

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,433	147,896	10.3%	10.0%	9.4%	37.8%	36.6%	36.2%	24.4%	24.2%	23.5%	19.5%	20.7%	22.2%	7.9%	8.5%	8.7%
AID	831	726	803	12.9%	9.1%	9.4%	39.4%	38.8%	43.5%	23.1%	20.8%	22.7%	17.5%	20.2%	18.5%	7.1%	11.1%	5.9%
BBG	556	570	543	6.2%	4.7%	8.0%	20.3%	25.1%	21.6%	19.9%	20.2%	19.2%	27.1%	28.1%	28.0%	26.4%	22.0%	23.3%
CSOSA	604	518	554	12.5%	9.7%	9.3%	39.6%	33.4%	39.1%	23.3%	23.4%	23.2%	15.6%	22.0%	20.6%	9.0%	11.4%	7.8%
DHS	9,550	10,369	10,473	8.7%	6.0%	5.9%	33.9%	28.9%	26.8%	22.5%	23.7%	22.0%	23.0%	27.0%	29.7%	11.9%	14.4%	15.6%
DOC	3,556	5,204	4,021	9.4%	9.0%	9.1%	41.9%	37.8%	35.6%	23.2%	24.6%	24.5%	18.7%	20.5%	22.2%	6.8%	8.1%	8.5%
DOE	6,092	7,742	1,485	11.5%	10.2%	11.7%	39.0%	38.5%	42.2%	23.6%	22.9%	20.7%	18.9%	20.1%	19.5%	7.0%	8.2%	5.9%
DOI	27,027	25,500	5,186	8.0%	7.5%	6.5%	35.2%	33.7%	36.0%	24.7%	25.3%	24.7%	22.7%	23.4%	23.4%	9.3%	10.1%	9.4%
DOJ	14,020	10,965	7,701	10.3%	9.0%	10.3%	38.3%	39.7%	36.9%	24.4%	23.8%	22.6%	20.3%	20.9%	21.5%	6.7%	6.7%	8.7%
DOL	4,110	4,538	4,082	11.0%	9.9%	9.5%	38.0%	38.0%	37.8%	23.1%	24.4%	23.4%	20.0%	19.3%	20.1%	8.0%	8.4%	9.2%
DOT	6,353	5,451	4,949	8.0%	8.3%	9.6%	30.9%	27.9%	32.2%	21.0%	24.5%	22.0%	24.2%	22.0%	24.7%	15.9%	17.3%	11.4%
Educ	2,393	2,909	2,408	11.5%	8.9%	8.9%	34.0%	33.6%	34.4%	22.1%	23.5%	22.6%	21.0%	22.8%	22.3%	11.5%	11.2%	11.9%
EEOC	1,210	1,173	1,693	10.8%	9.1%	7.8%	33.4%	35.7%	35.6%	22.7%	22.3%	21.9%	21.4%	23.1%	23.7%	11.7%	9.8%	11.0%
EPA	6,986	9,115	6,895	10.0%	9.7%	9.2%	40.7%	38.8%	39.0%	24.1%	24.8%	24.4%	18.3%	19.8%	21.0%	6.9%	7.0%	6.4%
FCC	733	---	---	8.8%	---	---	27.1%	---	---	21.4%	---	---	27.7%	---	---	15.0%	---	---
FERC	671	753	---	11.1%	11.0%	---	43.2%	43.0%	---	23.8%	22.4%	---	16.6%	18.8%	---	5.3%	4.8%	---

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

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	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,433	147,896	10.3%	10.0%	9.4%	37.8%	36.6%	36.2%	24.4%	24.2%	23.5%	19.5%	20.7%	22.2%	7.9%	8.5%	8.7%
FTC	560	459	616	19.2%	15.7%	16.9%	37.8%	41.1%	38.6%	19.8%	19.4%	21.1%	15.9%	17.9%	17.9%	7.4%	5.9%	5.5%
GSA	3,396	3,916	2,869	14.9%	14.3%	16.4%	38.3%	38.2%	39.7%	23.1%	20.7%	19.6%	16.8%	19.2%	17.3%	7.0%	7.6%	7.0%
HHS	22,730	25,756	4,653	10.7%	9.2%	8.0%	36.5%	36.3%	35.6%	24.5%	24.9%	25.3%	19.9%	20.7%	22.2%	8.4%	8.8%	8.8%
HUD	3,467	4,075	5,343	8.8%	9.8%	8.6%	34.1%	33.0%	32.6%	24.8%	24.4%	25.8%	22.9%	22.4%	23.9%	9.4%	10.4%	9.2%
NARA	1,370	1,442	1,415	11.7%	10.0%	9.5%	33.7%	33.3%	36.0%	22.7%	22.9%	23.9%	21.6%	23.2%	22.3%	10.3%	10.7%	8.2%
NASA	4,375	4,734	4,766	17.3%	16.3%	14.6%	42.9%	42.1%	40.7%	20.5%	20.5%	21.7%	14.3%	16.4%	16.7%	5.0%	4.7%	6.3%
NCUA	588	623	538	7.3%	6.2%	6.5%	33.4%	42.6%	36.5%	25.3%	23.4%	26.8%	24.1%	21.5%	23.2%	9.9%	6.2%	7.1%
NLRB	803	963	979	9.6%	9.4%	10.3%	36.0%	40.3%	40.5%	26.0%	22.7%	24.1%	19.5%	21.6%	18.5%	8.9%	6.0%	6.7%
NRC	2,179	1,692	1,876	24.8%	18.1%	13.0%	44.9%	45.6%	46.1%	17.0%	20.8%	21.8%	10.7%	11.5%	15.4%	2.6%	4.0%	3.7%
NSF	583	596	778	20.4%	17.6%	11.8%	41.1%	37.0%	39.9%	16.3%	17.9%	24.9%	17.3%	19.7%	15.4%	4.9%	7.7%	8.1%
OMB	253	250	249	13.2%	13.4%	12.5%	47.7%	39.8%	39.8%	23.5%	24.6%	22.7%	11.9%	19.1%	22.1%	3.8%	3.0%	2.9%
OPM	2,932	3,012	1,539	12.0%	10.4%	8.3%	41.3%	38.5%	32.1%	23.8%	24.0%	22.2%	16.0%	18.0%	24.4%	6.9%	9.2%	13.0%
PBGC	515	---	---	13.1%	---	---	41.2%	---	---	22.1%	---	---	16.7%	---	---	6.8%	---	---
RRB	570	680	700	8.5%	10.4%	9.9%	36.8%	35.0%	39.1%	27.0%	26.0%	22.8%	19.6%	20.1%	21.2%	8.0%	8.5%	7.0%
SBA	1,618	1,447	1,661	10.2%	7.9%	6.4%	37.3%	28.7%	26.4%	22.7%	21.4%	20.7%	22.3%	25.4%	27.2%	7.6%	16.6%	19.3%
SEC	1,605	1,905	2,166	9.6%	11.3%	8.3%	33.5%	36.4%	36.5%	22.6%	22.0%	23.4%	23.3%	21.5%	22.5%	11.0%	8.8%	9.4%

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	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,433	147,896	10.3%	10.0%	9.4%	37.8%	36.6%	36.2%	24.4%	24.2%	23.5%	19.5%	20.7%	22.2%	7.9%	8.5%	8.7%
SSA	5,959	1,317	1,172	13.4%	11.4%	8.6%	41.3%	41.7%	42.7%	23.3%	23.3%	24.4%	15.8%	16.0%	18.9%	6.2%	7.7%	5.4%
State	1,720	1,310	1,272	12.9%	13.5%	11.6%	42.2%	39.8%	40.1%	23.0%	22.1%	23.4%	16.6%	19.3%	19.3%	5.4%	5.3%	5.7%
Treasury	8,634	7,037	5,677	10.4%	9.6%	8.1%	41.7%	39.6%	36.9%	23.6%	23.6%	23.5%	17.2%	21.3%	21.6%	7.1%	5.9%	9.9%
USDA	13,688	13,594	10,399	7.2%	7.4%	6.8%	35.4%	37.4%	35.3%	26.7%	25.0%	26.0%	22.5%	22.4%	24.2%	8.2%	7.8%	7.6%
VA	3,283	3,144	3,344	10.3%	12.3%	10.7%	36.9%	34.3%	37.5%	26.6%	24.1%	22.8%	19.0%	19.9%	20.0%	7.2%	9.5%	9.0%
Small Agencies	3,227	4,141	3,679	12.1%	12.1%	9.7%	37.9%	35.0%	34.6%	21.1%	22.8%	22.0%	19.5%	20.5%	23.1%	9.4%	9.6%	10.6%
All DoD	43,444	50,722	40,191	10.7%	10.5%	10.1%	38.8%	38.0%	37.0%	24.8%	24.6%	23.9%	18.7%	19.7%	21.7%	7.0%	7.2%	7.3%
USACE	5,035	5,154	6,295	8.9%	9.2%	9.6%	40.5%	38.9%	38.5%	25.6%	25.4%	25.1%	18.8%	19.4%	20.7%	6.2%	7.1%	6.1%
Air Force	8,971	10,073	8,695	10.8%	10.8%	10.3%	38.0%	36.1%	37.9%	24.8%	26.2%	23.5%	18.8%	19.8%	20.8%	7.6%	7.1%	7.5%
Army	11,658	13,741	8,408	10.9%	11.9%	12.0%	39.3%	39.7%	37.2%	24.6%	22.4%	22.5%	18.3%	19.4%	21.6%	6.8%	6.7%	6.8%
Navy	9,578	12,615	9,509	10.1%	8.5%	8.2%	38.5%	37.7%	35.4%	25.9%	26.0%	26.0%	18.9%	20.3%	23.3%	6.5%	7.5%	7.1%
Marine Corps	797	911	765	13.2%	11.9%	10.9%	34.7%	33.1%	35.3%	23.5%	25.0%	24.5%	20.2%	21.2%	21.1%	8.3%	8.7%	8.2%
Other DoD	7,405	8,228	6,519	11.2%	10.6%	9.3%	39.8%	38.9%	37.7%	22.7%	23.2%	23.3%	18.9%	18.9%	20.8%	7.5%	8.4%	8.8%

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

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	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,420	147,895	13.6%	13.0%	13.0%	36.7%	35.6%	36.0%	22.8%	23.4%	22.6%	17.9%	18.4%	19.1%	9.0%	9.6%	9.3%
AID	831	726	803	15.9%	12.3%	15.7%	36.5%	43.0%	36.0%	23.7%	22.6%	21.8%	15.4%	13.3%	17.9%	8.5%	8.7%	8.6%
BBG	556	570	543	10.5%	9.8%	10.7%	24.2%	25.2%	28.8%	19.3%	23.2%	20.0%	23.2%	23.6%	24.0%	22.9%	18.2%	16.6%
CSOSA	604	518	554	20.6%	12.8%	14.7%	34.8%	34.6%	40.4%	20.4%	19.7%	20.2%	15.3%	21.2%	15.9%	8.8%	11.8%	8.8%
DHS	9,550	10,369	10,471	10.5%	7.6%	7.8%	31.7%	27.6%	28.1%	22.2%	24.1%	24.8%	21.5%	24.1%	23.4%	14.0%	16.5%	15.9%
DOC	3,556	5,204	4,021	14.0%	13.5%	15.1%	42.5%	40.6%	42.3%	21.7%	21.5%	19.5%	14.4%	16.2%	15.4%	7.4%	8.3%	7.7%
DOE	6,093	7,742	1,485	14.5%	12.4%	15.4%	38.1%	38.1%	38.0%	22.6%	23.3%	21.6%	16.7%	17.8%	17.2%	8.0%	8.4%	7.8%
DOI	27,026	25,503	5,186	11.6%	10.3%	10.8%	36.4%	35.3%	36.1%	23.3%	23.8%	23.0%	19.1%	20.4%	21.1%	9.6%	10.1%	9.0%
DOJ	14,017	10,960	7,701	15.1%	13.0%	15.5%	36.8%	38.0%	34.6%	21.7%	22.1%	19.9%	18.9%	19.6%	20.0%	7.5%	7.3%	10.0%
DOL	4,110	4,538	4,082	15.1%	13.4%	13.5%	37.0%	38.7%	35.5%	21.1%	21.0%	20.6%	17.6%	17.7%	19.9%	9.2%	9.2%	10.6%
DOT	6,353	5,452	4,949	11.7%	10.7%	9.7%	31.0%	28.9%	34.6%	22.7%	22.6%	19.4%	19.6%	22.1%	22.7%	15.1%	15.7%	13.7%
Educ	2,393	2,909	2,408	14.5%	12.4%	15.7%	33.8%	33.6%	34.4%	22.0%	20.0%	20.6%	18.3%	19.8%	18.4%	11.5%	14.1%	11.0%
EEOC	1,210	1,173	1,693	14.5%	10.3%	10.9%	33.7%	30.4%	32.1%	20.7%	21.1%	18.9%	17.3%	25.1%	25.4%	13.8%	13.1%	12.7%
EPA	6,986	9,115	6,895	17.0%	14.3%	15.9%	42.4%	39.5%	42.1%	18.8%	21.3%	19.7%	14.8%	17.3%	15.9%	7.0%	7.7%	6.5%
FCC	733	---	---	16.1%	---	---	36.0%	---	---	20.1%	---	---	16.6%	---	---	11.2%	---	---
FERC	671	753	---	21.9%	17.4%	---	44.4%	40.5%	---	17.6%	20.8%	---	10.4%	14.9%	---	5.7%	6.5%	---

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	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,420	147,895	13.6%	13.0%	13.0%	36.7%	35.6%	36.0%	22.8%	23.4%	22.6%	17.9%	18.4%	19.1%	9.0%	9.6%	9.3%
FTC	560	459	616	28.6%	21.4%	25.5%	39.3%	40.6%	38.7%	15.4%	21.5%	17.4%	11.5%	11.3%	13.2%	5.2%	5.3%	5.2%
GSA	3,396	3,916	2,869	17.1%	16.0%	20.0%	37.9%	36.2%	37.0%	20.1%	21.3%	19.1%	16.6%	18.8%	15.9%	8.4%	7.7%	8.0%
HHS	22,730	25,756	4,653	15.4%	14.0%	13.2%	36.0%	36.9%	35.1%	21.8%	22.5%	23.3%	17.6%	17.6%	18.8%	9.3%	9.0%	9.6%
HUD	3,467	4,075	5,343	13.8%	16.5%	15.7%	35.7%	37.1%	37.9%	21.9%	19.8%	19.2%	17.7%	16.7%	18.1%	11.0%	10.0%	9.1%
NARA	1,370	1,442	1,415	17.4%	15.8%	14.1%	33.9%	35.9%	36.3%	19.8%	19.2%	19.6%	17.0%	18.3%	20.4%	11.8%	10.8%	9.6%
NASA	4,375	4,734	4,766	23.3%	20.0%	19.7%	39.6%	40.1%	43.1%	18.8%	21.0%	19.0%	12.4%	13.2%	13.2%	5.8%	5.7%	5.0%
NCUA	588	623	538	9.6%	11.0%	10.1%	39.4%	40.4%	40.6%	24.0%	21.5%	24.7%	18.9%	19.7%	16.5%	8.1%	7.4%	8.2%
NLRB	803	963	979	11.5%	13.6%	16.7%	32.7%	35.2%	33.5%	18.8%	19.7%	18.1%	25.6%	21.3%	19.7%	11.3%	10.2%	12.1%
NRC	2,179	1,692	1,876	27.7%	20.3%	18.8%	41.0%	43.7%	41.1%	16.9%	18.0%	19.9%	10.6%	13.2%	13.9%	3.8%	4.8%	6.3%
NSF	583	596	778	30.4%	29.8%	26.0%	38.9%	38.8%	38.4%	15.5%	14.4%	18.3%	10.8%	9.9%	11.6%	4.5%	7.0%	5.6%
OMB	253	250	249	18.7%	16.4%	19.2%	46.6%	39.9%	41.3%	18.9%	16.5%	16.1%	11.6%	21.2%	16.6%	4.2%	6.0%	6.9%
OPM	2,932	3,012	1,539	13.0%	11.8%	10.6%	37.2%	33.7%	32.8%	24.6%	24.4%	23.6%	16.6%	19.6%	21.3%	8.7%	10.5%	11.8%
PBGC	515	---	---	19.6%	---	---	37.1%	---	---	17.2%	---	---	17.4%	---	---	8.7%	---	---
RRB	570	680	700	13.5%	13.2%	11.1%	38.9%	39.5%	41.9%	23.1%	23.1%	21.0%	16.1%	17.8%	19.1%	8.3%	6.4%	6.9%
SBA	1,618	1,447	1,661	12.9%	10.5%	9.1%	37.1%	33.7%	33.0%	22.6%	21.5%	24.6%	19.4%	20.7%	21.8%	8.0%	13.6%	11.5%
SEC	1,605	1,905	2,166	14.2%	17.7%	17.2%	34.3%	38.1%	38.8%	21.3%	20.4%	19.2%	17.8%	15.1%	16.4%	12.4%	8.6%	8.4%

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SSA	5,959	1,317	1,172	18.7%	16.1%	12.1%	36.3%	36.8%	37.9%	18.0%	20.8%	21.6%	18.4%	16.0%	18.9%	8.5%	10.3%	9.5%
State	1,720	1,310	1,272	15.3%	13.5%	16.1%	40.0%	38.4%	37.2%	22.4%	22.4%	21.4%	15.8%	18.9%	17.1%	6.4%	6.7%	8.3%
Treasury	8,632	7,031	5,677	13.8%	18.3%	13.6%	42.4%	36.6%	41.4%	20.0%	20.9%	20.1%	17.5%	18.0%	17.2%	6.2%	6.1%	7.7%
USDA	13,689	13,590	10,401	10.6%	11.1%	10.8%	37.8%	36.6%	37.2%	24.1%	24.3%	24.4%	19.4%	19.7%	19.4%	8.1%	8.3%	8.2%
VA	3,283	3,144	3,344	13.5%	11.7%	11.2%	33.4%	30.0%	34.9%	21.8%	24.5%	23.8%	21.2%	19.4%	20.2%	10.2%	14.4%	9.9%
Small Agencies	3,226	4,141	3,679	18.7%	17.4%	16.5%	38.4%	36.8%	36.8%	19.3%	21.1%	20.4%	15.6%	16.1%	17.7%	8.0%	8.5%	8.6%
All DoD	43,444	50,720	40,190	13.4%	13.3%	14.1%	37.8%	38.0%	36.4%	24.8%	24.3%	23.3%	16.0%	16.9%	18.2%	7.9%	7.5%	8.0%
USACE	5,035	5,154	6,295	12.0%	13.0%	13.9%	39.8%	39.9%	41.2%	24.9%	23.8%	21.8%	16.7%	16.8%	17.0%	6.5%	6.5%	6.2%
Air Force	8,971	10,074	8,694	13.2%	13.7%	13.9%	35.8%	37.0%	35.0%	25.7%	25.1%	24.1%	16.6%	16.6%	18.5%	8.7%	7.6%	8.5%
Army	11,658	13,738	8,408	13.5%	14.3%	15.8%	39.0%	39.5%	36.6%	24.4%	23.6%	22.4%	15.7%	16.1%	17.3%	7.3%	6.5%	7.9%
Navy	9,578	12,618	9,509	13.2%	11.4%	12.7%	38.3%	37.4%	36.2%	25.2%	25.1%	24.7%	15.7%	17.7%	18.7%	7.6%	8.4%	7.7%
Marine Corps	797	912	765	14.3%	16.0%	12.4%	34.1%	31.1%	34.6%	22.2%	25.6%	23.8%	19.4%	20.5%	17.7%	10.1%	6.8%	11.5%
Other DoD	7,405	8,224	6,519	14.5%	13.6%	13.8%	38.0%	38.6%	37.2%	23.4%	22.5%	21.6%	15.5%	16.9%	19.1%	8.6%	8.4%	8.3%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,429	147,892	9.4%	8.7%	8.3%	32.9%	32.2%	31.6%	28.8%	29.1%	28.9%	18.7%	19.6%	20.6%	10.2%	10.4%	10.5%
AID	831	726	803	8.0%	6.6%	6.7%	38.1%	31.1%	33.6%	26.0%	29.1%	28.1%	19.2%	20.5%	21.6%	8.7%	12.8%	10.1%
BBG	556	570	543	6.0%	4.7%	6.4%	19.0%	20.4%	19.3%	24.1%	24.9%	25.4%	25.9%	27.0%	23.2%	25.0%	23.1%	25.6%
CSOSA	604	518	554	13.5%	10.0%	10.6%	37.1%	29.3%	34.8%	26.2%	25.4%	28.4%	14.6%	23.2%	16.8%	8.6%	12.1%	9.4%
DHS	9,550	10,368	10,471	7.9%	5.8%	4.9%	29.7%	24.4%	23.5%	26.1%	28.3%	26.7%	21.3%	23.8%	25.9%	14.9%	17.7%	18.9%
DOC	3,556	5,204	4,021	8.2%	7.9%	7.1%	36.8%	32.5%	30.2%	29.4%	29.9%	29.5%	16.1%	19.4%	21.9%	9.5%	10.3%	11.3%
DOE	6,092	7,742	1,485	8.8%	7.6%	7.5%	33.6%	31.6%	33.0%	28.7%	29.0%	28.8%	18.6%	21.1%	21.0%	10.3%	10.7%	9.7%
DOI	27,024	25,501	5,184	6.3%	5.3%	4.8%	29.2%	27.5%	28.7%	30.5%	30.8%	30.2%	21.9%	23.8%	24.0%	12.1%	12.7%	12.3%
DOJ	14,016	10,964	7,701	10.6%	8.9%	10.3%	36.1%	35.7%	34.1%	27.9%	29.8%	26.5%	17.2%	17.8%	19.3%	8.1%	7.9%	9.8%
DOL	4,110	4,538	4,082	10.1%	8.5%	8.3%	31.8%	32.1%	32.3%	28.0%	30.4%	28.0%	19.0%	18.5%	20.9%	11.1%	10.5%	10.5%
DOT	6,352	5,450	4,950	6.1%	7.0%	6.2%	24.7%	23.5%	24.7%	23.7%	24.0%	27.9%	21.7%	23.6%	26.1%	23.8%	22.0%	15.0%
Educ	2,393	2,909	2,408	8.6%	6.5%	7.0%	27.5%	25.9%	27.3%	29.1%	30.4%	27.2%	20.8%	21.9%	22.9%	14.0%	15.3%	15.6%
EEOC	1,210	1,173	1,693	9.9%	6.9%	7.2%	26.9%	28.0%	27.0%	27.7%	26.9%	28.9%	20.3%	23.4%	23.4%	15.1%	14.7%	13.6%
EPA	6,986	9,115	6,895	7.4%	6.2%	6.3%	32.7%	31.0%	30.2%	30.1%	31.3%	31.3%	18.6%	20.9%	21.9%	11.2%	10.5%	10.3%
FCC	733	---	---	9.0%	---	---	23.2%	---	---	24.3%	---	---	22.4%	---	---	21.2%	---	---
FERC	671	753	---	13.7%	10.5%	---	40.5%	36.1%	---	25.9%	29.4%	---	12.7%	16.0%	---	7.3%	8.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,429	147,892	9.4%	8.7%	8.3%	32.9%	32.2%	31.6%	28.8%	29.1%	28.9%	18.7%	19.6%	20.6%	10.2%	10.4%	10.5%
FTC	560	459	616	16.5%	14.3%	17.7%	38.9%	36.1%	34.0%	21.0%	24.2%	26.2%	16.9%	18.2%	14.6%	6.6%	7.3%	7.5%
GSA	3,396	3,916	2,869	12.6%	12.3%	13.6%	33.7%	33.5%	35.0%	28.6%	26.6%	25.6%	16.7%	18.1%	17.3%	8.4%	9.5%	8.5%
HHS	22,730	25,756	4,653	9.8%	8.5%	7.9%	32.3%	31.8%	31.1%	29.0%	30.1%	29.9%	18.4%	19.2%	20.7%	10.5%	10.5%	10.4%
HUD	3,467	4,075	5,343	7.8%	8.9%	7.9%	29.8%	29.4%	28.5%	30.6%	29.0%	32.0%	19.5%	20.2%	21.1%	12.3%	12.6%	10.4%
NARA	1,370	1,442	1,415	10.6%	8.4%	8.2%	28.1%	29.2%	31.0%	28.4%	27.5%	26.4%	20.5%	22.5%	22.8%	12.4%	12.3%	11.6%
NASA	4,375	4,734	4,766	14.5%	12.2%	10.4%	39.2%	38.0%	35.2%	25.8%	26.9%	27.6%	14.2%	16.1%	18.0%	6.3%	6.9%	8.8%
NCUA	588	623	538	5.1%	6.6%	7.1%	26.0%	34.3%	32.4%	28.2%	27.7%	27.4%	23.9%	21.2%	25.2%	16.8%	10.2%	8.0%
NLRB	803	963	979	8.6%	9.4%	10.9%	27.5%	33.1%	33.5%	26.4%	27.8%	25.2%	24.0%	19.4%	19.4%	13.5%	10.2%	11.0%
NRC	2,179	1,692	1,876	21.8%	12.8%	10.1%	43.3%	42.4%	41.8%	21.5%	26.0%	27.1%	10.3%	13.3%	15.5%	3.1%	5.6%	5.5%
NSF	583	596	778	18.1%	18.7%	12.5%	37.7%	34.1%	38.3%	20.1%	25.5%	24.5%	17.8%	14.4%	17.5%	6.4%	7.3%	7.2%
OMB	253	250	249	10.7%	11.3%	8.2%	44.4%	38.8%	40.5%	29.4%	30.5%	32.6%	13.7%	16.1%	14.2%	1.7%	3.3%	4.4%
OPM	2,932	3,012	1,539	9.0%	8.8%	6.6%	35.3%	30.3%	26.8%	32.1%	28.9%	30.2%	15.4%	19.6%	21.0%	8.2%	12.5%	15.4%
PBGC	515	---	---	8.8%	---	---	33.0%	---	---	29.5%	---	---	17.6%	---	---	11.1%	---	---
RRB	570	680	700	7.6%	8.4%	8.2%	36.1%	31.8%	34.9%	31.1%	34.4%	32.3%	16.5%	18.5%	17.6%	8.8%	7.0%	6.9%
SBA	1,618	1,447	1,661	8.8%	6.3%	5.5%	30.7%	24.6%	22.3%	27.7%	24.3%	28.1%	21.9%	23.2%	23.5%	10.9%	21.6%	20.5%
SEC	1,605	1,905	2,166	10.3%	13.2%	10.3%	31.6%	34.7%	38.3%	27.7%	27.1%	25.1%	18.4%	15.6%	17.0%	12.0%	9.5%	9.3%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,429	147,892	9.4%	8.7%	8.3%	32.9%	32.2%	31.6%	28.8%	29.1%	28.9%	18.7%	19.6%	20.6%	10.2%	10.4%	10.5%
SSA	5,959	1,317	1,172	11.1%	10.0%	7.3%	35.1%	34.6%	32.5%	28.3%	28.6%	31.9%	17.0%	18.0%	19.1%	8.4%	8.8%	9.1%
State	1,720	1,310	1,272	10.2%	10.6%	13.4%	35.3%	34.3%	35.9%	29.9%	29.8%	27.3%	16.6%	18.5%	14.9%	8.0%	6.8%	8.6%
Treasury	8,634	7,034	5,677	7.4%	8.0%	6.3%	30.6%	29.8%	28.8%	31.5%	29.4%	28.9%	19.1%	22.5%	24.2%	11.3%	10.3%	11.8%
USDA	13,690	13,592	10,400	5.9%	6.3%	6.0%	30.1%	32.3%	31.3%	31.9%	31.6%	32.5%	21.7%	20.2%	21.2%	10.4%	9.5%	9.0%
VA	3,283	3,144	3,344	10.2%	10.4%	10.2%	30.3%	31.3%	33.5%	28.4%	27.9%	29.0%	21.2%	18.4%	17.9%	9.9%	12.0%	9.4%
Small Agencies	3,226	4,141	3,679	11.5%	10.2%	8.6%	33.0%	30.7%	29.0%	26.5%	29.0%	27.3%	18.1%	18.8%	21.9%	10.9%	11.2%	13.1%
All DoD	43,444	50,725	40,189	10.1%	9.3%	9.1%	35.2%	34.8%	33.5%	29.3%	29.4%	29.0%	17.1%	18.4%	19.5%	8.2%	8.1%	8.8%
USACE	5,035	5,154	6,295	7.1%	7.5%	7.7%	35.4%	33.8%	35.0%	32.9%	29.9%	29.5%	17.1%	20.5%	19.6%	7.5%	8.4%	8.2%
Air Force	8,971	10,076	8,695	10.2%	10.0%	9.8%	35.1%	34.7%	33.4%	29.7%	29.1%	28.3%	16.6%	18.9%	19.3%	8.5%	7.2%	9.2%
Army	11,658	13,739	8,407	11.0%	10.4%	10.9%	36.6%	37.5%	34.2%	27.7%	27.4%	27.8%	17.0%	17.3%	18.8%	7.7%	7.5%	8.3%
Navy	9,578	12,616	9,508	9.2%	7.4%	7.5%	35.0%	33.4%	32.1%	30.4%	31.4%	31.4%	17.4%	18.8%	20.4%	8.1%	9.0%	8.6%
Marine Corps	797	912	765	13.0%	10.9%	9.3%	33.5%	31.0%	32.1%	24.9%	30.1%	31.3%	19.4%	20.7%	16.7%	9.1%	7.3%	10.5%
Other DoD	7,405	8,228	6,519	10.0%	9.3%	7.6%	32.7%	32.1%	34.6%	29.9%	30.4%	27.8%	17.8%	18.5%	19.9%	9.6%	9.7%	10.1%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,886	9.5%	8.5%	8.0%	29.5%	28.0%	27.4%	28.2%	29.1%	28.3%	19.5%	20.8%	22.4%	13.3%	13.6%	13.9%
AID	831	726	803	10.0%	9.7%	8.7%	33.4%	31.3%	30.9%	26.9%	27.8%	27.6%	18.4%	19.0%	20.4%	11.3%	12.3%	12.5%
BBG	556	570	543	6.2%	6.1%	7.0%	18.1%	14.0%	16.1%	26.8%	32.3%	30.2%	20.9%	24.8%	21.9%	27.9%	22.8%	24.9%
CSOSA	604	518	554	12.3%	7.5%	8.6%	29.1%	26.2%	29.1%	27.8%	26.4%	28.1%	19.8%	21.5%	22.6%	10.9%	18.4%	11.6%
DHS	9,550	10,368	10,469	8.7%	5.7%	5.0%	28.2%	22.2%	20.8%	25.2%	26.3%	26.2%	20.8%	24.1%	24.3%	17.2%	21.6%	23.6%
DOC	3,556	5,204	4,021	9.5%	7.6%	8.6%	31.3%	30.1%	28.5%	32.1%	31.4%	31.1%	15.6%	19.1%	20.1%	11.5%	11.8%	11.6%
DOE	6,092	7,742	1,485	9.9%	7.7%	10.5%	28.7%	27.5%	29.9%	29.8%	30.6%	27.0%	18.8%	20.2%	19.6%	12.8%	13.9%	13.0%
DOI	27,027	25,498	5,183	7.5%	6.4%	6.1%	28.7%	27.7%	29.9%	29.6%	31.1%	29.3%	20.7%	21.0%	21.5%	13.4%	13.9%	13.1%
DOJ	14,015	10,963	7,701	10.5%	8.8%	9.3%	32.9%	33.8%	26.9%	27.6%	27.9%	30.2%	18.3%	19.8%	21.1%	10.7%	9.8%	12.5%
DOL	4,110	4,538	4,082	9.3%	8.2%	7.7%	26.7%	28.0%	26.8%	30.8%	29.6%	28.7%	19.4%	20.0%	21.4%	13.8%	14.2%	15.4%
DOT	6,353	5,450	4,949	7.2%	6.4%	4.8%	23.6%	23.5%	28.0%	31.2%	32.4%	28.9%	19.2%	19.9%	23.1%	18.8%	17.8%	15.1%
Educ	2,393	2,909	2,408	8.7%	6.5%	7.2%	22.6%	21.3%	23.9%	30.7%	31.7%	29.7%	20.9%	22.1%	22.1%	17.2%	18.5%	17.2%
EEOC	1,210	1,173	1,693	8.1%	6.2%	5.2%	19.3%	18.3%	19.4%	28.7%	27.0%	28.9%	21.7%	27.0%	28.1%	22.3%	21.6%	18.5%
EPA	6,986	9,115	6,895	8.4%	7.5%	7.6%	28.4%	28.0%	27.4%	30.3%	31.0%	30.8%	20.5%	21.1%	21.8%	12.3%	12.5%	12.5%
FCC	733	---	---	9.1%	---	---	26.1%	---	---	29.9%	---	---	20.0%	---	---	15.0%	---	---
FERC	671	753	---	11.9%	9.4%	---	32.6%	28.7%	---	32.5%	33.4%	---	13.0%	19.3%	---	10.0%	9.2%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,886	9.5%	8.5%	8.0%	29.5%	28.0%	27.4%	28.2%	29.1%	28.3%	19.5%	20.8%	22.4%	13.3%	13.6%	13.9%
FTC	560	459	616	14.3%	13.2%	11.8%	25.0%	22.1%	26.2%	31.5%	35.3%	33.5%	19.2%	18.4%	17.8%	9.9%	10.9%	10.6%
GSA	3,396	3,916	2,869	13.2%	12.3%	13.8%	28.7%	28.4%	30.7%	28.3%	28.1%	26.1%	17.1%	19.9%	17.9%	12.7%	11.3%	11.6%
HHS	22,730	25,756	4,653	9.8%	8.6%	7.3%	28.5%	27.6%	27.7%	30.3%	31.7%	30.5%	18.8%	19.6%	21.7%	12.6%	12.5%	12.8%
HUD	3,467	4,075	5,343	6.7%	8.7%	7.4%	25.4%	25.4%	27.2%	32.0%	29.0%	28.6%	19.4%	21.0%	22.3%	16.5%	15.9%	14.6%
NARA	1,370	1,442	1,415	10.5%	9.1%	7.4%	22.8%	21.3%	22.0%	25.9%	27.1%	28.5%	20.9%	23.9%	23.5%	19.8%	18.7%	18.6%
NASA	4,375	4,734	4,766	14.9%	12.2%	11.4%	31.6%	32.7%	33.3%	27.8%	28.6%	28.1%	16.4%	17.1%	17.3%	9.3%	9.3%	9.9%
NCUA	588	623	538	6.9%	9.0%	7.5%	29.9%	34.6%	30.6%	29.3%	28.1%	31.6%	21.2%	16.9%	19.1%	12.7%	11.4%	11.1%
NLRB	803	963	979	8.5%	6.9%	9.8%	23.8%	26.7%	22.8%	28.8%	26.0%	27.7%	22.3%	24.3%	23.8%	16.6%	16.1%	15.9%
NRC	2,179	1,692	1,876	25.2%	15.9%	13.7%	34.6%	32.8%	32.3%	21.7%	26.1%	27.5%	12.5%	15.7%	17.2%	6.0%	9.5%	9.3%
NSF	583	596	778	14.8%	15.8%	10.6%	28.6%	25.5%	23.8%	31.2%	30.0%	32.5%	17.4%	19.4%	21.1%	8.0%	9.3%	12.1%
OMB	253	250	249	12.9%	10.8%	9.5%	40.7%	32.3%	32.1%	27.1%	32.3%	31.5%	14.2%	19.1%	20.5%	5.1%	5.5%	6.3%
OPM	2,932	3,012	1,539	8.0%	8.6%	7.0%	27.6%	24.9%	24.9%	35.1%	33.7%	28.8%	17.4%	19.4%	22.8%	11.9%	13.4%	16.5%
PBGC	515	---	---	8.3%	---	---	28.2%	---	---	29.9%	---	---	19.6%	---	---	14.0%	---	---
RRB	570	680	700	7.4%	7.2%	5.1%	27.9%	25.6%	26.5%	26.9%	29.4%	29.0%	24.2%	24.6%	26.2%	13.5%	13.3%	13.2%
SBA	1,618	1,447	1,661	7.3%	4.8%	4.9%	25.3%	20.7%	19.5%	28.8%	27.7%	29.1%	22.9%	23.6%	23.8%	15.7%	23.2%	22.7%
SEC	1,605	1,905	2,166	8.8%	9.4%	8.3%	24.0%	24.1%	28.5%	27.1%	30.6%	30.9%	21.5%	20.1%	19.0%	18.7%	15.8%	13.3%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,886	9.5%	8.5%	8.0%	29.5%	28.0%	27.4%	28.2%	29.1%	28.3%	19.5%	20.8%	22.4%	13.3%	13.6%	13.9%
SSA	5,959	1,317	1,172	11.7%	10.3%	7.4%	30.4%	30.1%	27.3%	24.7%	26.2%	28.7%	19.5%	19.5%	22.7%	13.7%	13.9%	13.8%
State	1,720	1,310	1,272	12.4%	12.4%	9.9%	34.4%	34.2%	33.2%	26.8%	28.5%	27.7%	16.0%	15.7%	19.5%	10.4%	9.2%	9.6%
Treasury	8,632	7,036	5,677	8.4%	8.9%	7.3%	28.2%	31.2%	27.2%	30.6%	28.7%	26.5%	19.7%	21.0%	24.5%	13.1%	10.1%	14.5%
USDA	13,689	13,588	10,400	7.6%	7.9%	7.3%	32.3%	32.3%	31.3%	28.9%	29.4%	28.2%	19.8%	20.2%	21.2%	11.4%	10.2%	12.0%
VA	3,283	3,144	3,344	11.4%	10.0%	9.9%	31.6%	25.7%	28.4%	24.1%	29.1%	28.3%	19.9%	20.1%	21.9%	13.0%	15.1%	11.6%
Small Agencies	3,226	4,141	3,679	9.9%	9.5%	7.7%	23.6%	22.0%	23.4%	31.0%	32.1%	31.4%	21.5%	21.4%	23.6%	14.1%	15.1%	13.9%
All DoD	43,444	50,718	40,187	9.0%	8.4%	8.2%	28.9%	27.9%	27.3%	29.4%	29.4%	28.2%	19.7%	21.2%	22.9%	12.9%	13.2%	13.4%
USACE	5,035	5,154	6,295	8.7%	8.0%	7.2%	32.0%	28.8%	31.1%	29.9%	29.3%	28.9%	19.3%	22.1%	21.4%	10.2%	11.7%	11.4%
Air Force	8,971	10,074	8,694	8.3%	8.7%	8.2%	26.1%	26.2%	26.3%	30.0%	28.8%	26.2%	20.7%	22.3%	23.7%	14.9%	14.0%	15.6%
Army	11,658	13,739	8,407	9.5%	9.2%	9.9%	29.7%	29.4%	27.2%	29.1%	28.6%	27.4%	19.1%	20.0%	22.9%	12.6%	12.9%	12.5%
Navy	9,578	12,614	9,509	9.0%	7.2%	6.8%	29.6%	27.8%	27.7%	30.2%	30.9%	31.1%	19.0%	21.0%	22.3%	12.1%	13.1%	12.0%
Marine Corps	797	912	764	10.0%	9.8%	8.6%	28.4%	25.7%	23.9%	29.6%	31.0%	27.6%	18.4%	20.6%	24.2%	13.5%	12.9%	15.7%
Other DoD	7,405	8,225	6,518	9.3%	8.2%	7.6%	29.8%	27.6%	27.7%	27.4%	28.7%	27.2%	20.8%	22.5%	23.0%	12.7%	13.0%	14.5%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,417	147,894	12.8%	12.1%	11.9%	42.5%	41.6%	43.5%	24.5%	24.5%	24.0%	14.3%	15.3%	15.3%	5.9%	6.5%	5.3%
AID	831	726	803	11.0%	11.9%	8.8%	38.6%	35.7%	40.7%	26.2%	26.3%	27.7%	18.6%	17.8%	17.2%	5.6%	8.4%	5.6%
BBG	556	570	543	8.2%	7.5%	9.5%	26.2%	30.9%	34.2%	30.4%	28.4%	28.8%	19.7%	20.8%	18.1%	15.4%	12.4%	9.4%
CSOSA	604	518	554	24.5%	19.7%	22.9%	49.1%	46.5%	49.8%	16.4%	19.2%	18.5%	6.9%	10.4%	7.2%	3.1%	4.3%	1.6%
DHS	9,550	10,369	10,472	11.6%	8.4%	8.9%	40.8%	39.4%	40.7%	23.4%	24.2%	21.9%	16.2%	18.5%	20.6%	8.0%	9.6%	7.8%
DOC	3,556	5,204	4,021	12.9%	12.0%	12.3%	44.0%	43.3%	45.1%	24.7%	25.1%	24.7%	13.0%	14.0%	13.8%	5.4%	5.6%	4.2%
DOE	6,092	7,742	1,485	13.3%	10.8%	14.8%	42.7%	41.3%	44.0%	25.8%	26.5%	21.2%	12.6%	15.4%	15.9%	5.6%	6.1%	4.0%
DOI	27,026	25,500	5,185	11.0%	10.0%	9.7%	41.5%	40.1%	41.6%	25.2%	26.1%	25.8%	15.8%	16.7%	16.6%	6.5%	7.0%	6.3%
DOJ	14,015	10,964	7,701	13.2%	11.6%	12.6%	44.5%	45.2%	44.4%	21.6%	22.6%	23.0%	14.9%	15.3%	14.5%	5.7%	5.3%	5.5%
DOL	4,110	4,538	4,082	11.1%	10.0%	11.0%	37.1%	39.2%	40.9%	25.3%	26.5%	25.2%	18.3%	16.5%	17.0%	8.3%	7.8%	6.0%
DOT	6,353	5,450	4,949	9.8%	10.7%	9.1%	39.7%	38.1%	44.6%	24.6%	27.4%	23.9%	17.6%	16.4%	16.1%	8.4%	7.3%	6.3%
Educ	2,393	2,909	2,408	13.2%	11.0%	11.1%	39.2%	39.5%	41.1%	26.5%	27.8%	27.3%	13.7%	14.7%	14.6%	7.3%	7.0%	5.8%
EEOC	1,210	1,173	1,693	9.4%	7.6%	7.5%	33.5%	32.6%	33.0%	25.6%	26.0%	23.9%	19.1%	22.7%	24.4%	12.3%	11.1%	11.2%
EPA	6,986	9,115	6,895	12.9%	10.9%	12.2%	43.6%	44.0%	46.2%	27.3%	27.3%	26.4%	12.0%	13.2%	12.0%	4.2%	4.6%	3.3%
FCC	733	---	---	16.6%	---	---	43.2%	---	---	25.8%	---	---	10.7%	---	---	3.8%	---	---
FERC	671	753	---	11.4%	14.2%	---	48.8%	43.2%	---	22.3%	25.2%	---	11.3%	13.2%	---	6.2%	4.3%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,417	147,894	12.8%	12.1%	11.9%	42.5%	41.6%	43.5%	24.5%	24.5%	24.0%	14.3%	15.3%	15.3%	5.9%	6.5%	5.3%
FTC	560	459	616	18.2%	13.3%	14.9%	40.9%	41.5%	43.8%	24.8%	26.6%	25.4%	12.7%	15.4%	12.5%	3.3%	3.3%	3.5%
GSA	3,396	3,916	2,869	19.3%	19.2%	19.8%	44.5%	41.8%	43.9%	20.2%	22.7%	20.3%	11.5%	11.4%	11.8%	4.5%	4.8%	4.1%
HHS	22,730	25,756	4,653	13.6%	12.5%	12.7%	41.0%	41.3%	42.0%	25.1%	26.1%	26.3%	14.1%	14.1%	14.1%	6.3%	6.0%	4.9%
HUD	3,467	4,075	5,343	7.6%	9.1%	8.4%	33.8%	32.4%	35.9%	27.9%	25.7%	28.1%	20.1%	21.6%	19.4%	10.6%	11.1%	8.2%
NARA	1,370	1,442	1,415	13.2%	10.7%	10.9%	37.4%	37.1%	40.4%	26.5%	27.7%	26.4%	16.0%	15.4%	17.3%	6.9%	9.0%	4.9%
NASA	4,375	4,734	4,766	20.2%	17.5%	18.3%	48.0%	46.8%	49.9%	20.9%	23.5%	21.5%	7.8%	10.0%	8.3%	3.1%	2.2%	2.0%
NCUA	588	623	538	14.9%	16.6%	14.5%	44.2%	49.4%	52.3%	21.4%	16.8%	19.4%	13.8%	13.3%	12.3%	5.7%	3.8%	1.5%
NLRB	803	963	979	9.2%	10.4%	10.4%	38.6%	42.1%	39.4%	28.9%	26.6%	25.4%	15.5%	14.9%	17.5%	7.8%	6.1%	7.3%
NRC	2,179	1,692	1,876	30.8%	22.2%	21.4%	42.9%	47.2%	47.8%	17.6%	20.2%	20.8%	6.6%	8.2%	8.1%	2.0%	2.2%	2.0%
NSF	583	596	778	23.6%	24.8%	18.5%	42.5%	40.7%	45.2%	22.7%	23.2%	23.9%	8.2%	8.8%	10.1%	3.0%	2.5%	2.3%
OMB	253	250	249	7.4%	7.5%	6.0%	38.3%	28.5%	30.0%	29.5%	34.1%	29.5%	18.1%	21.6%	26.3%	6.6%	8.3%	8.2%
OPM	2,932	3,012	1,539	9.9%	9.2%	9.3%	42.7%	33.8%	39.0%	24.8%	25.5%	26.6%	15.3%	20.3%	16.6%	7.4%	11.2%	8.4%
PBGC	515	---	---	16.1%	---	---	46.6%	---	---	19.2%	---	---	12.0%	---	---	6.2%	---	---
RRB	570	680	700	8.9%	9.2%	9.3%	42.4%	39.8%	38.7%	29.9%	27.9%	24.7%	13.7%	16.7%	20.9%	5.1%	6.5%	6.4%
SBA	1,618	1,447	1,661	9.9%	6.4%	4.9%	38.0%	29.3%	29.6%	25.9%	27.8%	29.0%	17.8%	22.5%	24.6%	8.3%	14.0%	11.9%
SEC	1,605	1,905	2,166	11.8%	12.5%	9.8%	39.6%	39.7%	44.3%	27.5%	25.5%	26.1%	14.6%	16.5%	14.9%	6.6%	5.8%	4.9%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,417	147,894	12.8%	12.1%	11.9%	42.5%	41.6%	43.5%	24.5%	24.5%	24.0%	14.3%	15.3%	15.3%	5.9%	6.5%	5.3%
SSA	5,959	1,317	1,172	13.7%	12.1%	9.7%	43.0%	45.1%	44.1%	23.1%	21.7%	21.5%	15.0%	13.7%	19.9%	5.2%	7.4%	4.8%
State	1,720	1,310	1,272	16.9%	14.2%	15.0%	40.2%	41.3%	42.4%	23.7%	25.0%	24.7%	15.1%	13.8%	12.3%	4.1%	5.7%	5.6%
Treasury	8,629	7,034	5,677	11.5%	12.8%	9.4%	44.1%	44.2%	45.1%	23.1%	22.9%	22.8%	16.1%	16.0%	16.4%	5.2%	4.1%	6.4%
USDA	13,691	13,589	10,401	10.5%	10.8%	11.0%	44.5%	46.0%	48.4%	25.1%	22.1%	23.3%	14.7%	15.6%	13.7%	5.1%	5.5%	3.7%
VA	3,283	3,144	3,344	13.8%	13.8%	13.3%	42.7%	38.5%	44.8%	23.5%	23.8%	24.9%	14.4%	15.4%	12.5%	5.5%	8.5%	4.4%
Small Agencies	3,225	4,141	3,679	12.3%	14.4%	13.0%	39.5%	38.8%	39.4%	25.9%	25.4%	26.9%	15.8%	14.6%	14.9%	6.6%	6.8%	5.7%
All DoD	43,444	50,716	40,189	12.9%	12.4%	12.7%	42.6%	41.6%	42.7%	25.8%	25.2%	24.4%	13.1%	14.8%	15.1%	5.7%	5.9%	5.1%
USACE	5,035	5,154	6,295	12.1%	11.7%	12.4%	44.5%	43.9%	45.4%	23.9%	23.7%	22.1%	15.0%	15.4%	15.2%	4.5%	5.3%	4.9%
Air Force	8,971	10,076	8,695	12.0%	12.6%	13.3%	44.2%	43.4%	44.1%	25.4%	24.5%	23.5%	12.7%	14.0%	14.8%	5.7%	5.5%	4.3%
Army	11,658	13,737	8,407	13.6%	14.0%	14.3%	42.6%	40.8%	41.9%	25.8%	24.4%	23.0%	12.3%	15.0%	15.6%	5.8%	5.8%	5.3%
Navy	9,578	12,610	9,508	12.4%	10.5%	10.4%	41.3%	41.1%	41.6%	27.1%	26.8%	27.3%	13.8%	15.4%	15.4%	5.4%	6.3%	5.3%
Marine Corps	797	912	765	15.5%	15.4%	14.6%	39.9%	37.5%	37.6%	27.0%	23.8%	25.1%	10.7%	15.9%	14.4%	6.8%	7.5%	8.3%
Other DoD	7,405	8,227	6,519	13.7%	12.2%	12.7%	41.8%	41.1%	43.8%	24.2%	25.9%	24.0%	14.4%	14.7%	14.0%	5.9%	6.1%	5.5%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,891	21.0%	20.9%	20.8%	47.5%	46.6%	46.8%	17.5%	17.6%	17.8%	9.8%	10.2%	10.2%	4.3%	4.6%	4.4%
AID	831	726	803	23.9%	19.4%	20.5%	47.0%	49.1%	45.2%	15.7%	15.8%	17.9%	9.2%	11.2%	11.4%	4.2%	4.4%	5.1%
BBG	556	570	543	15.6%	17.0%	17.7%	40.6%	38.7%	38.7%	18.2%	20.8%	19.5%	15.4%	15.6%	15.9%	10.2%	7.9%	8.3%
CSOSA	604	518	554	21.8%	17.4%	18.7%	47.0%	42.5%	49.0%	17.4%	19.6%	15.8%	8.5%	12.4%	11.8%	5.4%	8.0%	4.7%
DHS	9,550	10,365	10,469	18.2%	14.8%	15.1%	44.0%	41.8%	40.5%	19.4%	20.5%	20.9%	11.6%	14.4%	14.3%	6.7%	8.6%	9.3%
DOC	3,556	5,204	4,021	20.5%	19.1%	20.4%	48.1%	47.9%	48.9%	17.4%	17.7%	16.7%	9.8%	10.8%	10.5%	4.2%	4.5%	3.6%
DOE	6,093	7,742	1,485	21.1%	18.8%	24.5%	46.0%	47.4%	46.7%	17.4%	17.7%	14.6%	10.7%	11.6%	10.1%	4.8%	4.6%	4.0%
DOI	27,023	25,502	5,185	19.6%	18.5%	19.5%	47.0%	46.8%	49.4%	17.8%	18.5%	16.9%	11.1%	11.4%	10.0%	4.6%	4.7%	4.1%
DOJ	14,016	10,964	7,701	25.8%	23.6%	23.6%	46.0%	50.7%	45.8%	16.4%	14.6%	15.7%	8.6%	8.0%	10.3%	3.2%	3.0%	4.6%
DOL	4,110	4,538	4,082	23.0%	19.6%	20.6%	45.9%	48.0%	45.9%	15.4%	17.2%	17.9%	10.7%	9.7%	10.1%	5.1%	5.6%	5.6%
DOT	6,353	5,450	4,949	18.5%	19.1%	20.2%	42.5%	43.9%	46.1%	16.8%	17.6%	18.9%	12.3%	13.2%	10.7%	9.7%	6.2%	4.2%
Educ	2,393	2,910	2,408	19.0%	14.7%	16.9%	44.7%	45.0%	44.8%	18.8%	20.3%	19.0%	11.1%	12.7%	12.3%	6.4%	7.2%	6.9%
EEOC	1,210	1,173	1,693	23.2%	19.9%	21.5%	45.5%	46.9%	47.2%	16.4%	18.1%	18.2%	8.1%	10.3%	8.9%	6.9%	4.7%	4.3%
EPA	6,986	9,115	6,895	22.3%	19.8%	21.7%	48.7%	49.0%	49.8%	16.0%	17.3%	15.8%	9.6%	10.2%	9.2%	3.4%	3.7%	3.4%
FCC	733	---	---	18.9%	---	---	41.4%	---	---	19.1%	---	---	13.8%	---	---	6.7%	---	---
FERC	671	753	---	23.1%	22.9%	---	51.3%	46.7%	---	13.0%	18.4%	---	8.3%	8.3%	---	4.5%	3.7%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,891	21.0%	20.9%	20.8%	47.5%	46.6%	46.8%	17.5%	17.6%	17.8%	9.8%	10.2%	10.2%	4.3%	4.6%	4.4%
FTC	560	459	616	32.1%	27.4%	28.1%	42.7%	44.7%	45.0%	12.4%	14.5%	14.2%	9.3%	10.3%	9.3%	3.6%	3.1%	3.4%
GSA	3,396	3,916	2,869	25.0%	25.0%	27.1%	44.0%	44.3%	45.7%	17.7%	15.3%	14.2%	8.6%	10.4%	8.7%	4.7%	4.9%	4.2%
HHS	22,730	25,756	4,653	21.5%	20.4%	20.2%	45.6%	46.4%	46.1%	18.0%	18.0%	18.6%	10.3%	10.7%	11.0%	4.5%	4.6%	4.0%
HUD	3,467	4,075	5,343	18.5%	18.5%	18.6%	45.5%	44.6%	46.2%	19.6%	20.0%	19.5%	9.7%	10.9%	10.3%	6.7%	5.9%	5.4%
NARA	1,370	1,442	1,415	21.8%	19.7%	20.9%	41.8%	41.8%	41.7%	18.9%	20.3%	17.9%	11.7%	12.6%	13.3%	5.8%	5.6%	6.2%
NASA	4,375	4,734	4,766	29.7%	26.2%	26.8%	44.7%	47.0%	46.5%	13.6%	15.0%	14.6%	8.9%	8.4%	8.9%	3.1%	3.5%	3.3%
NCUA	588	623	538	16.5%	19.0%	20.0%	51.8%	51.3%	54.1%	17.4%	18.3%	14.1%	10.5%	9.4%	8.4%	3.9%	2.0%	3.4%
NLRB	803	963	979	18.6%	21.1%	25.2%	45.1%	47.5%	44.6%	19.4%	17.6%	16.0%	10.1%	9.9%	10.0%	6.8%	3.8%	4.3%
NRC	2,179	1,692	1,876	37.2%	29.2%	26.3%	43.9%	47.3%	49.9%	11.3%	13.6%	13.9%	5.5%	7.3%	7.1%	2.2%	2.6%	2.8%
NSF	583	596	778	35.2%	33.1%	29.9%	40.8%	38.4%	42.0%	13.1%	15.7%	14.9%	7.7%	9.4%	9.0%	3.2%	3.4%	4.1%
OMB	253	250	249	33.2%	28.4%	24.5%	47.6%	48.8%	52.4%	14.1%	13.3%	14.3%	4.6%	7.9%	6.4%	0.4%	1.6%	2.4%
OPM	2,932	3,012	1,539	21.8%	17.4%	16.8%	45.7%	44.1%	45.4%	17.4%	18.7%	19.9%	10.3%	12.8%	10.6%	4.8%	7.0%	7.4%
PBGC	515	---	---	21.7%	---	---	44.7%	---	---	16.4%	---	---	12.2%	---	---	5.0%	---	---
RRB	570	680	700	19.9%	19.1%	18.0%	50.3%	47.2%	51.0%	18.5%	20.4%	18.3%	8.3%	8.9%	9.7%	3.0%	4.3%	3.0%
SBA	1,618	1,447	1,661	18.8%	14.0%	14.4%	48.1%	43.0%	44.4%	18.1%	21.1%	21.4%	10.0%	13.8%	12.0%	5.1%	8.2%	7.8%
SEC	1,605	1,905	2,166	22.5%	27.8%	24.9%	44.8%	43.9%	48.9%	16.9%	15.1%	14.6%	10.1%	9.6%	7.9%	5.7%	3.6%	3.7%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,891	21.0%	20.9%	20.8%	47.5%	46.6%	46.8%	17.5%	17.6%	17.8%	9.8%	10.2%	10.2%	4.3%	4.6%	4.4%
SSA	5,959	1,317	1,172	23.8%	25.2%	17.5%	46.3%	45.9%	47.3%	15.6%	15.6%	19.6%	9.9%	9.2%	11.9%	4.4%	4.1%	3.7%
State	1,720	1,310	1,272	25.7%	22.3%	25.0%	48.3%	50.2%	43.4%	15.1%	15.7%	16.7%	7.4%	8.9%	10.7%	3.6%	2.9%	4.2%
Treasury	8,634	7,033	5,677	18.2%	20.7%	17.0%	52.1%	48.0%	47.8%	15.8%	16.5%	19.3%	8.8%	11.0%	11.6%	5.1%	4.0%	4.3%
USDA	13,691	13,590	10,400	18.5%	19.7%	18.9%	49.3%	49.6%	51.7%	17.9%	16.8%	16.5%	10.5%	10.2%	9.5%	3.8%	3.7%	3.4%
VA	3,283	3,144	3,344	21.6%	23.9%	23.9%	48.8%	43.2%	47.1%	17.3%	16.6%	17.6%	9.5%	10.3%	7.5%	2.7%	6.0%	4.0%
Small Agencies	3,224	4,141	3,679	23.6%	23.6%	23.7%	46.9%	44.0%	44.4%	15.7%	17.1%	16.0%	9.6%	10.4%	11.3%	4.3%	5.0%	4.6%
All DoD	43,444	50,716	40,190	20.7%	20.8%	21.4%	48.1%	47.5%	47.1%	17.9%	18.4%	17.8%	9.4%	9.3%	10.0%	3.9%	3.9%	3.8%
USACE	5,035	5,154	6,295	19.4%	18.9%	21.4%	50.1%	49.7%	48.7%	17.8%	17.6%	17.4%	9.7%	10.6%	9.2%	3.0%	3.3%	3.4%
Air Force	8,971	10,075	8,694	20.0%	21.1%	22.1%	49.1%	46.8%	45.3%	17.7%	18.7%	18.7%	8.8%	9.6%	10.1%	4.3%	3.7%	3.8%
Army	11,658	13,738	8,407	21.9%	23.2%	23.1%	47.3%	47.3%	46.1%	18.2%	17.5%	16.9%	9.1%	8.3%	10.4%	3.6%	3.7%	3.6%
Navy	9,578	12,614	9,510	20.2%	18.3%	19.6%	48.6%	48.7%	49.4%	17.9%	19.1%	18.0%	9.6%	9.7%	9.7%	3.6%	4.2%	3.4%
Marine Corps	797	910	765	23.1%	24.6%	24.3%	47.3%	45.3%	45.9%	15.3%	19.6%	17.1%	10.0%	7.5%	8.0%	4.3%	3.0%	4.6%
Other DoD	7,405	8,225	6,519	19.9%	19.6%	19.2%	46.5%	46.5%	47.6%	18.1%	18.8%	17.9%	10.8%	10.5%	10.2%	4.7%	4.7%	5.1%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,428	147,893	15.1%	15.4%	15.7%	45.3%	45.9%	46.2%	17.4%	17.9%	16.7%	15.8%	15.0%	15.6%	6.4%	5.8%	5.8%
AID	831	726	803	16.8%	17.8%	17.8%	46.9%	47.7%	45.8%	16.6%	18.1%	17.4%	13.3%	11.9%	13.2%	6.3%	4.6%	5.8%
BBG	556	570	543	15.9%	16.1%	17.1%	42.2%	42.0%	45.5%	18.6%	19.8%	17.6%	15.8%	15.6%	12.7%	7.6%	6.4%	7.1%
CSOSA	604	518	554	21.6%	24.7%	21.9%	50.3%	44.0%	45.8%	11.8%	14.3%	15.8%	12.5%	13.1%	12.0%	3.9%	4.0%	4.6%
DHS	9,550	10,370	10,472	14.8%	12.4%	13.2%	42.0%	42.1%	38.5%	17.5%	18.1%	17.5%	16.5%	17.7%	20.5%	9.2%	9.7%	10.3%
DOC	3,556	5,204	4,021	18.5%	16.0%	17.5%	45.8%	45.9%	48.9%	17.1%	18.9%	16.0%	12.9%	13.0%	12.1%	5.8%	6.2%	5.4%
DOE	6,091	7,742	1,485	18.8%	18.8%	22.8%	47.8%	49.5%	48.5%	16.9%	15.8%	13.4%	12.1%	11.9%	11.6%	4.4%	4.0%	3.7%
DOI	27,023	25,503	5,186	14.7%	14.5%	14.5%	46.6%	47.1%	48.7%	17.2%	18.0%	17.4%	15.6%	14.9%	14.6%	5.9%	5.4%	4.7%
DOJ	14,014	10,965	7,701	18.9%	18.4%	19.9%	46.5%	48.5%	45.4%	15.7%	15.3%	14.6%	14.7%	13.4%	14.9%	4.2%	4.4%	5.2%
DOL	4,110	4,538	4,082	18.8%	16.0%	16.7%	47.5%	50.5%	47.7%	16.6%	16.9%	17.5%	12.2%	11.7%	13.6%	4.9%	4.9%	4.5%
DOT	6,353	5,450	4,948	16.0%	17.5%	22.2%	39.7%	46.6%	46.7%	14.0%	15.9%	13.9%	16.5%	13.9%	12.6%	13.8%	6.1%	4.5%
Educ	2,393	2,909	2,408	20.5%	18.9%	19.7%	46.6%	45.7%	46.4%	16.1%	15.6%	16.3%	11.3%	13.5%	12.6%	5.6%	6.4%	5.0%
EEOC	1,210	1,173	1,693	18.7%	18.3%	16.3%	42.1%	45.7%	46.0%	15.3%	16.2%	14.9%	15.1%	13.6%	15.4%	8.8%	6.2%	7.5%
EPA	6,986	9,115	6,895	21.3%	19.9%	20.1%	49.4%	50.5%	49.4%	14.7%	15.3%	15.7%	10.8%	10.9%	11.8%	3.8%	3.4%	3.1%
FCC	733	---	---	20.2%	---	---	44.5%	---	---	15.4%	---	---	13.9%	---	---	6.0%	---	---
FERC	671	753	---	16.1%	13.9%	---	49.3%	48.7%	---	16.3%	18.4%	---	13.8%	14.9%	---	4.5%	4.1%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,428	147,893	15.1%	15.4%	15.7%	45.3%	45.9%	46.2%	17.4%	17.9%	16.7%	15.8%	15.0%	15.6%	6.4%	5.8%	5.8%
FTC	560	459	616	15.1%	14.5%	16.0%	39.4%	39.9%	40.4%	19.1%	20.2%	16.8%	19.3%	18.5%	20.9%	7.0%	6.9%	5.9%
GSA	3,396	3,916	2,869	20.7%	22.4%	22.7%	45.9%	47.2%	48.1%	15.6%	15.6%	15.0%	12.8%	10.5%	10.4%	5.0%	4.3%	3.7%
HHS	22,730	25,756	4,653	17.4%	16.0%	15.7%	44.9%	45.8%	46.2%	17.9%	18.5%	17.4%	14.2%	14.1%	15.4%	5.5%	5.7%	5.3%
HUD	3,467	4,075	5,343	22.2%	22.0%	19.4%	47.0%	46.2%	47.6%	15.4%	15.9%	16.4%	10.5%	10.8%	11.4%	4.9%	5.1%	5.3%
NARA	1,370	1,442	1,415	16.6%	16.7%	15.1%	37.9%	38.2%	39.4%	16.4%	17.4%	17.4%	18.2%	18.6%	17.9%	10.9%	9.1%	10.2%
NASA	4,375	4,734	4,766	23.5%	23.1%	22.6%	48.3%	48.5%	48.7%	14.7%	15.2%	14.2%	10.2%	10.5%	11.1%	3.3%	2.7%	3.4%
NCUA	588	623	538	15.6%	14.8%	20.8%	49.4%	47.9%	50.4%	16.1%	12.9%	12.4%	11.8%	16.6%	11.8%	7.2%	7.8%	4.6%
NLRB	803	963	979	13.3%	14.6%	16.3%	43.8%	45.5%	43.6%	18.1%	15.7%	13.8%	14.6%	16.6%	18.3%	10.1%	7.7%	7.9%
NRC	2,179	1,692	1,876	30.4%	26.1%	24.4%	46.1%	48.4%	49.0%	12.4%	13.0%	14.2%	8.8%	9.1%	9.9%	2.4%	3.4%	2.5%
NSF	583	596	778	29.2%	31.0%	25.3%	44.8%	40.9%	40.6%	12.9%	13.9%	16.1%	9.5%	10.3%	12.3%	3.6%	4.0%	5.7%
OMB	253	250	249	21.0%	23.9%	21.7%	46.9%	39.6%	50.7%	16.1%	14.8%	12.8%	11.9%	14.5%	12.9%	4.1%	7.2%	1.8%
OPM	2,932	3,012	1,539	19.9%	18.1%	14.9%	50.5%	50.2%	45.9%	14.2%	15.4%	18.3%	11.2%	11.7%	14.7%	4.2%	4.7%	6.1%
PBGC	515	---	---	15.5%	---	---	41.7%	---	---	17.7%	---	---	17.2%	---	---	8.0%	---	---
RRB	570	680	700	17.4%	16.3%	15.6%	47.9%	48.6%	48.9%	16.7%	17.1%	17.1%	12.6%	13.7%	14.9%	5.3%	4.3%	3.5%
SBA	1,618	1,447	1,661	16.2%	13.8%	14.1%	49.4%	48.3%	48.9%	16.5%	17.7%	17.9%	12.7%	13.5%	13.1%	5.2%	6.7%	6.0%
SEC	1,605	1,905	2,166	20.9%	24.7%	24.4%	45.8%	45.8%	47.8%	15.9%	15.6%	13.3%	11.1%	9.5%	10.6%	6.3%	4.4%	3.9%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,428	147,893	15.1%	15.4%	15.7%	45.3%	45.9%	46.2%	17.4%	17.9%	16.7%	15.8%	15.0%	15.6%	6.4%	5.8%	5.8%
SSA	5,959	1,317	1,172	22.5%	22.5%	17.7%	46.6%	44.7%	47.7%	13.9%	14.4%	16.8%	12.1%	14.5%	13.3%	4.9%	4.0%	4.5%
State	1,720	1,310	1,272	15.5%	16.0%	18.5%	43.9%	48.0%	47.7%	19.3%	19.1%	16.9%	15.7%	13.2%	13.5%	5.6%	3.8%	3.4%
Treasury	8,631	7,033	5,676	14.5%	13.5%	13.5%	45.8%	49.9%	48.7%	16.8%	17.1%	14.0%	16.6%	15.8%	16.0%	6.4%	3.8%	7.8%
USDA	13,688	13,589	10,400	13.6%	14.5%	13.3%	48.6%	48.6%	50.8%	16.9%	17.4%	16.1%	15.5%	14.6%	14.7%	5.4%	4.9%	5.1%
VA	3,283	3,144	3,344	12.8%	14.7%	11.4%	42.5%	38.0%	42.6%	16.7%	20.0%	17.7%	20.4%	17.7%	20.4%	7.4%	9.5%	8.0%
Small Agencies	3,226	4,141	3,679	19.2%	18.6%	18.6%	42.4%	43.6%	44.1%	17.3%	17.6%	16.8%	14.8%	14.4%	15.0%	6.2%	5.9%	5.6%
All DoD	43,444	50,723	40,190	13.4%	14.1%	15.7%	46.2%	47.5%	47.1%	18.9%	18.6%	17.4%	15.6%	14.7%	14.8%	5.9%	5.1%	4.9%
USACE	5,035	5,154	6,295	12.1%	13.7%	13.2%	47.7%	49.1%	49.2%	20.3%	18.7%	18.4%	15.2%	14.7%	14.7%	4.7%	3.8%	4.6%
Air Force	8,971	10,074	8,695	13.4%	15.0%	15.9%	47.1%	47.2%	45.9%	18.1%	17.6%	17.3%	15.6%	14.6%	15.2%	5.7%	5.6%	5.7%
Army	11,658	13,742	8,408	13.7%	14.3%	17.0%	44.9%	47.5%	45.9%	19.6%	17.9%	17.2%	15.6%	15.2%	15.2%	6.1%	5.1%	4.7%
Navy	9,578	12,616	9,508	12.3%	12.2%	14.4%	46.1%	47.2%	49.0%	19.4%	20.5%	17.3%	16.0%	14.9%	14.6%	6.3%	5.1%	4.6%
Marine Corps	797	911	765	14.9%	16.9%	17.0%	44.5%	45.3%	45.4%	16.5%	18.1%	15.4%	17.6%	14.4%	16.3%	6.4%	5.3%	5.8%
Other DoD	7,405	8,226	6,519	15.2%	15.3%	16.1%	48.0%	48.2%	47.8%	17.8%	18.7%	18.1%	14.1%	13.5%	13.5%	4.9%	4.3%	4.5%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,428	147,891	14.2%	13.4%	13.6%	43.3%	42.7%	43.1%	22.2%	22.4%	21.8%	13.6%	14.6%	14.8%	6.7%	6.8%	6.7%
AID	831	726	803	15.1%	12.8%	12.8%	48.8%	42.4%	46.2%	18.3%	21.8%	19.9%	12.6%	16.1%	16.2%	5.2%	7.0%	4.9%
BBG	556	570	543	7.3%	7.1%	8.4%	31.0%	29.4%	32.0%	19.1%	23.3%	22.0%	26.0%	24.3%	22.5%	16.6%	15.9%	15.1%
CSOSA	604	518	554	18.9%	13.9%	15.5%	43.8%	40.0%	46.6%	20.8%	18.9%	20.2%	9.6%	15.3%	10.5%	7.0%	11.9%	7.1%
DHS	9,550	10,371	10,472	11.7%	9.1%	9.0%	38.1%	34.8%	33.2%	22.4%	21.9%	21.7%	16.7%	20.7%	22.3%	11.1%	13.5%	13.8%
DOC	3,556	5,204	4,021	13.8%	12.1%	14.1%	48.4%	46.3%	44.8%	19.9%	22.7%	21.4%	12.3%	13.0%	14.0%	5.6%	6.0%	5.7%
DOE	6,091	7,742	1,485	15.1%	12.9%	17.7%	43.3%	43.2%	45.0%	20.6%	21.8%	18.5%	14.1%	15.1%	13.4%	6.9%	7.0%	5.3%
DOI	27,026	25,501	5,187	12.1%	11.0%	11.6%	42.7%	41.3%	44.2%	22.2%	23.1%	21.0%	15.7%	17.3%	15.9%	7.3%	7.3%	7.2%
DOJ	14,016	10,966	7,701	17.8%	15.3%	16.9%	46.8%	48.5%	43.5%	19.3%	20.4%	19.3%	11.2%	11.8%	13.7%	4.9%	4.0%	6.6%
DOL	4,110	4,538	4,082	15.1%	14.0%	13.9%	43.5%	43.1%	43.9%	20.5%	22.6%	21.5%	13.7%	13.4%	13.6%	7.1%	7.0%	7.2%
DOT	6,351	5,451	4,949	10.2%	9.5%	11.8%	34.0%	35.0%	40.0%	18.7%	18.5%	23.6%	18.1%	21.1%	16.9%	19.1%	15.8%	7.6%
Educ	2,393	2,909	2,408	12.5%	9.6%	10.7%	39.9%	38.9%	39.5%	23.2%	24.8%	23.5%	16.1%	16.6%	16.8%	8.3%	10.0%	9.5%
EEOC	1,210	1,173	1,693	14.3%	11.9%	11.6%	38.2%	40.4%	41.1%	19.9%	20.3%	23.2%	16.7%	18.3%	17.7%	10.9%	9.0%	6.4%
EPA	6,986	9,115	6,895	15.5%	13.4%	14.5%	46.0%	45.8%	47.7%	20.0%	21.7%	19.7%	13.0%	14.0%	13.2%	5.5%	5.2%	4.8%
FCC	733	---	---	12.6%	---	---	35.9%	---	---	21.8%	---	---	18.0%	---	---	11.7%	---	---
FERC	671	753	---	20.1%	17.9%	---	48.6%	47.4%	---	17.2%	20.1%	---	10.0%	9.8%	---	4.2%	4.8%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,428	147,891	14.2%	13.4%	13.6%	43.3%	42.7%	43.1%	22.2%	22.4%	21.8%	13.6%	14.6%	14.8%	6.7%	6.8%	6.7%
FTC	560	459	616	26.8%	23.9%	25.1%	43.7%	44.0%	45.5%	15.5%	15.3%	15.4%	10.5%	12.4%	10.9%	3.4%	4.5%	3.1%
GSA	3,396	3,916	2,869	20.2%	19.4%	22.7%	43.8%	42.0%	43.7%	20.1%	20.0%	17.6%	10.4%	12.5%	10.4%	5.5%	6.1%	5.6%
HHS	22,730	25,756	4,653	14.5%	13.1%	14.1%	42.9%	42.5%	43.4%	22.3%	23.3%	22.6%	13.7%	14.5%	13.3%	6.6%	6.6%	6.6%
HUD	3,467	4,075	5,343	12.1%	13.1%	13.8%	42.6%	40.3%	43.6%	22.8%	23.3%	20.8%	15.0%	15.0%	14.4%	7.5%	8.3%	7.5%
NARA	1,370	1,442	1,415	13.3%	13.4%	14.1%	37.3%	36.4%	39.0%	24.3%	23.2%	22.0%	16.3%	18.1%	17.2%	8.8%	8.9%	7.7%
NASA	4,375	4,734	4,766	23.1%	20.3%	20.3%	43.6%	44.3%	44.3%	18.4%	19.6%	17.9%	10.3%	11.7%	13.0%	4.6%	4.2%	4.6%
NCUA	588	623	538	11.7%	13.2%	16.3%	41.3%	49.4%	47.0%	21.3%	23.0%	19.6%	18.8%	10.3%	12.2%	6.9%	4.0%	4.8%
NLRB	803	963	979	13.2%	14.0%	16.7%	37.7%	46.5%	44.2%	23.6%	20.0%	19.8%	16.7%	13.9%	12.5%	8.8%	5.7%	6.9%
NRC	2,179	1,692	1,876	33.9%	23.5%	20.4%	43.4%	49.0%	50.7%	14.1%	15.8%	16.5%	6.4%	8.7%	9.1%	2.2%	2.9%	3.2%
NSF	583	596	778	35.1%	34.2%	28.7%	39.2%	38.0%	43.2%	14.5%	16.4%	17.0%	7.6%	7.7%	6.5%	3.6%	3.7%	4.5%
OMB	253	250	249	25.8%	24.2%	19.5%	51.7%	46.8%	54.3%	15.4%	18.6%	17.3%	4.9%	8.0%	6.9%	2.1%	2.3%	2.0%
OPM	2,932	3,012	1,539	14.6%	11.6%	11.1%	46.1%	38.1%	36.3%	20.1%	23.4%	24.8%	12.5%	17.3%	16.7%	6.7%	9.6%	11.1%
PBGC	515	---	---	15.9%	---	---	46.2%	---	---	19.8%	---	---	11.9%	---	---	6.2%	---	---
RRB	570	680	700	14.3%	14.6%	16.1%	48.0%	43.8%	45.4%	22.7%	25.4%	23.2%	9.8%	10.8%	11.1%	5.1%	5.4%	4.2%
SBA	1,618	1,447	1,661	11.9%	8.3%	7.3%	41.7%	29.7%	32.5%	22.1%	22.3%	23.5%	16.8%	22.8%	21.1%	7.5%	16.9%	15.6%
SEC	1,605	1,905	2,166	19.2%	23.9%	22.1%	41.8%	45.1%	48.2%	21.1%	16.0%	17.0%	11.9%	10.2%	8.7%	6.0%	4.7%	4.0%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,428	147,891	14.2%	13.4%	13.6%	43.3%	42.7%	43.1%	22.2%	22.4%	21.8%	13.6%	14.6%	14.8%	6.7%	6.8%	6.7%
SSA	5,959	1,317	1,172	19.3%	18.1%	13.2%	44.4%	44.0%	45.3%	18.9%	21.4%	22.4%	12.2%	11.3%	13.4%	5.2%	5.2%	5.8%
State	1,720	1,310	1,272	15.6%	14.8%	18.9%	45.8%	47.6%	44.2%	23.0%	21.6%	18.4%	11.1%	11.9%	13.9%	4.5%	4.0%	4.5%
Treasury	8,637	7,034	5,676	11.3%	11.2%	8.8%	45.2%	46.1%	44.7%	23.7%	20.7%	21.2%	13.3%	15.5%	17.4%	6.5%	6.5%	8.0%
USDA	13,689	13,591	10,399	10.9%	11.3%	11.4%	42.5%	43.8%	44.3%	23.2%	23.3%	23.3%	16.5%	15.6%	15.9%	6.9%	6.0%	5.2%
VA	3,283	3,144	3,344	15.1%	15.9%	15.6%	44.7%	39.1%	44.5%	22.9%	23.9%	23.5%	12.5%	14.6%	11.2%	4.9%	6.4%	5.2%
Small Agencies	3,226	4,141	3,679	18.8%	18.2%	17.6%	42.8%	40.9%	41.6%	18.7%	20.0%	20.4%	13.3%	13.9%	13.8%	6.4%	7.0%	6.6%
All DoD	43,444	50,719	40,187	14.0%	13.4%	14.1%	43.7%	44.2%	43.9%	23.3%	23.0%	22.0%	13.2%	13.5%	14.2%	5.9%	5.9%	5.9%
USACE	5,035	5,154	6,295	13.0%	12.1%	13.8%	46.2%	45.7%	47.0%	22.6%	22.5%	21.1%	13.4%	15.0%	13.1%	4.8%	4.8%	4.9%
Air Force	8,971	10,072	8,694	13.8%	13.8%	15.2%	43.9%	45.4%	43.5%	23.7%	22.4%	20.4%	12.5%	12.9%	15.0%	6.2%	5.6%	5.9%
Army	11,658	13,739	8,408	14.8%	15.4%	15.7%	44.0%	44.9%	43.9%	22.9%	22.2%	21.4%	12.9%	12.2%	13.3%	5.3%	5.3%	5.6%
Navy	9,578	12,617	9,508	13.3%	11.1%	11.9%	44.1%	43.3%	44.2%	23.5%	24.7%	24.1%	13.5%	14.6%	14.5%	5.6%	6.4%	5.4%
Marine Corps	797	911	765	15.4%	16.1%	16.0%	39.0%	42.2%	41.7%	24.8%	23.6%	22.0%	12.2%	12.2%	13.5%	8.6%	6.0%	6.8%
Other DoD	7,405	8,226	6,517	13.7%	12.9%	12.4%	41.3%	41.9%	43.1%	23.0%	23.0%	22.2%	14.6%	15.1%	14.7%	7.4%	7.2%	7.6%

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

2008 Federal Human Capital Survey: Report by Agency

(64) How satisfied are you with retirement benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,167	221,397	147,882	14.2%	14.6%	14.9%	46.6%	46.2%	50.3%	19.4%	19.4%	22.3%	9.4%	9.1%	9.9%	3.1%	3.3%	2.6%	7.3%	7.4%	---
AID	831	726	803	16.8%	19.2%	18.9%	49.5%	51.2%	52.4%	17.9%	14.8%	18.0%	8.1%	6.5%	8.8%	1.6%	2.0%	1.9%	6.1%	6.3%	---
BBG	556	570	543	15.8%	17.1%	15.2%	40.0%	42.6%	48.5%	20.8%	18.1%	25.9%	10.0%	7.6%	8.5%	3.6%	3.7%	1.9%	9.8%	10.8%	---
CSOSA	604	518	554	19.4%	23.2%	22.2%	49.1%	52.8%	55.6%	17.1%	12.8%	15.2%	6.2%	4.8%	5.6%	2.4%	1.2%	1.4%	5.7%	5.2%	---
DHS	9,550	10,368	10,469	12.7%	10.4%	11.3%	44.7%	43.3%	48.6%	19.3%	20.1%	23.9%	11.3%	12.3%	11.8%	4.9%	6.2%	4.4%	7.1%	7.7%	---
DOC	3,556	5,204	4,021	17.7%	17.5%	20.0%	50.5%	49.1%	52.0%	16.2%	18.1%	18.8%	6.2%	6.8%	7.6%	1.7%	1.8%	1.6%	7.7%	6.6%	---
DOE	6,093	7,742	1,485	17.9%	17.6%	19.5%	47.9%	49.9%	50.7%	16.7%	16.3%	17.2%	9.1%	8.4%	9.8%	2.7%	2.5%	2.9%	5.7%	5.3%	---
DOI	27,025	25,502	5,185	14.6%	14.8%	15.1%	48.6%	50.3%	51.9%	18.4%	18.6%	22.5%	9.7%	8.6%	8.7%	3.0%	2.4%	1.7%	5.6%	5.3%	---
DOJ	14,017	10,961	7,701	13.7%	14.3%	17.1%	45.3%	48.4%	51.9%	17.6%	16.5%	17.5%	13.2%	12.4%	10.8%	4.4%	3.8%	2.7%	5.9%	4.6%	---
DOL	4,110	4,538	4,082	16.8%	14.2%	15.1%	46.1%	46.3%	48.8%	16.8%	18.2%	23.1%	9.2%	10.2%	10.7%	2.8%	3.1%	2.3%	8.2%	7.8%	---
DOT	6,352	5,451	4,949	12.3%	13.0%	14.9%	44.2%	42.5%	45.5%	19.1%	20.7%	21.9%	13.6%	12.2%	13.6%	5.1%	4.7%	4.1%	5.7%	7.0%	---
Educ	2,393	2,909	2,408	19.1%	18.6%	18.7%	46.7%	45.8%	49.2%	15.9%	17.1%	21.1%	7.1%	7.1%	9.1%	2.5%	2.0%	1.9%	8.7%	9.5%	---
EEOC	1,210	1,173	1,693	17.3%	16.4%	14.4%	43.3%	40.3%	46.4%	19.5%	19.1%	26.8%	7.2%	8.8%	10.0%	2.9%	3.5%	2.3%	9.8%	11.8%	---
EPA	6,986	9,115	6,895	17.4%	16.5%	16.6%	46.7%	49.1%	51.8%	17.7%	17.5%	21.7%	8.6%	7.2%	8.1%	2.1%	2.0%	1.7%	7.5%	7.7%	---
FCC	733	---	---	18.7%	---	---	46.3%	---	---	17.9%	---	---	6.6%	---	---	2.4%	---	---	8.1%	---	---
FERC	671	753	---	21.7%	20.5%	---	47.4%	50.5%	---	16.8%	15.3%	---	6.8%	8.1%	---	1.4%	1.5%	---	6.0%	4.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

(64) How satisfied are you with retirement benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,167	221,397	147,882	14.2%	14.6%	14.9%	46.6%	46.2%	50.3%	19.4%	19.4%	22.3%	9.4%	9.1%	9.9%	3.1%	3.3%	2.6%	7.3%	7.4%	---
FTC	560	459	616	17.8%	21.5%	21.3%	46.8%	45.2%	47.6%	17.6%	16.4%	23.4%	8.1%	7.1%	5.6%	1.6%	1.5%	2.1%	8.1%	8.4%	---
GSA	3,396	3,916	2,869	21.5%	21.3%	21.8%	45.9%	48.4%	49.6%	16.8%	16.1%	17.7%	7.2%	6.7%	9.3%	1.5%	1.7%	1.6%	7.2%	5.8%	---
HHS	22,730	25,756	4,653	16.9%	16.1%	16.5%	48.2%	48.7%	53.0%	18.2%	18.8%	21.5%	7.0%	6.9%	7.5%	2.0%	1.9%	1.6%	7.6%	7.5%	---
HUD	3,467	4,075	5,343	18.7%	18.7%	17.8%	45.0%	45.4%	49.8%	16.7%	17.6%	22.7%	7.4%	7.0%	7.6%	2.7%	2.7%	2.1%	9.5%	8.7%	---
NARA	1,370	1,442	1,415	16.7%	15.2%	16.5%	42.7%	43.3%	44.9%	19.5%	20.5%	25.3%	8.7%	8.0%	10.1%	3.7%	3.2%	3.3%	8.8%	9.9%	---
NASA	4,375	4,734	4,766	21.8%	20.6%	21.5%	48.6%	50.5%	53.1%	14.9%	15.4%	17.1%	7.4%	7.0%	7.4%	1.9%	1.9%	0.9%	5.3%	4.7%	---
NCUA	588	623	538	13.5%	14.5%	14.6%	53.9%	52.0%	54.1%	14.8%	16.8%	17.0%	9.7%	10.6%	11.9%	3.4%	2.6%	2.5%	4.7%	3.6%	---
NLRB	803	963	979	16.4%	16.4%	18.5%	46.1%	45.5%	46.7%	17.3%	15.8%	22.5%	8.4%	9.2%	10.4%	3.4%	2.8%	1.8%	8.5%	10.3%	---
NRC	2,179	1,692	1,876	25.4%	25.8%	21.1%	46.8%	46.9%	51.2%	14.8%	13.3%	19.6%	5.3%	6.4%	6.8%	1.0%	1.4%	1.3%	6.6%	6.0%	---
NSF	583	596	778	21.1%	25.4%	18.9%	44.3%	48.5%	44.1%	19.6%	12.9%	26.6%	6.3%	7.1%	8.2%	1.9%	1.9%	2.1%	6.8%	4.3%	---
OMB	253	250	249	17.5%	19.8%	23.5%	48.4%	47.2%	55.1%	18.9%	16.2%	17.2%	4.1%	7.2%	3.8%	2.2%	1.2%	0.4%	8.9%	8.4%	---
OPM	2,932	3,012	1,539	17.6%	18.4%	19.3%	45.0%	47.5%	52.3%	15.7%	16.2%	18.8%	6.9%	5.5%	7.9%	2.1%	1.8%	1.8%	12.8%	10.6%	---
PBGC	515	---	---	21.0%	---	---	46.6%	---	---	15.4%	---	---	7.7%	---	---	1.7%	---	---	7.7%	---	---
RRB	570	680	700	19.3%	18.6%	17.9%	45.9%	43.5%	44.6%	14.9%	16.9%	26.5%	5.5%	6.4%	9.4%	2.5%	1.6%	1.6%	11.8%	13.0%	---
SBA	1,618	1,447	1,661	17.4%	16.9%	15.5%	49.0%	48.9%	54.0%	17.6%	19.1%	20.2%	5.5%	6.7%	8.5%	2.4%	2.0%	1.9%	8.0%	6.4%	---
SEC	1,605	1,905	2,166	18.1%	19.7%	18.3%	46.2%	47.8%	49.8%	18.4%	17.0%	21.6%	9.0%	6.8%	7.9%	3.5%	2.5%	2.4%	4.8%	6.2%	---

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

2008 Federal Human Capital Survey: Report by Agency

(64) How satisfied are you with retirement benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,167	221,397	147,882	14.2%	14.6%	14.9%	46.6%	46.2%	50.3%	19.4%	19.4%	22.3%	9.4%	9.1%	9.9%	3.1%	3.3%	2.6%	7.3%	7.4%	---
SSA	5,959	1,317	1,172	16.3%	21.1%	15.0%	42.4%	42.1%	46.0%	17.7%	17.2%	27.8%	6.7%	5.8%	9.1%	2.3%	2.2%	2.1%	14.6%	11.6%	---
State	1,720	1,310	1,272	14.9%	14.9%	17.6%	44.0%	48.7%	48.7%	17.6%	16.1%	21.4%	9.6%	6.5%	10.3%	1.9%	1.5%	2.0%	12.1%	12.4%	---
Treasury	8,620	7,030	5,676	12.3%	13.9%	15.0%	47.9%	49.0%	48.4%	19.4%	19.0%	24.6%	9.8%	8.3%	8.5%	2.1%	2.1%	3.4%	8.5%	7.7%	---
USDA	13,685	13,588	10,397	15.1%	15.7%	15.4%	51.3%	52.0%	55.5%	18.6%	17.6%	19.0%	7.1%	7.0%	8.4%	2.0%	1.6%	1.8%	5.9%	6.2%	---
VA	3,283	3,144	3,344	13.7%	15.0%	14.1%	45.8%	42.7%	51.6%	21.6%	21.8%	23.6%	8.9%	8.3%	8.3%	3.0%	3.9%	2.5%	7.0%	8.2%	---
Small Agencies	3,225	4,141	3,679	21.2%	21.2%	19.5%	48.6%	49.9%	52.4%	15.3%	15.3%	19.5%	7.0%	5.8%	7.3%	1.4%	1.6%	1.4%	6.5%	6.3%	---
All DoD	43,444	50,702	40,185	13.5%	13.5%	13.9%	46.9%	45.8%	50.0%	20.2%	20.4%	22.7%	9.4%	9.5%	10.8%	3.0%	3.4%	2.5%	7.0%	7.4%	---
USACE	5,035	5,154	6,295	14.3%	14.3%	13.4%	48.7%	49.0%	51.6%	18.1%	18.4%	23.1%	9.2%	9.1%	9.8%	2.3%	2.2%	2.1%	7.3%	7.0%	---
Air Force	8,971	10,070	8,691	12.3%	12.4%	12.4%	44.8%	44.1%	47.8%	21.1%	21.4%	23.1%	11.9%	10.9%	13.4%	3.9%	4.4%	3.3%	6.0%	6.7%	---
Army	11,658	13,736	8,407	13.1%	13.4%	13.9%	46.9%	45.9%	49.1%	20.6%	20.1%	23.2%	8.3%	9.5%	11.1%	3.1%	3.0%	2.7%	7.9%	8.0%	---
Navy	9,578	12,609	9,510	13.9%	14.0%	14.6%	49.1%	46.7%	52.6%	19.4%	20.1%	22.3%	8.6%	8.9%	8.5%	2.4%	3.2%	2.0%	6.6%	7.2%	---
Marine Corps	797	910	764	14.1%	15.1%	13.9%	46.7%	42.4%	51.5%	20.7%	22.2%	20.9%	8.0%	8.9%	11.7%	2.6%	3.5%	2.0%	7.9%	7.9%	---
Other DoD	7,405	8,223	6,518	16.0%	14.3%	15.6%	46.0%	46.1%	49.9%	19.1%	20.0%	22.1%	8.9%	8.4%	10.2%	2.9%	3.2%	2.2%	7.1%	7.9%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,210	221,433	147,894	14.7%	13.1%	12.0%	47.3%	44.9%	43.9%	17.2%	16.6%	19.6%	11.7%	15.1%	18.4%	4.1%	5.5%	6.1%	5.0%	4.8%	---
AID	831	726	803	16.9%	17.4%	15.2%	55.0%	54.9%	51.2%	14.0%	13.3%	18.6%	10.0%	9.2%	13.0%	1.6%	2.9%	2.0%	2.5%	2.3%	---
BBG	556	570	543	17.1%	17.3%	13.5%	50.3%	53.1%	54.3%	16.0%	15.1%	19.2%	9.8%	7.5%	9.1%	3.9%	3.4%	3.9%	2.9%	3.7%	---
CSOSA	604	518	554	18.8%	18.2%	19.7%	53.3%	52.6%	49.3%	13.4%	13.0%	16.3%	9.5%	9.9%	13.0%	2.4%	2.2%	1.7%	2.6%	4.1%	---
DHS	9,550	10,370	10,472	12.9%	9.8%	9.4%	45.7%	40.6%	39.9%	16.2%	17.3%	21.6%	13.9%	17.8%	20.6%	6.7%	9.4%	8.5%	4.6%	5.1%	---
DOC	3,556	5,204	4,021	17.3%	15.3%	15.3%	52.7%	49.2%	49.5%	15.9%	15.2%	17.3%	9.2%	13.9%	14.6%	2.3%	3.4%	3.2%	2.6%	3.1%	---
DOE	6,093	7,742	1,485	16.2%	13.3%	12.0%	47.2%	44.8%	38.6%	15.4%	16.3%	17.7%	13.7%	16.5%	23.9%	4.5%	6.7%	7.8%	3.1%	2.5%	---
DOI	27,028	25,504	5,186	15.0%	13.0%	10.9%	50.0%	47.4%	45.3%	15.8%	16.8%	19.2%	12.6%	15.6%	19.9%	3.5%	4.2%	4.6%	3.2%	3.0%	---
DOJ	14,021	10,965	7,701	14.2%	11.6%	11.7%	46.3%	45.7%	43.3%	15.8%	14.1%	16.3%	15.5%	17.6%	19.5%	5.3%	8.5%	9.3%	2.9%	2.5%	---
DOL	4,110	4,538	4,082	16.5%	12.9%	12.0%	48.3%	46.0%	43.4%	14.9%	17.2%	19.5%	13.1%	15.2%	18.8%	3.3%	5.3%	6.3%	3.9%	3.4%	---
DOT	6,354	5,451	4,949	13.7%	9.9%	9.3%	47.1%	45.7%	40.6%	15.1%	15.8%	19.1%	16.9%	18.4%	25.3%	4.8%	8.1%	5.7%	2.4%	2.1%	---
Educ	2,393	2,909	2,408	20.1%	16.8%	15.0%	53.2%	50.4%	48.2%	12.8%	14.2%	18.0%	7.9%	11.6%	14.5%	2.2%	3.7%	4.3%	3.8%	3.4%	---
EEOC	1,210	1,173	1,693	19.3%	17.7%	12.4%	47.3%	50.1%	43.7%	14.9%	12.8%	19.1%	10.4%	12.5%	19.1%	3.2%	3.4%	5.7%	4.9%	3.5%	---
EPA	6,986	9,115	6,895	17.6%	14.4%	13.3%	50.5%	49.8%	46.5%	15.2%	15.7%	18.5%	11.3%	13.6%	17.2%	2.7%	3.5%	4.5%	2.6%	3.0%	---
FCC	733	---	---	21.2%	---	---	51.7%	---	---	12.7%	---	---	9.8%	---	---	2.3%	---	---	2.3%	---	---
FERC	671	753	---	21.7%	17.7%	---	54.8%	55.9%	---	11.5%	12.4%	---	7.6%	10.4%	---	1.8%	1.4%	---	2.6%	2.2%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,210	221,433	147,894	14.7%	13.1%	12.0%	47.3%	44.9%	43.9%	17.2%	16.6%	19.6%	11.7%	15.1%	18.4%	4.1%	5.5%	6.1%	5.0%	4.8%	---
FTC	560	459	616	23.5%	20.2%	21.0%	53.0%	52.4%	45.9%	10.1%	13.4%	17.9%	9.2%	9.0%	13.2%	2.0%	1.8%	1.9%	2.2%	3.2%	---
GSA	3,396	3,916	2,869	21.1%	18.1%	16.0%	50.3%	49.8%	47.3%	12.9%	13.5%	15.6%	9.3%	12.3%	16.5%	2.3%	3.4%	4.6%	4.2%	2.9%	---
HHS	22,730	25,756	4,653	17.4%	15.0%	14.1%	49.4%	47.8%	46.4%	16.4%	16.9%	21.7%	9.3%	11.7%	14.4%	2.5%	3.5%	3.4%	5.1%	5.0%	---
HUD	3,467	4,075	5,343	19.8%	16.3%	14.5%	49.2%	48.1%	45.6%	13.3%	14.8%	17.5%	10.7%	12.7%	17.6%	3.3%	4.5%	4.8%	3.8%	3.5%	---
NARA	1,370	1,442	1,415	18.0%	16.1%	14.0%	45.3%	45.4%	40.1%	14.6%	15.0%	22.0%	12.7%	14.2%	16.9%	4.5%	5.2%	7.0%	5.0%	4.1%	---
NASA	4,375	4,734	4,766	21.2%	17.2%	16.1%	49.9%	49.2%	49.5%	13.5%	14.9%	16.1%	10.6%	13.4%	14.8%	2.1%	3.1%	3.5%	2.7%	2.1%	---
NCUA	588	623	538	13.0%	10.6%	9.6%	51.6%	43.7%	42.7%	14.5%	14.9%	20.1%	13.3%	19.8%	23.1%	4.2%	6.6%	4.5%	3.5%	4.3%	---
NLRB	803	963	979	17.4%	14.7%	15.0%	49.5%	49.9%	42.3%	15.3%	12.9%	18.8%	11.2%	14.5%	19.0%	3.5%	4.9%	4.8%	3.1%	3.1%	---
NRC	2,179	1,692	1,876	25.4%	19.9%	15.3%	48.4%	46.9%	44.9%	14.2%	13.6%	18.4%	7.7%	12.9%	17.6%	1.7%	3.8%	3.7%	2.6%	2.8%	---
NSF	583	596	778	24.0%	24.5%	15.6%	49.8%	51.1%	48.5%	12.0%	11.9%	20.5%	7.7%	9.2%	12.7%	1.8%	1.3%	2.7%	4.7%	2.0%	---
OMB	253	250	249	19.9%	22.7%	17.8%	53.9%	49.7%	52.5%	17.0%	13.9%	16.9%	5.1%	8.2%	10.8%	0.9%	1.9%	1.9%	3.3%	3.6%	---
OPM	2,932	3,012	1,539	18.1%	16.4%	17.0%	49.8%	48.4%	48.5%	13.5%	14.0%	16.9%	9.1%	12.0%	14.0%	2.1%	3.0%	3.6%	7.4%	6.2%	---
PBGC	515	---	---	19.1%	---	---	50.1%	---	---	14.8%	---	---	9.2%	---	---	2.6%	---	---	4.0%	---	---
RRB	570	680	700	20.9%	17.1%	14.2%	52.2%	50.9%	49.3%	12.7%	13.1%	16.5%	8.0%	12.2%	16.0%	4.0%	3.8%	4.0%	2.3%	2.8%	---
SBA	1,618	1,447	1,661	19.1%	16.3%	15.4%	51.5%	49.9%	50.1%	15.7%	14.5%	16.2%	7.9%	13.0%	15.2%	2.0%	2.8%	3.1%	3.7%	3.5%	---
SEC	1,605	1,905	2,166	23.8%	24.5%	21.1%	54.4%	52.3%	51.3%	13.3%	11.5%	15.7%	5.6%	7.7%	9.9%	1.4%	2.2%	2.1%	1.6%	1.9%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,210	221,433	147,894	14.7%	13.1%	12.0%	47.3%	44.9%	43.9%	17.2%	16.6%	19.6%	11.7%	15.1%	18.4%	4.1%	5.5%	6.1%	5.0%	4.8%	---
SSA	5,959	1,317	1,172	17.6%	17.0%	11.3%	45.4%	45.1%	43.1%	15.2%	14.9%	18.6%	12.8%	14.3%	21.2%	4.8%	5.4%	5.7%	4.2%	3.2%	---
State	1,720	1,310	1,272	15.3%	13.1%	15.1%	52.3%	50.8%	48.9%	14.9%	15.0%	17.8%	10.3%	13.8%	15.4%	3.8%	2.3%	2.7%	3.4%	5.0%	---
Treasury	8,648	7,033	5,677	12.8%	11.4%	12.0%	51.8%	48.8%	42.2%	14.8%	14.3%	19.9%	12.8%	14.7%	19.2%	3.4%	4.4%	6.8%	4.4%	6.4%	---
USDA	13,690	13,596	10,400	17.5%	13.9%	12.4%	49.9%	49.3%	47.3%	15.0%	15.6%	17.8%	12.4%	14.5%	18.0%	2.8%	4.0%	4.5%	2.4%	2.7%	---
VA	3,283	3,144	3,344	14.4%	15.2%	13.4%	46.0%	41.2%	45.3%	21.4%	16.5%	18.1%	8.1%	15.0%	16.5%	5.1%	6.8%	6.7%	5.0%	5.2%	---
Small Agencies	3,226	4,141	3,679	23.4%	19.6%	15.8%	51.7%	52.1%	49.4%	11.6%	12.9%	17.1%	8.0%	10.3%	14.7%	2.0%	2.0%	3.0%	3.3%	3.0%	---
All DoD	43,444	50,719	40,189	13.7%	12.1%	11.3%	46.0%	43.7%	43.3%	18.3%	18.2%	21.3%	11.5%	15.0%	18.2%	3.7%	4.9%	5.9%	6.8%	6.2%	---
USACE	5,035	5,154	6,295	15.3%	13.5%	10.9%	50.5%	47.7%	44.2%	15.8%	16.8%	20.8%	11.5%	15.0%	18.5%	3.0%	4.1%	5.5%	3.9%	2.8%	---
Air Force	8,971	10,074	8,695	11.7%	10.5%	10.2%	43.3%	40.1%	38.6%	19.5%	19.7%	23.3%	12.9%	17.2%	19.3%	4.8%	5.8%	8.6%	7.8%	6.7%	---
Army	11,658	13,737	8,406	13.6%	12.4%	11.7%	45.0%	43.5%	42.9%	18.7%	17.4%	20.8%	11.0%	14.6%	19.0%	3.8%	5.0%	5.6%	7.9%	7.1%	---
Navy	9,578	12,617	9,510	14.5%	12.5%	11.9%	48.9%	46.5%	48.0%	17.6%	18.5%	19.8%	10.9%	13.3%	16.2%	2.7%	3.8%	4.1%	5.5%	5.3%	---
Marine Corps	797	912	764	16.7%	13.2%	10.5%	45.6%	43.2%	46.0%	17.0%	18.8%	23.5%	9.2%	13.5%	16.2%	2.6%	2.9%	3.8%	8.9%	8.4%	---
Other DoD	7,405	8,225	6,519	15.2%	13.2%	11.7%	46.3%	43.9%	42.5%	17.8%	16.7%	21.2%	11.4%	15.4%	18.5%	3.8%	5.5%	6.0%	5.4%	5.4%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,199	221,429	147,894	12.2%	11.9%	11.8%	48.0%	47.8%	50.2%	21.7%	22.1%	28.0%	7.0%	7.0%	7.6%	2.5%	2.5%	2.3%	8.6%	8.7%	---
AID	831	726	803	12.4%	13.3%	13.4%	46.0%	50.3%	47.7%	22.1%	17.9%	28.2%	6.6%	5.3%	9.3%	2.4%	2.7%	1.5%	10.5%	10.6%	---
BBG	556	570	543	11.5%	13.2%	11.3%	43.3%	46.6%	49.8%	22.1%	23.0%	31.3%	6.4%	5.7%	5.4%	2.8%	1.3%	2.3%	13.8%	10.3%	---
CSOSA	604	518	554	18.2%	19.3%	21.1%	54.1%	57.6%	56.9%	16.9%	14.2%	18.0%	5.5%	4.2%	3.7%	1.3%	0.4%	0.4%	4.0%	4.3%	---
DHS	9,550	10,368	10,470	11.7%	9.1%	9.4%	49.4%	48.2%	50.9%	20.4%	23.9%	28.4%	8.7%	8.9%	8.0%	3.9%	3.9%	3.3%	5.9%	5.9%	---
DOC	3,556	5,204	4,021	13.0%	11.3%	12.9%	47.9%	46.4%	49.4%	19.1%	23.4%	29.4%	6.3%	5.8%	6.8%	1.4%	1.7%	1.5%	12.2%	11.4%	---
DOE	6,093	7,742	1,485	11.8%	10.4%	10.9%	46.7%	45.7%	49.0%	22.6%	23.2%	26.9%	7.9%	8.6%	9.7%	2.2%	3.1%	3.4%	8.7%	9.0%	---
DOI	27,028	25,502	5,187	10.6%	9.7%	10.1%	47.1%	47.9%	48.9%	23.0%	23.8%	31.2%	7.1%	6.8%	8.0%	2.0%	1.9%	1.8%	10.2%	9.9%	---
DOJ	14,020	10,964	7,701	12.2%	10.2%	11.9%	47.8%	49.1%	50.6%	20.4%	20.8%	24.9%	8.9%	9.7%	9.3%	3.5%	3.9%	3.3%	7.2%	6.3%	---
DOL	4,110	4,538	4,082	13.2%	10.5%	10.6%	46.5%	46.8%	48.2%	20.1%	22.4%	30.2%	7.2%	8.2%	8.1%	2.2%	2.7%	2.8%	10.8%	9.3%	---
DOT	6,352	5,451	4,948	9.4%	7.8%	9.9%	43.8%	44.8%	45.0%	23.1%	23.0%	30.6%	11.4%	11.3%	10.5%	5.1%	5.2%	4.1%	7.2%	7.8%	---
Educ	2,393	2,909	2,408	14.2%	11.8%	12.9%	46.0%	44.5%	47.5%	20.1%	21.5%	30.4%	5.9%	7.0%	7.6%	1.4%	2.3%	1.7%	12.4%	12.9%	---
EEOC	1,210	1,173	1,693	15.2%	14.5%	12.0%	45.5%	48.1%	47.2%	19.8%	19.9%	28.8%	7.1%	6.2%	9.0%	2.0%	2.1%	3.1%	10.3%	9.2%	---
EPA	6,986	9,115	6,895	10.6%	8.8%	9.4%	42.1%	42.5%	44.7%	23.7%	24.5%	34.0%	8.0%	8.3%	9.3%	2.2%	2.2%	2.7%	13.4%	13.6%	---
FCC	733	---	---	11.9%	---	---	46.0%	---	---	21.7%	---	---	7.1%	---	---	2.0%	---	---	11.2%	---	---
FERC	671	753	---	12.6%	10.4%	---	44.9%	44.1%	---	20.0%	22.3%	---	6.5%	6.3%	---	1.2%	1.8%	---	14.8%	15.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,199	221,429	147,894	12.2%	11.9%	11.8%	48.0%	47.8%	50.2%	21.7%	22.1%	28.0%	7.0%	7.0%	7.6%	2.5%	2.5%	2.3%	8.6%	8.7%	---
FTC	560	459	616	13.4%	12.6%	11.6%	41.1%	36.3%	38.3%	18.5%	21.3%	39.4%	9.3%	9.8%	8.2%	1.8%	2.9%	2.5%	15.9%	17.1%	---
GSA	3,396	3,916	2,869	16.8%	16.0%	16.8%	48.9%	49.2%	50.0%	17.8%	20.8%	24.8%	5.7%	5.3%	6.5%	1.3%	1.7%	1.9%	9.5%	7.0%	---
HHS	22,730	25,756	4,653	13.3%	12.0%	11.8%	47.2%	47.1%	49.9%	20.9%	22.7%	29.5%	6.1%	5.9%	7.1%	1.8%	1.8%	1.6%	10.8%	10.5%	---
HUD	3,467	4,075	5,343	14.3%	14.1%	10.9%	47.4%	47.9%	49.3%	18.3%	20.5%	27.3%	6.0%	6.5%	10.0%	2.7%	2.3%	2.5%	11.3%	8.8%	---
NARA	1,370	1,442	1,415	14.2%	12.7%	13.2%	43.5%	45.3%	45.7%	21.9%	21.6%	31.0%	5.9%	7.1%	7.3%	3.2%	2.3%	2.8%	11.3%	11.1%	---
NASA	4,375	4,734	4,766	16.3%	13.3%	14.4%	47.8%	48.7%	51.1%	18.9%	20.4%	27.4%	5.6%	6.3%	5.8%	1.6%	1.7%	1.3%	9.8%	9.8%	---
NCUA	588	623	538	10.0%	8.7%	8.3%	47.9%	43.7%	49.9%	21.2%	24.9%	27.5%	8.4%	12.5%	10.5%	3.8%	3.8%	3.8%	8.6%	6.3%	---
NLRB	803	963	979	10.7%	10.4%	11.9%	42.3%	43.4%	45.3%	22.3%	22.1%	32.3%	7.8%	8.1%	7.7%	2.5%	2.2%	2.8%	14.4%	13.8%	---
NRC	2,179	1,692	1,876	17.6%	13.9%	12.0%	40.9%	42.2%	40.9%	20.2%	22.5%	34.9%	6.4%	7.6%	9.7%	1.8%	3.2%	2.5%	13.1%	10.7%	---
NSF	583	596	778	16.2%	20.0%	11.8%	46.6%	43.5%	47.0%	18.5%	20.2%	33.3%	5.5%	5.3%	6.2%	1.1%	0.6%	1.8%	12.1%	10.4%	---
OMB	253	250	249	11.6%	11.8%	12.6%	37.7%	39.4%	41.1%	27.9%	26.8%	36.4%	4.5%	5.4%	8.4%	0.8%	1.2%	1.5%	17.5%	15.5%	---
OPM	2,932	3,012	1,539	14.5%	15.1%	16.9%	51.6%	53.1%	55.4%	15.8%	17.6%	21.6%	3.7%	3.9%	4.5%	1.1%	1.1%	1.6%	13.2%	9.2%	---
PBGC	515	---	---	13.6%	---	---	45.8%	---	---	21.8%	---	---	6.2%	---	---	1.7%	---	---	10.8%	---	---
RRB	570	680	700	14.3%	12.8%	12.2%	51.9%	48.8%	50.9%	17.0%	20.5%	28.2%	3.6%	4.9%	6.8%	2.2%	1.2%	1.9%	11.1%	11.8%	---
SBA	1,618	1,447	1,661	14.3%	13.3%	13.5%	49.6%	51.5%	52.1%	20.7%	19.3%	24.9%	5.2%	5.5%	7.4%	1.9%	2.3%	2.0%	8.3%	8.2%	---
SEC	1,605	1,905	2,166	14.1%	13.1%	12.6%	41.7%	41.9%	45.3%	21.1%	21.2%	30.6%	8.0%	8.0%	7.9%	3.0%	3.7%	3.6%	12.0%	12.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,199	221,429	147,894	12.2%	11.9%	11.8%	48.0%	47.8%	50.2%	21.7%	22.1%	28.0%	7.0%	7.0%	7.6%	2.5%	2.5%	2.3%	8.6%	8.7%	---
SSA	5,959	1,317	1,172	14.4%	16.4%	11.5%	46.8%	46.3%	48.3%	18.9%	21.2%	30.6%	5.4%	5.6%	8.2%	2.5%	1.7%	1.5%	12.0%	8.8%	---
State	1,720	1,310	1,272	11.5%	11.8%	13.2%	46.9%	48.2%	51.9%	22.6%	21.0%	27.0%	6.6%	6.8%	6.0%	2.0%	1.6%	1.9%	10.4%	10.6%	---
Treasury	8,642	7,034	5,675	11.3%	10.8%	12.3%	51.8%	50.4%	49.4%	20.1%	20.6%	28.8%	6.2%	6.6%	6.7%	1.6%	0.7%	2.8%	8.9%	10.9%	---
USDA	13,689	13,595	10,401	12.8%	11.2%	11.3%	50.3%	52.3%	54.0%	21.1%	21.5%	26.4%	6.0%	5.0%	6.6%	1.7%	1.7%	1.8%	8.2%	8.3%	---
VA	3,283	3,144	3,344	13.2%	16.4%	14.7%	45.9%	45.1%	53.3%	23.4%	21.3%	24.1%	7.0%	5.7%	6.6%	3.1%	2.4%	1.4%	7.5%	9.0%	---
Small Agencies	3,226	4,141	3,679	15.6%	14.5%	12.4%	46.5%	47.4%	48.7%	18.4%	20.3%	31.1%	5.7%	5.5%	6.2%	1.6%	1.4%	1.6%	12.2%	10.8%	---
All DoD	43,443	50,720	40,192	11.8%	11.5%	11.5%	48.5%	48.1%	49.8%	22.6%	22.5%	28.8%	6.5%	6.9%	7.8%	2.2%	2.4%	2.2%	8.4%	8.6%	---
USACE	5,035	5,154	6,295	10.7%	10.7%	10.4%	49.3%	49.7%	49.3%	21.8%	21.8%	29.7%	7.3%	7.3%	8.7%	1.9%	2.0%	1.9%	9.0%	8.5%	---
Air Force	8,971	10,071	8,694	11.4%	11.0%	11.4%	49.3%	48.1%	49.7%	22.5%	22.5%	28.2%	6.9%	7.7%	7.9%	2.4%	2.9%	2.8%	7.4%	7.8%	---
Army	11,658	13,739	8,407	11.6%	12.2%	12.5%	48.0%	48.6%	48.9%	23.7%	21.8%	29.3%	6.2%	6.6%	7.0%	2.1%	2.4%	2.2%	8.3%	8.4%	---
Navy	9,577	12,619	9,511	11.4%	11.0%	10.5%	48.3%	47.4%	50.1%	22.3%	23.5%	29.3%	6.5%	6.5%	8.2%	2.1%	2.2%	2.0%	9.5%	9.4%	---
Marine Corps	797	912	765	14.2%	12.3%	12.4%	49.1%	48.2%	54.8%	20.6%	24.2%	24.4%	5.9%	6.1%	6.8%	3.0%	1.7%	1.6%	7.2%	7.4%	---
Other DoD	7,405	8,225	6,520	13.8%	11.8%	11.4%	48.4%	48.0%	50.5%	21.1%	21.7%	27.7%	6.0%	7.0%	8.2%	2.2%	2.5%	2.1%	8.5%	9.1%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,350	147,868	6.4%	5.7%	5.6%	25.6%	24.2%	27.3%	28.4%	30.2%	55.5%	6.7%	7.0%	8.0%	2.9%	2.9%	3.6%	30.0%	29.9%	---
AID	831	726	803	7.9%	7.7%	8.3%	28.3%	29.3%	30.0%	24.0%	25.8%	52.0%	5.0%	3.5%	7.6%	2.6%	2.1%	2.2%	32.3%	31.5%	---
BBG	556	570	543	5.3%	6.1%	5.9%	26.1%	26.3%	29.9%	27.9%	29.5%	53.9%	4.6%	4.8%	6.2%	2.8%	1.9%	4.1%	33.2%	31.4%	---
CSOSA	604	518	554	10.5%	11.4%	12.3%	38.1%	32.4%	38.0%	24.2%	26.5%	43.6%	5.2%	3.3%	5.6%	1.3%	0.8%	0.6%	20.8%	25.6%	---
DHS	9,550	10,361	10,463	6.9%	4.5%	5.4%	29.0%	25.5%	27.8%	26.6%	30.9%	52.6%	8.5%	8.5%	9.1%	4.4%	4.6%	5.0%	24.5%	26.0%	---
DOC	3,556	5,204	4,021	6.4%	5.7%	6.0%	27.3%	25.2%	27.8%	23.8%	29.0%	56.7%	5.4%	4.6%	6.6%	1.8%	2.0%	2.8%	35.3%	33.4%	---
DOE	6,092	7,742	1,485	6.1%	5.4%	4.8%	25.0%	23.4%	26.8%	27.9%	30.0%	54.2%	6.9%	7.4%	10.0%	3.1%	3.7%	4.2%	31.0%	30.1%	---
DOI	27,023	25,497	5,181	5.5%	4.7%	5.0%	25.2%	23.8%	25.1%	29.2%	32.2%	59.7%	6.2%	6.1%	7.8%	2.3%	2.2%	2.4%	31.7%	31.0%	---
DOJ	14,014	10,955	7,701	6.5%	4.6%	6.0%	27.6%	26.4%	31.1%	27.1%	29.3%	48.5%	8.9%	9.0%	9.7%	3.5%	4.6%	4.6%	26.4%	26.1%	---
DOL	4,110	4,538	4,082	6.0%	5.1%	5.0%	22.5%	22.3%	24.5%	26.7%	29.4%	58.7%	6.3%	6.6%	7.6%	2.2%	3.0%	4.3%	36.3%	33.6%	---
DOT	6,352	5,448	4,947	4.4%	4.0%	3.8%	21.3%	20.1%	26.1%	29.6%	29.8%	55.5%	8.6%	9.4%	9.4%	4.7%	5.0%	5.2%	31.3%	31.7%	---
Educ	2,393	2,909	2,408	8.5%	6.8%	7.5%	25.7%	23.7%	26.7%	23.3%	27.3%	54.2%	4.5%	5.8%	7.7%	2.2%	2.8%	4.0%	35.7%	33.5%	---
EEOC	1,210	1,173	1,693	8.0%	8.4%	5.7%	23.2%	22.6%	25.0%	27.4%	28.8%	57.3%	3.6%	5.4%	8.9%	2.6%	2.4%	3.1%	35.1%	32.4%	---
EPA	6,986	9,115	6,895	5.6%	4.9%	5.1%	22.2%	23.0%	25.2%	27.7%	29.0%	58.8%	6.3%	6.1%	7.2%	2.6%	2.1%	3.7%	35.7%	34.8%	---
FCC	733	---	---	6.6%	---	---	23.9%	---	---	26.7%	---	---	6.1%	---	---	2.1%	---	---	34.6%	---	---
FERC	671	753	---	8.8%	6.4%	---	26.4%	24.2%	---	24.0%	29.3%	---	5.7%	5.8%	---	1.7%	1.7%	---	33.2%	32.6%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,350	147,868	6.4%	5.7%	5.6%	25.6%	24.2%	27.3%	28.4%	30.2%	55.5%	6.7%	7.0%	8.0%	2.9%	2.9%	3.6%	30.0%	29.9%	---
FTC	560	459	616	9.1%	5.7%	6.6%	22.2%	22.1%	22.9%	23.7%	26.0%	58.9%	5.7%	6.9%	7.2%	2.3%	1.7%	4.4%	37.0%	37.7%	---
GSA	3,396	3,916	2,869	9.5%	8.9%	8.7%	28.3%	26.9%	28.3%	24.3%	28.9%	52.5%	4.4%	5.2%	7.0%	1.8%	2.2%	3.6%	31.7%	27.9%	---
HHS	22,730	25,756	4,653	7.3%	6.4%	6.1%	26.9%	26.2%	28.0%	26.0%	28.8%	56.4%	5.2%	5.6%	6.6%	2.1%	2.3%	3.0%	32.5%	30.8%	---
HUD	3,467	4,075	5,343	6.7%	7.1%	7.3%	21.5%	23.8%	25.2%	24.9%	29.6%	57.7%	4.9%	5.1%	7.2%	2.3%	2.4%	2.7%	39.7%	32.0%	---
NARA	1,370	1,442	1,415	8.7%	7.5%	8.4%	26.5%	27.3%	28.4%	26.8%	26.8%	51.8%	4.8%	5.9%	7.3%	3.3%	2.7%	4.0%	29.9%	29.9%	---
NASA	4,375	4,734	4,766	7.7%	6.7%	7.7%	26.2%	24.9%	29.5%	25.3%	28.7%	52.1%	5.5%	5.8%	7.5%	1.9%	1.8%	3.2%	33.5%	32.0%	---
NCUA	588	623	538	5.2%	4.2%	5.0%	27.1%	23.9%	29.0%	26.1%	31.8%	54.2%	8.8%	9.8%	7.8%	3.9%	4.2%	4.0%	29.0%	26.0%	---
NLRB	803	963	979	5.7%	5.6%	6.7%	22.1%	23.0%	25.3%	26.1%	27.6%	55.6%	7.7%	6.5%	8.4%	3.4%	3.4%	4.0%	35.1%	34.0%	---
NRC	2,179	1,692	1,876	9.5%	7.7%	6.4%	23.8%	23.1%	25.0%	24.3%	27.7%	55.5%	5.8%	7.2%	9.3%	1.8%	2.7%	3.8%	34.8%	31.5%	---
NSF	583	596	778	10.8%	14.0%	8.1%	28.1%	27.6%	29.4%	23.9%	25.7%	52.8%	4.8%	4.9%	7.1%	2.1%	1.4%	2.6%	30.3%	26.5%	---
OMB	253	250	249	7.9%	7.0%	7.6%	19.6%	20.2%	28.3%	26.8%	32.9%	56.2%	3.4%	1.7%	4.7%	0.3%	2.3%	3.1%	42.0%	35.9%	---
OPM	2,932	3,012	1,539	6.1%	7.9%	8.0%	20.2%	23.9%	26.5%	21.4%	27.8%	58.9%	3.3%	2.6%	4.1%	1.3%	1.3%	2.5%	47.6%	36.5%	---
PBGC	515	---	---	7.0%	---	---	26.9%	---	---	25.5%	---	---	5.5%	---	---	2.1%	---	---	33.0%	---	---
RRB	570	680	700	6.9%	5.6%	5.1%	21.0%	19.7%	22.3%	25.6%	30.3%	63.9%	3.4%	3.7%	5.7%	1.6%	2.7%	2.9%	41.5%	37.9%	---
SBA	1,618	1,447	1,661	6.8%	6.0%	6.3%	25.5%	25.2%	25.9%	26.2%	29.4%	57.7%	4.9%	5.3%	7.2%	1.9%	2.6%	2.9%	34.6%	31.6%	---
SEC	1,605	1,905	2,166	8.5%	8.7%	7.9%	24.9%	26.4%	31.2%	26.7%	26.5%	49.6%	6.9%	6.5%	7.1%	4.2%	3.6%	4.2%	28.8%	28.4%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,350	147,868	6.4%	5.7%	5.6%	25.6%	24.2%	27.3%	28.4%	30.2%	55.5%	6.7%	7.0%	8.0%	2.9%	2.9%	3.6%	30.0%	29.9%	---
SSA	5,959	1,317	1,172	6.6%	6.6%	4.5%	21.6%	22.1%	26.1%	28.3%	33.3%	58.8%	4.9%	4.8%	6.5%	2.5%	1.9%	4.0%	36.0%	31.2%	---
State	1,720	1,310	1,272	7.5%	6.0%	7.0%	25.2%	25.8%	29.8%	27.9%	25.6%	51.1%	5.7%	5.9%	9.9%	2.8%	2.3%	2.3%	30.9%	34.3%	---
Treasury	8,630	7,025	5,676	3.8%	5.1%	4.7%	21.1%	20.7%	21.4%	28.4%	32.1%	61.7%	6.8%	5.6%	7.7%	2.5%	1.4%	4.5%	37.4%	35.1%	---
USDA	13,686	13,583	10,399	6.2%	4.6%	4.9%	25.1%	24.6%	27.3%	28.8%	30.9%	58.8%	5.6%	5.6%	6.7%	2.0%	1.8%	2.4%	32.4%	32.5%	---
VA	3,283	3,144	3,344	6.8%	8.0%	6.6%	24.9%	22.1%	31.6%	29.9%	28.6%	52.4%	6.1%	7.1%	6.6%	3.5%	2.9%	2.9%	28.7%	31.4%	---
Small Agencies	3,226	4,141	3,679	8.1%	7.6%	7.5%	24.8%	25.5%	27.2%	25.6%	27.5%	55.9%	5.1%	5.6%	6.4%	2.1%	1.9%	3.1%	34.3%	31.9%	---
All DoD	43,442	50,686	40,181	6.4%	5.5%	5.3%	26.4%	25.0%	26.3%	29.3%	30.6%	56.2%	6.7%	7.4%	8.5%	2.7%	2.9%	3.6%	28.5%	28.5%	---
USACE	5,035	5,154	6,295	5.3%	4.7%	4.5%	23.7%	24.6%	25.8%	28.3%	30.7%	58.1%	5.9%	6.3%	7.9%	2.1%	2.1%	3.7%	34.7%	31.6%	---
Air Force	8,971	10,068	8,691	6.6%	5.1%	5.2%	25.8%	25.0%	25.6%	30.6%	31.4%	55.7%	7.7%	8.7%	9.3%	3.3%	3.4%	4.2%	26.0%	26.5%	---
Army	11,657	13,729	8,404	6.2%	6.0%	6.1%	27.0%	26.2%	25.5%	29.8%	29.5%	56.1%	6.6%	7.5%	8.3%	2.5%	3.1%	4.0%	27.8%	27.7%	---
Navy	9,577	12,606	9,508	6.1%	4.9%	4.8%	26.7%	24.0%	27.9%	28.1%	30.9%	56.6%	6.2%	6.6%	8.1%	2.5%	2.6%	2.6%	30.4%	31.0%	---
Marine Corps	797	911	764	7.3%	7.6%	6.3%	29.0%	24.4%	27.1%	28.7%	32.7%	53.8%	5.5%	6.6%	8.8%	2.0%	1.8%	3.9%	27.4%	27.0%	---
Other DoD	7,405	8,218	6,519	7.6%	6.1%	5.1%	26.0%	24.5%	26.6%	28.3%	31.2%	56.5%	6.1%	6.5%	8.4%	2.6%	3.0%	3.4%	29.4%	28.7%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,365	147,825	9.6%	8.9%	6.8%	25.2%	22.9%	22.7%	27.0%	29.0%	64.5%	2.5%	2.6%	3.3%	1.2%	1.3%	2.8%	34.5%	35.3%	---
AID	831	726	803	10.5%	11.1%	6.5%	26.8%	25.1%	21.7%	19.8%	24.6%	63.6%	3.6%	2.0%	4.5%	1.4%	1.3%	3.7%	37.8%	35.8%	---
BBG	556	570	543	10.2%	8.9%	6.4%	26.8%	20.1%	20.2%	25.7%	29.6%	67.9%	2.9%	2.1%	1.9%	1.7%	1.5%	3.6%	32.7%	37.8%	---
CSOSA	604	518	554	11.5%	11.6%	12.1%	35.1%	28.2%	33.2%	24.2%	26.3%	52.4%	1.7%	1.8%	1.5%	0.9%	0.4%	0.8%	26.7%	31.7%	---
DHS	9,550	10,363	10,442	7.8%	6.6%	4.6%	25.4%	23.0%	22.3%	28.1%	29.5%	66.6%	3.3%	3.5%	3.4%	1.7%	1.9%	3.1%	33.6%	35.4%	---
DOC	3,556	5,204	4,021	12.2%	11.3%	8.2%	28.9%	27.0%	26.5%	20.8%	24.2%	59.1%	2.9%	2.5%	3.6%	1.1%	1.0%	2.5%	34.2%	34.0%	---
DOE	6,093	7,742	1,485	14.7%	12.4%	8.0%	31.3%	27.6%	25.1%	22.3%	26.3%	59.8%	2.7%	2.9%	4.4%	1.5%	1.7%	2.6%	27.5%	29.1%	---
DOI	27,023	25,500	5,175	10.3%	9.1%	5.9%	27.3%	24.3%	22.3%	26.6%	28.2%	66.1%	2.8%	2.9%	3.2%	1.1%	1.1%	2.5%	31.9%	34.3%	---
DOJ	14,017	10,957	7,701	10.8%	8.8%	8.9%	27.9%	26.0%	27.8%	25.9%	27.0%	57.3%	3.0%	2.5%	3.7%	1.1%	1.5%	2.3%	31.2%	34.2%	---
DOL	4,110	4,538	4,082	13.4%	11.4%	7.7%	26.9%	24.8%	23.6%	22.6%	25.9%	62.0%	2.5%	2.5%	3.8%	1.0%	1.4%	2.9%	33.6%	34.0%	---
DOT	6,352	5,451	4,943	10.8%	11.2%	8.4%	28.6%	26.0%	22.9%	25.7%	22.6%	61.7%	3.0%	3.3%	3.1%	2.1%	1.8%	3.9%	29.8%	35.0%	---
Educ	2,393	2,909	2,408	14.8%	11.7%	8.5%	28.1%	23.4%	23.8%	21.1%	25.8%	60.7%	2.0%	1.9%	3.2%	0.6%	1.0%	3.8%	33.4%	36.2%	---
EEOC	1,210	1,173	1,693	12.9%	11.3%	6.8%	27.4%	23.9%	22.1%	24.7%	29.0%	64.4%	1.4%	2.1%	4.3%	1.4%	1.4%	2.4%	32.2%	32.3%	---
EPA	6,986	9,115	6,895	16.5%	13.7%	9.8%	32.3%	28.7%	26.1%	19.7%	23.1%	57.2%	3.0%	2.5%	4.0%	1.2%	1.0%	2.9%	27.4%	31.1%	---
FCC	733	---	---	15.5%	---	---	32.1%	---	---	19.2%	---	---	2.8%	---	---	0.7%	---	---	29.6%	---	---
FERC	671	753	---	21.5%	16.9%	---	35.8%	34.5%	---	17.3%	21.4%	---	1.3%	2.2%	---	1.3%	0.8%	---	22.8%	24.3%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,365	147,825	9.6%	8.9%	6.8%	25.2%	22.9%	22.7%	27.0%	29.0%	64.5%	2.5%	2.6%	3.3%	1.2%	1.3%	2.8%	34.5%	35.3%	---
FTC	560	459	616	21.0%	18.8%	12.8%	37.5%	35.9%	31.1%	15.0%	18.0%	49.3%	3.2%	1.3%	3.9%	1.1%	1.4%	3.0%	22.1%	24.7%	---
GSA	3,396	3,916	2,869	13.7%	13.1%	9.6%	27.7%	22.5%	23.7%	21.6%	27.7%	61.5%	1.8%	1.6%	2.6%	1.2%	1.2%	2.6%	34.0%	33.9%	---
HHS	22,730	25,756	4,653	12.5%	10.7%	7.3%	29.1%	26.6%	25.6%	23.5%	26.6%	61.0%	2.4%	2.4%	3.5%	1.0%	1.1%	2.5%	31.5%	32.6%	---
HUD	3,467	4,075	5,343	15.1%	13.5%	8.6%	25.4%	25.5%	25.4%	20.4%	25.9%	60.1%	2.0%	2.3%	3.0%	1.0%	1.2%	2.9%	36.2%	31.6%	---
NARA	1,370	1,442	1,415	9.7%	8.9%	6.8%	22.8%	21.9%	22.7%	27.8%	29.0%	63.2%	2.8%	3.4%	3.5%	1.8%	1.8%	3.8%	35.2%	35.0%	---
NASA	4,375	4,734	4,766	16.6%	13.5%	10.3%	28.3%	25.4%	26.8%	19.0%	23.2%	56.6%	2.2%	2.6%	3.9%	0.9%	1.1%	2.5%	33.0%	34.2%	---
NCUA	588	623	538	15.2%	16.3%	11.1%	38.5%	32.4%	32.6%	16.8%	25.1%	51.5%	2.8%	1.9%	3.7%	1.4%	1.6%	1.1%	25.3%	22.8%	---
NLRB	803	963	979	16.2%	13.3%	10.6%	31.8%	30.6%	27.3%	20.1%	22.3%	56.2%	2.5%	3.1%	3.1%	0.4%	1.5%	2.8%	29.0%	29.2%	---
NRC	2,179	1,692	1,876	21.8%	16.9%	10.0%	31.2%	29.8%	27.3%	15.8%	21.5%	53.6%	2.7%	2.5%	5.0%	0.8%	1.3%	4.2%	27.7%	28.0%	---
NSF	583	596	778	18.7%	19.8%	10.7%	31.7%	23.8%	26.1%	16.7%	22.8%	56.9%	1.8%	2.7%	4.0%	0.9%	0.6%	2.3%	30.1%	30.2%	---
OMB	253	250	249	17.5%	19.1%	11.4%	26.1%	31.0%	34.8%	18.4%	21.9%	51.4%	5.3%	2.9%	0.8%	2.3%	1.5%	1.6%	30.3%	23.5%	---
OPM	2,932	3,012	1,539	10.5%	10.7%	9.5%	19.9%	20.6%	19.9%	19.5%	26.5%	65.4%	1.3%	1.4%	2.2%	0.5%	0.9%	3.0%	48.3%	39.9%	---
PBGC	515	---	---	15.3%	---	---	33.5%	---	---	21.3%	---	---	3.1%	---	---	0.8%	---	---	25.9%	---	---
RRB	570	680	700	10.4%	9.6%	6.4%	24.7%	20.6%	18.9%	25.6%	28.5%	68.5%	1.2%	1.9%	2.9%	0.7%	1.6%	3.4%	37.4%	37.7%	---
SBA	1,618	1,447	1,661	11.5%	9.0%	7.0%	27.0%	26.1%	22.4%	23.8%	28.1%	64.5%	2.6%	2.2%	3.3%	0.9%	1.2%	2.8%	34.2%	33.4%	---
SEC	1,605	1,905	2,166	17.4%	19.4%	15.0%	41.4%	37.1%	41.3%	17.8%	19.2%	39.5%	3.0%	3.0%	3.2%	0.9%	0.9%	1.1%	19.4%	20.5%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,365	147,825	9.6%	8.9%	6.8%	25.2%	22.9%	22.7%	27.0%	29.0%	64.5%	2.5%	2.6%	3.3%	1.2%	1.3%	2.8%	34.5%	35.3%	---
SSA	5,959	1,317	1,172	12.5%	13.6%	7.5%	24.9%	22.3%	23.5%	26.4%	29.7%	63.6%	2.2%	1.8%	3.0%	1.1%	1.0%	2.4%	33.1%	31.7%	---
State	1,720	1,310	1,272	10.0%	9.0%	8.4%	24.3%	22.3%	19.4%	22.8%	23.2%	64.1%	2.1%	2.9%	3.5%	1.1%	0.7%	4.6%	39.7%	41.9%	---
Treasury	8,628	7,027	5,675	10.5%	10.9%	8.0%	24.7%	25.0%	25.6%	25.4%	25.9%	60.7%	3.4%	2.1%	2.9%	0.6%	0.9%	2.8%	35.4%	35.2%	---
USDA	13,685	13,586	10,399	12.3%	10.6%	7.0%	28.2%	26.7%	26.0%	24.7%	27.7%	61.3%	2.5%	2.2%	3.4%	0.9%	0.9%	2.3%	31.6%	31.8%	---
VA	3,283	3,144	3,344	9.3%	9.4%	8.8%	25.3%	24.0%	24.0%	29.0%	31.2%	62.5%	1.9%	2.2%	2.4%	1.0%	1.1%	2.4%	33.3%	32.1%	---
Small Agencies	3,225	4,141	3,679	17.5%	17.5%	12.4%	34.1%	31.0%	31.5%	19.0%	21.4%	50.5%	2.9%	2.3%	3.0%	1.1%	0.8%	2.6%	25.5%	27.0%	---
All DoD	43,442	50,686	40,170	7.5%	6.6%	5.0%	22.4%	19.4%	19.3%	29.1%	31.4%	69.3%	2.3%	2.8%	3.5%	1.1%	1.3%	2.9%	37.5%	38.5%	---
USACE	5,035	5,154	6,295	10.3%	8.4%	4.9%	25.9%	21.9%	21.2%	24.8%	29.6%	67.5%	2.6%	2.0%	3.3%	0.9%	1.0%	3.2%	35.6%	37.0%	---
Air Force	8,971	10,069	8,687	6.8%	6.4%	4.7%	20.3%	18.3%	18.3%	31.6%	32.8%	70.6%	2.5%	3.4%	3.3%	1.5%	1.8%	3.1%	37.3%	37.3%	---
Army	11,657	13,731	8,402	6.7%	5.8%	4.6%	21.4%	19.2%	18.6%	29.6%	31.9%	69.6%	2.1%	2.6%	4.0%	1.0%	1.1%	3.2%	39.2%	39.4%	---
Navy	9,577	12,608	9,506	7.7%	7.0%	5.5%	24.4%	20.2%	20.0%	27.3%	29.5%	68.6%	2.5%	2.6%	3.2%	1.0%	1.1%	2.6%	37.1%	39.6%	---
Marine Corps	797	911	763	7.6%	5.6%	3.8%	21.7%	16.3%	16.7%	29.2%	34.0%	74.7%	2.0%	3.2%	2.6%	0.8%	1.2%	2.2%	38.7%	39.7%	---
Other DoD	7,405	8,213	6,517	9.6%	7.4%	5.9%	24.3%	20.7%	21.5%	27.7%	31.3%	66.9%	2.3%	2.7%	3.4%	1.1%	1.5%	2.3%	34.9%	36.3%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,343	147,887	35.3%	35.7%	32.3%	52.4%	52.7%	55.7%	7.7%	7.4%	7.4%	3.6%	3.1%	3.6%	1.0%	1.1%	1.1%
AID	831	726	803	34.2%	33.5%	27.2%	52.8%	53.9%	57.5%	7.6%	7.8%	7.9%	3.7%	3.6%	4.8%	1.7%	1.2%	2.6%
BBG	556	570	543	30.4%	31.0%	27.6%	52.9%	53.3%	54.2%	9.7%	9.7%	10.7%	4.6%	4.6%	5.4%	2.5%	1.4%	2.0%
CSOSA	604	518	554	34.4%	34.5%	31.3%	52.2%	53.4%	54.9%	9.3%	9.2%	9.3%	3.1%	2.4%	3.4%	0.9%	0.4%	1.1%
DHS	9,550	10,358	10,469	27.2%	23.6%	20.6%	55.1%	58.8%	59.8%	9.8%	10.8%	9.8%	5.8%	4.4%	6.6%	2.2%	2.4%	3.2%
DOC	3,556	5,204	4,021	37.4%	36.3%	33.5%	51.3%	51.3%	54.9%	7.1%	7.5%	7.7%	3.2%	3.7%	3.0%	1.0%	1.1%	0.8%
DOE	6,093	7,742	1,485	40.1%	40.2%	36.6%	50.4%	51.5%	54.6%	5.8%	5.3%	5.7%	2.9%	2.5%	2.0%	0.7%	0.6%	1.1%
DOI	27,021	25,496	5,186	38.0%	37.5%	32.0%	52.7%	53.4%	57.9%	6.4%	6.0%	6.7%	2.4%	2.5%	3.0%	0.5%	0.6%	0.4%
DOJ	14,016	10,957	7,701	34.6%	32.8%	31.4%	55.5%	56.5%	56.7%	6.6%	6.8%	7.1%	2.5%	3.1%	3.8%	0.8%	0.8%	1.0%
DOL	4,110	4,538	4,082	40.6%	38.9%	35.3%	50.6%	51.4%	54.1%	5.6%	6.8%	7.7%	2.5%	2.2%	2.2%	0.8%	0.7%	0.7%
DOT	6,351	5,449	4,948	32.5%	35.1%	33.3%	53.3%	50.9%	54.5%	7.1%	8.1%	7.6%	4.1%	3.9%	3.1%	3.0%	2.0%	1.4%
Educ	2,393	2,909	2,408	34.9%	32.8%	28.5%	51.5%	52.0%	53.9%	8.0%	9.3%	10.3%	4.6%	4.6%	5.2%	1.0%	1.3%	2.1%
EEOC	1,210	1,173	1,693	39.1%	41.6%	33.3%	50.8%	48.8%	54.4%	6.3%	6.1%	8.4%	2.8%	3.1%	3.2%	1.1%	0.3%	0.8%
EPA	6,986	9,115	6,895	40.1%	37.3%	32.8%	49.1%	52.7%	55.4%	6.8%	6.5%	7.4%	3.3%	2.9%	3.6%	0.7%	0.6%	0.8%
FCC	733	---	---	41.3%	---	---	48.8%	---	---	7.3%	---	---	2.5%	---	---	0.1%	---	---
FERC	671	753	---	42.2%	39.9%	---	48.3%	49.2%	---	6.2%	6.8%	---	2.5%	3.5%	---	0.9%	0.7%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,343	147,887	35.3%	35.7%	32.3%	52.4%	52.7%	55.7%	7.7%	7.4%	7.4%	3.6%	3.1%	3.6%	1.0%	1.1%	1.1%
FTC	560	459	616	35.7%	37.1%	29.9%	49.2%	48.4%	53.4%	6.1%	6.1%	9.8%	8.0%	5.7%	5.2%	1.1%	2.7%	1.8%
GSA	3,396	3,916	2,869	45.4%	47.8%	43.0%	47.0%	44.5%	49.7%	5.1%	4.9%	4.8%	1.7%	1.8%	2.1%	0.8%	1.0%	0.5%
HHS	22,730	25,756	4,653	32.9%	32.8%	29.1%	51.5%	51.7%	54.7%	9.9%	9.7%	10.4%	4.3%	4.5%	5.0%	1.4%	1.3%	0.8%
HUD	3,467	4,075	5,343	36.7%	38.6%	36.0%	51.9%	50.7%	52.4%	7.3%	6.9%	7.7%	3.1%	2.7%	3.1%	1.0%	1.0%	0.8%
NARA	1,370	1,442	1,415	39.8%	39.8%	32.4%	44.7%	46.7%	52.0%	9.3%	9.2%	9.0%	4.9%	3.0%	4.8%	1.3%	1.4%	1.9%
NASA	4,375	4,734	4,766	51.4%	50.5%	44.5%	43.0%	44.4%	48.1%	3.8%	3.6%	4.5%	1.5%	1.2%	2.4%	0.4%	0.4%	0.5%
NCUA	588	623	538	36.5%	40.8%	34.1%	55.2%	52.0%	58.7%	5.3%	4.6%	4.8%	2.5%	2.2%	2.2%	0.5%	0.4%	0.2%
NLRB	803	963	979	36.5%	35.2%	35.8%	51.4%	52.2%	49.4%	8.0%	7.6%	8.0%	2.9%	3.4%	5.6%	1.2%	1.5%	1.1%
NRC	2,179	1,692	1,876	50.0%	46.7%	36.2%	40.9%	43.5%	52.3%	5.2%	5.4%	7.2%	3.2%	3.1%	3.6%	0.7%	1.2%	0.7%
NSF	583	596	778	43.1%	44.3%	28.8%	45.9%	43.7%	48.4%	8.1%	6.3%	15.3%	2.1%	4.6%	6.1%	0.7%	1.1%	1.3%
OMB	253	250	249	32.3%	34.0%	25.1%	53.1%	49.6%	61.7%	9.5%	8.4%	8.2%	4.2%	5.0%	5.1%	0.9%	3.1%	0.0%
OPM	2,932	3,012	1,539	35.5%	40.5%	33.0%	53.8%	50.4%	54.8%	7.1%	5.7%	9.2%	3.0%	2.5%	2.0%	0.6%	0.9%	1.0%
PBGC	515	---	---	33.2%	---	---	47.3%	---	---	11.9%	---	---	6.8%	---	---	0.9%	---	---
RRB	570	680	700	42.4%	43.1%	37.6%	49.6%	50.1%	52.4%	5.0%	4.7%	7.1%	1.7%	1.5%	2.1%	1.3%	0.6%	0.8%
SBA	1,618	1,447	1,661	39.6%	39.3%	34.2%	52.4%	53.6%	56.5%	5.5%	5.1%	7.0%	1.8%	1.4%	2.0%	0.6%	0.5%	0.3%
SEC	1,605	1,905	2,166	33.6%	34.0%	25.7%	53.5%	49.7%	52.9%	7.8%	8.3%	10.8%	4.3%	6.5%	8.6%	0.8%	1.5%	2.0%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,343	147,887	35.3%	35.7%	32.3%	52.4%	52.7%	55.7%	7.7%	7.4%	7.4%	3.6%	3.1%	3.6%	1.0%	1.1%	1.1%
SSA	5,959	1,317	1,172	39.9%	43.5%	32.7%	48.3%	46.1%	56.4%	7.8%	7.4%	8.4%	3.1%	2.6%	2.3%	1.0%	0.4%	0.2%
State	1,720	1,310	1,272	32.8%	30.2%	29.5%	55.4%	54.7%	55.7%	7.3%	9.2%	10.6%	3.3%	4.8%	3.7%	1.3%	1.1%	0.6%
Treasury	8,630	7,026	5,676	35.0%	39.1%	32.8%	52.6%	52.1%	57.3%	7.9%	7.2%	5.1%	4.1%	1.0%	3.5%	0.4%	0.7%	1.3%
USDA	13,685	13,583	10,399	40.4%	41.1%	37.7%	51.8%	51.5%	54.4%	5.1%	4.8%	5.5%	2.1%	2.2%	2.1%	0.6%	0.4%	0.4%
VA	3,283	3,144	3,344	35.6%	34.1%	32.8%	48.5%	52.7%	55.0%	9.3%	7.7%	6.6%	5.7%	3.9%	4.4%	0.8%	1.5%	1.3%
Small Agencies	3,226	4,141	3,679	38.4%	38.3%	31.3%	50.3%	50.2%	54.0%	6.5%	6.9%	8.6%	3.7%	3.8%	4.5%	1.0%	0.7%	1.6%
All DoD	43,443	50,679	40,188	35.0%	36.1%	33.1%	53.6%	52.6%	55.5%	7.4%	7.3%	7.4%	3.0%	3.0%	3.2%	0.9%	0.9%	0.8%
USACE	5,035	5,154	6,295	40.6%	42.0%	35.2%	52.6%	50.5%	56.4%	5.1%	5.2%	6.5%	1.4%	1.8%	1.6%	0.3%	0.4%	0.3%
Air Force	8,971	10,065	8,694	35.2%	35.5%	32.2%	53.2%	52.6%	55.7%	7.6%	7.8%	7.5%	3.1%	3.0%	3.6%	0.8%	1.1%	0.9%
Army	11,657	13,725	8,407	32.0%	34.4%	31.4%	55.8%	53.2%	55.6%	8.0%	8.4%	8.6%	3.2%	3.2%	3.5%	1.0%	0.8%	1.0%
Navy	9,578	12,605	9,510	35.2%	36.3%	33.6%	53.3%	53.1%	55.9%	7.2%	6.3%	6.9%	3.0%	3.2%	3.0%	1.1%	1.1%	0.7%
Marine Corps	797	908	764	40.5%	36.7%	33.1%	47.8%	52.6%	52.9%	7.9%	6.5%	8.4%	3.2%	3.0%	4.2%	0.7%	1.3%	1.4%
Other DoD	7,405	8,222	6,518	39.1%	39.3%	36.9%	51.0%	51.0%	53.9%	6.8%	6.8%	5.8%	2.5%	2.3%	2.6%	0.6%	0.6%	0.8%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,193	221,429	147,886	34.5%	36.0%	33.5%	49.8%	49.9%	52.4%	9.4%	8.6%	8.9%	4.5%	3.8%	3.7%	1.8%	1.8%	1.4%
AID	831	726	803	31.9%	31.9%	27.3%	52.8%	51.2%	54.2%	8.8%	10.1%	10.8%	3.8%	5.1%	4.7%	2.8%	1.7%	3.0%
BBG	556	570	543	29.3%	29.3%	26.2%	50.5%	51.2%	50.5%	11.8%	11.8%	14.1%	5.2%	4.7%	5.0%	3.1%	3.1%	4.1%
CSOSA	604	518	554	33.5%	33.7%	30.8%	51.7%	50.6%	53.5%	8.3%	9.5%	9.7%	4.7%	4.5%	4.3%	1.8%	1.8%	1.8%
DHS	9,550	10,369	10,471	25.8%	22.8%	21.2%	50.3%	53.1%	54.0%	12.2%	12.7%	13.0%	7.6%	6.9%	7.8%	4.1%	4.5%	4.1%
DOC	3,556	5,204	4,021	36.9%	37.3%	34.0%	49.6%	49.7%	52.4%	7.5%	8.0%	8.6%	3.7%	3.5%	3.5%	2.3%	1.5%	1.6%
DOE	6,092	7,742	1,485	39.6%	40.3%	40.4%	48.8%	49.1%	49.6%	7.2%	6.5%	5.9%	3.0%	2.9%	2.2%	1.4%	1.1%	1.9%
DOI	27,025	25,503	5,184	38.6%	38.9%	34.2%	50.4%	51.2%	55.1%	7.2%	6.5%	7.8%	2.8%	2.5%	2.1%	1.0%	0.9%	0.8%
DOJ	14,021	10,963	7,701	33.4%	32.8%	32.8%	52.0%	52.7%	53.2%	8.4%	8.7%	8.2%	3.8%	4.1%	3.8%	2.4%	1.7%	2.0%
DOL	4,110	4,538	4,082	39.0%	36.5%	33.9%	47.8%	48.7%	50.9%	7.5%	8.8%	9.7%	4.1%	4.0%	4.0%	1.7%	2.0%	1.4%
DOT	6,353	5,450	4,949	31.1%	33.1%	33.3%	51.7%	49.4%	52.9%	8.1%	9.6%	8.4%	5.8%	4.4%	3.5%	3.3%	3.6%	1.8%
Educ	2,393	2,909	2,408	34.0%	32.9%	30.4%	50.1%	50.4%	52.0%	8.9%	9.8%	10.1%	5.0%	4.6%	5.4%	2.0%	2.2%	2.0%
EEOC	1,210	1,173	1,693	39.2%	40.7%	33.5%	45.9%	46.6%	50.8%	8.5%	7.2%	8.9%	4.3%	4.2%	5.0%	2.1%	1.4%	1.7%
EPA	6,986	9,115	6,895	39.4%	38.0%	35.1%	47.0%	49.0%	52.3%	7.8%	8.0%	8.1%	4.1%	3.6%	3.2%	1.8%	1.3%	1.3%
FCC	733	---	---	38.2%	---	---	46.4%	---	---	9.4%	---	---	4.5%	---	---	1.5%	---	---
FERC	671	753	---	41.3%	41.0%	---	45.8%	47.7%	---	6.1%	6.7%	---	5.0%	3.1%	---	1.7%	1.5%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,193	221,429	147,886	34.5%	36.0%	33.5%	49.8%	49.9%	52.4%	9.4%	8.6%	8.9%	4.5%	3.8%	3.7%	1.8%	1.8%	1.4%
FTC	560	459	616	36.1%	37.0%	31.5%	45.1%	46.5%	50.5%	6.7%	8.1%	9.9%	7.5%	5.1%	5.3%	4.6%	3.3%	2.9%
GSA	3,396	3,916	2,869	43.2%	46.8%	43.1%	45.5%	42.9%	47.6%	6.8%	6.4%	6.2%	2.6%	2.4%	2.1%	1.8%	1.4%	0.9%
HHS	22,730	25,756	4,653	32.3%	33.5%	31.3%	49.7%	49.8%	52.0%	10.5%	10.0%	11.4%	4.8%	4.6%	3.9%	2.7%	2.1%	1.5%
HUD	3,467	4,075	5,343	34.2%	38.0%	36.4%	50.3%	47.7%	49.1%	9.3%	7.9%	9.0%	3.8%	4.4%	4.3%	2.4%	2.0%	1.2%
NARA	1,370	1,442	1,415	38.3%	39.7%	35.0%	45.2%	46.2%	49.7%	9.6%	8.7%	8.9%	4.5%	3.9%	4.7%	2.3%	1.5%	1.7%
NASA	4,375	4,734	4,766	48.6%	48.9%	43.4%	42.4%	42.7%	46.9%	6.0%	5.6%	7.0%	2.3%	2.1%	1.9%	0.7%	0.6%	0.8%
NCUA	588	623	538	38.1%	37.9%	32.9%	49.5%	52.5%	56.0%	8.8%	5.5%	7.5%	2.8%	3.0%	2.6%	0.8%	1.1%	0.9%
NLRB	803	963	979	36.5%	36.3%	37.9%	47.2%	47.7%	46.4%	8.8%	8.2%	8.1%	4.1%	4.7%	5.6%	3.4%	3.2%	2.0%
NRC	2,179	1,692	1,876	49.4%	47.3%	39.3%	39.6%	40.5%	47.8%	6.4%	8.6%	8.9%	2.6%	2.0%	3.4%	2.0%	1.5%	0.7%
NSF	583	596	778	41.1%	41.9%	29.4%	42.2%	41.8%	45.8%	9.5%	10.2%	19.1%	4.2%	4.3%	3.6%	3.0%	1.7%	2.1%
OMB	253	250	249	32.0%	31.9%	27.6%	49.1%	48.6%	51.0%	12.7%	12.6%	16.1%	3.3%	4.5%	3.7%	2.9%	2.4%	1.7%
OPM	2,932	3,012	1,539	33.1%	39.5%	34.3%	50.7%	48.2%	52.1%	9.7%	7.8%	10.0%	4.5%	3.0%	2.8%	2.1%	1.4%	0.8%
PBGC	515			29.1%			47.0%			14.1%			7.1%			2.7%		
RRB	570	680	700	40.9%	41.5%	39.0%	47.5%	48.0%	49.6%	5.6%	5.3%	7.4%	3.9%	3.8%	2.6%	2.1%	1.3%	1.5%
SBA	1,618	1,447	1,661	37.0%	39.3%	35.2%	51.4%	51.6%	53.7%	7.0%	6.0%	8.3%	3.2%	1.8%	2.0%	1.4%	1.3%	0.8%
SEC	1,605	1,905	2,166	33.5%	34.6%	27.0%	47.1%	47.2%	49.8%	8.6%	9.1%	12.4%	6.4%	5.9%	6.9%	4.4%	3.2%	4.0%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,193	221,429	147,886	34.5%	36.0%	33.5%	49.8%	49.9%	52.4%	9.4%	8.6%	8.9%	4.5%	3.8%	3.7%	1.8%	1.8%	1.4%
SSA	5,959	1,317	1,172	40.2%	43.5%	33.7%	43.4%	43.3%	51.3%	8.3%	7.8%	10.4%	5.9%	4.5%	3.7%	2.3%	0.9%	1.0%
State	1,720	1,310	1,272	32.2%	30.9%	30.5%	49.5%	51.8%	50.4%	10.3%	11.0%	12.2%	5.2%	3.7%	4.1%	2.9%	2.5%	2.8%
Treasury	8,639	7,036	5,677	32.9%	37.7%	33.5%	48.8%	49.2%	53.0%	9.2%	7.4%	7.9%	7.5%	4.3%	4.0%	1.6%	1.5%	1.7%
USDA	13,688	13,594	10,401	41.2%	41.9%	39.2%	48.5%	48.8%	52.0%	6.7%	6.4%	5.9%	2.6%	2.2%	2.2%	1.1%	0.7%	0.7%
VA	3,283	3,144	3,344	33.2%	34.7%	33.9%	47.4%	49.2%	52.2%	12.9%	8.4%	8.4%	5.4%	5.1%	5.0%	1.1%	2.5%	0.4%
Small Agencies	3,226	4,141	3,679	37.8%	37.8%	31.5%	48.3%	49.0%	52.4%	8.2%	7.5%	10.1%	3.8%	4.2%	4.3%	1.9%	1.6%	1.7%
All DoD	43,443	50,719	40,183	34.9%	36.9%	34.7%	51.5%	50.5%	52.5%	8.9%	8.5%	8.9%	3.4%	2.9%	2.9%	1.4%	1.2%	1.0%
USACE	5,035	5,154	6,295	41.8%	42.2%	36.9%	48.8%	49.4%	53.8%	6.7%	5.9%	6.5%	2.0%	1.9%	2.2%	0.7%	0.6%	0.6%
Air Force	8,970	10,075	8,693	35.4%	36.3%	34.1%	51.1%	50.3%	52.6%	8.3%	9.2%	9.0%	4.1%	2.8%	3.2%	1.1%	1.3%	1.2%
Army	11,658	13,735	8,407	32.1%	35.6%	33.2%	53.3%	51.0%	52.7%	9.8%	8.8%	9.7%	3.2%	3.1%	3.4%	1.6%	1.4%	1.0%
Navy	9,578	12,617	9,508	34.4%	36.8%	35.5%	51.7%	50.9%	52.6%	9.2%	8.2%	8.6%	3.3%	3.1%	2.3%	1.5%	1.0%	1.1%
Marine Corps	797	912	763	39.7%	37.5%	34.1%	47.9%	51.4%	51.6%	8.2%	7.0%	10.1%	3.0%	2.6%	3.0%	1.3%	1.4%	1.1%
Other DoD	7,405	8,226	6,517	38.6%	39.4%	37.3%	48.6%	48.8%	51.1%	8.2%	8.0%	8.0%	3.3%	2.8%	2.5%	1.3%	1.0%	1.0%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,172	221,385	147,827	2.7%	2.1%	3.6%	6.4%	6.0%	10.7%	23.0%	24.5%	77.9%	2.4%	2.4%	3.3%	1.8%	2.0%	4.5%	63.7%	62.9%	---
AID	831	726	803	2.8%	2.1%	2.6%	4.5%	5.7%	9.5%	14.6%	18.8%	76.7%	3.2%	3.6%	4.1%	2.9%	2.7%	7.2%	72.0%	67.1%	---
BBG	556	570	543	1.6%	1.2%	2.5%	3.2%	3.6%	7.9%	24.8%	23.2%	77.3%	3.2%	1.9%	4.6%	2.9%	3.8%	7.7%	64.3%	66.2%	---
CSOSA	604	518	554	4.4%	4.4%	4.4%	9.7%	7.3%	12.5%	22.9%	22.2%	69.8%	3.8%	3.5%	6.0%	4.8%	1.7%	7.3%	54.5%	60.8%	---
DHS	9,550	10,367	10,445	2.1%	1.7%	2.0%	6.7%	5.4%	8.5%	22.8%	24.1%	77.9%	3.7%	2.8%	4.2%	3.8%	3.9%	7.4%	60.9%	62.2%	---
DOC	3,556	5,204	4,021	2.1%	2.2%	3.2%	6.4%	5.2%	9.7%	19.1%	21.8%	77.6%	3.1%	2.6%	3.2%	2.0%	1.9%	6.2%	67.2%	66.2%	---
DOE	6,093	7,742	1,485	1.5%	1.7%	3.4%	4.3%	4.9%	11.2%	20.7%	23.4%	76.8%	2.2%	2.0%	4.5%	1.7%	1.7%	4.2%	69.6%	66.4%	---
DOI	27,020	25,499	5,174	1.6%	1.5%	2.7%	5.9%	5.1%	10.0%	23.8%	25.0%	80.0%	2.5%	2.4%	3.4%	2.1%	1.9%	3.9%	64.2%	64.1%	---
DOJ	14,019	10,958	7,701	2.5%	2.0%	4.3%	7.8%	7.2%	11.4%	23.7%	24.6%	72.6%	3.2%	4.0%	5.6%	2.8%	2.9%	6.3%	59.9%	59.3%	---
DOL	4,110	4,538	4,082	2.2%	2.4%	3.7%	5.0%	5.7%	9.9%	21.3%	22.9%	79.3%	1.6%	2.2%	2.9%	1.5%	1.3%	4.2%	68.5%	65.6%	---
DOT	6,352	5,447	4,942	1.9%	1.3%	2.7%	4.6%	4.5%	8.1%	22.3%	21.4%	80.0%	2.8%	2.6%	2.9%	2.7%	3.2%	6.2%	65.7%	66.8%	---
Educ	2,393	2,909	2,408	2.8%	2.0%	3.3%	5.1%	4.2%	9.6%	18.3%	21.5%	77.9%	2.0%	2.0%	3.2%	1.8%	0.9%	6.0%	70.0%	69.3%	---
EEOC	1,210	1,173	1,693	1.4%	1.6%	2.8%	5.7%	4.3%	8.9%	22.6%	25.9%	76.4%	2.0%	2.9%	5.7%	3.4%	3.0%	6.2%	64.9%	62.3%	---
EPA	6,986	9,115	6,895	2.2%	1.8%	3.5%	5.4%	5.2%	10.2%	19.7%	21.8%	77.9%	2.5%	2.7%	3.1%	1.7%	1.3%	5.2%	68.5%	67.2%	---
FCC	733	---	---	2.0%	---	---	5.8%	---	---	17.8%	---	---	4.2%	---	---	2.9%	---	---	67.3%	---	---
FERC	671	753	---	2.2%	1.9%	---	6.6%	4.9%	---	19.4%	23.0%	---	2.0%	2.1%	---	1.2%	1.0%	---	68.5%	67.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,172	221,385	147,827	2.7%	2.1%	3.6%	6.4%	6.0%	10.7%	23.0%	24.5%	77.9%	2.4%	2.4%	3.3%	1.8%	2.0%	4.5%	63.7%	62.9%	---
FTC	560	459	616	3.1%	2.2%	4.0%	4.5%	5.6%	7.9%	18.4%	18.8%	77.3%	3.4%	4.0%	4.9%	4.6%	4.3%	5.9%	66.0%	65.1%	---
GSA	3,396	3,916	2,869	4.0%	3.8%	6.3%	7.5%	6.7%	12.2%	21.2%	23.7%	75.2%	1.5%	1.9%	2.5%	1.3%	1.3%	3.8%	64.4%	62.6%	---
HHS	22,730	25,756	4,653	2.5%	2.0%	3.4%	6.8%	6.5%	11.4%	21.0%	22.9%	76.1%	2.6%	2.8%	3.7%	2.2%	2.2%	5.4%	64.8%	63.6%	---
HUD	3,467	4,075	5,343	2.6%	2.1%	3.5%	5.8%	4.7%	9.6%	19.2%	23.7%	79.5%	1.5%	1.7%	2.9%	1.6%	1.7%	4.6%	69.3%	66.1%	---
NARA	1,370	1,442	1,415	2.3%	1.8%	4.6%	5.7%	5.2%	8.7%	23.3%	24.4%	76.9%	2.8%	2.3%	4.2%	3.0%	1.9%	5.7%	63.0%	64.4%	---
NASA	4,375	4,734	4,766	3.0%	2.8%	5.1%	5.6%	6.0%	11.2%	19.7%	21.6%	77.0%	2.0%	1.9%	2.9%	1.2%	1.1%	3.9%	68.5%	66.6%	---
NCUA	588	623	538	1.5%	1.2%	3.0%	2.7%	5.5%	9.6%	20.4%	27.4%	78.0%	2.4%	2.2%	4.0%	2.1%	2.2%	5.4%	70.9%	61.5%	---
NLRB	803	963	979	2.4%	2.2%	4.1%	3.7%	5.6%	7.7%	21.5%	20.9%	75.7%	3.8%	3.7%	5.3%	2.4%	3.9%	7.2%	66.3%	63.6%	---
NRC	2,179	1,692	1,876	2.5%	1.6%	3.6%	3.7%	4.4%	8.5%	15.6%	20.6%	77.9%	1.7%	1.6%	3.4%	1.9%	1.3%	6.6%	74.5%	70.5%	---
NSF	583	596	778	2.3%	2.1%	3.8%	5.5%	3.9%	8.8%	14.7%	21.2%	77.0%	2.7%	1.8%	4.5%	2.6%	2.5%	5.8%	72.2%	68.5%	---
OMB	253	250	249	2.4%	0.8%	2.5%	2.4%	3.8%	7.5%	18.8%	21.7%	75.8%	4.2%	3.9%	5.2%	5.7%	4.0%	9.0%	66.5%	65.9%	---
OPM	2,932	3,012	1,539	2.2%	2.4%	5.5%	5.6%	5.2%	11.6%	16.7%	22.9%	77.2%	1.6%	1.2%	1.8%	0.7%	0.9%	4.0%	73.1%	67.4%	---
PBGC	515	---	---	3.0%	---	---	8.4%	---	---	20.6%	---	---	5.0%	---	---	3.4%	---	---	59.6%	---	---
RRB	570	680	700	1.1%	1.8%	3.2%	5.5%	5.1%	9.0%	22.3%	23.7%	81.6%	1.5%	1.8%	2.7%	2.0%	1.4%	3.5%	67.6%	66.2%	---
SBA	1,618	1,447	1,661	1.9%	1.0%	2.4%	5.1%	5.3%	8.4%	23.5%	24.3%	82.0%	1.2%	1.9%	2.5%	1.6%	1.9%	4.8%	66.8%	65.6%	---
SEC	1,605	1,905	2,166	3.8%	3.3%	4.6%	7.5%	5.5%	14.4%	19.5%	22.4%	71.3%	4.1%	3.2%	4.5%	2.2%	2.7%	5.2%	62.8%	62.9%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,172	221,385	147,827	2.7%	2.1%	3.6%	6.4%	6.0%	10.7%	23.0%	24.5%	77.9%	2.4%	2.4%	3.3%	1.8%	2.0%	4.5%	63.7%	62.9%	---
SSA	5,959	1,317	1,172	2.4%	3.0%	3.9%	4.8%	5.3%	8.8%	24.6%	24.5%	78.5%	2.4%	2.3%	3.3%	2.8%	2.2%	5.5%	63.0%	62.6%	---
State	1,720	1,310	1,272	2.0%	3.6%	4.8%	6.1%	5.3%	8.5%	18.1%	15.5%	75.3%	4.3%	4.4%	3.1%	2.7%	2.5%	8.3%	66.8%	68.8%	---
Treasury	8,625	7,028	5,676	2.2%	1.7%	2.0%	4.7%	5.0%	7.7%	22.6%	23.1%	81.3%	2.4%	1.4%	4.3%	1.2%	2.9%	4.6%	66.9%	65.9%	---
USDA	13,690	13,586	10,397	2.1%	3.0%	3.0%	6.1%	6.2%	12.3%	24.3%	25.6%	78.1%	2.4%	1.7%	3.3%	1.7%	1.3%	3.3%	63.4%	62.2%	---
VA	3,283	3,144	3,344	6.5%	2.6%	5.8%	5.8%	6.4%	13.9%	22.5%	26.2%	75.4%	2.5%	3.1%	2.3%	0.9%	1.7%	2.6%	61.9%	59.9%	---
Small Agencies	3,225	4,141	3,678	1.9%	2.0%	3.2%	4.9%	5.1%	8.5%	20.5%	22.5%	78.4%	2.2%	2.4%	2.9%	2.5%	2.5%	7.0%	68.0%	65.4%	---
All DoD	43,442	50,705	40,173	2.1%	2.0%	3.5%	7.2%	6.4%	10.8%	23.9%	25.3%	79.0%	1.9%	2.1%	3.0%	1.5%	1.5%	3.9%	63.6%	62.7%	---
USACE	5,035	5,154	6,295	1.8%	1.6%	3.3%	5.4%	5.2%	10.6%	21.5%	22.9%	77.9%	1.9%	2.2%	3.6%	1.7%	1.9%	4.6%	67.6%	66.3%	---
Air Force	8,971	10,068	8,687	1.7%	2.3%	3.3%	7.7%	6.3%	10.2%	24.7%	26.4%	80.8%	1.7%	2.7%	2.6%	1.4%	1.6%	3.2%	62.8%	60.6%	---
Army	11,657	13,736	8,403	1.9%	2.1%	4.0%	7.6%	6.5%	11.1%	24.4%	25.6%	77.2%	2.0%	1.9%	3.4%	1.5%	1.5%	4.3%	62.6%	62.3%	---
Navy	9,577	12,612	9,510	2.2%	1.5%	2.8%	6.0%	6.1%	11.0%	22.4%	23.7%	79.2%	2.1%	1.8%	3.0%	1.6%	1.6%	4.0%	65.7%	65.3%	---
Marine Corps	797	911	762	3.9%	2.3%	2.4%	8.4%	6.6%	11.0%	23.8%	27.5%	78.5%	1.9%	1.3%	3.4%	1.0%	1.0%	4.7%	61.0%	61.2%	---
Other DoD	7,405	8,224	6,516	2.9%	2.2%	4.2%	7.7%	7.2%	10.6%	24.7%	25.8%	79.6%	1.3%	1.8%	2.4%	0.9%	1.3%	3.3%	62.5%	61.7%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,431	147,865	6.1%	5.8%	7.1%	22.4%	21.7%	27.4%	24.4%	25.7%	55.4%	4.8%	5.0%	6.7%	2.6%	2.8%	3.5%	39.7%	39.1%	---
AID	831	726	803	5.3%	4.4%	6.5%	17.7%	18.6%	22.1%	20.4%	22.7%	59.3%	5.3%	3.5%	6.4%	2.7%	2.0%	5.6%	48.6%	48.8%	---
BBG	556	570	543	2.5%	2.9%	4.8%	10.1%	11.2%	14.6%	26.4%	24.7%	64.9%	4.8%	5.1%	8.5%	6.0%	5.4%	7.2%	50.2%	50.7%	---
CSOSA	604	518	554	7.0%	7.5%	10.2%	26.7%	20.1%	31.1%	26.4%	24.9%	50.4%	3.5%	6.8%	5.4%	2.5%	3.4%	2.9%	33.9%	37.2%	---
DHS	9,550	10,368	10,463	4.9%	3.8%	4.0%	17.4%	17.0%	20.9%	24.4%	24.9%	59.1%	6.3%	7.7%	9.5%	4.4%	5.4%	6.5%	42.6%	41.2%	---
DOC	3,556	5,204	4,021	5.9%	5.2%	7.5%	23.3%	22.1%	27.5%	22.3%	24.1%	57.4%	3.9%	3.4%	4.7%	1.8%	1.6%	2.9%	42.9%	43.6%	---
DOE	6,093	7,742	1,485	6.9%	6.8%	10.9%	26.6%	26.0%	34.3%	23.4%	25.5%	46.1%	4.9%	4.2%	5.9%	1.9%	2.2%	2.9%	36.3%	35.2%	---
DOI	27,025	25,505	5,180	5.3%	5.1%	6.4%	23.1%	23.1%	29.7%	26.0%	27.0%	53.0%	6.3%	6.0%	7.5%	2.8%	2.4%	3.4%	36.5%	36.4%	---
DOJ	14,019	10,963	7,701	5.9%	5.4%	8.3%	24.6%	25.2%	27.6%	25.8%	26.0%	52.4%	5.0%	5.9%	7.6%	2.4%	2.5%	4.0%	36.4%	35.1%	---
DOL	4,110	4,538	4,082	6.0%	5.9%	7.1%	19.8%	21.5%	27.3%	22.9%	24.9%	55.6%	4.4%	4.8%	6.4%	2.1%	2.4%	3.6%	44.8%	40.5%	---
DOT	6,352	5,450	4,947	3.9%	3.4%	6.2%	16.0%	16.7%	26.2%	23.6%	24.0%	54.8%	7.9%	7.4%	7.2%	7.8%	4.9%	5.5%	40.9%	43.5%	---
Educ	2,393	2,909	2,408	8.0%	6.6%	8.7%	26.9%	24.6%	34.3%	19.7%	22.8%	48.9%	3.1%	3.7%	5.1%	2.0%	1.5%	3.0%	40.4%	40.9%	---
EEOC	1,210	1,173	1,693	5.3%	5.7%	6.5%	19.4%	22.6%	23.3%	24.9%	26.5%	56.8%	4.7%	5.4%	9.2%	4.0%	3.2%	4.3%	41.8%	36.7%	---
EPA	6,986	9,115	6,895	9.0%	8.9%	10.6%	28.6%	29.6%	35.0%	22.1%	23.5%	47.1%	3.6%	3.6%	4.5%	1.5%	1.3%	2.7%	35.3%	33.1%	---
FCC	733	---	---	6.8%	---	---	22.4%	---	---	20.2%	---	---	4.3%	---	---	0.8%	---	---	45.6%	---	---
FERC	671	753	---	10.3%	8.0%	---	29.6%	26.0%	---	20.0%	24.1%	---	1.3%	2.1%	---	0.6%	0.6%	---	38.2%	39.2%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,431	147,865	6.1%	5.8%	7.1%	22.4%	21.7%	27.4%	24.4%	25.7%	55.4%	4.8%	5.0%	6.7%	2.6%	2.8%	3.5%	39.7%	39.1%	---
FTC	560	459	616	7.9%	7.0%	5.3%	20.7%	23.3%	20.8%	22.5%	25.6%	63.9%	4.1%	4.7%	5.7%	2.3%	1.4%	4.3%	42.5%	38.0%	---
GSA	3,396	3,916	2,869	9.2%	8.9%	11.8%	24.4%	24.3%	30.9%	22.2%	22.1%	50.8%	2.6%	3.7%	4.0%	1.3%	1.6%	2.5%	40.3%	39.4%	---
HHS	22,730	25,756	4,653	7.3%	6.8%	8.2%	26.1%	25.7%	33.6%	23.3%	24.7%	50.1%	4.6%	4.2%	5.0%	2.4%	2.1%	3.0%	36.3%	36.6%	---
HUD	3,467	4,075	5,343	6.0%	6.0%	7.4%	22.5%	22.8%	28.0%	22.4%	25.3%	53.3%	4.6%	4.7%	8.1%	3.6%	3.0%	3.3%	40.9%	38.2%	---
NARA	1,370	1,442	1,415	6.2%	6.1%	9.0%	21.0%	24.5%	30.8%	25.2%	25.0%	49.5%	6.0%	5.5%	7.1%	3.2%	2.7%	3.6%	38.4%	36.2%	---
NASA	4,375	4,734	4,766	11.6%	11.9%	13.9%	32.1%	31.6%	37.4%	19.8%	20.1%	44.2%	2.5%	2.3%	3.1%	0.8%	0.5%	1.3%	33.2%	33.6%	---
NCUA	588	623	538	3.9%	2.6%	4.9%	13.7%	17.9%	25.6%	19.6%	29.8%	57.4%	7.8%	6.8%	8.6%	3.9%	3.3%	3.5%	51.1%	39.7%	---
NLRB	803	963	979	4.5%	4.1%	5.7%	16.1%	17.7%	20.2%	24.5%	25.3%	58.2%	6.4%	5.7%	9.7%	3.9%	4.2%	6.2%	44.5%	43.1%	---
NRC	2,179	1,692	1,876	15.7%	12.4%	14.1%	28.7%	30.7%	33.9%	16.8%	20.1%	45.1%	2.2%	2.6%	4.2%	1.0%	0.7%	2.7%	35.6%	33.5%	---
NSF	583	596	778	11.9%	11.8%	8.8%	30.4%	24.8%	28.1%	16.1%	21.8%	54.8%	2.1%	2.7%	5.6%	1.2%	1.6%	2.7%	38.3%	37.3%	---
OMB	253	250	249	4.1%	3.7%	4.9%	23.1%	19.8%	19.5%	27.2%	29.5%	59.6%	9.7%	6.6%	10.8%	3.9%	3.6%	5.1%	32.1%	36.7%	---
OPM	2,932	3,012	1,539	4.9%	5.7%	9.5%	17.6%	16.9%	27.5%	18.2%	23.7%	54.9%	4.2%	2.8%	5.3%	1.6%	2.2%	2.8%	53.5%	48.7%	---
PBGC	515	---	---	6.1%	---	---	24.8%	---	---	26.3%	---	---	4.4%	---	---	1.5%	---	---	37.0%	---	---
RRB	570	680	700	7.5%	9.2%	10.8%	31.5%	25.5%	28.8%	22.7%	25.4%	52.4%	3.3%	2.8%	5.3%	1.5%	0.8%	2.8%	33.6%	36.3%	---
SBA	1,618	1,447	1,661	4.5%	3.4%	6.1%	18.3%	19.3%	23.0%	24.9%	26.4%	60.8%	3.3%	5.2%	6.6%	2.2%	3.1%	3.4%	46.8%	42.6%	---
SEC	1,605	1,905	2,166	7.8%	8.1%	11.2%	24.5%	22.5%	36.2%	24.1%	25.7%	46.3%	4.0%	3.9%	3.8%	1.6%	1.7%	2.5%	38.0%	38.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,431	147,865	6.1%	5.8%	7.1%	22.4%	21.7%	27.4%	24.4%	25.7%	55.4%	4.8%	5.0%	6.7%	2.6%	2.8%	3.5%	39.7%	39.1%	---
SSA	5,959	1,317	1,172	7.0%	7.8%	7.7%	23.0%	21.0%	25.4%	26.1%	29.0%	55.5%	4.5%	4.6%	8.0%	2.2%	1.9%	3.4%	37.2%	35.7%	---
State	1,720	1,310	1,272	4.9%	4.8%	6.7%	20.8%	15.8%	19.9%	23.7%	22.0%	61.1%	5.3%	6.9%	5.5%	2.4%	2.2%	6.8%	42.8%	48.3%	---
Treasury	8,636	7,036	5,677	4.9%	5.9%	5.5%	23.3%	19.1%	28.5%	24.1%	25.4%	57.0%	4.7%	4.5%	5.4%	1.8%	2.0%	3.6%	41.2%	43.0%	---
USDA	13,688	13,594	10,396	7.4%	7.9%	8.5%	26.2%	25.8%	33.8%	25.0%	26.6%	49.4%	5.2%	4.6%	6.0%	2.3%	2.4%	2.4%	33.9%	32.8%	---
VA	3,283	3,144	3,344	7.1%	5.5%	7.8%	22.1%	20.1%	29.9%	23.5%	26.2%	51.2%	5.9%	6.1%	8.3%	3.0%	5.0%	2.9%	38.4%	37.1%	---
Small Agencies	3,226	4,141	3,679	6.6%	6.9%	7.9%	22.2%	22.2%	25.8%	21.7%	25.6%	55.1%	5.4%	4.3%	6.9%	2.9%	2.3%	4.3%	41.2%	38.7%	---
All DoD	43,443	50,720	40,181	5.9%	5.7%	6.6%	22.2%	21.8%	25.6%	25.0%	25.8%	58.7%	3.9%	4.0%	6.0%	1.9%	1.9%	3.1%	41.0%	40.7%	---
USACE	5,035	5,154	6,295	6.1%	6.1%	8.1%	24.1%	24.0%	30.7%	23.5%	25.4%	52.2%	5.0%	4.7%	6.3%	2.2%	2.2%	2.6%	39.1%	37.6%	---
Air Force	8,971	10,074	8,690	7.7%	7.8%	6.3%	26.7%	26.7%	27.0%	25.6%	26.4%	58.5%	3.0%	3.4%	5.4%	1.3%	1.6%	2.8%	35.7%	34.1%	---
Army	11,658	13,738	8,405	4.6%	4.6%	6.8%	19.1%	19.3%	23.7%	24.9%	25.7%	59.5%	4.2%	4.1%	6.3%	1.9%	2.1%	3.7%	45.3%	44.0%	---
Navy	9,577	12,619	9,510	4.3%	3.7%	5.2%	19.1%	17.2%	23.5%	25.4%	25.6%	61.9%	4.2%	4.4%	6.2%	2.6%	2.2%	3.2%	44.3%	46.9%	---
Marine Corps	797	910	763	5.9%	6.3%	5.6%	21.1%	16.1%	20.4%	24.4%	27.2%	64.2%	3.4%	5.6%	6.7%	2.1%	2.2%	3.1%	43.1%	42.6%	---
Other DoD	7,405	8,225	6,518	9.4%	8.3%	9.5%	28.0%	27.9%	30.8%	24.0%	25.2%	51.6%	3.7%	3.7%	5.4%	1.7%	1.6%	2.6%	33.1%	33.3%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,408	147,841	6.5%	5.5%	6.0%	16.1%	16.3%	18.7%	20.3%	21.9%	56.9%	7.0%	6.5%	10.1%	6.7%	6.1%	8.3%	43.3%	43.7%	---
AID	831	726	803	7.5%	10.2%	6.7%	18.2%	20.1%	18.8%	17.3%	16.8%	48.9%	10.4%	9.1%	13.4%	8.6%	7.5%	12.1%	38.0%	36.3%	---
BBG	556	570	543	6.7%	7.1%	6.0%	15.5%	10.6%	13.0%	20.1%	20.1%	51.1%	7.5%	9.0%	13.1%	13.6%	9.5%	16.8%	36.6%	43.8%	---
CSOSA	604	518	554	13.6%	17.4%	12.1%	24.0%	19.0%	19.2%	19.2%	12.8%	48.7%	8.2%	8.7%	10.1%	6.5%	10.1%	9.9%	28.5%	32.0%	---
DHS	9,550	10,366	10,444	3.5%	2.6%	2.5%	12.2%	10.9%	13.2%	21.0%	22.9%	69.1%	5.6%	6.1%	6.9%	7.5%	6.3%	8.2%	50.2%	51.2%	---
DOC	3,556	5,204	4,021	14.2%	10.7%	8.3%	21.6%	20.3%	19.7%	14.8%	17.6%	49.0%	8.4%	8.5%	12.9%	7.5%	7.2%	10.1%	33.4%	35.6%	---
DOE	6,093	7,742	1,485	7.4%	6.8%	8.8%	16.4%	16.8%	22.2%	17.8%	19.3%	50.1%	10.1%	9.2%	10.6%	10.3%	8.5%	8.4%	38.0%	39.4%	---
DOI	27,024	25,504	5,180	5.7%	4.4%	4.1%	15.6%	15.0%	17.2%	20.8%	22.0%	59.2%	8.9%	8.8%	11.2%	7.9%	7.5%	8.4%	41.1%	42.3%	---
DOJ	14,019	10,959	7,701	4.1%	3.3%	4.8%	12.8%	14.1%	16.1%	20.6%	22.3%	57.7%	6.3%	5.7%	9.7%	6.5%	6.1%	11.7%	49.7%	48.6%	---
DOL	4,110	4,538	4,082	10.4%	8.2%	9.4%	20.0%	19.1%	21.5%	17.9%	19.7%	46.5%	8.8%	8.5%	11.8%	11.0%	9.4%	10.9%	31.9%	35.2%	---
DOT	6,352	5,448	4,945	7.2%	5.9%	4.8%	12.9%	10.2%	13.4%	16.1%	16.8%	56.3%	7.3%	8.3%	12.7%	10.2%	10.7%	12.8%	46.2%	48.0%	---
Educ	2,393	2,909	2,408	16.2%	13.1%	12.5%	27.2%	21.7%	24.0%	14.5%	16.8%	36.5%	9.3%	9.8%	15.1%	9.5%	11.9%	11.9%	23.3%	26.6%	---
EEOC	1,210	1,173	1,693	18.8%	15.2%	15.7%	27.5%	23.6%	27.8%	15.1%	19.9%	37.8%	6.7%	9.6%	11.6%	7.5%	7.1%	7.0%	24.4%	24.6%	---
EPA	6,986	9,115	6,895	17.6%	13.8%	12.7%	30.7%	28.3%	30.2%	14.6%	17.9%	39.0%	9.0%	8.7%	10.8%	5.6%	5.4%	7.3%	22.5%	25.9%	---
FCC	733	---	---	17.6%	---	---	30.2%	---	---	14.2%	---	---	10.0%	---	---	8.5%	---	---	19.4%	---	---
FERC	671	753	---	9.1%	9.3%	---	18.5%	20.1%	---	16.9%	18.1%	---	12.7%	10.0%	---	11.3%	8.4%	---	31.5%	34.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,408	147,841	6.5%	5.5%	6.0%	16.1%	16.3%	18.7%	20.3%	21.9%	56.9%	7.0%	6.5%	10.1%	6.7%	6.1%	8.3%	43.3%	43.7%	---
FTC	560	459	616	4.0%	4.5%	7.0%	7.7%	6.8%	13.3%	17.0%	17.8%	56.8%	15.1%	13.1%	13.6%	11.9%	12.2%	9.3%	44.2%	45.5%	---
GSA	3,396	3,916	2,869	24.2%	12.4%	14.7%	26.0%	18.3%	23.1%	15.1%	19.0%	41.5%	6.6%	9.3%	10.9%	6.3%	10.2%	9.8%	21.7%	30.7%	---
HHS	22,730	25,756	4,653	11.9%	9.4%	8.1%	24.2%	22.6%	23.4%	18.5%	19.6%	47.3%	8.4%	8.1%	11.0%	7.6%	7.0%	10.2%	29.4%	33.3%	---
HUD	3,467	4,075	5,343	14.3%	12.3%	13.3%	18.2%	16.9%	16.6%	14.0%	17.0%	45.8%	8.9%	8.7%	13.0%	12.1%	10.8%	11.3%	32.6%	34.3%	---
NARA	1,370	1,442	1,415	8.2%	5.5%	6.4%	15.5%	14.3%	16.8%	22.7%	22.9%	61.4%	6.2%	5.6%	7.8%	4.7%	5.4%	7.6%	42.6%	46.2%	---
NASA	4,375	4,734	4,766	13.8%	11.0%	10.2%	23.3%	19.5%	22.0%	16.6%	18.5%	50.7%	7.7%	7.1%	10.7%	4.9%	4.3%	6.4%	33.6%	39.6%	---
NCUA	588	623	538	12.7%	19.1%	13.6%	25.0%	30.4%	34.4%	17.0%	18.0%	37.7%	10.4%	7.7%	8.8%	10.0%	6.4%	5.5%	24.9%	18.5%	---
NLRB	803	963	979	8.0%	5.7%	7.7%	17.6%	19.3%	18.8%	19.5%	18.0%	43.7%	13.1%	13.3%	16.3%	15.1%	14.0%	13.6%	26.8%	29.7%	---
NRC	2,179	1,692	1,876	18.8%	13.3%	10.7%	24.0%	22.3%	24.5%	15.0%	17.8%	43.8%	7.6%	9.5%	12.8%	4.2%	5.3%	8.2%	30.3%	31.7%	---
NSF	583	596	778	23.8%	21.3%	13.8%	33.8%	26.4%	24.0%	13.2%	18.4%	43.7%	7.1%	8.7%	12.4%	5.6%	4.7%	6.1%	16.4%	20.6%	---
OMB	253	250	249	2.4%	4.1%	3.6%	13.0%	11.7%	8.2%	14.2%	13.4%	46.0%	20.6%	14.3%	21.9%	20.9%	19.1%	20.3%	28.9%	37.4%	---
OPM	2,932	3,012	1,539	23.9%	21.5%	14.2%	27.0%	28.5%	21.9%	13.2%	16.3%	43.9%	7.4%	6.3%	11.0%	8.8%	5.7%	9.0%	19.7%	21.6%	---
PBGC	515	---	---	16.4%	---	---	29.4%	---	---	18.4%	---	---	8.8%	---	---	11.2%	---	---	15.8%	---	---
RRB	570	680	700	8.8%	8.8%	7.7%	17.8%	16.6%	18.5%	19.3%	17.6%	54.6%	7.4%	8.7%	10.8%	7.7%	5.5%	8.3%	39.0%	42.8%	---
SBA	1,618	1,447	1,661	9.3%	6.6%	6.4%	18.0%	15.2%	15.1%	18.3%	21.4%	54.6%	10.6%	9.3%	11.0%	8.9%	10.2%	12.9%	34.9%	37.3%	---
SEC	1,605	1,905	2,166	19.6%	13.7%	6.6%	27.0%	22.3%	16.4%	16.3%	18.2%	48.6%	7.6%	10.1%	15.4%	7.4%	7.8%	13.0%	22.0%	27.8%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,408	147,841	6.5%	5.5%	6.0%	16.1%	16.3%	18.7%	20.3%	21.9%	56.9%	7.0%	6.5%	10.1%	6.7%	6.1%	8.3%	43.3%	43.7%	---
SSA	5,959	1,317	1,172	5.0%	6.3%	7.2%	14.9%	16.7%	15.2%	23.1%	21.5%	56.7%	5.1%	5.2%	10.2%	6.2%	4.4%	10.7%	45.6%	45.8%	---
State	1,720	1,310	1,272	5.0%	4.4%	2.7%	12.0%	9.1%	9.7%	16.1%	14.5%	62.1%	7.0%	10.3%	8.9%	8.0%	7.2%	16.5%	51.9%	54.5%	---
Treasury	8,633	7,032	5,676	12.9%	9.6%	9.7%	21.1%	22.6%	25.2%	19.4%	21.3%	48.9%	7.4%	5.4%	9.2%	5.2%	5.7%	7.0%	34.0%	35.4%	---
USDA	13,689	13,594	10,399	6.8%	6.4%	6.1%	18.4%	18.9%	22.0%	21.1%	22.6%	57.1%	7.6%	7.4%	9.1%	6.6%	5.7%	5.8%	39.5%	39.0%	---
VA	3,283	3,144	3,344	6.7%	4.7%	7.2%	15.1%	18.8%	23.5%	22.9%	24.3%	55.2%	7.2%	5.2%	8.7%	4.6%	5.0%	5.4%	43.5%	42.0%	---
Small Agencies	3,226	4,140	3,679	13.1%	12.2%	10.3%	22.3%	20.0%	19.0%	16.1%	17.7%	41.5%	9.8%	9.9%	15.3%	10.5%	11.2%	13.9%	28.1%	29.0%	---
All DoD	43,443	50,711	40,176	4.3%	4.1%	4.7%	14.9%	14.5%	17.2%	20.7%	22.8%	59.6%	6.6%	6.3%	10.7%	6.8%	5.7%	7.9%	46.6%	46.7%	---
USACE	5,035	5,154	6,295	5.8%	5.4%	5.5%	16.0%	14.8%	19.7%	20.2%	21.6%	56.9%	8.9%	8.4%	10.8%	7.4%	6.6%	7.1%	41.6%	43.0%	---
Air Force	8,971	10,067	8,688	3.1%	3.4%	4.1%	14.3%	14.6%	17.4%	21.9%	24.5%	63.5%	5.6%	4.9%	8.8%	4.8%	3.8%	6.2%	50.2%	48.8%	---
Army	11,658	13,741	8,405	3.2%	3.6%	4.4%	14.8%	14.7%	17.0%	21.0%	23.0%	59.3%	5.7%	5.7%	11.1%	6.2%	5.2%	8.2%	49.1%	47.9%	---
Navy	9,577	12,612	9,507	3.5%	3.5%	3.8%	12.9%	12.0%	15.6%	19.6%	21.1%	59.8%	7.7%	7.9%	11.7%	9.1%	7.3%	9.0%	47.2%	48.2%	---
Marine Corps	797	911	764	4.8%	2.7%	3.9%	13.1%	13.6%	16.0%	21.2%	26.8%	61.4%	6.4%	5.3%	11.3%	7.4%	5.9%	7.5%	47.1%	45.7%	---
Other DoD	7,405	8,226	6,517	10.6%	7.8%	8.2%	21.2%	19.2%	19.6%	19.9%	21.7%	52.6%	8.1%	6.5%	11.0%	7.4%	7.4%	8.6%	32.9%	37.4%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,422	147,864	17.4%	18.5%	20.3%	29.6%	30.7%	33.6%	17.0%	17.1%	31.2%	6.3%	6.3%	8.4%	6.4%	5.6%	6.5%	23.4%	21.8%	---
AID	831	726	803	22.4%	26.5%	23.6%	28.0%	34.2%	32.7%	12.4%	11.9%	29.4%	7.3%	5.4%	8.8%	5.5%	4.7%	5.5%	24.3%	17.3%	---
BBG	556	570	543	10.2%	9.0%	9.0%	21.5%	22.5%	24.6%	21.0%	20.0%	41.3%	5.4%	6.4%	13.0%	12.6%	10.4%	12.2%	29.2%	31.8%	---
CSOSA	604	518	554	28.2%	34.3%	32.3%	35.1%	33.5%	35.3%	12.2%	9.6%	21.0%	6.2%	4.4%	7.7%	4.6%	6.0%	3.7%	13.6%	12.3%	---
DHS	9,550	10,368	10,453	10.0%	8.9%	10.2%	20.0%	19.8%	22.1%	18.3%	19.1%	40.1%	9.0%	10.3%	13.9%	11.9%	12.9%	13.8%	30.8%	29.1%	---
DOC	3,556	5,204	4,021	33.8%	31.4%	32.3%	33.2%	36.5%	37.0%	11.6%	11.2%	20.4%	3.9%	4.3%	6.3%	3.4%	3.7%	4.1%	14.1%	12.9%	---
DOE	6,093	7,742	1,485	27.3%	30.1%	30.8%	39.0%	38.1%	38.1%	11.8%	11.5%	21.7%	5.2%	4.7%	4.8%	4.0%	3.7%	4.6%	12.7%	12.0%	---
DOI	27,026	25,502	5,185	21.3%	21.5%	21.7%	37.6%	38.5%	40.1%	14.6%	14.4%	26.2%	5.9%	5.8%	7.8%	4.6%	4.3%	4.3%	16.0%	15.4%	---
DOJ	14,018	10,963	7,701	12.4%	13.0%	14.0%	23.6%	24.6%	23.3%	17.4%	17.7%	38.3%	7.3%	8.6%	12.5%	8.2%	7.8%	11.9%	31.1%	28.4%	---
DOL	4,110	4,538	4,082	22.5%	20.6%	24.4%	33.4%	34.0%	37.5%	14.4%	15.6%	26.9%	5.1%	5.8%	6.1%	5.2%	4.6%	5.1%	19.3%	19.5%	---
DOT	6,352	5,450	4,948	20.8%	26.7%	27.4%	30.8%	30.8%	35.8%	12.4%	11.6%	21.5%	8.4%	7.6%	8.2%	11.7%	9.9%	7.2%	15.9%	13.5%	---
Educ	2,393	2,909	2,408	25.0%	23.8%	23.7%	40.3%	37.9%	40.6%	11.4%	13.8%	21.9%	5.1%	6.6%	8.1%	4.8%	5.5%	5.7%	13.3%	12.4%	---
EEOC	1,210	1,173	1,693	33.4%	33.9%	32.6%	38.9%	37.7%	41.4%	10.2%	12.2%	17.0%	3.2%	4.7%	5.5%	3.7%	3.2%	3.4%	10.6%	8.4%	---
EPA	6,986	9,115	6,895	32.4%	32.3%	30.9%	42.1%	41.3%	43.3%	10.2%	10.7%	17.6%	4.6%	4.2%	5.4%	2.4%	2.5%	2.8%	8.3%	9.0%	---
FCC	733	---	---	18.3%	---	---	35.0%	---	---	13.9%	---	---	3.4%	---	---	2.7%	---	---	26.7%	---	---
FERC	671	753	---	37.8%	42.9%	---	41.0%	34.6%	---	8.6%	9.7%	---	2.3%	3.7%	---	1.6%	0.9%	---	8.7%	8.2%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,422	147,864	17.4%	18.5%	20.3%	29.6%	30.7%	33.6%	17.0%	17.1%	31.2%	6.3%	6.3%	8.4%	6.4%	5.6%	6.5%	23.4%	21.8%	---
FTC	560	459	616	21.6%	25.3%	27.9%	25.4%	23.7%	30.4%	15.4%	13.9%	29.5%	8.2%	4.6%	6.9%	5.8%	5.2%	5.3%	23.6%	27.2%	---
GSA	3,396	3,916	2,869	43.1%	40.8%	41.9%	35.9%	33.9%	36.5%	8.6%	9.9%	15.2%	2.3%	3.8%	4.0%	1.7%	2.6%	2.3%	8.5%	9.1%	---
HHS	22,730	25,756	4,653	19.8%	20.0%	21.7%	32.1%	32.7%	34.9%	15.3%	15.8%	28.4%	5.9%	6.2%	9.3%	5.3%	4.7%	5.7%	21.8%	20.6%	---
HUD	3,467	4,075	5,343	26.6%	26.6%	28.9%	36.1%	36.6%	37.8%	11.2%	12.6%	23.2%	3.4%	4.8%	5.9%	4.1%	4.9%	4.2%	18.6%	14.5%	---
NARA	1,370	1,442	1,415	22.4%	22.1%	26.6%	30.9%	36.6%	38.1%	17.0%	15.1%	28.5%	4.7%	4.3%	4.1%	2.9%	2.4%	2.7%	22.1%	19.5%	---
NASA	4,375	4,734	4,766	25.7%	28.1%	28.7%	37.6%	37.5%	42.1%	12.7%	11.9%	24.0%	3.8%	3.2%	3.5%	2.0%	1.8%	1.8%	18.2%	17.5%	---
NCUA	588	623	538	28.7%	33.2%	19.6%	45.8%	46.4%	41.5%	11.2%	10.8%	26.3%	6.6%	4.1%	7.0%	3.1%	2.0%	5.7%	4.6%	3.4%	---
NLRB	803	963	979	19.0%	18.2%	22.0%	33.5%	36.9%	38.2%	15.5%	14.6%	21.1%	9.7%	9.6%	10.5%	10.9%	9.3%	8.3%	11.4%	11.4%	---
NRC	2,179	1,692	1,876	37.2%	38.7%	37.2%	39.1%	39.9%	41.0%	9.5%	9.4%	15.6%	4.0%	3.1%	4.2%	1.6%	2.2%	2.0%	8.5%	6.7%	---
NSF	583	596	778	24.6%	27.7%	24.8%	28.5%	33.3%	33.7%	13.5%	12.9%	28.9%	6.3%	4.5%	8.7%	3.9%	3.0%	3.9%	23.1%	18.5%	---
OMB	253	250	249	6.7%	4.2%	5.2%	13.3%	9.8%	9.9%	11.5%	16.9%	38.9%	18.6%	18.8%	21.7%	22.3%	20.0%	24.2%	27.6%	30.3%	---
OPM	2,932	3,012	1,539	33.9%	36.0%	34.4%	36.0%	36.4%	36.2%	9.8%	11.5%	23.2%	2.7%	3.1%	3.3%	2.4%	1.9%	2.8%	15.2%	11.1%	---
PBGC	515	---	---	26.0%	---	---	42.1%	---	---	12.1%	---	---	5.3%	---	---	5.5%	---	---	9.2%	---	---
RRB	570	680	700	21.7%	19.9%	18.3%	30.0%	32.8%	34.3%	13.1%	12.4%	30.2%	5.8%	7.5%	9.6%	6.6%	4.2%	7.5%	22.7%	23.1%	---
SBA	1,618	1,447	1,661	28.7%	31.7%	33.6%	39.5%	40.6%	42.0%	11.3%	11.0%	17.5%	4.5%	4.1%	4.0%	3.7%	4.0%	2.9%	12.4%	8.6%	---
SEC	1,605	1,905	2,166	27.9%	28.3%	24.5%	36.7%	34.9%	38.3%	13.2%	12.3%	25.0%	5.0%	6.0%	7.8%	3.4%	3.0%	4.4%	13.7%	15.5%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,422	147,864	17.4%	18.5%	20.3%	29.6%	30.7%	33.6%	17.0%	17.1%	31.2%	6.3%	6.3%	8.4%	6.4%	5.6%	6.5%	23.4%	21.8%	---
SSA	5,959	1,317	1,172	18.0%	24.2%	21.8%	35.5%	35.3%	40.0%	17.3%	17.7%	30.9%	4.0%	2.9%	4.4%	2.7%	2.1%	2.9%	22.4%	17.8%	---
State	1,720	1,310	1,272	10.9%	9.0%	11.2%	19.5%	20.3%	29.7%	17.2%	15.1%	40.7%	6.5%	8.3%	9.0%	6.0%	5.3%	9.3%	39.9%	42.1%	---
Treasury	8,640	7,031	5,676	22.3%	23.5%	25.7%	33.1%	33.9%	36.1%	14.7%	17.1%	25.2%	5.9%	5.6%	7.3%	4.6%	4.1%	5.8%	19.3%	15.8%	---
USDA	13,688	13,594	10,398	24.6%	27.5%	29.6%	39.1%	40.2%	41.7%	13.3%	12.8%	22.0%	4.3%	3.5%	4.5%	2.9%	2.7%	2.2%	15.9%	13.3%	---
VA	3,283	3,144	3,344	9.6%	9.3%	10.9%	22.7%	24.8%	30.1%	24.4%	23.3%	41.4%	7.3%	6.8%	9.7%	9.6%	6.4%	7.9%	26.5%	29.4%	---
Small Agencies	3,226	4,141	3,679	23.1%	23.9%	25.8%	32.2%	34.0%	34.9%	13.2%	13.7%	24.6%	5.8%	5.5%	8.4%	6.4%	5.9%	6.3%	19.3%	17.1%	---
All DoD	43,442	50,719	40,183	17.1%	18.0%	20.8%	30.4%	31.3%	34.6%	16.8%	17.3%	31.0%	6.1%	6.3%	8.1%	5.5%	4.8%	5.5%	24.2%	22.3%	---
USACE	5,035	5,154	6,295	20.1%	20.7%	22.9%	36.8%	36.9%	39.6%	14.8%	14.8%	26.5%	6.5%	6.3%	6.7%	4.3%	4.3%	4.3%	17.6%	17.1%	---
Air Force	8,971	10,074	8,692	12.7%	14.6%	17.5%	27.7%	27.4%	31.4%	18.6%	20.2%	35.9%	7.4%	7.0%	9.4%	5.7%	5.0%	5.8%	27.9%	26.0%	---
Army	11,657	13,738	8,405	15.6%	17.2%	19.8%	30.1%	31.1%	33.9%	16.7%	16.9%	32.3%	5.9%	6.5%	8.4%	5.4%	4.6%	5.6%	26.3%	23.9%	---
Navy	9,577	12,616	9,510	18.8%	18.5%	20.3%	31.3%	32.6%	36.4%	15.7%	16.4%	29.7%	5.8%	6.5%	7.6%	5.9%	5.4%	5.9%	22.4%	20.7%	---
Marine Corps	797	911	764	20.0%	18.8%	26.0%	27.2%	31.6%	30.8%	20.1%	16.2%	28.8%	4.4%	5.2%	7.3%	5.7%	7.3%	7.0%	22.6%	21.0%	---
Other DoD	7,405	8,226	6,517	24.3%	25.6%	29.5%	33.1%	35.4%	37.1%	15.8%	15.3%	22.7%	5.2%	4.0%	6.5%	4.5%	4.0%	4.1%	17.1%	15.9%	---

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



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