



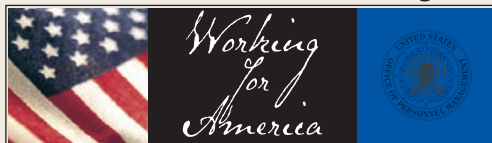
Federal Human Capital Survey

2006



Results from the 2006 Federal Human Capital Survey
FHCS Report on Demographic Questions by Agency
(Unweighted data)

United States Office of Personnel Management



2006 Federal Human Capital Survey: Survey Methodology Highlights

Survey Objective

The 2006 Federal Human Capital Survey (FHCS) was conducted to collect data on Federal employees' perceptions about how effectively agencies are managing their workforces. OPM and agency managers will use the findings to develop policies and action plans for improving agency performance.

Questionnaire Content

The questionnaire was designed to assist in measuring how well the Federal Government and individual agencies are running their human resources management systems. The 84 items in the questionnaire are grouped into eight topic areas: Personal Work Experiences; Recruitment, Development, and Retention; Performance Culture; Leadership; Learning (Knowledge Management); Job Satisfaction; Satisfaction with Benefits; and Demographics.

Sample Design and Selection

The population of interest for the 2006 Federal Human Capital Survey was all employees from major Federal agencies represented on the President's Management Council and 59 small/independent agencies that chose to participate in the survey. Results for small agencies with fewer than 800 employees are rolled up and presented as a "Small Agencies" line in this report.

The sample was designed to ensure representative survey results would be reported by agency/subagency and supervisory status (i.e., non-supervisors, supervisors and managers, and executives) as well as for the overall Federal workforce.

Sample Type. The sample was a probability sample; that is each employee in the target population has a known, non-zero probability of selection. Probability sampling is a prerequisite to generalizing from survey respondents to the survey population.

Sampling Frame. The sampling frame was the lists of employees from all agencies participating in the survey. Employees were grouped into 875 sample subgroups corresponding to agency, subagency, and supervisory status reporting requirements.

Sample Size and Selection. A total of 436,020 employees were randomly selected to participate in the survey. In 11 agencies, at the agency's request, all full-time permanent employees were invited to participate.

Data Collection

Mode/Method. The 2006 FHCS was a self-administered Web survey. OPM distributed paper versions of the survey to components of agencies that did not have electronic access.

Response Rate. Of the 390,657 employees receiving surveys, 221,479 completed the survey for a governmentwide response rate of 57 percent.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/African American	Native Hawaiian/Other Pacific Islander	Asian	American Indian/Alaska Native	Two or more races
All Responses	2006	221,479	39.8%	60.2%	54.4%	14.6%	18.3%	10.3%	2.4%	54.2%	45.8%	6.3%	93.7%	73.9%	15.5%	0.7%	4.1%	2.9%	2.9%
	'04	147,914	35.5%	64.5%	51.7%	13.9%	19.8%	11.9%	2.7%	56.6%	43.4%	5.9%	94.1%	----	----	----	----	----	----
	'02	100,656	35.7%	64.3%	46.6%	13.6%	22.8%	14.0%	3.1%	58.7%	41.3%	5.5%	94.5%	79.8%	12.8%	0.7%	3.6%	1.6%	1.5%
AID	2006	726	82.6%	17.4%	42.8%	16.8%	20.2%	13.8%	6.3%	45.7%	54.3%	4.8%	95.2%	63.2%	29.0%	0.3%	4.1%	0.6%	2.7%
	'04	803	70.4%	29.6%	34.9%	14.3%	20.0%	20.1%	10.7%	50.3%	49.7%	4.2%	95.8%	----	----	----	----	----	----
	'02	560	64.1%	35.9%	23.8%	12.7%	27.3%	22.5%	13.8%	52.5%	47.5%	3.8%	96.3%	73.9%	20.2%	0.4%	3.9%	0.4%	1.3%
BBG	2006	570	87.7%	12.3%	56.7%	13.3%	16.1%	11.1%	2.8%	59.3%	40.7%	9.3%	90.7%	66.0%	19.6%	0.5%	9.8%	0.5%	3.5%
	'04	543	82.7%	17.3%	57.3%	17.9%	13.6%	10.1%	1.1%	61.0%	39.0%	8.3%	91.7%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
CSOSA	2006	518	44.6%	55.4%	70.1%	9.3%	13.5%	6.2%	1.0%	34.6%	65.4%	5.0%	95.0%	17.2%	77.6%	0.4%	1.2%	0.2%	3.5%
	'04	554	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
DHS	2006	10,373	26.3%	73.7%	41.5%	12.6%	28.4%	15.2%	2.3%	65.3%	34.7%	13.7%	86.3%	78.5%	13.3%	0.8%	3.6%	0.9%	2.9%
	'04	10,478	20.4%	79.6%	45.1%	12.6%	25.6%	15.1%	1.5%	66.6%	33.4%	13.5%	86.5%	-----	-----	-----	-----	-----	-----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
DOC	2006	5,204	63.0%	37.0%	44.5%	12.5%	25.5%	13.3%	4.2%	57.3%	42.7%	4.3%	95.7%	71.7%	16.0%	0.4%	8.8%	0.4%	2.7%
	'04	4,021	60.2%	39.8%	44.3%	13.6%	24.1%	13.8%	4.3%	58.4%	41.6%	3.2%	96.8%	-----	-----	-----	-----	-----	-----
	'02	4,134	59.6%	40.4%	43.7%	12.0%	25.8%	13.6%	4.9%	59.9%	40.1%	4.3%	95.7%	79.0%	13.0%	0.3%	6.0%	0.5%	1.1%
DOE	2006	7,742	42.3%	57.7%	68.4%	15.9%	9.0%	3.4%	3.3%	61.5%	38.5%	6.3%	93.7%	80.8%	9.2%	0.4%	3.7%	1.7%	4.3%
	'04	1,485	39.7%	60.3%	45.5%	11.9%	20.1%	10.4%	12.1%	67.1%	32.9%	4.7%	95.3%	-----	-----	-----	-----	-----	-----
	'02	922	38.0%	62.0%	38.3%	9.1%	23.5%	11.1%	18.0%	69.4%	30.6%	4.6%	95.4%	87.6%	6.1%	0.2%	3.4%	1.7%	1.0%
DOI	2006	25,507	32.5%	67.5%	54.4%	17.4%	17.6%	9.9%	0.7%	56.6%	43.4%	5.9%	94.1%	85.1%	5.6%	0.6%	1.7%	4.0%	3.1%
	'04	5,187	26.2%	73.8%	43.2%	13.6%	25.6%	16.3%	1.2%	57.8%	42.2%	5.0%	95.0%	-----	-----	-----	-----	-----	-----
	'02	5,412	26.2%	73.8%	43.1%	13.6%	24.9%	17.3%	1.2%	61.8%	38.2%	4.9%	95.1%	88.1%	4.9%	0.6%	1.6%	3.1%	1.7%
DOJ	2006	10,967	39.8%	60.2%	54.9%	14.0%	19.7%	8.5%	2.9%	52.5%	47.5%	8.5%	91.5%	74.9%	18.7%	0.5%	3.0%	0.6%	2.2%
	'04	7,701	36.0%	64.0%	50.8%	12.4%	22.8%	10.7%	3.2%	54.0%	46.0%	7.9%	92.1%	-----	-----	-----	-----	-----	-----
	'02	4,363	32.8%	67.2%	41.2%	11.9%	28.1%	14.3%	4.5%	57.6%	42.4%	11.0%	89.0%	81.2%	13.6%	0.5%	2.7%	0.7%	1.3%
DOL	2006	4,538	38.1%	61.9%	56.8%	10.3%	18.9%	11.5%	2.6%	52.7%	47.3%	7.8%	92.2%	72.4%	20.1%	0.2%	3.9%	0.8%	2.6%
	'04	4,082	34.9%	65.1%	61.4%	9.1%	18.0%	9.5%	2.1%	51.0%	49.0%	7.3%	92.7%	-----	-----	-----	-----	-----	-----
	'02	4,105	35.6%	64.4%	56.4%	10.4%	20.4%	10.7%	2.1%	55.3%	44.7%	6.9%	93.1%	77.9%	16.2%	0.3%	3.2%	1.2%	1.2%
DOT	2006	5,453	40.0%	60.0%	57.2%	14.5%	15.3%	8.5%	4.5%	64.2%	35.8%	8.9%	91.1%	75.3%	16.9%	0.4%	3.7%	0.8%	2.9%
	'04	4,951	39.8%	60.2%	57.7%	16.4%	14.6%	8.4%	3.0%	64.8%	35.2%	8.1%	91.9%	-----	-----	-----	-----	-----	-----
	'02	3,003	30.0%	70.0%	44.8%	12.2%	25.0%	13.6%	4.5%	66.3%	33.7%	4.8%	95.2%	81.1%	12.3%	0.4%	3.7%	1.2%	1.2%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/African American	Native Hawaiian/Other Pacific Islander	Asian	American Indian/Alaska Native	Two or more races
Educ	2006		2,910	70.7%	29.3%	69.4%	11.8%	10.7%	4.6%	3.5%	38.9%	61.1%	4.8%	95.2%	57.0%	34.6%	0.6%	3.7%	0.7%
	'04	2,408	67.2%	32.8%	69.6%	13.2%	9.6%	4.5%	3.0%	38.0%	62.0%	4.9%	95.1%	----	----	----	----	----	----
	'02	1,671	62.8%	37.2%	69.7%	13.0%	11.4%	3.9%	1.9%	40.9%	59.1%	5.5%	94.5%	63.7%	29.5%	0.2%	3.8%	0.9%	1.9%
EEOC	2006	1,173	23.7%	76.3%	71.6%	6.1%	14.9%	5.2%	2.1%	34.1%	65.9%	13.1%	86.9%	50.2%	41.7%	0.3%	3.2%	0.6%	4.0%
	'04	1,693	23.0%	77.0%	74.3%	6.1%	13.1%	4.6%	1.9%	32.3%	67.7%	13.3%	86.7%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
EPA	2006	9,115	34.3%	65.7%	71.2%	14.6%	8.4%	3.5%	2.3%	48.4%	51.6%	5.6%	94.4%	73.3%	16.8%	0.4%	5.1%	0.8%	3.7%
	'04	6,895	29.8%	70.2%	70.5%	15.0%	8.7%	4.0%	1.8%	50.6%	49.4%	5.3%	94.7%	----	----	----	----	----	----
	'02	5,666	29.7%	70.3%	70.8%	15.8%	7.9%	3.5%	2.0%	53.2%	46.8%	5.0%	95.0%	81.0%	11.6%	0.3%	4.6%	0.7%	1.8%
FDIC	2006	3,085	36.4%	63.6%	69.0%	14.4%	9.4%	4.9%	2.2%	57.9%	42.1%	4.3%	95.7%	77.2%	16.8%	0.4%	2.5%	0.6%	2.4%
	'04	1,205	34.9%	65.1%	70.0%	15.6%	9.2%	3.6%	1.6%	55.9%	44.1%	3.7%	96.3%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
FERC	2006	753	89.5%	10.5%	58.4%	22.3%	10.4%	3.1%	5.8%	53.3%	46.7%	3.5%	96.5%	66.9%	23.9%	0.0%	5.6%	0.1%	3.5%
	'04	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
FTC	2006	459	75.2%	24.8%	49.5%	32.0%	10.2%	3.9%	4.4%	45.8%	54.2%	3.7%	96.3%	75.2%	18.5%	0.7%	3.1%	0.4%	2.2%
	'04	616	75.5%	24.5%	54.4%	28.6%	8.6%	3.9%	4.5%	43.8%	56.2%	2.8%	97.2%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
GSA	2006	3,916	41.0%	59.0%	56.8%	11.9%	16.7%	12.5%	2.1%	47.9%	52.1%	5.5%	94.5%	68.8%	22.6%	0.7%	4.4%	0.8%	2.7%
	'04	2,869	41.4%	58.6%	57.7%	11.3%	16.7%	12.1%	2.2%	47.5%	52.5%	4.3%	95.7%	----	----	----	----	----	----
	'02	2,559	41.3%	58.7%	50.7%	12.2%	17.7%	16.8%	2.6%	53.8%	46.2%	4.4%	95.6%	73.2%	20.6%	0.4%	3.2%	0.9%	1.7%
HHS	2006	25,756	50.9%	49.1%	65.3%	16.4%	11.5%	5.4%	1.5%	35.8%	64.2%	4.8%	95.2%	58.1%	17.5%	0.7%	6.1%	14.7%	2.9%
	'04	4,653	47.8%	52.2%	48.8%	14.5%	22.1%	11.7%	2.9%	39.4%	60.6%	3.8%	96.2%	----	----	----	----	----	----
	'02	4,862	53.2%	46.8%	41.8%	13.0%	26.3%	14.1%	4.8%	43.8%	56.2%	4.2%	95.8%	69.6%	14.6%	0.4%	4.0%	10.1%	1.4%
HUD	2006	4,075	27.5%	72.5%	69.8%	11.2%	10.4%	7.5%	1.1%	38.6%	61.4%	8.0%	92.0%	58.6%	32.9%	0.4%	3.7%	1.1%	3.3%
	'04	5,343	27.9%	72.1%	71.6%	11.3%	9.3%	6.7%	1.1%	39.0%	61.0%	7.1%	92.9%	----	----	----	----	----	----
	'02	1,246	32.1%	67.9%	53.0%	11.2%	19.6%	14.0%	2.2%	46.7%	53.3%	8.3%	91.7%	66.9%	26.5%	0.6%	3.2%	1.2%	1.6%
NARA	2006	1,442	47.8%	52.2%	59.8%	21.1%	10.0%	7.8%	1.3%	43.7%	56.3%	2.4%	97.6%	70.9%	23.7%	0.5%	1.5%	0.4%	3.1%
	'04	1,415	43.4%	56.6%	63.3%	21.1%	8.8%	5.8%	1.1%	43.3%	56.7%	2.1%	97.9%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
NASA	2006	4,734	11.1%	88.9%	53.8%	23.8%	12.1%	5.6%	4.7%	64.4%	35.6%	6.4%	93.6%	78.6%	10.4%	0.6%	5.7%	1.1%	3.7%
	'04	4,766	9.7%	90.3%	51.7%	25.5%	12.4%	5.7%	4.7%	67.0%	33.0%	4.8%	95.2%	----	----	----	----	----	----
	'02	4,225	9.9%	90.1%	52.3%	23.4%	12.9%	6.4%	5.0%	65.8%	34.2%	5.0%	95.0%	83.7%	8.4%	0.5%	4.8%	1.1%	1.4%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
	Year	# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/ African American	Native Hawaiian/ Other Pacific Islander	Asian	American Indian/ Alaska Native	Two or more races
NCUA	2006	623	27.4%	72.6%	70.9%	11.9%	12.2%	1.1%	3.9%	57.0%	43.0%	4.7%	95.3%	80.7%	11.2%	0.5%	3.7%	0.5%	3.4%
	'04	538	19.7%	80.3%	73.2%	11.7%	10.4%	1.5%	3.2%	58.2%	41.8%	5.2%	94.8%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
NLRB	2006	963	30.0%	70.0%	67.3%	5.1%	14.1%	8.9%	4.6%	37.4%	62.6%	8.9%	91.1%	70.8%	23.0%	0.4%	2.5%	0.5%	2.7%
	'04	979	28.4%	71.6%	69.2%	4.9%	14.4%	7.3%	4.3%	38.0%	62.0%	6.9%	93.1%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
NRC	2006	1,692	70.7%	29.3%	71.6%	9.4%	11.8%	1.7%	5.6%	64.1%	35.9%	5.0%	95.0%	78.6%	10.6%	0.6%	6.4%	0.4%	3.3%
	'04	1,876	69.3%	30.7%	72.7%	10.0%	9.9%	1.9%	5.5%	66.8%	33.2%	4.6%	95.4%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
NSF	2006	596	98.2%	1.8%	49.7%	23.7%	10.6%	5.5%	10.6%	37.9%	62.1%	3.0%	97.0%	72.0%	21.8%	0.2%	4.0%	0.5%	1.5%
	'04	778	97.6%	2.4%	52.8%	21.0%	10.4%	4.8%	11.1%	40.9%	59.1%	2.8%	97.2%	----	----	----	----	----	----
	'02	441	98.2%	1.8%	48.8%	18.6%	14.7%	5.0%	12.9%	38.3%	61.7%	2.0%	98.0%	68.6%	25.1%	0.0%	4.3%	0.0%	2.1%
OMB	2006	250	99.6%	0.4%	62.8%	20.0%	5.2%	0.4%	11.6%	44.4%	55.6%	2.4%	97.6%	79.9%	12.0%	0.0%	7.2%	0.0%	0.8%
	'04	249	98.8%	1.2%	67.9%	14.9%	4.0%	0.4%	12.9%	45.0%	55.0%	2.8%	97.2%	----	----	----	----	----	----
	'02	249	98.8%	1.2%	63.1%	19.7%	2.0%	0.0%	15.3%	49.4%	50.6%	3.2%	96.8%	80.3%	11.6%	0.4%	6.0%	1.2%	0.4%
OPM	2006	3,012	40.4%	59.6%	77.7%	9.0%	8.4%	3.5%	1.4%	40.6%	59.4%	4.7%	95.3%	70.4%	23.7%	0.4%	2.0%	0.6%	2.9%
	'04	1,539	56.9%	43.1%	73.8%	11.9%	7.9%	3.7%	2.7%	34.4%	65.6%	3.8%	96.2%	----	----	----	----	----	----
	'02	1,311	57.3%	42.7%	71.2%	11.7%	9.5%	5.3%	2.2%	37.6%	62.4%	4.5%	95.5%	66.2%	29.3%	0.4%	2.4%	0.5%	1.3%
RRB	2006	680	70.9%	29.1%	70.9%	12.8%	11.0%	4.1%	1.2%	35.4%	64.6%	4.1%	95.9%	61.2%	33.1%	0.3%	1.3%	0.9%	3.2%
	'04	700	71.1%	28.9%	73.0%	11.9%	9.7%	3.9%	1.6%	34.0%	66.0%	4.3%	95.7%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
SBA	2006	1,447	30.1%	69.9%	61.8%	10.7%	14.7%	10.1%	2.8%	43.7%	56.3%	12.8%	87.2%	65.5%	24.9%	1.1%	3.5%	0.8%	4.1%
	'04	1,661	26.4%	73.6%	65.4%	9.4%	15.2%	8.2%	1.8%	44.1%	55.9%	10.9%	89.1%	----	----	----	----	----	----
	'02	881	22.9%	77.1%	48.5%	7.8%	23.2%	16.8%	3.7%	53.8%	46.2%	10.9%	89.1%	75.3%	17.9%	0.3%	3.9%	1.1%	1.5%
SEC	2006	1,905	54.9%	45.1%	65.8%	12.5%	14.1%	5.0%	2.5%	51.3%	48.7%	5.2%	94.8%	72.3%	16.9%	0.3%	6.4%	0.4%	3.7%
	'04	2,166	48.8%	51.2%	67.3%	13.9%	12.0%	4.8%	1.9%	49.5%	50.5%	4.5%	95.5%	----	----	----	----	----	----
	'02	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
SSA	2006	1,317	23.3%	76.7%	36.8%	5.8%	22.7%	26.9%	7.8%	33.0%	67.0%	11.5%	88.5%	67.8%	24.8%	0.3%	2.6%	1.2%	3.3%
	'04	1,172	24.7%	75.3%	39.0%	6.7%	20.1%	26.3%	8.0%	36.9%	63.1%	10.2%	89.8%	----	----	----	----	----	----
	'02	1,023	22.3%	77.7%	40.2%	6.5%	21.7%	27.0%	4.7%	37.2%	62.8%	10.1%	89.9%	73.9%	21.3%	0.2%	2.0%	1.3%	1.4%
State	2006	1,310	41.4%	58.6%	17.4%	7.7%	18.2%	22.7%	34.0%	60.0%	40.0%	5.2%	94.8%	78.5%	12.9%	0.5%	4.0%	0.7%	3.4%
	'04	1,272	41.7%	58.3%	17.7%	7.5%	17.5%	21.5%	35.8%	60.7%	39.3%	4.2%	95.8%	----	----	----	----	----	----
	'02	689	43.0%	57.0%	20.8%	9.1%	20.6%	30.5%	19.0%	60.7%	39.3%	5.5%	94.5%	82.5%	13.0%	0.7%	1.7%	0.4%	1.6%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	White	Black/African American	Native Hawaiian/Other Pacific Islander	Asian	American Indian/Alaska Native	Two or more races	
	# of Respondents*																		
Treas	2006	7,042	44.1%	55.9%	55.0%	14.7%	17.0%	8.9%	4.3%	51.4%	48.6%	5.0%	95.0%	73.0%	20.1%	0.5%	3.6%	0.6%	2.2%
	'04	5,677	42.2%	57.8%	53.9%	14.4%	18.4%	8.6%	4.8%	48.3%	51.7%	4.7%	95.3%	----	----	----	----	----	----
	'02	7,314	36.8%	63.2%	47.9%	14.9%	21.6%	11.1%	4.4%	55.8%	44.2%	6.4%	93.6%	78.5%	15.9%	0.4%	2.8%	0.9%	1.5%
USDA	2006	13,601	31.5%	68.5%	54.3%	12.2%	21.3%	10.8%	1.4%	52.6%	47.4%	5.4%	94.6%	79.6%	14.0%	0.4%	2.5%	1.3%	2.3%
	'04	10,404	29.6%	70.4%	48.8%	12.8%	23.5%	13.3%	1.6%	55.4%	44.6%	4.8%	95.2%	----	----	----	----	----	----
	'02	10,441	32.5%	67.5%	48.3%	13.6%	23.4%	13.1%	1.6%	55.1%	44.9%	5.0%	95.0%	81.7%	12.3%	0.4%	2.4%	1.7%	1.5%
VA	2006	3,144	27.6%	72.4%	47.7%	9.7%	24.2%	13.4%	5.0%	48.3%	51.7%	6.8%	93.2%	72.9%	19.6%	0.6%	2.5%	1.6%	2.8%
	'04	3,344	22.0%	78.0%	49.6%	10.3%	22.5%	13.8%	3.8%	50.9%	49.1%	5.3%	94.7%	----	----	----	----	----	----
	'02	2,388	22.0%	78.0%	39.0%	8.7%	26.2%	18.9%	7.2%	54.2%	45.8%	5.2%	94.8%	79.3%	14.9%	0.7%	2.1%	1.4%	1.6%
Small Agencies	2006	4,141	43.2%	56.8%	63.6%	8.3%	16.7%	9.6%	1.9%	38.3%	61.7%	7.7%	92.3%	62.3%	26.9%	0.9%	4.0%	0.3%	5.6%
	'04	3,679	59.4%	40.6%	65.6%	13.9%	12.5%	5.8%	2.2%	38.4%	61.6%	4.7%	95.3%	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DoD All	2006	50,740	39.1%	60.9%	41.3%	15.1%	25.9%	16.4%	1.3%	64.8%	35.2%	5.5%	94.5%	77.3%	13.1%	1.3%	4.6%	1.0%	2.8%
	'04	40,196	33.8%	66.2%	42.6%	15.2%	24.7%	16.4%	1.1%	66.2%	33.8%	4.4%	95.6%	----	----	----	----	----	----
	'02	32,559	35.0%	65.0%	40.9%	13.7%	26.5%	17.4%	1.6%	65.7%	34.3%	5.1%	94.9%	81.5%	10.3%	1.3%	4.3%	1.0%	1.6%
USACE	2006	5,154	29.5%	70.5%	50.2%	19.2%	18.6%	11.5%	0.5%	66.4%	33.6%	3.8%	96.2%	82.4%	8.5%	0.8%	5.1%	1.2%	2.1%
	'04	6,295	26.2%	73.8%	52.1%	18.5%	18.1%	11.0%	0.3%	68.4%	31.6%	3.4%	96.6%	----	----	----	----	----	----
	'02	711	21.7%	78.3%	35.0%	15.6%	29.1%	18.6%	1.7%	79.3%	20.7%	2.0%	98.0%	86.5%	6.3%	0.8%	3.0%	1.4%	2.0%
Air Force	2006	10,078	27.1%	72.9%	36.6%	13.9%	28.0%	20.2%	1.3%	71.4%	28.6%	6.9%	93.1%	81.2%	9.5%	1.6%	3.4%	1.2%	3.1%
	'04	8,696	27.4%	72.6%	38.8%	13.2%	25.9%	21.2%	0.9%	71.8%	28.2%	6.2%	93.8%	----	----	----	----	----	----
	'02	6,545	29.7%	70.3%	37.8%	12.4%	27.0%	21.6%	1.3%	68.9%	31.1%	6.0%	94.0%	85.8%	7.3%	1.1%	3.0%	1.2%	1.6%
Army	2006	13,746	56.0%	44.0%	42.2%	15.7%	25.9%	15.1%	1.1%	63.5%	36.5%	6.8%	93.2%	76.4%	15.9%	0.8%	3.1%	1.0%	2.7%
	'04	8,408	47.3%	52.7%	39.9%	14.8%	27.2%	17.0%	1.1%	64.8%	35.2%	4.9%	95.1%	----	----	----	----	----	----
	'02	8,964	44.1%	55.9%	42.9%	14.4%	25.3%	16.3%	1.1%	66.4%	33.6%	5.7%	94.3%	80.2%	12.4%	1.3%	3.4%	1.1%	1.7%
Navy	2006	12,620	38.8%	61.2%	38.0%	16.0%	27.4%	17.4%	1.3%	66.0%	34.0%	4.2%	95.8%	75.6%	11.6%	2.1%	7.2%	0.7%	2.8%
	'04	9,512	35.9%	64.1%	39.0%	17.1%	26.0%	16.5%	1.3%	66.0%	34.0%	3.3%	96.7%	----	----	----	----	----	----
	'02	9,043	35.9%	64.1%	37.5%	15.2%	28.3%	17.4%	1.6%	66.3%	33.7%	4.7%	95.3%	80.1%	9.2%	1.6%	6.6%	0.8%	1.6%
Marine Corps	2006	912	40.5%	59.5%	35.9%	14.2%	29.6%	19.2%	1.1%	66.8%	33.2%	6.1%	93.9%	75.4%	14.9%	1.5%	3.9%	1.3%	3.1%
	'04	765	32.8%	67.2%	37.5%	14.6%	27.7%	19.2%	0.9%	66.9%	33.1%	3.3%	96.7%	----	----	----	----	----	----
	'02	658	28.9%	71.1%	36.5%	10.6%	32.7%	19.0%	1.2%	71.0%	29.0%	5.9%	94.1%	80.5%	11.9%	1.5%	3.2%	1.8%	1.1%
Other DoD	2006	8,230	31.7%	68.3%	45.7%	11.6%	25.1%	15.2%	2.5%	56.0%	44.0%	4.9%	95.1%	73.6%	17.5%	0.8%	4.5%	0.8%	2.8%
	'04	6,520	29.6%	70.4%	47.9%	12.5%	23.7%	13.9%	2.0%	58.5%	41.5%	4.3%	95.7%	----	----	----	----	----	----
	'02	6,638	28.8%	71.2%	47.2%	11.9%	24.2%	14.3%	2.4%	58.6%	41.4%	4.3%	95.7%	80.6%	12.3%	1.1%	4.0%	0.9%	1.3%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Leaving					Retiring				Age Group					
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2006	221,479	69.2%	6.6%	16.4%	3.6%	4.2%	11.6%	12.9%	71.3%	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%
	'04	147,914	70.4%	6.6%	15.7%	3.5%	4.2%	11.4%	13.4%	71.0%	----	----	14.5%	32.6%	40.1%	8.9%
	'02	100,656	----	----	----	----	4.0%	12.0%	13.8%	70.2%	----	----	14.9%	33.8%	41.0%	7.6%
AID	2006	726	66.3%	7.9%	16.0%	6.2%	4.8%	17.5%	14.5%	63.2%	0.4%	2.2%	14.2%	30.0%	41.7%	11.4%
	'04	803	66.3%	9.5%	14.6%	6.1%	6.7%	18.4%	15.4%	59.4%	----	----	11.1%	29.8%	45.6%	12.8%
	'02	560	----	----	----	----	6.8%	20.9%	20.0%	52.3%	----	----	9.1%	31.1%	51.6%	7.7%
BBG	2006	570	64.9%	8.8%	16.8%	3.9%	4.4%	13.9%	12.5%	69.3%	0.4%	0.9%	10.7%	30.4%	41.4%	16.3%
	'04	543	66.7%	7.4%	16.2%	5.5%	4.8%	12.5%	12.0%	70.7%	----	----	10.5%	31.7%	41.6%	14.2%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
CSOSA	2006	518	52.7%	4.2%	34.4%	1.4%	3.7%	6.6%	7.1%	82.6%	2.7%	10.8%	39.8%	26.6%	18.5%	1.5%
	'04	554	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DHS	2006	10,373	64.2%	5.5%	22.0%	3.6%	3.6%	10.6%	11.0%	74.8%	0.6%	2.6%	20.4%	35.5%	34.1%	6.7%
	'04	10,478	66.9%	5.2%	20.1%	3.8%	3.5%	9.6%	11.6%	75.3%	----	----	22.3%	36.2%	31.9%	5.8%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DOC	2006	5,204	71.5%	6.4%	13.9%	4.1%	4.2%	9.8%	10.5%	75.4%	2.4%	3.9%	18.8%	31.4%	34.4%	9.1%
	'04	4,021	73.0%	5.7%	13.2%	4.2%	4.2%	11.2%	10.9%	73.7%	----	----	19.2%	32.1%	34.9%	9.5%
	'02	4,134	----	----	----	----	3.4%	11.6%	11.0%	74.1%	----	----	20.9%	29.9%	36.6%	7.7%
DOE	2006	7,742	69.8%	7.5%	14.2%	4.6%	4.7%	13.3%	13.9%	68.1%	1.1%	2.5%	11.9%	31.4%	43.0%	10.2%
	'04	1,485	72.4%	8.8%	10.0%	5.1%	6.8%	14.5%	15.2%	63.5%	----	----	10.0%	30.5%	46.2%	11.1%
	'02	922	----	----	----	----	4.1%	18.3%	18.0%	59.5%	----	----	10.6%	29.9%	48.8%	9.0%
DOI	2006	25,507	69.0%	6.6%	16.3%	3.7%	4.3%	11.6%	13.6%	70.5%	0.7%	2.6%	14.4%	30.7%	43.6%	8.1%
	'04	5,187	71.3%	7.0%	15.2%	2.8%	4.3%	11.4%	15.0%	69.2%	----	----	12.6%	31.9%	44.3%	8.0%
	'02	5,412	----	----	----	----	3.4%	10.3%	14.1%	72.2%	----	----	12.3%	37.3%	42.0%	6.1%
DOJ	2006	10,967	72.2%	4.7%	15.5%	4.0%	2.8%	9.1%	10.9%	77.2%	1.1%	3.6%	23.9%	37.5%	28.5%	5.3%
	'04	7,701	72.9%	4.6%	15.1%	3.8%	2.9%	8.6%	10.8%	77.7%	----	----	23.9%	39.2%	28.5%	4.4%
	'02	4,363	----	----	----	----	2.9%	8.0%	10.2%	79.0%	----	----	26.1%	39.2%	27.8%	3.5%
DOL	2006	4,538	70.6%	7.7%	14.0%	3.6%	4.3%	13.8%	13.8%	68.0%	0.9%	3.5%	13.8%	27.6%	42.8%	11.4%
	'04	4,082	71.2%	6.7%	14.7%	3.8%	4.2%	11.0%	13.2%	71.6%	----	----	15.8%	27.1%	42.2%	9.9%
	'02	4,105	----	----	----	----	4.5%	11.3%	11.9%	72.3%	----	----	16.7%	29.2%	42.0%	7.6%
DOT	2006	5,453	67.4%	7.1%	17.4%	4.3%	4.8%	12.5%	12.9%	69.8%	1.1%	3.1%	14.4%	30.5%	40.0%	11.0%
	'04	4,951	70.0%	7.4%	15.5%	3.6%	4.8%	10.7%	13.8%	70.7%	----	----	15.4%	30.6%	40.6%	10.4%
	'02	3,003	----	----	----	----	3.5%	12.1%	13.1%	71.3%	----	----	15.6%	32.9%	41.2%	7.7%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Leaving					Retiring				Age Group						
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older	
Educ	2006	2,910	63.0%	6.5%	21.4%	4.4%	4.6%	4.2%	11.1%	13.0%	71.7%	1.5%	3.4%	17.5%	28.5%	38.4%	10.9%
	'04	2,408	65.1%	6.2%	17.8%	5.5%	5.3%	4.5%	10.3%	13.5%	71.8%	----	----	17.2%	26.6%	40.1%	10.8%
	'02	1,671	----	----	----	----	----	2.9%	9.8%	14.7%	72.7%	----	----	17.6%	27.3%	41.4%	9.4%
EEOC	2006	1,173	68.6%	8.3%	16.0%	3.1%	4.0%	5.4%	11.6%	14.3%	68.7%	0.2%	1.3%	13.4%	29.0%	42.7%	13.5%
	'04	1,693	71.9%	5.5%	15.0%	3.8%	3.7%	2.8%	10.3%	12.6%	74.3%	----	----	17.6%	28.5%	40.7%	9.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
EPA	2006	9,115	75.4%	4.9%	12.9%	2.9%	4.0%	2.9%	9.4%	10.8%	76.9%	1.7%	3.7%	15.0%	33.8%	36.4%	9.6%
	'04	6,895	75.4%	5.1%	12.4%	3.3%	3.8%	3.0%	8.6%	10.8%	77.7%	----	----	16.2%	34.5%	36.5%	8.7%
	'02	5,666	----	----	----	----	----	2.2%	8.2%	10.5%	79.1%	----	----	20.0%	35.4%	35.0%	6.2%
FDIC	2006	3,085	80.9%	4.2%	5.7%	4.5%	4.7%	2.6%	9.0%	12.7%	75.6%	1.3%	2.2%	14.9%	39.0%	36.4%	6.2%
	'04	1,205	77.3%	4.2%	6.6%	4.2%	7.6%	3.0%	7.6%	11.0%	78.3%	----	----	19.3%	35.6%	32.4%	6.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FERC	2006	753	72.6%	5.8%	10.5%	5.4%	5.6%	3.9%	12.0%	11.4%	72.8%	6.0%	6.9%	14.9%	24.3%	37.1%	10.9%
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FTC	2006	459	69.3%	4.8%	10.5%	10.7%	4.8%	2.2%	9.2%	8.1%	80.6%	2.0%	4.4%	27.2%	28.3%	32.2%	5.9%
	'04	616	66.2%	5.2%	10.6%	9.7%	8.3%	4.1%	8.9%	8.1%	78.9%	----	----	24.9%	27.5%	30.9%	6.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
GSA	2006	3,916	68.2%	7.4%	17.8%	2.8%	3.8%	4.8%	13.5%	12.4%	69.3%	2.8%	3.9%	13.2%	30.2%	40.9%	9.0%
	'04	2,869	70.8%	7.2%	16.4%	2.6%	3.0%	4.7%	12.5%	15.5%	67.3%	----	----	12.8%	29.3%	43.4%	9.5%
	'02	2,559	----	----	----	----	----	2.6%	14.3%	15.2%	68.0%	----	----	14.6%	30.0%	44.4%	8.0%
HHS	2006	25,756	69.0%	5.2%	16.6%	4.3%	4.8%	3.2%	9.4%	10.6%	76.7%	0.9%	3.7%	18.6%	30.7%	35.8%	10.2%
	'04	4,653	68.7%	6.8%	15.9%	4.9%	3.7%	4.3%	11.0%	13.9%	70.8%	----	----	14.9%	29.1%	41.1%	11.5%
	'02	4,862	----	----	----	----	----	3.9%	12.2%	12.8%	71.1%	----	----	15.2%	31.0%	42.5%	8.6%
HUD	2006	4,075	69.9%	9.0%	14.6%	3.0%	3.5%	5.2%	15.0%	15.6%	64.1%	0.3%	1.6%	9.4%	26.7%	46.3%	15.8%
	'04	5,343	72.7%	7.4%	13.4%	3.2%	3.3%	4.0%	13.0%	14.4%	68.6%	----	----	11.7%	27.6%	44.2%	13.4%
	'02	1,246	----	----	----	----	----	4.7%	13.1%	15.0%	67.2%	----	----	11.2%	29.6%	47.6%	8.5%
NARA	2006	1,442	67.1%	5.6%	20.0%	3.2%	4.1%	3.3%	8.9%	10.5%	77.3%	1.7%	4.4%	16.6%	30.7%	37.4%	9.2%
	'04	1,415	67.0%	4.6%	19.1%	4.1%	5.2%	3.0%	9.5%	10.0%	77.5%	----	----	19.4%	27.3%	35.5%	8.9%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NASA	2006	4,734	76.5%	5.2%	10.1%	4.3%	3.9%	3.5%	8.3%	11.2%	77.0%	1.5%	2.3%	12.3%	40.7%	34.1%	9.1%
	'04	4,766	75.2%	6.0%	10.8%	3.8%	4.2%	3.8%	9.7%	10.7%	75.8%	----	----	14.8%	39.8%	31.7%	10.4%
	'02	4,225	----	----	----	----	----	3.3%	9.5%	11.1%	76.1%	----	----	18.7%	37.7%	31.1%	9.2%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Leaving					Retiring				Age Group						
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older	
NCUA	2006	623	80.1%	2.6%	9.8%	4.7%	2.9%	1.9%	7.9%	9.0%	81.2%	2.1%	2.2%	20.2%	37.1%	32.3%	6.1%
	'04	538	77.7%	3.9%	7.8%	5.8%	4.8%	3.2%	5.9%	12.6%	78.3%	----	----	18.8%	39.5%	34.1%	4.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NLRB	2006	963	73.7%	5.6%	12.2%	4.2%	4.4%	2.9%	12.3%	12.7%	72.2%	1.5%	5.0%	18.0%	25.5%	39.9%	10.2%
	'04	979	73.5%	4.7%	12.1%	5.8%	3.9%	2.2%	8.8%	13.6%	75.4%	----	----	18.1%	25.2%	37.9%	9.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NRC	2006	1,692	77.4%	5.7%	10.4%	3.1%	3.5%	4.5%	9.7%	12.8%	73.1%	2.5%	5.1%	12.2%	31.0%	37.5%	11.7%
	'04	1,876	78.8%	5.3%	9.8%	3.0%	3.0%	3.1%	10.9%	10.8%	75.2%	----	----	12.7%	31.7%	36.4%	12.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NSF	2006	596	71.5%	6.9%	14.4%	2.2%	5.0%	4.0%	12.9%	13.1%	70.0%	0.8%	1.3%	15.9%	26.2%	38.9%	16.8%
	'04	778	62.7%	5.5%	16.2%	5.5%	10.0%	4.2%	11.4%	11.7%	72.6%	----	----	17.1%	23.3%	38.0%	16.2%
	'02	441	----	----	----	----	----	3.6%	13.2%	13.8%	69.4%	----	----	18.4%	23.4%	41.3%	12.7%
OMB	2006	250	56.0%	4.4%	19.2%	12.0%	8.4%	3.6%	8.0%	4.8%	83.6%	2.4%	11.2%	40.4%	20.4%	18.4%	7.2%
	'04	249	57.8%	6.0%	18.1%	8.4%	9.6%	4.4%	6.4%	8.4%	80.7%	----	----	36.1%	21.7%	22.5%	6.4%
	'02	249	----	----	----	----	----	2.8%	9.2%	12.4%	75.5%	----	----	29.7%	20.5%	26.9%	5.2%
OPM	2006	3,012	67.6%	6.0%	20.3%	2.0%	4.1%	3.8%	11.5%	13.3%	71.4%	1.6%	4.4%	15.2%	32.9%	38.4%	7.5%
	'04	1,539	64.8%	5.8%	21.8%	2.6%	4.9%	4.1%	10.1%	12.6%	73.2%	----	----	19.2%	33.1%	35.6%	7.1%
	'02	1,311	----	----	----	----	----	3.3%	12.1%	13.3%	71.3%	----	----	20.6%	32.3%	37.4%	5.7%
RRB	2006	680	79.9%	8.1%	9.0%	1.3%	1.8%	3.1%	15.1%	19.3%	62.5%	0.3%	0.6%	8.5%	35.4%	48.4%	6.8%
	'04	700	80.3%	10.1%	6.3%	1.0%	2.3%	6.7%	12.6%	15.4%	65.3%	----	----	12.9%	33.0%	45.5%	7.7%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
SBA	2006	1,447	67.9%	5.0%	19.3%	4.0%	3.8%	3.3%	13.7%	17.3%	65.7%	0.3%	1.2%	9.8%	28.1%	46.3%	14.4%
	'04	1,661	66.8%	8.0%	16.6%	4.0%	4.6%	5.4%	13.5%	15.4%	65.7%	----	----	11.1%	27.6%	46.0%	14.4%
	'02	881	----	----	----	----	----	3.9%	14.6%	18.2%	63.3%	----	----	11.0%	26.8%	48.8%	12.3%
SEC	2006	1,905	71.7%	2.8%	7.8%	12.1%	5.6%	1.8%	5.8%	5.7%	86.7%	1.7%	6.5%	33.2%	30.8%	21.9%	5.8%
	'04	2,166	74.6%	2.8%	6.5%	10.5%	5.7%	1.8%	4.9%	5.1%	88.1%	----	----	33.9%	28.2%	20.1%	5.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
SSA	2006	1,317	78.6%	10.5%	6.4%	2.7%	1.8%	6.2%	17.4%	15.9%	60.5%	1.7%	3.0%	13.4%	24.0%	48.3%	9.7%
	'04	1,172	79.1%	9.6%	6.1%	3.0%	2.2%	5.0%	17.8%	15.9%	61.3%	----	----	10.7%	24.3%	52.4%	7.8%
	'02	1,023	----	----	----	----	----	5.1%	14.8%	17.9%	62.3%	----	----	11.4%	26.2%	50.9%	8.0%
State	2006	1,310	73.4%	10.8%	7.9%	5.0%	3.1%	7.5%	15.7%	17.8%	59.0%	0.5%	1.8%	11.9%	27.6%	47.5%	10.7%
	'04	1,272	75.3%	9.2%	6.9%	5.3%	3.3%	5.7%	16.7%	18.2%	59.4%	----	----	11.9%	29.2%	48.7%	8.0%
	'02	689	----	----	----	----	----	4.5%	13.4%	16.5%	65.6%	----	----	10.3%	39.3%	44.0%	5.5%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		Leaving					Retiring				Age Group						
	# of Respondents*	No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older	
Treas	2006	7,042	74.9%	6.7%	12.1%	2.8%	3.4%	4.1%	12.2%	13.2%	70.5%	1.4%	2.7%	14.0%	34.0%	40.8%	7.1%
	'04	5,677	73.6%	6.2%	13.8%	3.2%	3.2%	3.8%	11.5%	13.3%	71.4%	----	----	16.2%	34.8%	39.9%	5.7%
	'02	7,314	----	----	----	----	----	3.4%	11.6%	12.8%	72.3%	----	----	19.4%	37.9%	36.3%	4.0%
USDA	2006	13,601	73.2%	6.6%	13.8%	3.1%	3.4%	3.9%	11.8%	13.4%	70.9%	1.4%	2.9%	13.3%	31.5%	41.9%	9.1%
	'04	10,404	74.1%	6.7%	12.8%	2.7%	3.7%	4.3%	11.1%	13.6%	71.0%	----	----	13.3%	33.5%	41.2%	8.4%
	'02	10,441	----	----	----	----	----	3.1%	11.4%	12.8%	72.7%	----	----	15.4%	36.1%	38.6%	6.2%
VA	2006	3,144	71.2%	7.5%	13.9%	3.6%	3.8%	5.1%	12.6%	14.3%	68.0%	0.7%	2.4%	11.8%	26.8%	47.5%	10.7%
	'04	3,344	72.9%	8.2%	12.4%	3.6%	2.9%	5.3%	13.1%	14.6%	67.1%	----	----	12.7%	26.6%	49.3%	8.5%
	'02	2,388	----	----	----	----	----	4.4%	14.4%	15.2%	65.9%	----	----	11.3%	30.4%	50.0%	6.4%
Small Agencies	2006	4,141	57.4%	5.2%	17.6%	5.9%	13.9%	3.1%	13.3%	8.6%	75.0%	1.2%	8.0%	20.1%	25.0%	34.9%	10.8%
	'04	3,679	51.9%	4.2%	22.4%	7.5%	14.0%	3.2%	6.5%	9.2%	81.1%	----	----	27.2%	23.4%	28.9%	8.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DoD All	2006	50,740	64.9%	8.2%	19.9%	2.9%	4.2%	5.3%	13.3%	14.8%	66.6%	1.0%	2.1%	8.9%	33.5%	44.5%	9.9%
	'04	40,196	66.8%	7.5%	19.6%	2.6%	3.5%	4.8%	13.1%	15.2%	66.9%	----	----	8.8%	33.7%	45.1%	9.6%
	'02	32,559	----	----	----	----	----	5.1%	13.4%	15.6%	65.9%	----	----	10.8%	33.5%	44.8%	9.1%
USACE	2006	5,154	67.8%	7.6%	17.6%	3.2%	3.8%	5.1%	13.6%	15.0%	66.2%	0.7%	3.5%	10.9%	31.6%	44.7%	8.6%
	'04	6,295	71.7%	7.3%	15.1%	2.8%	3.0%	4.7%	13.8%	15.1%	66.4%	----	----	10.5%	32.1%	45.6%	8.2%
	'02	711	----	----	----	----	----	5.3%	16.2%	15.3%	63.2%	----	----	8.3%	30.8%	51.3%	8.2%
Air Force	2006	10,078	64.8%	8.3%	19.2%	3.1%	4.7%	5.5%	13.3%	13.9%	67.3%	0.7%	1.5%	9.4%	34.5%	42.8%	11.1%
	'04	8,696	65.5%	7.2%	20.9%	2.5%	3.8%	4.8%	12.6%	14.7%	67.9%	----	----	9.0%	34.9%	43.6%	10.1%
	'02	6,545	----	----	----	----	----	5.1%	13.7%	15.3%	65.9%	----	----	11.7%	33.0%	43.8%	9.4%
Army	2006	13,746	62.2%	7.8%	22.8%	2.7%	4.5%	5.2%	12.3%	14.4%	68.1%	1.2%	2.2%	9.3%	34.1%	43.8%	9.4%
	'04	8,408	63.1%	8.6%	22.6%	2.5%	3.2%	5.5%	13.7%	15.6%	65.1%	----	----	7.9%	32.5%	47.1%	10.4%
	'02	8,964	----	----	----	----	----	5.6%	13.1%	16.2%	65.0%	----	----	10.1%	32.4%	45.5%	10.3%
Navy	2006	12,620	66.6%	8.8%	17.7%	3.0%	3.8%	5.5%	13.8%	15.2%	65.5%	1.3%	2.0%	8.3%	33.7%	45.0%	9.7%
	'04	9,512	68.1%	7.3%	18.1%	2.9%	3.7%	4.4%	12.7%	15.1%	67.8%	----	----	8.6%	35.4%	43.1%	9.5%
	'02	9,043	----	----	----	----	----	4.3%	13.7%	15.3%	66.7%	----	----	11.3%	35.1%	43.1%	8.6%
Marine Corps	2006	912	66.2%	7.2%	20.4%	2.3%	4.0%	4.8%	12.9%	15.0%	67.3%	0.1%	0.9%	6.6%	36.5%	45.4%	10.5%
	'04	765	67.6%	6.7%	18.9%	2.2%	4.5%	3.7%	14.5%	14.3%	67.5%	----	----	6.6%	32.4%	48.2%	11.3%
	'02	658	----	----	----	----	----	4.9%	11.9%	16.6%	66.7%	----	----	9.1%	36.3%	42.6%	11.1%
Other DoD	2006	8,230	64.7%	8.1%	20.7%	2.5%	4.0%	5.1%	14.3%	15.7%	64.8%	1.2%	1.9%	7.4%	32.0%	47.0%	10.5%
	'04	6,520	66.8%	7.3%	20.4%	2.2%	3.3%	4.8%	12.9%	15.4%	67.0%	----	----	8.7%	33.0%	46.6%	9.3%
	'02	6,638	----	----	----	----	----	5.5%	13.2%	15.4%	66.0%	----	----	10.4%	33.4%	46.6%	7.8%

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category						Time in Federal Government						Time with Current Agency						
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
All Responses	2006	221,479	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%	1.2%	8.1%	7.5%	12.2%	28.9%	42.2%	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%
	'04	147,914	3.8%	4.7%	40.9%	44.4%	2.3%	0.3%	3.6%	0.9%	8.9%	6.0%	9.7%	31.2%	43.2%	2.0%	15.0%	9.2%	13.1%	32.0%	28.8%
	'02	100,656	4.8%	4.8%	39.3%	41.5%	2.5%	----	7.0%	----	----	----	----	----	----	----	----	----	----	----	----
AID	2006	726	0.4%	0.6%	21.9%	59.1%	5.1%	0.0%	12.9%	0.8%	5.9%	7.2%	12.9%	30.0%	43.1%	1.7%	14.5%	12.3%	14.7%	31.7%	25.2%
	'04	803	0.4%	1.0%	18.3%	56.9%	8.7%	0.6%	14.1%	0.4%	4.2%	3.7%	7.0%	35.2%	49.4%	1.1%	10.3%	6.1%	10.6%	39.7%	32.1%
	'02	560	0.2%	0.4%	11.4%	34.6%	5.0%	----	48.4%	----	----	----	----	----	----	----	----	----	----	----	----
BBG	2006	570	6.5%	1.4%	39.5%	48.2%	2.3%	0.0%	2.1%	1.4%	5.1%	7.5%	10.5%	28.2%	47.2%	3.3%	7.7%	9.8%	11.1%	32.6%	35.4%
	'04	543	6.4%	1.5%	40.0%	47.7%	1.1%	0.0%	3.3%	1.1%	9.4%	6.8%	5.2%	36.5%	41.1%	1.8%	12.3%	9.2%	7.7%	40.3%	28.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
CSOSA	2006	518	0.0%	2.9%	68.1%	28.0%	0.0%	1.0%	0.0%	4.2%	10.6%	16.8%	32.6%	20.8%	14.9%	5.6%	18.0%	24.9%	41.1%	8.1%	2.3%
	'04	554	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DHS	2006	10,373	4.1%	2.8%	41.5%	47.5%	1.9%	0.2%	2.0%	1.4%	11.2%	13.0%	15.3%	29.7%	29.4%	2.7%	24.3%	17.5%	16.1%	24.2%	15.1%
	'04	10,478	2.7%	3.8%	45.0%	45.3%	1.2%	0.1%	1.9%	1.2%	16.7%	5.9%	15.2%	32.0%	29.0%	2.7%	36.1%	6.3%	15.4%	25.6%	13.9%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DOC	2006	5,204	1.5%	3.9%	30.3%	53.3%	3.2%	0.7%	7.1%	2.1%	7.4%	6.1%	15.5%	30.6%	38.3%	3.1%	10.4%	7.8%	18.8%	29.8%	30.1%
	'04	4,021	1.1%	2.7%	28.9%	56.8%	3.8%	0.8%	6.0%	0.1%	7.7%	7.0%	12.6%	31.9%	40.6%	0.3%	11.7%	9.3%	15.9%	31.7%	30.9%
	'02	4,134	1.1%	3.0%	28.3%	44.4%	4.0%	----	19.2%	----	----	----	----	----	----	----	----	----	----	----	----
DOE	2006	7,742	4.6%	1.3%	25.9%	58.2%	2.7%	0.4%	6.8%	1.5%	6.5%	8.2%	8.8%	30.1%	44.9%	2.8%	10.2%	10.8%	11.0%	39.8%	25.4%
	'04	1,485	5.5%	1.0%	19.7%	55.0%	11.4%	0.5%	6.7%	0.3%	6.7%	5.9%	4.5%	28.1%	54.5%	0.6%	10.8%	7.9%	8.5%	36.4%	35.8%
	'02	922	2.9%	1.1%	14.8%	60.2%	16.4%	----	4.7%	----	----	----	----	----	----	----	----	----	----	----	----
DOI	2006	25,507	5.2%	6.9%	60.4%	25.5%	0.5%	0.1%	1.4%	0.3%	5.1%	6.7%	12.8%	29.7%	45.4%	0.9%	9.9%	10.6%	17.6%	29.9%	31.1%
	'04	5,187	4.4%	5.8%	51.5%	35.7%	1.1%	0.2%	1.4%	0.2%	5.9%	4.9%	8.3%	30.5%	50.3%	0.7%	12.6%	9.0%	12.4%	31.1%	34.2%
	'02	5,412	3.1%	4.9%	51.0%	38.1%	1.1%	----	1.9%	----	----	----	----	----	----	----	----	----	----	----	----
DOJ	2006	10,967	2.5%	1.8%	37.0%	51.7%	2.5%	0.7%	3.9%	1.4%	9.0%	7.7%	16.7%	35.9%	29.4%	2.2%	13.2%	10.5%	20.6%	35.6%	17.9%
	'04	7,701	2.5%	1.7%	37.4%	49.2%	2.9%	1.0%	5.3%	0.4%	7.9%	5.9%	15.6%	40.0%	30.2%	0.9%	13.2%	9.0%	19.7%	39.9%	17.4%
	'02	4,363	3.5%	1.9%	41.7%	39.8%	3.9%	----	9.3%	----	----	----	----	----	----	----	----	----	----	----	----
DOL	2006	4,538	0.2%	3.9%	46.5%	46.8%	2.0%	0.1%	0.6%	0.3%	6.5%	7.4%	14.3%	28.8%	42.8%	0.6%	10.0%	10.8%	19.5%	28.0%	31.0%
	'04	4,082	0.2%	5.1%	49.2%	43.4%	1.5%	0.1%	0.5%	0.8%	9.9%	8.1%	11.5%	28.7%	41.0%	1.2%	14.4%	11.8%	14.4%	28.1%	30.1%
	'02	4,105	0.4%	3.9%	44.7%	48.1%	1.9%	----	0.9%	----	----	----	----	----	----	----	----	----	----	----	----
DOT	2006	5,453	1.6%	2.5%	34.2%	51.5%	3.9%	0.3%	6.0%	1.3%	9.0%	10.3%	12.8%	27.2%	39.3%	2.3%	14.5%	14.3%	17.1%	27.4%	24.3%
	'04	4,951	1.4%	2.3%	34.6%	52.4%	2.7%	0.1%	6.6%	0.3%	13.0%	7.3%	10.3%	28.7%	40.4%	0.7%	19.3%	11.1%	13.7%	29.8%	25.3%
	'02	3,003	4.7%	2.9%	29.1%	43.2%	4.2%	----	16.0%	----	----	----	----	----	----	----	----	----	----	----	----

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category						Time in Federal Government						Time with Current Agency						
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
Educ	2006	2,910	0.3%	1.5%	31.8%	61.3%	2.7%	0.1%	2.1%	1.2%	8.6%	4.9%	13.8%	31.1%	40.5%	1.7%	13.9%	7.2%	18.7%	33.8%	24.7%
	'04	2,408	0.0%	2.7%	32.2%	60.8%	2.3%	0.3%	1.6%	2.0%	8.8%	7.5%	10.8%	30.0%	40.8%	2.9%	13.3%	11.2%	15.7%	32.1%	24.9%
	'02	1,671	0.2%	1.2%	33.2%	62.7%	1.6%	----	1.1%	----	----	----	----	----	----	----	----	----	----	----	----
EEOC	2006	1,173	0.1%	7.4%	46.5%	43.9%	1.8%	0.1%	0.2%	0.1%	1.3%	4.5%	12.5%	31.7%	49.9%	0.5%	2.0%	12.4%	20.0%	33.3%	31.7%
	'04	1,693	0.0%	8.3%	47.0%	42.6%	1.5%	0.1%	0.5%	0.9%	5.4%	8.7%	8.9%	34.4%	41.7%	1.4%	11.3%	15.1%	12.1%	33.7%	26.4%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
EPA	2006	9,115	0.1%	0.8%	27.3%	69.6%	1.7%	0.3%	0.2%	1.5%	7.6%	5.2%	12.2%	33.3%	40.2%	2.1%	10.4%	6.7%	16.2%	37.6%	27.0%
	'04	6,895	0.1%	0.6%	26.1%	71.2%	1.7%	0.1%	0.2%	0.7%	6.9%	4.3%	12.7%	36.2%	39.3%	1.1%	9.7%	5.9%	16.6%	41.5%	25.2%
	'02	5,666	0.2%	0.7%	24.9%	71.8%	1.7%	----	0.6%	----	----	----	----	----	----	----	----	----	----	----	----
FDIC	2006	3,085	1.6%	3.5%	29.4%	38.8%	1.7%	0.3%	24.6%	0.6%	1.7%	1.8%	6.3%	46.5%	43.2%	1.1%	3.1%	2.1%	9.4%	55.6%	28.7%
	'04	1,205	1.1%	4.1%	36.5%	39.0%	0.9%	0.2%	18.4%	1.7%	3.9%	2.9%	5.1%	57.3%	29.1%	2.4%	4.5%	4.4%	7.3%	65.7%	15.7%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FERC	2006	753	0.1%	0.8%	28.0%	64.1%	4.4%	0.9%	1.6%	3.1%	15.1%	6.8%	7.7%	23.0%	44.4%	4.0%	18.5%	8.4%	9.4%	28.2%	31.6%
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FTC	2006	459	0.0%	1.5%	24.8%	68.8%	4.6%	0.0%	0.2%	4.1%	11.8%	9.6%	19.4%	22.0%	33.1%	6.5%	15.0%	13.9%	19.6%	19.0%	25.9%
	'04	616	0.0%	3.1%	27.3%	65.2%	4.1%	0.0%	0.3%	4.7%	14.6%	12.0%	12.8%	20.3%	35.4%	6.3%	19.8%	14.0%	13.0%	18.2%	28.6%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
GSA	2006	3,916	1.5%	2.1%	39.2%	55.0%	1.6%	0.1%	0.4%	0.8%	8.7%	6.4%	7.9%	29.2%	47.0%	1.9%	14.4%	9.8%	12.3%	32.7%	28.8%
	'04	2,869	1.9%	2.8%	39.0%	53.7%	2.0%	0.0%	0.5%	0.5%	7.9%	4.8%	4.0%	33.1%	49.7%	1.2%	14.1%	9.6%	7.0%	38.4%	29.7%
	'02	2,559	3.2%	2.7%	35.5%	55.5%	2.0%	----	1.0%	----	----	----	----	----	----	----	----	----	----	----	----
HHS	2006	25,756	1.7%	8.1%	39.6%	47.4%	0.9%	0.5%	1.7%	1.7%	10.6%	10.7%	16.7%	29.0%	31.4%	2.9%	15.3%	13.9%	20.8%	28.0%	19.1%
	'04	4,653	1.9%	4.0%	35.1%	55.4%	2.0%	0.7%	0.9%	0.3%	9.9%	8.1%	10.8%	29.8%	41.1%	1.0%	15.0%	12.3%	15.2%	30.2%	26.2%
	'02	4,862	1.6%	2.9%	30.7%	59.3%	3.5%	----	2.1%	----	----	----	----	----	----	----	----	----	----	----	----
HUD	2006	4,075	0.2%	1.2%	40.1%	57.3%	0.9%	0.0%	0.2%	0.4%	4.4%	6.4%	9.1%	32.8%	46.9%	0.9%	7.7%	10.7%	12.8%	37.0%	30.9%
	'04	5,343	0.2%	2.1%	42.1%	54.5%	0.9%	0.0%	0.2%	1.1%	8.2%	5.5%	6.9%	35.1%	43.2%	2.2%	14.7%	8.9%	7.4%	39.1%	27.8%
	'02	1,246	0.2%	1.0%	29.5%	66.8%	1.9%	----	0.6%	----	----	----	----	----	----	----	----	----	----	----	----
NARA	2006	1,442	0.5%	26.7%	45.7%	25.9%	0.7%	0.3%	0.2%	1.2%	11.8%	9.9%	13.8%	28.8%	34.5%	2.0%	16.6%	13.0%	15.5%	27.7%	25.2%
	'04	1,415	0.6%	30.8%	44.5%	22.8%	0.6%	0.3%	0.4%	4.7%	16.3%	7.6%	11.2%	29.5%	30.7%	8.1%	21.0%	10.7%	10.4%	28.4%	21.4%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NASA	2006	4,734	0.2%	1.4%	20.4%	72.6%	4.7%	0.5%	0.1%	0.7%	4.4%	4.9%	9.6%	34.8%	45.6%	1.4%	6.7%	6.3%	11.4%	38.8%	35.4%
	'04	4,766	0.2%	1.6%	21.9%	71.1%	4.6%	0.5%	0.2%	0.2%	4.8%	6.7%	6.3%	36.6%	45.4%	0.5%	7.3%	8.8%	7.8%	41.7%	33.9%
	'02	4,225	0.3%	2.0%	22.5%	69.8%	4.8%	----	0.6%	----	----	----	----	----	----	----	----	----	----	----	----

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2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category						Time in Federal Government						Time with Current Agency						
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
NCUA	2006	623	1.4%	0.8%	40.3%	27.0%	1.9%	0.3%	28.3%	2.2%	6.7%	3.5%	18.6%	41.3%	27.6%	3.1%	10.8%	3.7%	23.8%	40.9%	17.8%
	'04	538	1.3%	1.7%	41.8%	29.9%	1.7%	0.2%	23.5%	1.9%	2.2%	10.2%	13.0%	44.4%	28.3%	2.8%	4.1%	13.2%	18.2%	45.5%	16.2%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NLRB	2006	963	0.5%	7.2%	29.1%	57.6%	3.5%	0.2%	1.9%	1.4%	8.3%	6.1%	13.8%	21.9%	48.5%	1.8%	11.7%	8.1%	16.5%	21.7%	40.2%
	'04	979	0.3%	9.0%	28.1%	57.3%	2.8%	0.0%	2.6%	3.1%	9.1%	12.4%	7.4%	22.8%	45.3%	4.7%	13.4%	14.4%	8.3%	20.9%	38.3%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NRC	2006	1,692	0.3%	1.1%	18.0%	71.7%	5.0%	1.5%	2.4%	2.4%	14.3%	9.2%	11.1%	23.4%	39.7%	3.8%	19.7%	11.0%	12.4%	23.9%	29.1%
	'04	1,876	0.2%	1.2%	18.4%	71.2%	4.6%	2.3%	2.0%	4.1%	15.0%	5.2%	9.1%	27.4%	39.2%	6.3%	18.9%	6.8%	9.8%	28.7%	29.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
NSF	2006	596	0.3%	0.3%	27.9%	39.3%	8.2%	7.6%	16.4%	0.7%	6.4%	8.4%	15.1%	32.9%	36.6%	2.5%	14.9%	13.1%	20.5%	28.5%	20.5%
	'04	778	0.3%	1.8%	30.4%	30.5%	8.4%	7.9%	20.8%	4.1%	15.7%	8.9%	10.4%	29.3%	31.6%	6.6%	23.7%	12.6%	12.9%	25.4%	18.9%
	'02	441	0.7%	2.3%	34.7%	30.2%	10.2%	----	22.0%	----	----	----	----	----	----	----	----	----	----	----	----
OMB	2006	250	0.0%	0.0%	24.8%	62.4%	12.8%	0.0%	0.0%	3.2%	16.0%	10.8%	22.4%	17.6%	30.0%	7.6%	22.8%	14.8%	23.6%	16.4%	14.8%
	'04	249	0.4%	0.0%	24.1%	61.4%	13.7%	0.0%	0.4%	0.8%	16.5%	14.9%	15.3%	21.3%	31.3%	0.8%	27.3%	16.5%	17.7%	21.3%	16.5%
	'02	249	0.8%	0.0%	30.9%	53.4%	14.9%	----	0.0%	----	----	----	----	----	----	----	----	----	----	----	----
OPM	2006	3,012	0.2%	6.8%	59.5%	31.8%	1.3%	0.1%	0.3%	1.1%	8.5%	6.7%	11.3%	26.4%	45.9%	2.8%	37.0%	8.8%	11.6%	19.2%	20.6%
	'04	1,539	0.5%	14.0%	44.2%	38.1%	2.3%	0.1%	0.7%	0.9%	8.6%	5.9%	8.3%	33.4%	42.9%	1.4%	17.1%	11.8%	9.3%	30.7%	29.8%
	'02	1,311	1.2%	11.6%	41.8%	41.9%	2.2%	----	1.3%	----	----	----	----	----	----	----	----	----	----	----	----
RRB	2006	680	0.6%	4.6%	73.4%	20.1%	1.0%	0.0%	0.3%	0.3%	0.9%	2.4%	2.4%	28.8%	65.3%	1.2%	1.9%	5.7%	5.1%	31.2%	54.9%
	'04	700	0.3%	7.0%	72.5%	18.7%	1.0%	0.0%	0.4%	0.3%	2.0%	1.1%	2.4%	32.5%	61.7%	0.4%	5.9%	3.4%	3.9%	35.9%	50.5%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
SBA	2006	1,447	0.3%	4.1%	47.2%	45.7%	2.1%	0.1%	0.5%	0.9%	2.4%	1.5%	10.0%	39.0%	46.2%	1.8%	5.2%	2.8%	19.9%	43.3%	27.1%
	'04	1,661	0.1%	5.0%	52.3%	40.9%	1.4%	0.0%	0.2%	0.1%	1.3%	2.1%	10.7%	40.4%	45.5%	0.6%	2.7%	4.9%	18.7%	46.5%	26.6%
	'02	881	0.6%	2.7%	39.7%	53.5%	2.8%	----	0.7%	----	----	----	----	----	----	----	----	----	----	----	----
SEC	2006	1,905	1.0%	1.8%	16.7%	47.8%	1.7%	1.0%	30.0%	1.6%	25.3%	8.8%	20.5%	23.9%	19.8%	2.2%	31.7%	9.7%	23.1%	21.6%	11.8%
	'04	2,166	0.6%	2.4%	18.9%	50.1%	1.4%	0.7%	25.8%	13.3%	16.1%	14.2%	16.0%	23.2%	17.1%	16.6%	18.8%	16.9%	16.8%	20.6%	10.3%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
SSA	2006	1,317	0.4%	4.5%	47.1%	39.8%	7.3%	0.1%	0.9%	0.6%	6.6%	4.5%	8.0%	17.4%	62.9%	1.4%	7.5%	6.1%	10.1%	19.0%	56.0%
	'04	1,172	0.3%	2.8%	47.5%	41.3%	7.0%	0.3%	0.7%	0.1%	7.1%	2.8%	7.3%	16.4%	66.3%	0.1%	9.7%	4.2%	10.5%	16.1%	59.4%
	'02	1,023	0.5%	3.4%	48.7%	41.4%	4.2%	----	1.8%	----	----	----	----	----	----	----	----	----	----	----	----
State	2006	1,310	0.4%	0.4%	23.4%	37.5%	35.3%	0.2%	2.7%	0.5%	7.6%	5.1%	8.9%	24.1%	53.8%	0.9%	10.4%	6.3%	13.7%	25.5%	43.3%
	'04	1,272	1.3%	1.0%	13.3%	30.4%	32.1%	1.6%	20.4%	0.2%	7.0%	4.0%	7.6%	26.9%	54.2%	0.6%	9.7%	9.1%	8.5%	30.9%	41.3%
	'02	689	0.1%	0.0%	12.8%	20.2%	6.2%	----	60.7%	----	----	----	----	----	----	----	----	----	----	----	----

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2006 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency		# of Respondents*	Pay Category						Time in Federal Government						Time with Current Agency						
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	
Treas	2006	7,042	7.2%	4.2%	27.3%	37.4%	3.9%	0.5%	19.4%	0.8%	6.6%	5.6%	10.6%	31.4%	45.0%	1.9%	11.8%	8.9%	16.0%	31.6%	29.9%
	'04	5,677	4.7%	5.4%	32.2%	40.7%	4.2%	0.4%	12.4%	0.5%	6.3%	5.3%	8.7%	34.6%	44.7%	1.4%	12.8%	10.2%	13.4%	32.1%	30.1%
	'02	7,314	2.3%	3.6%	30.7%	40.6%	3.6%	----	19.3%	----	----	----	----	----	----	----	----	----	----	----	----
USDA	2006	13,601	0.6%	5.1%	63.9%	28.8%	1.1%	0.1%	0.4%	0.7%	7.1%	6.5%	9.7%	29.6%	46.4%	1.5%	11.0%	9.0%	12.6%	29.2%	36.6%
	'04	10,404	0.6%	5.9%	58.7%	32.5%	1.3%	0.1%	0.8%	0.6%	7.3%	4.8%	8.0%	31.6%	47.7%	1.0%	11.9%	7.5%	10.6%	31.0%	38.0%
	'02	10,441	0.8%	7.3%	56.4%	32.2%	1.3%	----	1.9%	----	----	----	----	----	----	----	----	----	----	----	----
VA	2006	3,144	6.5%	9.9%	41.2%	31.2%	4.3%	1.1%	5.9%	1.2%	8.4%	8.1%	12.2%	28.9%	41.2%	2.2%	12.9%	11.5%	15.4%	26.7%	31.4%
	'04	3,344	5.1%	8.0%	43.2%	35.0%	3.2%	1.0%	4.4%	0.5%	9.2%	7.5%	9.4%	30.2%	43.2%	0.9%	15.5%	10.6%	11.9%	28.3%	32.9%
	'02	2,388	3.1%	6.7%	40.3%	35.8%	6.2%	----	8.0%	----	----	----	----	----	----	----	----	----	----	----	----
Small Agencies	2006	4,141	6.2%	2.5%	23.5%	20.7%	0.9%	0.3%	46.0%	4.6%	12.0%	13.3%	21.3%	23.5%	25.3%	6.5%	20.1%	15.1%	26.2%	19.1%	13.0%
	'04	3,679	2.5%	5.0%	30.9%	24.2%	1.5%	0.2%	35.7%	8.2%	31.7%	13.5%	16.2%	14.4%	16.0%	12.9%	41.1%	13.5%	17.4%	8.2%	7.0%
	'02	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DoD All	2006	50,740	10.7%	6.2%	44.6%	33.7%	1.0%	0.1%	3.6%	1.5%	8.6%	6.7%	9.5%	24.1%	49.5%	3.3%	12.7%	9.3%	14.5%	26.6%	33.7%
	'04	40,196	9.4%	6.0%	46.2%	34.8%	0.9%	0.1%	2.5%	0.4%	8.3%	5.6%	7.9%	27.9%	50.0%	2.0%	13.7%	9.3%	13.0%	29.8%	32.2%
	'02	32,559	11.4%	7.2%	43.6%	29.3%	1.3%	----	7.2%	----	----	----	----	----	----	----	----	----	----	----	----
USACE	2006	5,154	7.1%	5.0%	48.1%	36.4%	0.3%	0.0%	3.0%	0.6%	4.8%	5.8%	9.0%	24.4%	55.4%	1.5%	8.5%	8.4%	12.8%	26.0%	42.8%
	'04	6,295	8.4%	6.3%	51.4%	31.6%	0.2%	0.0%	2.1%	0.6%	6.5%	4.4%	6.5%	27.0%	55.0%	1.4%	11.8%	7.2%	9.3%	29.3%	41.0%
	'02	711	12.8%	4.1%	36.8%	39.1%	1.5%	----	5.6%	----	----	----	----	----	----	----	----	----	----	----	----
Air Force	2006	10,078	22.0%	6.6%	45.6%	22.7%	0.8%	0.1%	2.1%	1.6%	9.3%	8.0%	12.4%	25.5%	43.2%	3.1%	12.5%	10.2%	15.6%	25.6%	33.0%
	'04	8,696	19.8%	6.6%	48.2%	23.5%	0.6%	0.1%	1.3%	0.2%	11.0%	6.9%	10.3%	28.9%	42.6%	1.9%	16.0%	10.4%	14.0%	27.6%	30.0%
	'02	6,545	19.3%	6.8%	47.7%	22.2%	0.9%	----	3.1%	----	----	----	----	----	----	----	----	----	----	----	----
Army	2006	13,746	8.2%	6.5%	47.5%	32.9%	0.8%	0.1%	4.1%	2.4%	12.1%	7.4%	10.2%	22.2%	45.7%	5.4%	18.2%	10.0%	14.1%	23.2%	29.1%
	'04	8,408	6.4%	5.1%	46.4%	38.4%	0.8%	0.1%	2.8%	0.6%	9.1%	5.8%	7.9%	26.4%	50.1%	3.6%	16.9%	10.1%	12.1%	27.4%	29.9%
	'02	8,964	12.1%	8.7%	46.1%	26.6%	0.8%	----	5.7%	----	----	----	----	----	----	----	----	----	----	----	----
Navy	2006	12,620	9.5%	5.8%	40.4%	37.4%	0.9%	0.3%	5.7%	1.2%	6.9%	6.5%	8.3%	22.8%	54.4%	2.3%	9.8%	9.1%	14.2%	25.5%	39.1%
	'04	9,512	7.5%	5.8%	42.3%	38.7%	1.1%	0.3%	4.4%	0.2%	8.4%	5.4%	7.0%	26.2%	52.8%	1.4%	12.3%	8.7%	13.1%	28.8%	35.8%
	'02	9,043	9.9%	7.0%	40.2%	27.2%	1.2%	----	14.4%	----	----	----	----	----	----	----	----	----	----	----	----
Marine Corps	2006	912	17.5%	6.7%	49.2%	24.4%	0.4%	0.0%	1.8%	2.0%	9.8%	5.9%	8.0%	27.5%	46.8%	3.3%	13.6%	8.8%	13.4%	30.4%	30.6%
	'04	765	12.6%	8.4%	49.0%	27.2%	0.5%	0.0%	2.4%	0.1%	7.3%	5.1%	10.6%	33.2%	43.6%	1.0%	11.7%	8.0%	17.7%	36.7%	24.9%
	'02	658	19.9%	8.8%	48.6%	15.2%	0.8%	----	6.7%	----	----	----	----	----	----	----	----	----	----	----	----
Other DoD	2006	8,230	4.5%	6.9%	42.2%	42.1%	2.3%	0.1%	1.8%	0.9%	6.6%	5.0%	7.6%	27.2%	52.7%	2.4%	10.5%	8.0%	15.3%	35.0%	28.9%
	'04	6,520	3.1%	6.1%	43.9%	43.6%	1.9%	0.1%	1.3%	0.2%	5.5%	5.1%	6.9%	30.9%	51.4%	1.5%	10.6%	9.8%	15.9%	37.0%	25.2%
	'02	6,638	4.0%	5.9%	40.9%	43.0%	2.3%	----	3.8%	----	----	----	----	----	----	----	----	----	----	----	----

Note: *# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.



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