%	18.0%	19.2%	19.2%	14.8%	12.3%	13.8%	4.5%	3.6%	2.7%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,396	147,885	---	5.6%	5.2%	---	24.1%	24.2%	---	30.0%	31.2%	---	22.5%	23.2%	---	13.7%	12.1%	---	4.2%	4.1%	---
Work Location																					
Headquarters	86,475	51,142	---	6.6%	6.4%	---	25.5%	25.3%	---	30.3%	30.5%	---	20.8%	21.7%	---	11.6%	10.9%	---	5.1%	5.3%	---
Field	130,921	93,039	---	5.0%	4.9%	---	23.4%	23.8%	---	29.8%	31.5%	---	23.3%	23.7%	---	14.7%	12.5%	---	3.7%	3.7%	---
Supervisor Status																					
Non-Supervisor	118,165	74,546	---	5.0%	4.7%	---	20.8%	21.4%	---	30.1%	31.6%	---	23.4%	23.9%	---	15.4%	13.3%	---	5.3%	5.1%	---
Team Leader	31,772	20,111	---	4.8%	4.7%	---	23.8%	24.1%	---	30.7%	32.5%	---	24.1%	24.2%	---	13.4%	11.8%	---	3.2%	2.7%	---
Supervisor	39,855	28,511	---	6.5%	7.6%	---	33.3%	36.7%	---	29.8%	28.2%	---	19.2%	19.1%	---	9.8%	7.4%	---	1.4%	0.9%	---
Manager	22,458	17,116	---	10.1%	10.6%	---	38.3%	41.7%	---	29.0%	26.4%	---	15.5%	16.2%	---	6.2%	4.5%	---	0.9%	0.6%	---
Executive	5,135	3,906	---	14.5%	19.1%	---	41.7%	44.5%	---	21.6%	22.4%	---	14.4%	10.0%	---	5.4%	2.8%	---	2.3%	1.2%	---
Sex																					
Male	117,796	81,620	---	5.2%	5.1%	---	25.1%	24.9%	---	31.1%	32.8%	---	21.5%	22.6%	---	13.6%	11.7%	---	3.5%	2.9%	---
Female	99,707	62,567	---	6.0%	5.4%	---	22.8%	23.2%	---	28.5%	29.2%	---	23.7%	24.0%	---	13.9%	12.6%	---	5.1%	5.6%	---
Hispanic or Latino																					
Yes	13,626	8,463	---	5.9%	6.3%	---	25.7%	24.7%	---	28.2%	31.9%	---	22.0%	21.3%	---	14.4%	11.4%	---	3.8%	4.6%	---
No	203,762	135,480	---	5.5%	5.2%	---	24.0%	24.1%	---	30.1%	31.2%	---	22.5%	23.4%	---	13.6%	12.2%	---	4.2%	4.0%	---
Race																					
White	156,698	---	---	5.3%	---	---	23.8%	---	---	30.1%	---	---	23.5%	---	---	13.6%	---	---	3.7%	---	---
Black or African American	32,862	---	---	6.3%	---	---	24.8%	---	---	29.1%	---	---	19.5%	---	---	14.5%	---	---	5.8%	---	---
Native Hawaiian/Pacific Islander	1,487	---	---	7.2%	---	---	34.7%	---	---	27.2%	---	---	14.6%	---	---	12.7%	---	---	3.7%	---	---
Asian	8,608	---	---	8.2%	---	---	26.7%	---	---	34.2%	---	---	18.0%	---	---	7.2%	---	---	5.6%	---	---
AmerIndian/Alskn Native	6,149	---	---	3.9%	---	---	23.6%	---	---	31.4%	---	---	21.8%	---	---	15.5%	---	---	3.7%	---	---
Two or more races (Not Hispanic/Latino)	6,192	---	---	4.9%	---	---	19.0%	---	---	26.5%	---	---	24.5%	---	---	18.8%	---	---	6.3%	---	---
Age Group																					
<30	8,794	5,461	---	6.2%	5.7%	---	23.1%	22.6%	---	29.4%	30.7%	---	24.6%	23.5%	---	11.2%	11.2%	---	5.4%	6.3%	---
(25 and under)	2,477	---	---	6.8%	---	---	27.1%	---	---	28.8%	---	---	22.1%	---	---	8.0%	---	---	7.2%	---	---
(26-29)	6,317	---	---	6.0%	---	---	21.4%	---	---	29.7%	---	---	25.6%	---	---	12.6%	---	---	4.7%	---	---
30-39	31,358	20,915	---	4.6%	4.8%	---	22.1%	22.1%	---	29.9%	29.5%	---	24.3%	26.1%	---	13.8%	12.6%	---	5.4%	5.0%	---
40-49	70,119	47,038	---	5.2%	5.0%	---	24.3%	23.3%	---	29.8%	31.1%	---	22.4%	23.7%	---	14.5%	12.8%	---	3.8%	4.1%	---
50-59	87,030	57,867	---	5.8%	5.4%	---	24.7%	25.1%	---	30.0%	31.6%	---	21.9%	22.2%	---	13.9%	12.2%	---	3.8%	3.6%	---
60+	20,183	12,857	---	7.0%	6.0%	---	25.9%	28.8%	---	31.1%	34.1%	---	20.4%	19.8%	---	11.4%	8.3%	---	4.2%	3.0%	---

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,396	147,885	---	5.6%	5.2%	---	24.1%	24.2%	---	30.0%	31.2%	---	22.5%	23.2%	---	13.7%	12.1%	---	4.2%	4.1%	---
Pay Category																					
Federal Wage System	9,471	5,511	---	3.8%	3.4%	---	20.2%	22.5%	---	30.0%	31.5%	---	25.7%	25.2%	---	17.5%	15.8%	---	2.7%	1.6%	---
GS 1-6 or equivalent	10,817	6,705	---	6.7%	5.1%	---	25.2%	20.5%	---	26.9%	31.0%	---	19.6%	22.6%	---	16.3%	16.3%	---	5.2%	4.4%	---
GS 7-12 or equivalent	91,779	58,898	---	5.0%	4.7%	---	22.8%	23.3%	---	30.8%	32.3%	---	22.9%	23.5%	---	13.9%	11.7%	---	4.6%	4.5%	---
GS 13-15 or equivalent	91,613	64,035	---	6.4%	6.6%	---	28.0%	28.2%	---	30.8%	30.2%	---	20.8%	21.5%	---	10.3%	9.5%	---	3.7%	4.0%	---
Senior Executive Service	4,206	3,314	---	17.9%	17.8%	---	45.4%	39.1%	---	20.0%	21.1%	---	12.2%	12.6%	---	3.7%	7.3%	---	0.8%	2.1%	---
SL/ST	688	490	---	3.9%	4.5%	---	21.2%	30.6%	---	27.3%	41.2%	---	22.0%	16.7%	---	22.5%	6.2%	---	3.0%	0.9%	---
Other	8,187	5,204	---	6.6%	5.0%	---	24.0%	20.6%	---	27.8%	27.3%	---	25.4%	27.4%	---	12.2%	15.8%	---	3.9%	3.8%	---
Time in Federal Government																					
< 1 year	2,614	1,316	---	11.0%	10.4%	---	27.3%	22.5%	---	27.4%	38.1%	---	12.2%	11.9%	---	6.9%	3.9%	---	15.1%	13.1%	---
1-3 years	17,539	12,893	---	6.6%	4.6%	---	24.4%	19.9%	---	29.9%	31.8%	---	21.4%	23.7%	---	11.4%	14.1%	---	6.2%	5.9%	---
4-5 years	16,224	8,709	---	4.7%	5.2%	---	21.6%	24.0%	---	29.1%	30.0%	---	25.1%	25.3%	---	15.2%	11.2%	---	4.2%	4.3%	---
6-10 years	26,505	13,912	---	4.8%	5.5%	---	21.9%	23.0%	---	29.9%	30.6%	---	25.4%	23.5%	---	14.4%	13.4%	---	3.7%	4.0%	---
11-20 years	62,904	44,995	---	5.0%	5.2%	---	23.3%	23.2%	---	29.9%	31.2%	---	22.7%	24.3%	---	15.3%	12.6%	---	3.7%	3.6%	---
> 20 years	91,701	62,350	---	5.8%	5.4%	---	25.9%	26.9%	---	30.4%	31.4%	---	21.4%	21.8%	---	12.9%	10.9%	---	3.6%	3.6%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	10.7%	11.5%	---	25.4%	23.3%	---	31.0%	34.3%	---	11.3%	11.8%	---	6.8%	4.6%	---	14.8%	14.5%	---
1-3 years	28,258	21,635	---	6.6%	5.9%	---	24.1%	20.3%	---	29.4%	31.7%	---	21.9%	23.3%	---	12.1%	13.5%	---	5.9%	5.5%	---
4-5 years	22,558	13,233	---	4.4%	4.8%	---	21.1%	24.5%	---	29.7%	30.7%	---	25.8%	24.5%	---	15.2%	11.4%	---	3.8%	4.1%	---
6-10 years	35,122	18,821	---	5.0%	4.6%	---	22.4%	23.9%	---	30.0%	29.8%	---	23.9%	24.8%	---	15.1%	13.1%	---	3.7%	3.7%	---
11-20 years	64,984	46,187	---	4.9%	5.0%	---	23.7%	24.4%	---	29.8%	30.9%	---	22.6%	23.9%	---	15.7%	12.6%	---	3.3%	3.2%	---
> 20 years	61,523	41,485	---	5.9%	5.0%	---	26.9%	27.0%	---	30.4%	32.1%	---	21.6%	21.7%	---	12.0%	10.8%	---	3.3%	3.4%	---
Leaving																					
No	150,481	101,433	---	6.7%	6.3%	---	27.3%	27.7%	---	31.0%	33.0%	---	20.8%	20.4%	---	9.9%	8.6%	---	4.3%	4.1%	---
Yes, to retire	14,410	9,504	---	5.8%	4.6%	---	23.6%	24.9%	---	31.4%	31.5%	---	21.3%	24.8%	---	14.8%	10.7%	---	3.2%	3.5%	---
Yes, to other job in Govt	35,603	22,687	---	2.4%	2.6%	---	16.3%	14.6%	---	27.6%	26.8%	---	26.6%	30.9%	---	22.9%	20.9%	---	4.1%	4.3%	---
Yes, to other job outside Govt	7,855	5,069	---	1.2%	1.1%	---	12.3%	10.6%	---	22.5%	24.5%	---	31.5%	32.4%	---	29.2%	28.5%	---	3.3%	3.0%	---
Yes, other	9,082	5,478	---	1.9%	2.4%	---	13.5%	14.0%	---	26.3%	24.6%	---	28.4%	30.0%	---	25.8%	24.4%	---	4.0%	4.7%	---
Retiring																					
Within 1 year	9,142	6,073	---	6.9%	5.7%	---	22.2%	24.0%	---	32.4%	30.8%	---	20.2%	23.9%	---	15.4%	11.9%	---	2.9%	3.7%	---
Between 1 and 3 years	25,215	16,417	---	4.5%	4.1%	---	25.2%	25.9%	---	31.7%	33.0%	---	22.6%	23.6%	---	12.5%	10.6%	---	3.5%	2.8%	---
Between 3 and 5 years	28,075	19,270	---	5.0%	4.9%	---	26.1%	25.7%	---	30.7%	32.4%	---	22.3%	22.0%	---	12.5%	12.3%	---	3.4%	2.7%	---
5 or more years	154,978	102,405	---	5.7%	5.4%	---	23.8%	23.7%	---	29.5%	30.9%	---	22.6%	23.2%	---	13.9%	12.2%	---	4.5%	4.5%	---

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,395	147,891	100,656	17.6%	18.9%	17.3%	46.7%	47.4%	46.7%	17.9%	16.7%	16.2%	9.2%	8.9%	10.5%	6.8%	6.3%	7.9%	1.7%	1.7%	1.5%
Work Location																					
Headquarters	86,477	51,142	35,976	19.6%	21.5%	19.2%	47.5%	47.3%	47.0%	16.4%	15.7%	15.4%	8.1%	7.5%	9.5%	6.3%	5.3%	6.6%	2.1%	2.6%	2.4%
Field	130,914	93,043	64,680	16.7%	18.1%	16.6%	46.4%	47.5%	46.5%	18.6%	17.0%	16.5%	9.8%	9.3%	10.9%	7.0%	6.6%	8.4%	1.5%	1.5%	1.1%
Supervisor Status																					
Non-Supervisor	118,170	74,546	46,868	16.3%	17.5%	15.9%	46.0%	47.2%	46.0%	18.6%	17.4%	16.8%	9.7%	9.2%	10.9%	7.5%	6.7%	8.7%	1.9%	2.0%	1.7%
Team Leader	31,769	20,113	13,639	19.1%	21.3%	19.6%	48.2%	47.9%	47.8%	16.6%	15.5%	14.9%	8.2%	8.1%	9.8%	6.3%	5.8%	6.9%	1.5%	1.4%	1.1%
Supervisor	39,850	28,515	22,902	18.8%	19.7%	18.6%	48.8%	48.8%	49.5%	16.9%	16.1%	15.2%	9.0%	9.1%	10.3%	5.3%	5.4%	5.7%	1.3%	0.9%	0.7%
Manager	22,460	17,116	14,118	23.6%	26.0%	24.8%	47.2%	48.0%	46.8%	16.8%	14.3%	14.7%	7.7%	6.7%	8.1%	3.8%	3.9%	4.9%	0.9%	1.0%	0.7%
Executive	5,135	3,906	3,129	25.8%	36.2%	33.7%	43.1%	42.7%	45.3%	13.6%	11.0%	11.3%	7.9%	4.6%	6.0%	4.8%	3.0%	2.4%	4.8%	2.5%	1.3%
Sex																					
Male	117,795	81,622	59,070	16.5%	17.9%	16.0%	46.6%	47.7%	46.3%	19.4%	17.8%	17.9%	9.1%	8.6%	10.3%	6.7%	6.3%	8.0%	1.7%	1.7%	1.5%
Female	99,705	62,572	41,586	19.0%	20.3%	19.1%	47.0%	47.1%	47.1%	16.0%	15.3%	13.8%	9.4%	9.2%	10.7%	6.8%	6.3%	7.8%	1.8%	1.8%	1.5%
Hispanic or Latino																					
Yes	13,628	8,466	5,531	19.4%	22.6%	19.4%	44.9%	44.2%	44.5%	17.4%	16.2%	13.4%	9.3%	9.2%	11.5%	7.2%	6.2%	10.0%	1.8%	1.6%	1.3%
No	203,759	135,483	95,125	17.4%	18.6%	17.2%	46.9%	47.7%	46.8%	18.0%	16.7%	16.4%	9.2%	8.9%	10.4%	6.7%	6.3%	7.8%	1.7%	1.7%	1.5%
Race																					
White	156,700	---	80,079	17.4%	---	17.3%	47.7%	---	47.9%	18.1%	---	15.8%	8.8%	---	10.3%	6.2%	---	7.2%	1.7%	---	1.4%
Black or African American	32,864	---	12,860	18.6%	---	19.0%	43.5%	---	41.7%	15.6%	---	14.9%	11.3%	---	11.4%	9.4%	---	11.2%	1.5%	---	1.8%
Native Hawaiian/Pacific Islander	1,487	---	698	24.7%	---	14.7%	45.8%	---	36.6%	17.2%	---	20.8%	5.5%	---	18.9%	5.6%	---	5.0%	1.2%	---	3.8%
Asian	8,605	---	3,633	18.0%	---	18.6%	50.4%	---	45.0%	18.7%	---	23.1%	7.3%	---	7.3%	4.1%	---	4.7%	1.4%	---	1.3%
AmerIndian/Alskn Native	6,151	---	1,602	13.0%	---	12.4%	46.3%	---	48.5%	22.2%	---	17.3%	8.9%	---	13.8%	8.0%	---	6.6%	1.6%	---	1.5%
Two or more races (Not Hispanic/Latino)	6,190	---	1,502	16.0%	---	12.1%	39.4%	---	44.3%	21.6%	---	18.7%	11.6%	---	7.7%	8.3%	---	16.1%	3.0%	---	1.1%
Age Group																					
<30	8,794	5,461	2,787	18.4%	20.9%	17.0%	50.4%	47.9%	50.5%	17.3%	15.8%	15.2%	5.7%	6.8%	8.7%	4.7%	5.2%	4.6%	3.5%	3.5%	3.9%
(25 and under)	2,477	---	---	18.9%	---	---	50.6%	---	---	16.0%	---	---	5.8%	---	---	4.8%	---	---	3.9%	---	---
(26-29)	6,317	---	---	18.3%	---	---	50.3%	---	---	17.8%	---	---	5.7%	---	---	4.7%	---	---	3.3%	---	---
30-39	31,359	20,920	15,010	17.3%	19.6%	18.0%	48.6%	49.1%	46.2%	17.5%	14.8%	15.5%	8.9%	8.4%	10.1%	5.8%	6.2%	7.8%	2.1%	1.9%	2.3%
40-49	70,119	47,038	34,006	17.4%	18.5%	16.5%	46.7%	47.3%	46.5%	18.3%	17.0%	16.4%	8.9%	9.1%	10.7%	6.9%	6.6%	8.7%	1.8%	1.6%	1.3%
50-59	87,028	57,866	41,243	17.4%	18.5%	17.5%	45.3%	46.9%	46.4%	18.1%	17.4%	16.5%	10.2%	9.0%	10.6%	7.6%	6.5%	8.0%	1.3%	1.7%	1.1%
60+	20,183	12,860	7,610	19.2%	20.4%	19.6%	46.9%	47.2%	48.3%	17.1%	16.9%	15.1%	9.5%	9.6%	10.5%	6.0%	4.7%	5.3%	1.3%	1.3%	1.1%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,395	147,891	100,656	17.6%	18.9%	17.3%	46.7%	47.4%	46.7%	17.9%	16.7%	16.2%	9.2%	8.9%	10.5%	6.8%	6.3%	7.9%	1.7%	1.7%	1.5%
Pay Category																					
Federal Wage System	9,469	5,511	4,855	14.7%	15.6%	15.6%	45.6%	47.5%	43.8%	19.4%	16.5%	15.4%	10.4%	10.5%	12.2%	8.9%	8.8%	12.4%	1.0%	1.0%	0.7%
GS 1-6 or equivalent	10,819	6,703	4,848	17.9%	18.5%	19.0%	45.2%	45.5%	43.0%	16.3%	16.5%	15.2%	10.0%	9.3%	10.6%	8.3%	8.5%	9.7%	2.3%	1.8%	2.6%
GS 7-12 or equivalent	91,786	58,904	39,563	17.3%	18.2%	16.6%	46.7%	48.0%	47.4%	18.1%	17.2%	16.4%	9.4%	9.3%	10.8%	6.7%	5.8%	7.6%	1.6%	1.6%	1.2%
GS 13-15 or equivalent	91,609	64,036	41,791	19.4%	21.4%	18.7%	49.1%	48.4%	48.9%	16.8%	16.2%	16.2%	7.9%	7.3%	9.4%	5.2%	4.8%	5.3%	1.6%	1.9%	1.5%
Senior Executive Service	4,206	3,314	2,542	29.2%	32.7%	32.5%	45.2%	40.8%	45.5%	13.3%	11.3%	10.0%	5.7%	4.5%	5.6%	3.8%	7.1%	2.4%	2.9%	3.6%	4.0%
SL/ST	688	490	---	14.0%	44.0%	---	48.2%	40.6%	---	15.9%	9.6%	---	7.3%	2.0%	---	13.4%	2.3%	---	1.2%	1.6%	---
Other	8,187	5,204	7,057	16.9%	16.1%	17.2%	42.6%	43.4%	43.9%	21.3%	16.5%	16.8%	9.6%	10.8%	9.9%	6.7%	10.2%	10.1%	2.9%	3.0%	2.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	17.7%	18.9%	---	44.5%	36.8%	---	19.2%	27.7%	---	4.0%	3.7%	---	2.1%	1.3%	---	12.4%	11.7%	---
1-3 years	17,540	12,894	---	18.7%	18.0%	---	49.1%	47.3%	---	18.1%	16.0%	---	7.3%	8.9%	---	4.1%	7.0%	---	2.7%	2.7%	---
4-5 years	16,227	8,711	---	17.8%	22.0%	---	47.5%	49.0%	---	17.7%	14.9%	---	8.6%	6.8%	---	6.6%	5.8%	---	1.9%	1.4%	---
6-10 years	26,503	13,914	---	17.2%	20.1%	---	47.2%	47.4%	---	17.5%	15.8%	---	9.7%	8.2%	---	6.6%	6.6%	---	1.8%	1.9%	---
11-20 years	62,903	44,998	---	17.5%	18.0%	---	45.1%	47.9%	---	18.6%	17.0%	---	9.9%	9.2%	---	7.7%	6.4%	---	1.2%	1.5%	---
> 20 years	91,699	62,348	---	17.4%	19.1%	---	47.0%	47.2%	---	17.6%	17.0%	---	9.6%	9.3%	---	7.2%	6.1%	---	1.2%	1.4%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	16.3%	18.2%	---	41.6%	38.6%	---	21.7%	23.9%	---	4.8%	3.7%	---	1.9%	1.5%	---	13.6%	14.1%	---
1-3 years	28,258	21,637	---	18.8%	19.0%	---	47.6%	46.7%	---	17.5%	16.4%	---	7.7%	8.8%	---	5.6%	6.8%	---	2.7%	2.3%	---
4-5 years	22,560	13,236	---	17.7%	21.6%	---	47.5%	47.2%	---	17.6%	15.9%	---	9.1%	7.2%	---	6.8%	6.7%	---	1.3%	1.3%	---
6-10 years	35,121	18,822	---	17.3%	19.7%	---	46.7%	47.6%	---	17.7%	15.9%	---	9.9%	9.0%	---	7.4%	6.5%	---	1.0%	1.3%	---
11-20 years	64,981	46,189	---	17.4%	18.2%	---	45.3%	48.0%	---	18.5%	16.8%	---	10.2%	9.5%	---	7.4%	6.1%	---	1.1%	1.3%	---
> 20 years	61,523	41,483	---	17.2%	18.2%	---	48.0%	48.1%	---	17.5%	17.0%	---	9.3%	9.3%	---	7.0%	6.2%	---	1.1%	1.2%	---
Leaving																					
No	150,478	101,435	---	20.0%	21.1%	---	49.4%	50.2%	---	16.6%	15.7%	---	7.8%	7.3%	---	4.5%	4.3%	---	1.6%	1.5%	---
Yes, to retire	14,411	9,503	---	14.5%	16.0%	---	46.6%	48.1%	---	19.7%	18.9%	---	10.8%	9.0%	---	7.5%	6.3%	---	0.9%	1.6%	---
Yes, to other job in Govt	35,599	22,690	---	12.5%	13.9%	---	41.2%	40.5%	---	20.0%	19.0%	---	12.3%	13.2%	---	12.1%	10.7%	---	2.0%	2.7%	---
Yes, to other job outside Govt	7,857	5,068	---	9.7%	11.9%	---	34.7%	36.9%	---	22.2%	18.7%	---	13.6%	13.5%	---	17.4%	16.1%	---	2.5%	2.8%	---
Yes, other	9,085	5,478	---	8.3%	12.1%	---	36.0%	37.8%	---	24.6%	19.9%	---	15.2%	14.1%	---	13.0%	14.0%	---	2.9%	2.0%	---
Retiring																					
Within 1 year	9,142	6,071	4,001	15.3%	16.8%	14.6%	44.4%	47.5%	48.1%	20.3%	16.3%	13.8%	9.6%	8.7%	13.5%	9.2%	8.6%	8.8%	1.2%	2.1%	1.1%
Between 1 and 3 years	25,217	16,416	12,087	16.6%	15.9%	14.7%	47.3%	46.6%	46.6%	18.4%	20.2%	16.2%	10.1%	10.2%	12.3%	6.7%	6.0%	9.5%	1.0%	1.0%	0.7%
Between 3 and 5 years	28,073	19,273	13,876	15.9%	18.7%	16.9%	48.2%	46.3%	46.5%	17.2%	17.0%	18.4%	10.5%	10.2%	10.3%	7.1%	6.0%	7.0%	1.1%	1.8%	1.0%
5 or more years	154,982	102,409	70,692	18.1%	19.5%	17.9%	46.6%	47.8%	46.6%	17.8%	16.2%	15.9%	8.9%	8.5%	10.1%	6.6%	6.2%	7.8%	1.9%	1.8%	1.7%

Note: * # of Respondents is the unweighted count of responses.