

A New Day for the Civil Service

Federal Employee Viewpoint Survey

2010



RESULTS FROM THE 2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY
REPORT BY DEMOGRAPHIC QUESTIONS BY AGENCY (UNWEIGHTED DATA)



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

**2010 Federal Employee Viewpoint Survey:
Report on Demographic Questions by Agency (Unweighted)**

Table of Contents

Survey Methodology Highlights ii

Demographic Question	Abridged Report Heading	Page Number
79. Where do you work?	Work Location.....	1
80. What is your supervisory status?	Supervisor Status	1
81. Are you (Male/Female)?	Sex.....	1
82. Are you Hispanic or Latino?	Hispanic or Latino.....	1
83. Please select the racial category or categories with which you most closely identify.	Race	1
84. What is your age group?	Age Group.....	6
85. What is your pay category/grade?	Pay Category.....	11
86. How long have you been with the Federal Government (excluding military service)?	Time in Federal Government.....	11
87. How long have you been with your current agency?	Time with Current Agency	11
88. Are you considering leaving your organization within the next year, and if so, why?	Leaving.....	6
89. I am planning to retire.	Retiring.....	6

Survey Methodology Highlights

OPM conducted the 2010 Federal Employee Viewpoint Survey (FedView; formerly the Federal Human Capital Survey) to collect data on Federal employees' perceptions about how effectively agencies are managing their workforces. The FedView survey is a tool that measures employees' perceptions of whether, and to what extent, conditions that characterize successful organizations are present in their agencies. This survey was administered for the first time in 2002 and then repeated in 2004, 2006, 2008, and most recently in February/March of 2010. The survey provides general indicators of how well the Federal Government is running human resources management systems. It also serves as a tool for OPM to assess individual agencies and their progress on strategic management of human capital, and gives senior managers critical information. OPM and agency managers will use the findings to develop policies and action plans for improving agency performance.

The Survey

The 89-item survey included 11 demographic questions and 78 items that measured Federal employees' perceptions about how effectively agencies manage their workforces. The 89 items in the questionnaire are grouped into eight topic areas that respondents see as they proceed through the survey: Personal Work Experiences, Work Unit, Agency, Supervisor/Team Leader, Leadership, Satisfaction, Work/Life, and Demographics. The demographic items include location of employment (headquarters vs. field), supervisory status, gender, ethnicity/race, age, pay category/grade, Federal employment tenure, and agency tenure. In addition, the survey includes items on intention to leave the organization, and plans to retire. There are 58 items in common between the 2010 and 2008 surveys, 57 between the 2010 and 2006 surveys, and 55 between the 2010 and 2004 surveys. Fourteen of the questions also are used in private sector surveys and enable comparisons of Government employees' perceptions with those of private sector counterparts.

The Sample

As was the case for each of the previous administrations of the survey, the 2010 survey was directed at full-time, permanent employees. OPM extended an invitation to all small and independent agencies, and 53 chose to participate. The survey was administered as a census to these agencies. The survey was also administered as a census to 13 Departments/large agencies, at the agencies' request. Appendix C contains a list of the agencies surveyed. These agencies comprise approximately 97 percent of the executive branch workforce.

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

Sampling Frame. The sampling frame was the lists of employees from all agencies participating in the survey. Some agencies requested a census, that is, they wanted all of their employees invited to take the survey. The rest were sampled as described above. Employees were grouped into 1,066 sample subgroups corresponding to agency, subagency, and supervisory status reporting requirements. A total of 549,124 employees were invited to participate from 82 agencies.

Data Collection

Mode/Method. The 2010 FedView survey was a self-administered Web survey. OPM distributed paper versions of the survey to components of agencies that did not have electronic access.

Response Rate. Of the 504,609 employees receiving surveys, 263,475 completed the survey for a Governmentwide response rate of 52 percent.

Data Weighting

Data collected from FedView survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data are likely to produce biased estimates of population statistics. The weights developed for the 2010 Federal Employee Viewpoint Survey take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

Reported Data

The percentages presented throughout the report are weighted data that are representative of the survey population of the Federal workforce. Appropriate domain weights were applied to the answers of each respondent. This process did not change any answers; rather, it gave accurate relative importance to a respondent's answers, adjusting for over- and under-represented groups of respondents.

Data Analysis

This year, responses of "No Basis to Judge/Do Not Know" were removed before scoring. Previously all responses were included in the calculations. To ensure comparability, data from previous years were rescored, removing "No Basis to Judge/Do Not Know" responses, before trend calculations were carried out.

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree).

Five items from the 2008 survey were reworded for the 2010 survey. The wording for one of these was close enough to allow comparison with previous years (Q.28), but the other four were so different that they could not be included in trend analyses (Q.31, Q.43, Q.45, and Q.46).

We conducted analyses on all survey items for the various demographic categories. More detailed survey statistics are available in the published *Federal Employee Viewpoint Survey Data* volume for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website:

www.FedView.opm.gov.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race					
			HQ	Field	NonSup	Team Leader	Sup	Mgr	Exec	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
All Responses	2010	263,475	41.8%	58.2%	57.7%	13.8%	17.5%	9.0%	1.9%	52.6%	47.4%	6.8%	93.2%	3.3%	4.6%	16.6%	0.6%	72.2%	2.7%
	'08	212,223	39.7%	60.3%	55.7%	13.8%	18.0%	10.1%	2.3%	52.0%	48.0%	6.8%	93.2%	4.0%	4.1%	16.1%	0.7%	72.0%	3.0%
	'06	221,479	39.8%	60.2%	54.4%	14.6%	18.3%	10.3%	2.4%	54.2%	45.8%	6.3%	93.7%	2.9%	4.1%	15.5%	0.7%	73.9%	2.9%
AID	2010	749	69.6%	30.4%	41.5%	9.6%	21.2%	17.1%	10.7%	46.2%	53.8%	4.7%	95.3%	0.3%	5.5%	25.1%	0.0%	66.1%	2.9%
	'08	831	67.5%	32.5%	35.4%	12.6%	19.9%	20.5%	11.7%	47.7%	52.3%	3.9%	96.1%	0.7%	4.7%	25.8%	0.4%	66.0%	2.4%
	'06	726	82.6%	17.4%	42.8%	16.8%	20.2%	13.8%	6.3%	45.7%	54.3%	4.8%	95.2%	0.6%	4.1%	29.0%	0.3%	63.2%	2.7%
BBG	2010	986	94.3%	5.7%	58.2%	15.1%	17.4%	8.0%	1.3%	58.9%	41.1%	5.4%	94.6%	0.4%	19.5%	20.7%	0.2%	56.7%	2.5%
	'08	556	90.6%	9.4%	57.7%	14.6%	15.3%	10.1%	2.3%	61.0%	39.0%	5.4%	94.6%	0.2%	11.8%	19.2%	0.2%	65.4%	3.3%
	'06	570	87.7%	12.3%	56.7%	13.3%	16.1%	11.1%	2.8%	59.3%	40.7%	9.3%	90.7%	0.5%	9.8%	19.6%	0.5%	66.0%	3.5%
CSOSA	2010	720	45.6%	54.4%	72.4%	8.7%	13.7%	4.2%	1.0%	36.4%	63.6%	5.7%	94.3%	0.6%	1.0%	78.7%	0.4%	16.7%	2.5%
	'08	604	46.2%	53.8%	68.0%	11.6%	12.7%	6.0%	1.7%	35.3%	64.7%	4.8%	95.2%	0.5%	1.0%	79.1%	0.3%	15.7%	3.3%
	'06	518	44.6%	55.4%	70.1%	9.3%	13.5%	6.2%	1.0%	34.6%	65.4%	5.0%	95.0%	0.2%	1.2%	77.6%	0.4%	17.2%	3.5%
DHS	2010	10,189	30.2%	69.8%	47.6%	14.8%	23.4%	11.6%	2.6%	62.5%	37.5%	12.2%	87.8%	1.1%	4.1%	15.1%	0.9%	75.7%	3.1%
	'08	9,550	25.0%	75.0%	47.7%	14.6%	22.8%	12.0%	2.9%	65.9%	34.1%	14.4%	85.6%	1.1%	3.7%	13.1%	0.9%	78.0%	3.2%
	'06	10,373	26.3%	73.7%	41.5%	12.6%	28.4%	15.2%	2.3%	65.3%	34.7%	13.7%	86.3%	0.9%	3.6%	13.3%	0.8%	78.5%	2.9%
DOC	2010	14,956	60.7%	39.3%	65.4%	15.0%	12.8%	5.3%	1.5%	57.4%	42.6%	4.5%	95.5%	0.7%	11.1%	16.3%	0.5%	68.9%	2.6%
	'08	3,556	65.9%	34.1%	46.4%	10.6%	25.8%	12.8%	4.4%	55.9%	44.1%	4.9%	95.1%	0.5%	9.7%	16.5%	0.6%	69.9%	2.8%
	'06	5,204	63.0%	37.0%	44.5%	12.5%	25.5%	13.3%	4.2%	57.3%	42.7%	4.3%	95.7%	0.4%	8.8%	16.0%	0.4%	71.7%	2.7%
DOE	2010	6,648	41.6%	58.4%	70.3%	14.0%	9.5%	3.4%	2.8%	60.1%	39.9%	7.1%	92.9%	1.8%	3.5%	10.0%	0.4%	81.2%	3.1%
	'08	6,093	42.3%	57.7%	68.6%	15.5%	9.3%	3.3%	3.2%	59.6%	40.4%	6.8%	93.2%	1.8%	3.9%	9.3%	0.5%	81.3%	3.3%
	'06	7,742	42.3%	57.7%	68.4%	15.9%	9.0%	3.4%	3.3%	61.5%	38.5%	6.3%	93.7%	1.7%	3.7%	9.2%	0.4%	80.8%	4.3%
DOI	2010	28,322	34.3%	65.7%	55.2%	17.3%	17.3%	9.5%	0.7%	55.0%	45.0%	6.0%	94.0%	9.1%	1.8%	4.9%	0.5%	80.7%	3.0%
	'08	27,030	33.9%	66.1%	55.0%	16.6%	17.2%	10.3%	0.8%	54.6%	45.4%	5.9%	94.1%	9.9%	1.7%	5.3%	0.6%	79.1%	3.4%
	'06	25,507	32.5%	67.5%	54.4%	17.4%	17.6%	9.9%	0.7%	56.6%	43.4%	5.9%	94.1%	4.0%	1.7%	5.6%	0.6%	85.1%	3.1%
DOJ	2010	18,357	37.2%	62.8%	64.7%	12.7%	14.7%	5.7%	2.1%	49.8%	50.2%	9.4%	90.6%	0.8%	3.0%	17.4%	0.5%	76.1%	2.2%
	'08	14,021	35.6%	64.4%	62.4%	12.7%	15.8%	6.5%	2.5%	48.4%	51.6%	9.3%	90.7%	0.8%	2.9%	17.6%	0.5%	75.7%	2.5%
	'06	10,967	39.8%	60.2%	54.9%	14.0%	19.7%	8.5%	2.9%	52.5%	47.5%	8.5%	91.5%	0.6%	3.0%	18.7%	0.5%	74.9%	2.2%
DOL	2010	4,273	41.1%	58.9%	59.6%	9.6%	18.4%	9.8%	2.5%	49.7%	50.3%	8.0%	92.0%	0.6%	3.9%	21.1%	0.3%	71.5%	2.6%
	'08	4,110	40.5%	59.5%	57.0%	10.4%	18.8%	11.2%	2.5%	50.8%	49.2%	7.2%	92.8%	0.8%	4.0%	20.0%	0.5%	71.8%	2.9%
	'06	4,538	38.1%	61.9%	56.8%	10.3%	18.9%	11.5%	2.6%	52.7%	47.3%	7.8%	92.2%	0.8%	3.9%	20.1%	0.2%	72.4%	2.6%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race					
			HQ	Field	NonSup	Team Leader	Sup	Mgr	Exec	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
All Responses	2010	263,475	41.8%	58.2%	57.7%	13.8%	17.5%	9.0%	1.9%	52.6%	47.4%	6.8%	93.2%	3.3%	4.6%	16.6%	0.6%	72.2%	2.7%
	'08	212,223	39.7%	60.3%	55.7%	13.8%	18.0%	10.1%	2.3%	52.0%	48.0%	6.8%	93.2%	4.0%	4.1%	16.1%	0.7%	72.0%	3.0%
	'06	221,479	39.8%	60.2%	54.4%	14.6%	18.3%	10.3%	2.4%	54.2%	45.8%	6.3%	93.7%	2.9%	4.1%	15.5%	0.7%	73.9%	2.9%
DOT	2010	9,617	33.8%	66.2%	63.4%	12.6%	14.5%	6.5%	3.1%	65.9%	34.1%	8.1%	91.9%	1.2%	4.4%	15.9%	0.4%	75.3%	2.8%
	'08	6,354	36.4%	63.6%	62.4%	13.0%	13.7%	7.3%	3.6%	63.5%	36.5%	8.3%	91.7%	1.3%	4.0%	15.8%	0.5%	75.3%	3.2%
	'06	5,453	40.0%	60.0%	57.2%	14.5%	15.3%	8.5%	4.5%	64.2%	35.8%	8.9%	91.1%	0.8%	3.7%	16.9%	0.4%	75.3%	2.9%
Educ	2010	2,350	70.6%	29.4%	72.3%	9.6%	10.7%	4.8%	2.5%	37.9%	62.1%	4.7%	95.3%	1.0%	3.9%	34.8%	0.5%	57.3%	2.5%
	'08	2,393	69.5%	30.5%	70.1%	10.0%	12.0%	4.4%	3.4%	38.1%	61.9%	5.6%	94.4%	1.0%	4.1%	34.2%	0.5%	57.3%	2.9%
	'06	2,909	70.7%	29.3%	69.4%	11.8%	10.7%	4.6%	3.5%	38.9%	61.1%	4.8%	95.2%	0.7%	3.7%	34.6%	0.6%	57.1%	3.4%
EEOC	2010	1,088	21.2%	78.8%	73.3%	7.5%	12.4%	5.3%	1.5%	33.4%	66.6%	14.3%	85.7%	0.6%	3.4%	41.8%	0.0%	50.9%	3.3%
	'08	1,210	21.4%	78.6%	75.3%	5.7%	11.8%	5.6%	1.6%	31.3%	68.7%	15.9%	84.1%	1.5%	3.0%	43.3%	0.4%	48.6%	3.2%
	'06	1,173	23.7%	76.3%	71.6%	6.1%	14.9%	5.2%	2.1%	34.1%	65.9%	13.1%	86.9%	0.6%	3.2%	41.7%	0.3%	50.2%	4.0%
EPA	2010	8,445	36.1%	63.9%	73.7%	12.1%	8.6%	3.6%	2.1%	47.0%	53.0%	6.1%	93.9%	1.0%	5.6%	16.7%	0.3%	73.5%	2.8%
	'08	6,986	34.3%	65.7%	73.2%	13.0%	8.1%	3.6%	2.0%	46.6%	53.4%	6.0%	94.0%	0.8%	5.8%	17.5%	0.4%	72.3%	3.2%
	'06	9,115	34.3%	65.7%	71.2%	14.6%	8.4%	3.5%	2.3%	48.4%	51.6%	5.6%	94.4%	0.8%	5.1%	16.8%	0.4%	73.3%	3.7%
FCC	2010	824	79.9%	20.1%	64.2%	15.0%	10.7%	8.0%	2.1%	46.5%	53.5%	4.2%	95.8%	0.3%	5.7%	28.6%	0.1%	63.3%	2.0%
	'08	733	81.4%	18.6%	64.0%	15.8%	10.2%	7.6%	2.3%	44.9%	55.1%	4.2%	95.8%	0.6%	5.9%	27.6%	0.6%	62.5%	2.9%
	'06	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
FERC	2010	687	88.2%	11.8%	61.9%	22.7%	8.3%	2.5%	4.6%	56.4%	43.6%	3.6%	96.4%	0.2%	7.4%	22.5%	0.2%	67.3%	2.4%
	'08	671	88.8%	11.2%	57.5%	23.4%	9.7%	3.6%	5.8%	53.9%	46.1%	4.0%	96.0%	0.8%	6.4%	22.3%	0.3%	67.2%	3.1%
	'06	753	89.5%	10.5%	58.4%	22.3%	10.4%	3.1%	5.8%	53.3%	46.7%	3.5%	96.5%	0.1%	5.6%	23.9%	0.0%	66.9%	3.5%
FTC	2010	478	77.1%	22.9%	48.5%	33.8%	8.5%	4.9%	4.3%	47.0%	53.0%	2.9%	97.1%	0.2%	4.4%	20.6%	0.4%	72.5%	1.8%
	'08	560	76.4%	23.6%	51.3%	28.9%	11.3%	3.6%	5.0%	45.0%	55.0%	3.4%	96.6%	0.6%	4.6%	20.0%	0.2%	73.0%	1.7%
	'06	459	75.2%	24.8%	49.5%	32.0%	10.2%	3.9%	4.4%	45.8%	54.2%	3.7%	96.3%	0.4%	3.1%	18.5%	0.7%	75.2%	2.2%
GSA	2010	2,727	43.7%	56.3%	55.5%	10.5%	20.1%	11.9%	2.1%	48.9%	51.1%	5.6%	94.4%	1.0%	4.8%	22.1%	0.5%	68.7%	2.9%
	'08	3,396	43.6%	56.4%	54.9%	10.5%	19.1%	12.7%	2.7%	49.3%	50.7%	6.0%	94.0%	0.9%	4.2%	23.6%	0.6%	67.6%	3.0%
	'06	3,916	41.0%	59.0%	56.8%	11.9%	16.7%	12.5%	2.1%	47.9%	52.1%	5.5%	94.5%	0.8%	4.4%	22.6%	0.7%	68.8%	2.7%
HHS	2010	25,601	54.6%	45.4%	67.1%	15.0%	11.6%	4.9%	1.4%	33.3%	66.7%	5.1%	94.9%	14.8%	6.5%	19.0%	0.3%	56.6%	2.7%
	'08	22,730	51.0%	49.0%	65.3%	15.8%	12.1%	5.2%	1.5%	34.0%	66.0%	5.1%	94.9%	17.3%	6.0%	18.3%	0.5%	55.0%	2.9%
	'06	25,756	50.9%	49.1%	65.3%	16.4%	11.5%	5.4%	1.5%	35.8%	64.2%	4.8%	95.2%	14.7%	6.1%	17.5%	0.7%	58.1%	2.9%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race					
			HQ	Field	NonSup	Team Leader	Sup	Mgr	Exec	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
All Responses	2010	263,475	41.8%	58.2%	57.7%	13.8%	17.5%	9.0%	1.9%	52.6%	47.4%	6.8%	93.2%	3.3%	4.6%	16.6%	0.6%	72.2%	2.7%
	'08	212,223	39.7%	60.3%	55.7%	13.8%	18.0%	10.1%	2.3%	52.0%	48.0%	6.8%	93.2%	4.0%	4.1%	16.1%	0.7%	72.0%	3.0%
	'06	221,479	39.8%	60.2%	54.4%	14.6%	18.3%	10.3%	2.4%	54.2%	45.8%	6.3%	93.7%	2.9%	4.1%	15.5%	0.7%	73.9%	2.9%
HUD	2010	3,591	27.2%	72.8%	74.2%	8.1%	10.1%	6.9%	0.7%	37.5%	62.5%	8.1%	91.9%	1.4%	4.3%	35.0%	0.5%	56.1%	2.8%
	'08	3,467	31.4%	68.6%	70.0%	9.7%	11.5%	7.4%	1.4%	36.3%	63.7%	8.0%	92.0%	1.2%	4.1%	34.5%	0.6%	55.9%	3.7%
	'06	4,075	27.5%	72.5%	69.8%	11.2%	10.4%	7.5%	1.1%	38.6%	61.4%	8.0%	92.0%	1.1%	3.7%	32.9%	0.4%	58.6%	3.3%
NARA	2010	1,986	50.3%	49.7%	61.3%	20.4%	10.9%	6.0%	1.3%	45.8%	54.2%	2.9%	97.1%	0.6%	1.9%	25.0%	0.4%	69.3%	2.7%
	'08	1,370	49.3%	50.7%	60.4%	20.5%	10.6%	7.0%	1.5%	44.5%	55.5%	2.6%	97.4%	0.7%	1.8%	24.8%	0.3%	69.5%	2.9%
	'06	1,442	47.8%	52.2%	59.8%	21.1%	10.0%	7.8%	1.3%	43.7%	56.3%	2.4%	97.6%	0.4%	1.5%	23.7%	0.5%	70.9%	3.1%
NASA	2010	8,593	10.3%	89.7%	55.5%	28.4%	8.6%	4.0%	3.4%	61.6%	38.4%	6.7%	93.3%	1.0%	5.6%	11.3%	0.3%	79.1%	2.7%
	'08	4,375	14.2%	85.8%	52.5%	25.0%	12.0%	5.4%	5.2%	62.0%	38.0%	5.9%	94.1%	0.9%	5.3%	11.1%	0.5%	79.2%	3.0%
	'06	4,734	11.1%	88.9%	53.8%	23.8%	12.1%	5.6%	4.7%	64.4%	35.6%	6.4%	93.6%	1.1%	5.7%	10.4%	0.6%	78.6%	3.7%
NCUA	2010	576	23.5%	76.5%	73.1%	13.3%	9.8%	1.4%	2.3%	52.3%	47.7%	5.0%	95.0%	1.1%	4.7%	12.0%	0.7%	78.0%	3.5%
	'08	588	25.7%	74.3%	68.9%	15.1%	11.6%	1.2%	3.2%	53.7%	46.3%	4.6%	95.4%	0.3%	3.8%	12.1%	0.5%	80.6%	2.6%
	'06	623	27.4%	72.6%	70.9%	11.9%	12.2%	1.1%	3.9%	57.0%	43.0%	4.7%	95.3%	0.5%	3.7%	11.2%	0.5%	80.7%	3.4%
NLRB	2010	918	29.3%	70.7%	68.9%	5.0%	13.2%	7.6%	5.3%	38.1%	61.9%	8.2%	91.8%	0.5%	3.5%	22.8%	0.6%	70.7%	2.0%
	'08	803	27.5%	72.5%	65.3%	6.0%	14.9%	7.2%	6.6%	36.1%	63.9%	9.8%	90.2%	1.0%	3.4%	23.0%	0.4%	69.3%	2.8%
	'06	963	30.0%	70.0%	67.3%	5.1%	14.1%	8.9%	4.6%	37.4%	62.6%	8.9%	91.1%	0.5%	2.5%	23.0%	0.4%	70.8%	2.7%
NRC	2010	2,503	72.6%	27.4%	73.5%	7.7%	11.0%	2.2%	5.6%	62.8%	37.2%	7.0%	93.0%	0.6%	8.4%	12.4%	0.3%	75.2%	3.0%
	'08	2,179	74.7%	25.3%	71.3%	8.4%	12.0%	2.5%	5.9%	62.4%	37.6%	6.5%	93.5%	0.8%	8.5%	11.9%	0.4%	75.0%	3.5%
	'06	1,692	70.7%	29.3%	71.6%	9.4%	11.8%	1.7%	5.6%	64.1%	35.9%	5.0%	95.0%	0.4%	6.4%	10.6%	0.6%	78.6%	3.3%
NSF	2010	591	98.9%	1.1%	55.3%	23.0%	8.8%	4.4%	8.5%	34.0%	66.0%	4.1%	95.9%	0.0%	5.1%	24.0%	0.0%	67.6%	3.3%
	'08	583	98.6%	1.4%	53.3%	22.3%	9.8%	5.0%	9.6%	33.3%	66.7%	3.3%	96.7%	0.2%	5.1%	23.9%	0.0%	67.9%	3.0%
	'06	596	98.2%	1.8%	49.7%	23.7%	10.6%	5.5%	10.6%	37.9%	62.1%	3.0%	97.0%	0.5%	4.0%	21.8%	0.2%	72.0%	1.5%
OMB	2010	267	99.6%	0.4%	68.5%	16.5%	6.9%	0.0%	8.1%	42.6%	57.4%	2.0%	98.0%	0.0%	8.8%	8.0%	0.0%	80.8%	2.4%
	'08	253	99.6%	0.4%	68.0%	13.8%	3.2%	0.8%	14.2%	45.5%	54.5%	3.2%	96.8%	0.4%	6.1%	10.2%	0.0%	80.0%	3.3%
	'06	250	99.6%	0.4%	62.8%	20.0%	5.2%	0.4%	11.6%	44.4%	55.6%	2.4%	97.6%	0.0%	7.2%	12.0%	0.0%	79.9%	0.8%
OPM	2010	2,644	37.7%	62.3%	78.8%	8.0%	8.7%	3.2%	1.3%	39.0%	61.0%	5.4%	94.6%	0.8%	2.4%	20.9%	0.5%	73.4%	2.0%
	'08	2,932	36.3%	63.7%	79.0%	8.4%	8.3%	3.1%	1.3%	41.6%	58.4%	5.5%	94.5%	0.7%	2.1%	20.3%	0.8%	73.9%	2.2%
	'06	3,012	40.4%	59.6%	77.7%	9.0%	8.4%	3.5%	1.4%	40.6%	59.4%	4.7%	95.3%	0.6%	2.0%	23.7%	0.4%	70.4%	2.9%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race					
			HQ	Field	NonSup	Team Leader	Sup	Mgr	Exec	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
All Responses	2010	263,475	41.8%	58.2%	57.7%	13.8%	17.5%	9.0%	1.9%	52.6%	47.4%	6.8%	93.2%	3.3%	4.6%	16.6%	0.6%	72.2%	2.7%
	'08	212,223	39.7%	60.3%	55.7%	13.8%	18.0%	10.1%	2.3%	52.0%	48.0%	6.8%	93.2%	4.0%	4.1%	16.1%	0.7%	72.0%	3.0%
	'06	221,479	39.8%	60.2%	54.4%	14.6%	18.3%	10.3%	2.4%	54.2%	45.8%	6.3%	93.7%	2.9%	4.1%	15.5%	0.7%	73.9%	2.9%
PBGC	2010	564	99.6%	0.4%	67.6%	12.8%	9.2%	5.1%	5.2%	41.8%	58.2%	3.5%	96.5%	0.4%	6.9%	39.1%	0.8%	50.4%	2.5%
	'08	515	99.4%	0.6%	67.6%	12.6%	9.3%	7.6%	2.9%	41.7%	58.3%	5.0%	95.0%	0.4%	7.9%	36.6%	0.8%	50.5%	3.7%
	'06	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
RRB	2010	634	73.6%	26.4%	68.1%	13.5%	10.5%	6.8%	1.1%	36.9%	63.1%	6.3%	93.7%	0.5%	1.5%	32.2%	0.3%	63.3%	2.2%
	'08	570	73.2%	26.8%	67.4%	12.6%	13.0%	5.4%	1.6%	33.5%	66.5%	5.6%	94.4%	0.4%	2.2%	33.3%	0.5%	61.2%	2.4%
	'06	680	70.9%	29.1%	70.9%	12.8%	11.0%	4.1%	1.2%	35.4%	64.6%	4.1%	95.9%	0.9%	1.3%	33.1%	0.3%	61.2%	3.2%
SBA	2010	1,501	29.6%	70.4%	66.5%	11.8%	11.6%	8.0%	2.2%	43.5%	56.5%	12.0%	88.0%	1.1%	4.9%	26.0%	1.4%	64.1%	2.6%
	'08	1,618	30.9%	69.1%	64.7%	12.0%	12.1%	8.9%	2.3%	43.3%	56.7%	11.7%	88.3%	1.0%	4.3%	26.4%	1.1%	64.7%	2.5%
	'06	1,447	30.1%	69.9%	61.8%	10.7%	14.7%	10.1%	2.8%	43.7%	56.3%	12.8%	87.2%	0.8%	3.5%	24.9%	1.1%	65.5%	4.1%
SEC	2010	2,151	57.1%	42.9%	69.9%	8.8%	13.8%	5.3%	2.3%	51.2%	48.8%	5.4%	94.6%	0.4%	7.0%	18.6%	0.3%	71.3%	2.5%
	'08	1,605	56.8%	43.2%	67.9%	11.0%	13.8%	4.7%	2.7%	48.7%	51.3%	6.4%	93.6%	0.4%	7.5%	19.4%	0.5%	69.3%	2.9%
	'06	1,905	54.9%	45.1%	65.8%	12.5%	14.1%	5.0%	2.5%	51.3%	48.7%	5.2%	94.8%	0.4%	6.4%	16.9%	0.3%	72.3%	3.7%
SSA	2010	8,940	47.2%	52.8%	61.0%	9.1%	15.7%	12.3%	1.9%	34.1%	65.9%	9.6%	90.4%	1.0%	4.2%	29.1%	0.4%	62.5%	2.8%
	'08	5,959	34.0%	66.0%	52.9%	7.9%	20.0%	17.0%	2.3%	31.8%	68.2%	10.9%	89.1%	1.0%	3.3%	29.8%	0.5%	61.8%	3.6%
	'06	1,317	23.3%	76.7%	36.8%	5.8%	22.7%	26.9%	7.8%	33.0%	67.0%	11.5%	88.5%	1.2%	2.6%	24.8%	0.3%	67.8%	3.3%
State	2010	1,871	45.0%	55.0%	28.5%	8.6%	23.4%	23.2%	16.3%	56.6%	43.4%	5.7%	94.3%	0.2%	4.5%	16.9%	0.1%	74.8%	3.5%
	'08	1,720	38.1%	61.9%	27.3%	9.1%	21.6%	23.4%	18.5%	58.9%	41.1%	5.9%	94.1%	0.9%	4.2%	16.4%	0.4%	75.0%	3.1%
	'06	1,310	41.4%	58.6%	17.4%	7.7%	18.2%	22.7%	34.0%	60.0%	40.0%	5.2%	94.8%	0.7%	4.0%	12.9%	0.5%	78.5%	3.4%
Treas	2010	16,712	39.8%	60.2%	60.3%	11.1%	18.4%	8.2%	2.0%	45.1%	54.9%	6.9%	93.1%	0.9%	3.9%	22.8%	0.5%	69.7%	2.3%
	'08	8,656	44.8%	55.2%	60.9%	12.9%	14.8%	7.9%	3.6%	51.6%	48.4%	6.3%	93.7%	0.9%	4.8%	23.7%	0.5%	67.6%	2.6%
	'06	7,042	44.1%	55.9%	55.0%	14.7%	17.0%	8.9%	4.3%	51.4%	48.6%	5.0%	95.0%	0.6%	3.6%	20.1%	0.5%	73.0%	2.2%
USDA	2010	13,911	29.0%	71.0%	53.5%	11.8%	22.3%	10.9%	1.5%	50.6%	49.4%	5.9%	94.1%	1.5%	2.8%	13.3%	0.4%	79.5%	2.6%
	'08	13,692	27.9%	72.1%	53.3%	12.4%	21.8%	11.0%	1.5%	50.6%	49.4%	5.4%	94.6%	1.6%	2.9%	13.1%	0.4%	79.3%	2.7%
	'06	13,601	31.5%	68.5%	54.3%	12.2%	21.3%	10.8%	1.4%	52.6%	47.4%	5.4%	94.6%	1.3%	2.5%	14.0%	0.4%	79.6%	2.3%
VA	2010	2,537	32.4%	67.6%	46.3%	9.6%	25.2%	14.2%	4.6%	50.4%	49.6%	5.6%	94.4%	1.0%	3.2%	20.8%	0.7%	71.1%	3.3%
	'08	3,283	30.4%	69.6%	45.4%	11.4%	23.5%	14.7%	4.9%	49.0%	51.0%	5.8%	94.2%	1.5%	3.2%	20.3%	0.7%	71.0%	3.3%
	'06	3,144	27.6%	72.4%	47.7%	9.7%	24.2%	13.4%	5.0%	48.3%	51.7%	6.8%	93.2%	1.6%	2.5%	19.6%	0.6%	72.9%	2.8%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race					
			HQ	Field	NonSup	Team Leader	Sup	Mgr	Exec	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
All Responses	2010	263,475	41.8%	58.2%	57.7%	13.8%	17.5%	9.0%	1.9%	52.6%	47.4%	6.8%	93.2%	3.3%	4.6%	16.6%	0.6%	72.2%	2.7%
	'08	212,223	39.7%	60.3%	55.7%	13.8%	18.0%	10.1%	2.3%	52.0%	48.0%	6.8%	93.2%	4.0%	4.1%	16.1%	0.7%	72.0%	3.0%
	'06	221,479	39.8%	60.2%	54.4%	14.6%	18.3%	10.3%	2.4%	54.2%	45.8%	6.3%	93.7%	2.9%	4.1%	15.5%	0.7%	73.9%	2.9%
DoD All	2010	52,051	42.9%	57.1%	42.6%	13.7%	27.3%	15.2%	1.1%	65.2%	34.8%	6.5%	93.5%	1.2%	4.5%	14.3%	1.4%	75.9%	2.7%
	'08	43,444	39.5%	60.5%	41.5%	13.8%	26.8%	16.4%	1.4%	63.1%	36.9%	6.2%	93.8%	1.2%	4.7%	13.4%	1.4%	76.1%	3.1%
	'06	50,740	39.1%	60.9%	41.3%	15.1%	25.9%	16.4%	1.3%	64.8%	35.2%	5.5%	94.5%	1.0%	4.6%	13.1%	1.3%	77.3%	2.8%
USACE	2010	4,594	33.1%	66.9%	48.9%	15.1%	24.5%	11.1%	0.4%	66.6%	33.4%	5.0%	95.0%	1.5%	5.2%	8.3%	0.9%	81.0%	3.1%
	'08	5,035	31.0%	69.0%	52.7%	15.7%	20.2%	11.1%	0.3%	64.8%	35.2%	4.4%	95.6%	1.5%	5.2%	9.0%	0.9%	80.5%	2.9%
	'06	5,154	29.5%	70.5%	50.2%	19.2%	18.6%	11.5%	0.5%	66.4%	33.6%	3.8%	96.2%	1.2%	5.1%	8.5%	0.8%	82.4%	2.1%
Air Force	2010	10,560	29.7%	70.3%	38.8%	13.3%	27.1%	19.6%	1.1%	71.0%	29.0%	7.6%	92.4%	1.2%	3.1%	10.9%	1.9%	80.2%	2.7%
	'08	8,971	26.8%	73.2%	36.8%	12.8%	28.2%	21.0%	1.2%	68.5%	31.5%	7.0%	93.0%	1.2%	3.7%	9.5%	2.0%	80.4%	3.2%
	'06	10,078	27.1%	72.9%	36.6%	13.9%	28.0%	20.2%	1.3%	71.4%	28.6%	6.9%	93.1%	1.2%	3.4%	9.5%	1.6%	81.2%	3.1%
Army ‡	2010	14,819	58.0%	42.0%	43.5%	13.5%	28.0%	14.2%	0.8%	66.2%	33.8%	7.7%	92.3%	1.4%	2.9%	16.9%	1.0%	75.0%	2.8%
	'08	11,658	56.5%	43.5%	40.8%	14.1%	28.5%	15.3%	1.2%	63.6%	36.4%	7.9%	92.1%	1.3%	3.1%	16.6%	1.0%	74.6%	3.4%
	'06	13,746	56.0%	44.0%	42.2%	15.7%	25.9%	15.1%	1.1%	63.5%	36.5%	6.8%	93.2%	1.0%	3.1%	15.9%	0.8%	76.4%	2.7%
Navy ‡	2010	12,378	45.4%	54.6%	41.0%	15.1%	28.2%	14.4%	1.3%	65.2%	34.8%	5.3%	94.7%	1.1%	7.6%	12.8%	1.8%	74.0%	2.7%
	'08	9,578	40.1%	59.9%	39.3%	15.1%	27.5%	16.5%	1.5%	63.5%	36.5%	4.9%	95.1%	1.1%	7.8%	11.9%	2.0%	74.1%	3.1%
	'06	12,620	38.8%	61.2%	38.0%	16.0%	27.4%	17.4%	1.3%	66.0%	34.0%	4.2%	95.8%	0.7%	7.2%	11.6%	2.1%	75.6%	2.8%
Marine Corps	2010	919	49.9%	50.1%	32.5%	14.0%	32.0%	19.8%	1.6%	68.2%	31.8%	7.8%	92.2%	1.3%	2.7%	16.1%	1.8%	75.7%	2.4%
	'08	797	43.5%	56.5%	33.4%	11.7%	32.6%	20.5%	1.9%	65.7%	34.3%	5.1%	94.9%	0.8%	2.8%	15.7%	1.3%	76.3%	3.1%
	'06	912	40.5%	59.5%	35.9%	14.2%	29.6%	19.2%	1.1%	66.8%	33.2%	6.1%	93.9%	1.3%	3.9%	14.9%	1.5%	75.4%	3.1%
Other DoD	2010	8,781	34.4%	65.6%	45.8%	12.0%	25.8%	14.5%	1.9%	55.4%	44.6%	5.8%	94.2%	1.1%	4.2%	19.0%	1.1%	72.2%	2.5%
	'08	7,405	32.9%	67.1%	44.6%	11.6%	25.6%	15.9%	2.4%	54.0%	46.0%	5.6%	94.4%	1.1%	4.0%	17.7%	1.1%	73.2%	2.9%
	'06	8,230	31.7%	68.3%	45.7%	11.6%	25.1%	15.2%	2.5%	56.0%	44.0%	4.9%	95.1%	0.8%	4.5%	17.5%	0.8%	73.6%	2.8%

NOTE: All counts and percents in this table are based on unweighted data.

‡ In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2010	263,475	71.5%	6.2%	16.9%	2.1%	3.3%	3.6%	11.2%	12.0%	73.1%	1.3%	3.6%	14.4%	29.9%	37.9%	13.0%
	'08	212,223	68.6%	6.5%	17.9%	3.1%	3.9%	4.0%	11.7%	12.6%	71.7%	1.1%	3.1%	14.1%	30.7%	39.3%	11.8%
	'06	221,479	69.2%	6.6%	16.4%	3.6%	4.2%	4.2%	11.6%	12.9%	71.3%	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%
AID	2010	749	66.1%	9.3%	16.7%	3.9%	4.0%	5.9%	14.4%	13.4%	66.3%	0.3%	3.3%	15.5%	27.4%	37.4%	16.1%
	'08	831	67.1%	8.4%	13.5%	5.9%	5.1%	6.0%	14.9%	16.0%	63.1%	0.0%	1.9%	13.0%	31.8%	40.7%	12.6%
	'06	726	66.3%	7.9%	16.0%	6.2%	3.7%	4.8%	17.5%	14.5%	63.2%	0.4%	2.2%	14.2%	30.0%	41.7%	11.4%
BBG	2010	986	74.7%	4.8%	13.8%	2.5%	4.3%	2.3%	11.9%	13.1%	72.8%	0.5%	1.9%	10.6%	29.3%	36.9%	20.7%
	'08	556	65.1%	6.3%	18.0%	4.3%	6.3%	3.6%	11.9%	13.8%	70.7%	0.5%	0.9%	9.4%	29.5%	41.0%	18.7%
	'06	570	64.9%	8.8%	16.8%	3.9%	5.6%	4.4%	13.9%	12.5%	69.3%	0.4%	0.9%	10.7%	30.4%	41.4%	16.3%
CSOSA	2010	720	59.6%	2.3%	32.7%	0.9%	4.5%	1.5%	5.0%	6.1%	87.4%	3.2%	7.6%	38.8%	27.6%	18.8%	4.1%
	'08	604	57.3%	3.1%	32.8%	1.0%	5.8%	2.0%	4.8%	6.0%	87.3%	2.6%	6.3%	39.9%	30.3%	18.2%	2.6%
	'06	518	52.7%	4.2%	34.4%	1.4%	7.3%	3.7%	6.6%	7.1%	82.6%	2.7%	10.8%	39.8%	26.6%	18.5%	1.5%
DHS	2010	10,189	67.4%	4.4%	22.8%	2.1%	3.3%	2.4%	8.2%	10.0%	79.4%	1.8%	4.7%	19.8%	33.0%	31.1%	9.6%
	'08	9,550	64.0%	4.3%	24.4%	2.8%	4.6%	2.6%	8.8%	9.6%	79.0%	1.5%	4.6%	21.8%	33.5%	30.5%	8.1%
	'06	10,373	64.2%	5.5%	22.0%	3.6%	4.8%	3.6%	10.6%	11.0%	74.8%	0.6%	2.6%	20.4%	35.5%	34.1%	6.7%
DOC	2010	14,956	74.7%	4.8%	14.7%	2.4%	3.4%	2.7%	8.2%	8.2%	80.8%	3.1%	7.4%	19.6%	29.8%	29.6%	10.5%
	'08	3,556	71.2%	4.6%	15.9%	4.3%	4.0%	2.5%	10.3%	10.0%	77.1%	2.4%	4.5%	17.2%	33.3%	31.3%	11.3%
	'06	5,204	71.5%	6.4%	13.9%	4.1%	4.2%	4.2%	9.8%	10.5%	75.4%	2.4%	3.9%	18.8%	31.4%	34.4%	9.1%
DOE	2010	6,648	69.5%	6.5%	16.6%	3.5%	3.9%	3.9%	13.1%	12.7%	70.2%	1.4%	3.5%	12.7%	28.0%	39.9%	14.5%
	'08	6,093	68.4%	6.7%	15.7%	4.6%	4.5%	4.4%	13.3%	13.0%	69.3%	1.0%	3.4%	12.5%	29.2%	41.3%	12.7%
	'06	7,742	69.8%	7.5%	14.2%	4.6%	3.9%	4.7%	13.3%	13.9%	68.1%	1.1%	2.5%	11.9%	31.4%	43.0%	10.2%
DOI	2010	28,322	70.9%	6.5%	17.3%	2.1%	3.3%	3.9%	11.8%	13.2%	71.1%	0.9%	2.8%	14.9%	27.3%	41.3%	12.8%
	'08	27,030	67.8%	6.8%	18.2%	3.2%	4.0%	4.3%	11.9%	13.1%	70.6%	0.8%	2.5%	14.0%	29.0%	42.8%	10.9%
	'06	25,507	69.0%	6.6%	16.3%	3.7%	4.4%	4.3%	11.6%	13.6%	70.5%	0.7%	2.6%	14.4%	30.7%	43.6%	8.1%
DOJ	2010	18,357	76.7%	4.4%	13.9%	2.1%	2.8%	2.6%	9.2%	10.6%	77.6%	1.4%	3.6%	21.3%	36.2%	29.3%	8.2%
	'08	14,021	74.2%	4.3%	15.0%	3.2%	3.4%	2.6%	9.4%	11.1%	76.9%	1.2%	3.8%	21.9%	36.3%	29.8%	6.9%
	'06	10,967	72.2%	4.7%	15.5%	4.0%	3.6%	2.8%	9.1%	10.9%	77.2%	1.1%	3.6%	23.9%	37.5%	28.5%	5.3%
DOL	2010	4,273	67.0%	7.4%	20.0%	2.6%	3.0%	4.6%	11.7%	12.6%	71.2%	1.3%	4.0%	15.2%	26.8%	36.4%	16.3%
	'08	4,110	66.1%	8.4%	17.6%	3.6%	4.3%	4.9%	13.8%	13.2%	68.1%	1.0%	3.6%	13.8%	28.3%	39.3%	14.0%
	'06	4,538	70.6%	7.7%	14.0%	3.6%	4.1%	4.3%	13.8%	13.8%	68.0%	0.9%	3.5%	13.8%	27.6%	42.8%	11.4%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2010	263,475	71.5%	6.2%	16.9%	2.1%	3.3%	3.6%	11.2%	12.0%	73.1%	1.3%	3.6%	14.4%	29.9%	37.9%	13.0%
	'08	212,223	68.6%	6.5%	17.9%	3.1%	3.9%	4.0%	11.7%	12.6%	71.7%	1.1%	3.1%	14.1%	30.7%	39.3%	11.8%
	'06	221,479	69.2%	6.6%	16.4%	3.6%	4.2%	4.2%	11.6%	12.9%	71.3%	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%
DOT	2010	9,617	72.8%	6.1%	16.3%	1.8%	3.0%	3.3%	12.1%	12.5%	72.2%	0.7%	3.0%	12.4%	31.4%	37.3%	15.2%
	'08	6,354	70.2%	6.5%	16.9%	2.6%	3.7%	4.2%	11.6%	13.5%	70.8%	0.6%	3.2%	12.2%	31.2%	38.9%	14.0%
	'06	5,453	67.4%	7.1%	17.4%	4.3%	3.9%	4.8%	12.5%	12.9%	69.8%	1.1%	3.1%	14.4%	30.5%	40.0%	11.0%
Educ	2010	2,350	64.3%	5.4%	23.8%	3.0%	3.5%	3.1%	10.6%	12.3%	74.0%	1.1%	4.1%	17.7%	28.5%	32.3%	16.3%
	'08	2,393	64.7%	5.3%	21.8%	3.6%	4.6%	3.3%	11.9%	11.4%	73.4%	1.4%	3.9%	17.7%	27.5%	34.5%	15.0%
	'06	2,909	63.0%	6.5%	21.5%	4.4%	4.6%	4.2%	11.1%	13.0%	71.7%	1.5%	3.4%	17.5%	28.5%	38.3%	10.9%
EEOC	2010	1,088	66.0%	6.0%	21.3%	2.2%	4.5%	2.7%	12.3%	12.5%	72.6%	0.2%	2.8%	13.6%	27.8%	39.4%	16.3%
	'08	1,210	68.7%	6.0%	19.0%	2.3%	4.0%	3.4%	11.5%	14.5%	70.7%	0.7%	2.0%	14.0%	29.3%	40.7%	13.3%
	'06	1,173	68.6%	8.3%	16.0%	3.1%	4.0%	5.4%	11.6%	14.3%	68.7%	0.2%	1.3%	13.4%	29.0%	42.7%	13.5%
EPA	2010	8,445	74.9%	6.0%	14.1%	2.0%	3.0%	3.5%	9.9%	10.9%	75.8%	1.0%	4.0%	15.0%	29.4%	36.9%	13.7%
	'08	6,986	74.3%	5.2%	14.2%	2.6%	3.6%	3.3%	10.2%	10.4%	76.0%	1.1%	4.0%	14.0%	31.7%	37.0%	12.2%
	'06	9,115	75.4%	4.9%	12.9%	2.9%	4.0%	2.9%	9.4%	10.8%	76.9%	1.7%	3.7%	15.0%	33.8%	36.4%	9.6%
FCC	2010	824	78.5%	6.9%	11.1%	1.3%	2.3%	3.8%	11.9%	14.1%	70.2%	1.5%	2.0%	12.7%	27.1%	40.9%	15.7%
	'08	733	70.8%	6.4%	13.1%	5.2%	4.5%	3.1%	13.2%	12.1%	71.5%	1.6%	1.9%	13.2%	30.2%	40.4%	12.7%
	'06	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
FERC	2010	687	71.2%	5.3%	15.1%	4.5%	3.9%	4.3%	8.8%	10.1%	76.9%	4.1%	13.6%	17.7%	21.8%	27.8%	15.1%
	'08	671	71.1%	4.3%	13.6%	5.5%	5.5%	2.7%	10.3%	11.0%	76.0%	3.9%	9.5%	18.3%	21.8%	32.2%	14.3%
	'06	753	72.6%	5.8%	10.5%	5.4%	5.6%	3.9%	12.0%	11.4%	72.8%	6.0%	6.9%	14.9%	24.3%	37.1%	10.9%
FTC	2010	478	71.5%	4.3%	16.2%	5.0%	3.0%	2.0%	8.5%	8.1%	81.4%	0.4%	1.8%	26.2%	29.9%	28.4%	13.4%
	'08	560	67.7%	3.8%	14.3%	8.4%	5.9%	2.9%	8.2%	8.4%	80.5%	1.1%	4.1%	26.1%	28.8%	30.9%	9.1%
	'06	459	69.3%	4.8%	10.5%	10.7%	4.8%	2.2%	9.2%	8.1%	80.6%	2.0%	4.4%	27.2%	28.3%	32.2%	5.9%
GSA	2010	2,727	72.2%	7.0%	16.8%	1.3%	2.7%	3.6%	14.1%	11.9%	70.4%	2.0%	4.0%	12.6%	28.7%	37.4%	15.3%
	'08	3,396	67.7%	7.6%	18.9%	2.3%	3.5%	4.9%	13.2%	12.2%	69.6%	1.9%	4.2%	12.4%	30.4%	38.6%	12.5%
	'06	3,916	68.2%	7.4%	17.8%	2.8%	3.8%	4.8%	13.5%	12.4%	69.3%	2.8%	3.9%	13.2%	30.2%	40.9%	9.0%
HHS	2010	25,601	70.8%	4.7%	18.6%	2.3%	3.6%	2.7%	9.3%	10.3%	77.8%	1.2%	3.2%	17.3%	29.1%	35.1%	14.1%
	'08	22,730	67.7%	5.1%	19.2%	3.5%	4.5%	3.2%	9.1%	10.5%	77.2%	0.8%	3.1%	17.5%	30.0%	35.9%	12.6%
	'06	25,756	69.0%	5.2%	16.6%	4.3%	4.8%	3.2%	9.4%	10.6%	76.7%	0.9%	3.7%	18.6%	30.7%	35.8%	10.2%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2010	263,475	71.5%	6.2%	16.9%	2.1%	3.3%	3.6%	11.2%	12.0%	73.1%	1.3%	3.6%	14.4%	29.9%	37.9%	13.0%
	'08	212,223	68.6%	6.5%	17.9%	3.1%	3.9%	4.0%	11.7%	12.6%	71.7%	1.1%	3.1%	14.1%	30.7%	39.3%	11.8%
	'06	221,479	69.2%	6.6%	16.4%	3.6%	4.2%	4.2%	11.6%	12.9%	71.3%	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%
HUD	2010	3,591	69.8%	7.6%	17.5%	1.6%	3.4%	3.8%	14.2%	14.2%	67.8%	0.5%	1.9%	9.2%	24.8%	41.3%	22.2%
	'08	3,467	68.2%	8.5%	16.8%	3.0%	3.5%	4.6%	15.3%	15.4%	64.7%	0.6%	1.6%	8.8%	26.0%	42.7%	20.3%
	'06	4,075	69.9%	9.0%	14.6%	3.0%	3.5%	5.2%	15.0%	15.6%	64.1%	0.3%	1.6%	9.4%	26.7%	46.3%	15.8%
NARA	2010	1,986	71.9%	5.3%	17.3%	2.2%	3.4%	2.8%	9.0%	9.8%	78.4%	1.2%	5.3%	16.4%	28.5%	35.2%	13.4%
	'08	1,370	69.6%	5.1%	18.2%	3.0%	4.2%	2.3%	10.9%	10.1%	76.6%	1.2%	3.4%	15.3%	29.7%	36.6%	13.7%
	'06	1,442	67.1%	5.6%	20.0%	3.2%	4.1%	3.3%	8.9%	10.5%	77.3%	1.7%	4.4%	16.6%	30.7%	37.4%	9.2%
NASA	2010	8,593	77.4%	5.5%	10.6%	2.5%	4.1%	2.9%	9.9%	11.5%	75.6%	1.0%	3.2%	10.5%	36.1%	37.1%	12.1%
	'08	4,375	74.9%	5.9%	11.9%	2.9%	4.5%	3.8%	10.8%	12.1%	73.3%	0.8%	2.0%	9.9%	38.4%	37.9%	11.1%
	'06	4,734	76.5%	5.2%	10.1%	4.3%	3.9%	3.5%	8.3%	11.2%	77.0%	1.5%	2.3%	12.3%	40.7%	34.1%	9.1%
NCUA	2010	576	80.0%	2.9%	11.0%	2.7%	3.4%	2.0%	7.9%	11.0%	79.2%	4.8%	6.6%	16.1%	34.9%	29.5%	8.1%
	'08	588	76.9%	4.9%	11.9%	3.4%	2.9%	2.9%	9.4%	9.4%	78.4%	2.4%	3.4%	16.5%	37.6%	31.6%	8.5%
	'06	623	80.1%	2.6%	9.8%	4.7%	2.9%	1.9%	7.9%	9.0%	81.2%	2.1%	2.2%	20.2%	37.1%	32.3%	6.1%
NLRB	2010	918	75.1%	7.5%	11.9%	2.5%	2.9%	4.6%	12.6%	13.5%	69.4%	1.2%	2.5%	16.1%	24.7%	36.8%	18.8%
	'08	803	70.7%	8.7%	12.3%	4.4%	3.9%	5.9%	13.0%	15.1%	66.1%	0.7%	3.4%	16.3%	24.3%	39.5%	15.8%
	'06	963	73.7%	5.6%	12.1%	4.2%	4.4%	2.9%	12.3%	12.7%	72.2%	1.5%	5.0%	18.0%	25.5%	39.9%	10.2%
NRC	2010	2,503	80.0%	5.3%	9.2%	2.4%	3.1%	3.0%	8.7%	10.2%	78.1%	2.7%	6.9%	15.2%	26.3%	35.1%	13.9%
	'08	2,179	79.6%	4.8%	9.3%	3.9%	2.4%	3.3%	10.3%	10.3%	76.0%	3.0%	6.8%	13.4%	27.4%	35.9%	13.5%
	'06	1,692	77.4%	5.7%	10.4%	3.1%	3.5%	4.5%	9.7%	12.8%	73.0%	2.5%	5.1%	12.2%	31.0%	37.5%	11.7%
NSF	2010	591	64.4%	8.1%	20.0%	2.9%	4.7%	4.3%	11.7%	12.4%	71.6%	1.4%	3.4%	11.8%	28.2%	34.8%	20.5%
	'08	583	71.4%	5.5%	15.8%	3.6%	3.8%	2.7%	13.6%	12.7%	71.0%	0.5%	2.7%	14.8%	26.8%	37.0%	18.2%
	'06	596	71.5%	6.9%	14.4%	2.2%	5.0%	4.0%	12.9%	13.1%	70.0%	0.8%	1.3%	15.9%	26.2%	38.9%	16.8%
OMB	2010	267	55.8%	2.3%	23.1%	11.2%	7.7%	2.4%	3.9%	3.5%	90.2%	2.3%	15.2%	41.8%	21.1%	13.3%	6.3%
	'08	253	61.3%	3.6%	21.7%	8.7%	4.7%	3.6%	5.1%	4.7%	86.6%	2.8%	14.2%	37.9%	22.9%	16.2%	5.9%
	'06	250	56.0%	4.4%	19.2%	12.0%	8.4%	3.6%	8.0%	4.8%	83.6%	2.4%	11.2%	40.4%	20.4%	18.4%	7.2%
OPM	2010	2,644	71.0%	5.3%	20.4%	0.9%	2.4%	3.2%	11.8%	10.2%	74.8%	1.8%	6.1%	17.5%	28.1%	34.8%	11.7%
	'08	2,932	69.8%	5.2%	20.7%	1.4%	2.9%	3.1%	11.1%	11.1%	74.7%	2.3%	6.7%	16.7%	30.1%	35.5%	8.7%
	'06	3,012	67.6%	6.0%	20.3%	2.0%	4.1%	3.8%	11.5%	13.3%	71.4%	1.6%	4.4%	15.2%	32.9%	38.4%	7.5%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2010	263,475	71.5%	6.2%	16.9%	2.1%	3.3%	3.6%	11.2%	12.0%	73.1%	1.3%	3.6%	14.4%	29.9%	37.9%	13.0%
	'08	212,223	68.6%	6.5%	17.9%	3.1%	3.9%	4.0%	11.7%	12.6%	71.7%	1.1%	3.1%	14.1%	30.7%	39.3%	11.8%
	'06	221,479	69.2%	6.6%	16.4%	3.6%	4.2%	4.2%	11.6%	12.9%	71.3%	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%
PBGC	2010	564	68.4%	4.0%	21.7%	2.0%	3.9%	2.8%	8.0%	9.1%	80.1%	2.1%	3.4%	19.1%	31.9%	33.6%	9.9%
	'08	515	61.6%	4.9%	26.0%	2.9%	4.7%	3.3%	9.5%	7.8%	79.4%	2.3%	2.3%	23.1%	32.0%	30.3%	9.9%
	'06	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
RRB	2010	634	81.5%	9.0%	6.8%	0.8%	1.9%	3.9%	19.2%	15.8%	61.1%	0.0%	1.5%	7.3%	29.2%	46.2%	15.9%
	'08	570	82.1%	8.1%	7.0%	1.2%	1.6%	3.3%	19.6%	17.0%	60.0%	0.2%	0.7%	6.3%	30.4%	50.5%	11.9%
	'06	680	79.9%	8.1%	9.0%	1.3%	1.8%	3.1%	15.1%	19.3%	62.5%	0.3%	0.6%	8.5%	35.4%	48.4%	6.8%
SBA	2010	1,501	70.0%	7.1%	18.1%	1.6%	3.2%	4.6%	15.5%	15.3%	64.6%	0.5%	1.5%	8.0%	26.5%	41.2%	22.2%
	'08	1,618	69.8%	6.5%	18.3%	1.9%	3.5%	3.8%	14.7%	13.5%	68.0%	0.5%	1.2%	8.8%	27.5%	43.8%	18.2%
	'06	1,447	67.9%	5.0%	19.3%	4.0%	3.8%	3.3%	13.7%	17.3%	65.7%	0.3%	1.2%	9.8%	28.1%	46.3%	14.4%
SEC	2010	2,151	77.3%	2.7%	9.2%	6.5%	4.3%	1.7%	5.0%	7.7%	85.5%	0.3%	3.2%	28.8%	33.5%	26.3%	7.8%
	'08	1,605	72.5%	3.2%	9.5%	8.8%	5.9%	1.5%	5.9%	6.6%	86.0%	0.4%	4.5%	31.1%	32.1%	24.2%	7.6%
	'06	1,905	71.7%	2.8%	7.8%	12.1%	5.6%	1.8%	5.8%	5.7%	86.7%	1.7%	6.5%	33.2%	30.8%	21.9%	5.8%
SSA	2010	8,940	78.2%	8.1%	10.7%	1.2%	1.8%	4.6%	12.9%	13.3%	69.3%	1.2%	5.1%	16.5%	24.4%	37.4%	15.3%
	'08	5,959	76.7%	9.5%	9.9%	1.5%	2.3%	5.3%	15.4%	14.4%	64.9%	0.7%	4.0%	14.1%	24.5%	43.6%	13.0%
	'06	1,317	78.6%	10.5%	6.4%	2.7%	1.8%	6.2%	17.4%	15.9%	60.5%	1.7%	3.0%	13.4%	24.0%	48.3%	9.7%
State	2010	1,871	75.3%	7.3%	12.2%	2.4%	2.8%	4.6%	13.1%	15.0%	67.3%	0.5%	3.4%	15.1%	29.5%	38.4%	13.0%
	'08	1,720	72.8%	7.3%	11.2%	5.3%	3.4%	4.0%	14.2%	16.4%	65.5%	0.8%	4.0%	16.9%	28.8%	37.9%	11.5%
	'06	1,310	73.4%	10.8%	7.9%	5.0%	3.1%	7.5%	15.7%	17.8%	59.0%	0.5%	1.8%	11.9%	27.6%	47.5%	10.7%
Treas	2010	16,712	76.2%	7.2%	12.4%	1.6%	2.5%	4.2%	13.2%	12.7%	69.9%	1.2%	3.2%	11.6%	31.9%	40.7%	11.3%
	'08	8,656	73.0%	6.1%	14.1%	3.0%	3.7%	4.0%	11.5%	13.1%	71.4%	2.1%	3.3%	12.6%	32.9%	38.6%	10.4%
	'06	7,042	74.9%	6.7%	12.1%	2.8%	3.4%	4.1%	12.2%	13.2%	70.5%	1.4%	2.7%	14.0%	34.0%	40.8%	7.1%
USDA	2010	13,911	72.2%	7.1%	15.1%	2.4%	3.1%	4.3%	12.4%	12.7%	70.6%	1.3%	3.4%	12.7%	27.9%	42.5%	12.3%
	'08	13,692	71.9%	7.0%	14.7%	3.0%	3.4%	4.3%	12.1%	13.6%	70.0%	1.1%	3.4%	12.7%	29.2%	42.2%	11.4%
	'06	13,601	73.2%	6.6%	13.8%	3.1%	3.4%	3.9%	11.8%	13.4%	70.9%	1.4%	2.9%	13.3%	31.5%	41.9%	9.1%
VA	2010	2,537	70.3%	7.5%	17.8%	1.6%	2.9%	4.7%	11.2%	12.7%	71.4%	0.8%	2.6%	12.0%	28.3%	41.8%	14.5%
	'08	3,283	71.0%	7.2%	16.1%	2.0%	3.7%	4.4%	11.8%	12.8%	71.0%	0.7%	3.1%	12.8%	29.5%	41.9%	12.0%
	'06	3,144	71.2%	7.5%	13.9%	3.6%	3.8%	5.1%	12.6%	14.3%	68.0%	0.7%	2.4%	11.8%	26.8%	47.5%	10.7%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2010	263,475	71.5%	6.2%	16.9%	2.1%	3.3%	3.6%	11.2%	12.0%	73.1%	1.3%	3.6%	14.4%	29.9%	37.9%	13.0%
	'08	212,223	68.6%	6.5%	17.9%	3.1%	3.9%	4.0%	11.7%	12.6%	71.7%	1.1%	3.1%	14.1%	30.7%	39.3%	11.8%
	'06	221,479	69.2%	6.6%	16.4%	3.6%	4.2%	4.2%	11.6%	12.9%	71.3%	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%
DoD All	2010	52,051	66.1%	7.4%	21.2%	1.7%	3.6%	4.3%	12.8%	13.8%	69.1%	1.2%	2.5%	8.9%	30.1%	43.4%	13.9%
	'08	43,444	63.1%	8.0%	22.3%	2.6%	4.1%	5.0%	13.4%	14.7%	67.0%	1.0%	2.1%	8.4%	31.1%	44.7%	12.7%
	'06	50,740	64.9%	8.2%	19.9%	2.9%	4.2%	5.3%	13.3%	14.8%	66.6%	1.0%	2.1%	8.9%	33.5%	44.5%	9.9%
USACE	2010	4,594	72.3%	9.5%	14.3%	1.5%	2.3%	5.1%	15.3%	14.7%	64.9%	1.1%	2.8%	10.5%	25.9%	44.9%	14.8%
	'08	5,035	66.7%	8.3%	18.6%	2.7%	3.6%	5.3%	14.2%	15.7%	64.8%	0.6%	2.7%	10.3%	27.9%	45.9%	12.6%
	'06	5,154	67.8%	7.6%	17.6%	3.2%	3.8%	5.1%	13.6%	15.0%	66.2%	0.7%	3.5%	10.9%	31.6%	44.7%	8.6%
Air Force	2010	10,560	66.4%	6.5%	21.4%	1.8%	3.8%	3.8%	11.7%	13.2%	71.3%	0.7%	2.2%	8.5%	34.0%	41.5%	13.1%
	'08	8,971	64.1%	7.7%	21.0%	2.9%	4.3%	5.0%	12.3%	14.1%	68.6%	0.6%	1.5%	8.5%	34.3%	42.6%	12.5%
	'06	10,078	64.8%	8.3%	19.2%	3.1%	4.7%	5.5%	13.3%	13.9%	67.3%	0.7%	1.5%	9.4%	34.5%	42.8%	11.1%
Army ‡	2010	14,819	61.0%	7.8%	25.4%	1.5%	4.3%	4.8%	13.1%	13.9%	68.2%	1.2%	2.5%	8.5%	28.8%	44.2%	14.7%
	'08	11,658	58.9%	8.1%	26.3%	2.3%	4.3%	5.4%	12.7%	13.9%	68.0%	1.1%	2.2%	8.2%	30.9%	44.7%	12.9%
	'06	13,746	62.2%	7.8%	22.8%	2.7%	4.5%	5.2%	12.3%	14.4%	68.1%	1.2%	2.2%	9.3%	34.1%	43.8%	9.4%
Navy ‡	2010	12,378	69.5%	7.0%	18.1%	2.0%	3.4%	3.8%	12.5%	13.7%	70.1%	1.4%	2.4%	9.4%	31.2%	42.9%	12.7%
	'08	9,578	65.5%	8.1%	20.0%	2.5%	3.9%	4.6%	14.3%	15.0%	66.1%	1.3%	2.3%	7.9%	32.0%	44.4%	12.0%
	'06	12,620	66.6%	8.8%	17.7%	3.0%	3.8%	5.5%	13.8%	15.2%	65.5%	1.3%	2.0%	8.3%	33.7%	45.0%	9.7%
Marine Corps	2010	919	66.7%	6.7%	21.5%	1.6%	3.5%	3.8%	9.3%	14.9%	72.0%	0.6%	2.4%	8.0%	31.8%	43.6%	13.5%
	'08	797	63.2%	8.9%	21.3%	3.0%	3.5%	4.3%	13.8%	14.6%	67.4%	0.8%	1.6%	6.4%	27.5%	49.9%	13.8%
	'06	912	66.2%	7.2%	20.4%	2.3%	4.0%	4.8%	12.9%	15.0%	67.3%	0.1%	0.9%	6.6%	36.5%	45.4%	10.5%
Other DoD	2010	8,781	65.8%	7.2%	22.1%	1.6%	3.2%	4.1%	13.2%	13.9%	68.8%	1.5%	2.8%	8.7%	28.0%	44.5%	14.4%
	'08	7,405	63.1%	7.5%	23.0%	2.5%	3.9%	4.5%	14.1%	15.4%	65.9%	1.4%	2.1%	8.3%	29.0%	46.0%	13.2%
	'06	8,230	64.7%	8.1%	20.7%	2.5%	4.0%	5.1%	14.3%	15.7%	64.8%	1.2%	1.9%	7.4%	32.0%	47.0%	10.5%

NOTE: All counts and percents in this table are based on unweighted data.

‡ In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
All Responses	2010	263,475	3.7%	4.6%	39.9%	43.0%	1.5%	0.4%	6.8%	1.3%	10.7%	7.2%	16.3%	9.0%	13.6%	42.0%	2.2%	15.5%	9.4%	19.4%	23.5%	30.0%
	'08	212,223	4.1%	4.9%	41.3%	39.8%	1.9%	0.4%	7.5%	1.1%	8.6%	7.0%	15.6%	8.4%	17.1%	42.2%	2.3%	13.5%	9.6%	19.5%	26.1%	29.0%
	'06	221,479	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%	1.2%	8.1%	7.5%	12.2%	0.0%	0.0%	42.2%	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%
AID	2010	749	0.1%	0.6%	16.6%	55.6%	7.2%	1.0%	18.9%	1.3%	5.3%	6.8%	20.4%	9.8%	12.9%	43.5%	1.7%	14.4%	10.3%	24.6%	20.9%	28.1%
	'08	831	0.2%	0.2%	14.8%	56.0%	8.3%	0.2%	20.2%	0.6%	3.2%	6.1%	18.5%	7.5%	19.0%	45.0%	1.3%	8.2%	12.9%	21.4%	26.4%	29.8%
	'06	726	0.4%	0.6%	21.9%	59.1%	5.1%	0.0%	12.9%	0.8%	5.9%	7.2%	12.9%	0.0%	0.0%	43.1%	1.7%	14.5%	12.3%	14.7%	31.7%	25.2%
BBG	2010	986	3.5%	1.0%	46.8%	46.2%	1.0%	0.1%	1.4%	1.1%	10.3%	8.0%	14.6%	8.4%	14.9%	42.5%	1.2%	12.1%	9.2%	17.8%	23.9%	35.8%
	'08	556	7.4%	1.1%	36.7%	50.5%	2.0%	0.0%	2.3%	0.5%	9.5%	4.0%	13.1%	4.1%	21.0%	47.7%	1.3%	13.7%	5.4%	15.6%	25.9%	38.1%
	'06	570	6.5%	1.4%	39.5%	48.2%	2.3%	0.0%	2.1%	1.4%	5.1%	7.5%	10.5%	0.0%	0.0%	47.2%	3.3%	7.7%	9.8%	11.1%	32.6%	35.4%
CSOSA	2010	720	0.0%	3.5%	66.3%	26.6%	0.7%	0.0%	2.9%	4.1%	17.1%	10.6%	28.9%	12.8%	12.1%	14.4%	5.3%	22.9%	13.5%	38.6%	17.3%	2.3%
	'08	604	0.0%	2.6%	65.4%	29.0%	1.2%	0.0%	1.8%	3.3%	18.7%	9.1%	30.6%	12.6%	10.4%	15.2%	4.8%	24.3%	13.2%	43.5%	11.1%	3.0%
	'06	518	0.0%	2.9%	68.1%	28.0%	0.0%	1.0%	0.0%	4.2%	10.6%	16.8%	32.6%	0.0%	0.0%	14.9%	5.6%	18.0%	24.9%	41.1%	8.1%	2.3%
DHS	2010	10,189	3.0%	2.4%	35.7%	42.9%	2.2%	0.3%	13.6%	1.8%	15.3%	8.7%	29.5%	10.5%	10.9%	23.3%	2.9%	23.4%	12.8%	33.9%	15.9%	11.0%
	'08	9,550	3.5%	3.3%	40.4%	36.4%	2.3%	0.2%	13.9%	1.8%	12.5%	12.7%	26.2%	10.3%	12.7%	23.7%	3.1%	19.0%	20.3%	28.0%	17.5%	12.1%
	'06	10,373	4.1%	2.8%	41.5%	47.5%	1.9%	0.2%	2.0%	1.4%	11.2%	13.0%	15.3%	0.0%	0.0%	29.4%	2.7%	24.3%	17.5%	16.1%	24.2%	15.1%
DOC	2010	14,956	1.6%	3.8%	39.3%	47.5%	1.2%	0.5%	6.2%	1.2%	15.5%	8.8%	15.4%	11.1%	14.9%	32.9%	1.7%	19.6%	10.3%	17.4%	26.4%	24.6%
	'08	3,556	1.8%	3.5%	27.8%	53.8%	3.8%	0.6%	8.7%	1.3%	10.0%	5.8%	16.1%	10.0%	19.2%	37.7%	2.3%	14.6%	7.1%	19.3%	29.0%	27.7%
	'06	5,204	1.5%	3.9%	30.3%	53.3%	3.2%	0.7%	7.1%	2.1%	7.4%	6.1%	15.5%	0.0%	0.0%	38.3%	3.1%	10.4%	7.8%	18.8%	29.8%	30.1%
DOE	2010	6,648	4.5%	1.0%	26.6%	56.9%	2.4%	0.6%	8.1%	1.5%	13.1%	6.3%	15.9%	5.8%	15.8%	41.5%	2.2%	20.2%	8.8%	17.4%	26.6%	24.8%
	'08	6,093	4.6%	1.2%	26.8%	55.3%	2.7%	0.6%	8.9%	1.6%	9.2%	5.5%	15.5%	6.1%	19.0%	43.1%	2.5%	14.9%	7.8%	17.7%	32.5%	24.6%
	'06	7,742	4.6%	1.3%	25.9%	58.2%	2.7%	0.4%	6.8%	1.5%	6.5%	8.2%	8.8%	0.0%	0.0%	44.9%	2.8%	10.2%	10.8%	11.0%	39.8%	25.4%
DOI	2010	28,322	5.4%	7.6%	59.2%	25.5%	0.5%	0.1%	1.7%	0.9%	7.3%	5.5%	16.0%	9.8%	16.0%	44.5%	1.7%	12.5%	7.9%	20.4%	26.2%	31.4%
	'08	27,030	5.4%	7.7%	58.3%	26.2%	0.7%	0.1%	1.6%	0.7%	5.4%	5.8%	15.5%	8.7%	19.1%	44.8%	1.6%	10.8%	9.0%	20.4%	27.4%	30.8%
	'06	25,507	5.2%	6.9%	60.4%	25.5%	0.5%	0.1%	1.4%	0.3%	5.1%	6.7%	12.8%	0.0%	0.0%	45.4%	0.9%	9.9%	10.6%	17.6%	29.9%	31.1%
DOJ	2010	18,357	1.7%	2.5%	41.8%	43.0%	2.0%	1.1%	7.8%	0.8%	10.2%	7.5%	18.3%	13.0%	16.9%	33.3%	1.3%	14.4%	9.6%	21.2%	31.1%	22.4%
	'08	14,021	1.8%	2.4%	46.4%	37.6%	2.3%	1.2%	8.3%	1.1%	9.1%	8.4%	18.0%	12.0%	20.7%	30.7%	1.8%	13.6%	10.4%	21.2%	33.8%	19.2%
	'06	10,967	2.5%	1.8%	37.0%	51.7%	2.5%	0.7%	3.9%	1.4%	9.0%	7.7%	16.7%	0.0%	0.0%	29.4%	2.2%	13.2%	10.5%	20.6%	35.6%	17.9%
DOL	2010	4,273	0.1%	3.9%	44.2%	49.2%	1.9%	0.2%	0.4%	1.0%	10.7%	7.7%	15.3%	10.3%	13.5%	41.5%	1.6%	15.3%	10.2%	19.6%	23.2%	30.1%
	'08	4,110	0.1%	3.6%	45.1%	48.8%	1.9%	0.1%	0.4%	0.8%	9.2%	5.8%	16.1%	8.2%	16.9%	42.9%	1.5%	13.4%	7.8%	21.4%	25.1%	30.9%
	'06	4,538	0.2%	3.9%	46.5%	46.8%	2.0%	0.1%	0.6%	0.3%	6.5%	7.4%	14.3%	0.0%	0.0%	42.8%	0.6%	10.0%	10.8%	19.5%	28.0%	31.0%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
All Responses	2010	263,475	3.7%	4.6%	39.9%	43.0%	1.5%	0.4%	6.8%	1.3%	10.7%	7.2%	16.3%	9.0%	13.6%	42.0%	2.2%	15.5%	9.4%	19.4%	23.5%	30.0%
	'08	212,223	4.1%	4.9%	41.3%	39.8%	1.9%	0.4%	7.5%	1.1%	8.6%	7.0%	15.6%	8.4%	17.1%	42.2%	2.3%	13.5%	9.6%	19.5%	26.1%	29.0%
	'06	221,479	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%	1.2%	8.1%	7.5%	12.2%	0.0%	0.0%	42.2%	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%
DOT	2010	9,617	2.7%	1.8%	26.5%	50.7%	2.9%	0.3%	15.1%	1.5%	11.4%	6.7%	16.4%	10.4%	13.4%	40.1%	2.1%	16.2%	8.8%	20.1%	25.8%	27.0%
	'08	6,354	2.2%	1.8%	28.3%	50.6%	3.2%	0.3%	13.7%	1.7%	9.7%	6.0%	16.9%	9.5%	17.7%	38.6%	2.8%	15.0%	8.3%	21.2%	28.4%	24.4%
	'06	5,453	1.6%	2.5%	34.2%	51.5%	3.9%	0.3%	6.0%	1.3%	9.0%	10.3%	12.8%	0.0%	0.0%	39.3%	2.3%	14.5%	14.3%	17.1%	27.4%	24.3%
Educ	2010	2,350	0.1%	1.1%	29.9%	64.4%	2.5%	0.4%	1.6%	0.8%	10.6%	8.1%	13.3%	9.6%	16.8%	40.9%	1.0%	17.7%	10.1%	17.0%	27.9%	26.3%
	'08	2,393	0.2%	1.0%	30.5%	63.6%	2.8%	0.2%	1.7%	2.1%	8.4%	7.3%	13.5%	8.9%	18.4%	41.3%	3.4%	14.6%	9.2%	18.0%	29.1%	25.8%
	'06	2,909	0.3%	1.5%	31.8%	61.3%	2.7%	0.1%	2.1%	1.2%	8.6%	4.9%	13.8%	0.0%	0.0%	40.4%	1.7%	13.9%	7.2%	18.7%	33.8%	24.8%
EEOC	2010	1,088	0.0%	12.2%	46.3%	40.2%	1.1%	0.1%	0.0%	1.9%	12.4%	4.5%	9.6%	9.3%	13.7%	48.7%	3.3%	17.7%	4.0%	14.8%	25.7%	34.5%
	'08	1,210	0.2%	9.8%	50.7%	38.2%	1.1%	0.0%	0.1%	0.5%	6.6%	2.1%	15.1%	6.7%	19.1%	49.8%	0.5%	10.6%	2.2%	26.6%	26.7%	33.4%
	'06	1,173	0.1%	7.4%	46.5%	43.9%	1.8%	0.1%	0.2%	0.1%	1.3%	4.5%	12.5%	0.0%	0.0%	49.9%	0.5%	2.0%	12.4%	20.0%	33.3%	31.7%
EPA	2010	8,445	0.1%	1.1%	25.7%	71.1%	1.7%	0.2%	0.2%	0.7%	8.6%	5.2%	11.6%	10.3%	16.6%	47.0%	1.1%	12.0%	6.5%	13.9%	31.0%	35.5%
	'08	6,986	0.1%	0.9%	27.0%	70.1%	1.6%	0.2%	0.2%	1.1%	6.2%	6.0%	12.1%	9.6%	20.3%	44.6%	1.8%	8.9%	7.4%	15.7%	34.4%	31.9%
	'06	9,115	0.1%	0.8%	27.3%	69.6%	1.7%	0.3%	0.2%	1.5%	7.6%	5.2%	12.2%	0.0%	0.0%	40.2%	2.1%	10.4%	6.7%	16.2%	37.6%	27.0%
FCC	2010	824	0.1%	1.3%	22.4%	73.8%	1.4%	0.8%	0.3%	0.0%	7.0%	4.8%	13.1%	10.1%	19.5%	45.5%	0.3%	10.2%	5.1%	16.8%	33.0%	34.7%
	'08	733	0.3%	1.4%	24.6%	71.2%	1.6%	0.7%	0.3%	0.8%	5.0%	2.7%	16.5%	13.1%	15.4%	46.4%	1.1%	7.6%	2.7%	23.2%	31.7%	33.7%
	'06	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
FERC	2010	687	0.0%	0.5%	27.2%	67.2%	2.5%	1.4%	1.2%	3.3%	22.6%	10.3%	13.7%	4.7%	8.6%	36.8%	3.4%	27.1%	11.5%	14.2%	15.4%	28.5%
	'08	671	0.0%	0.4%	24.7%	68.1%	4.0%	1.2%	1.5%	1.2%	17.4%	10.1%	12.1%	5.4%	11.8%	42.0%	1.6%	23.0%	10.7%	11.3%	22.8%	30.6%
	'06	753	0.1%	0.8%	28.0%	64.1%	4.4%	0.9%	1.6%	3.1%	15.1%	6.8%	7.7%	0.0%	0.0%	44.4%	4.0%	18.5%	8.4%	9.4%	28.2%	31.6%
FTC	2010	478	0.0%	1.5%	22.4%	72.2%	3.4%	0.0%	0.4%	0.4%	13.9%	13.2%	18.4%	9.8%	10.2%	34.1%	0.9%	23.6%	13.2%	20.0%	17.1%	25.2%
	'08	560	0.4%	1.8%	23.2%	69.5%	5.0%	0.0%	0.2%	1.3%	17.5%	8.2%	18.9%	9.5%	11.8%	32.9%	3.4%	25.7%	7.1%	20.0%	18.0%	25.7%
	'06	459	0.0%	1.5%	24.8%	68.8%	4.6%	0.0%	0.2%	4.1%	11.8%	9.6%	19.4%	0.0%	0.0%	33.1%	6.5%	15.0%	13.9%	19.6%	19.0%	25.9%
GSA	2010	2,727	1.0%	1.8%	35.4%	59.8%	1.6%	0.1%	0.3%	1.3%	7.6%	5.9%	14.2%	6.1%	13.2%	51.7%	1.9%	12.8%	10.3%	19.2%	20.3%	35.6%
	'08	3,396	1.4%	2.1%	37.2%	56.6%	2.1%	0.1%	0.5%	0.7%	7.4%	5.7%	11.5%	4.7%	19.9%	50.2%	1.5%	14.0%	8.9%	17.2%	26.0%	32.4%
	'06	3,916	1.5%	2.1%	39.2%	55.0%	1.6%	0.1%	0.4%	0.8%	8.7%	6.4%	7.9%	0.0%	0.0%	47.0%	1.9%	14.4%	9.8%	12.3%	32.7%	28.8%
HHS	2010	25,601	1.6%	8.0%	38.0%	50.6%	0.8%	0.3%	0.7%	1.6%	13.0%	8.1%	19.7%	10.8%	14.9%	31.9%	2.5%	18.5%	10.4%	22.6%	25.4%	20.5%
	'08	22,730	2.0%	8.9%	38.6%	47.9%	0.9%	0.4%	1.2%	1.4%	10.9%	8.2%	20.6%	9.1%	18.1%	31.6%	2.7%	16.3%	10.5%	24.6%	26.2%	19.7%
	'06	25,756	1.7%	8.1%	39.6%	47.4%	0.9%	0.5%	1.7%	1.7%	10.6%	10.7%	16.7%	0.0%	0.0%	31.4%	2.9%	15.3%	13.9%	20.8%	28.0%	19.1%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
All Responses	2010	263,475	3.7%	4.6%	39.9%	43.0%	1.5%	0.4%	6.8%	1.3%	10.7%	7.2%	16.3%	9.0%	13.6%	42.0%	2.2%	15.5%	9.4%	19.4%	23.5%	30.0%
	'08	212,223	4.1%	4.9%	41.3%	39.8%	1.9%	0.4%	7.5%	1.1%	8.6%	7.0%	15.6%	8.4%	17.1%	42.2%	2.3%	13.5%	9.6%	19.5%	26.1%	29.0%
	'06	221,479	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%	1.2%	8.1%	7.5%	12.2%	0.0%	0.0%	42.2%	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%
HUD	2010	3,591	0.1%	1.1%	41.4%	56.5%	0.7%	0.1%	0.2%	0.6%	11.4%	4.3%	13.2%	6.7%	12.3%	51.5%	0.9%	16.9%	5.7%	18.3%	21.0%	37.2%
	'08	3,467	0.1%	1.4%	38.6%	58.6%	1.1%	0.0%	0.2%	0.3%	6.8%	3.5%	14.3%	4.7%	19.2%	51.1%	0.9%	10.7%	6.0%	20.5%	25.9%	36.0%
	'06	4,075	0.2%	1.2%	40.1%	57.3%	0.9%	0.0%	0.2%	0.4%	4.4%	6.4%	9.1%	0.0%	0.0%	46.9%	0.9%	7.7%	10.7%	12.8%	37.0%	30.9%
NARA	2010	1,986	0.3%	29.3%	44.2%	24.8%	0.9%	0.2%	0.2%	1.7%	10.5%	8.7%	21.1%	9.2%	15.1%	33.8%	2.4%	15.0%	11.3%	23.7%	22.3%	25.3%
	'08	1,370	0.6%	27.4%	45.8%	24.6%	1.1%	0.2%	0.3%	1.7%	7.1%	8.8%	20.4%	9.6%	17.9%	34.6%	2.3%	10.9%	12.8%	22.9%	25.6%	25.5%
	'06	1,442	0.5%	26.7%	45.7%	25.9%	0.7%	0.3%	0.2%	1.2%	11.8%	9.9%	13.8%	0.0%	0.0%	34.5%	2.0%	16.6%	13.0%	15.5%	27.7%	25.2%
NASA	2010	8,593	0.1%	0.9%	19.4%	75.8%	2.9%	0.8%	0.1%	0.6%	4.4%	5.3%	14.3%	5.7%	14.4%	55.4%	0.8%	6.7%	6.7%	16.7%	21.9%	47.2%
	'08	4,375	0.2%	0.8%	20.3%	73.3%	4.6%	0.7%	0.2%	0.3%	3.3%	4.9%	11.6%	5.4%	21.4%	53.0%	0.7%	7.1%	6.6%	13.9%	29.3%	42.4%
	'06	4,734	0.2%	1.4%	20.4%	72.6%	4.7%	0.5%	0.1%	0.7%	4.4%	4.9%	9.6%	0.0%	0.0%	45.6%	1.4%	6.7%	6.3%	11.4%	38.8%	35.4%
NCUA	2010	576	0.5%	1.4%	45.8%	27.3%	1.8%	0.2%	23.0%	3.3%	14.7%	8.3%	9.8%	12.7%	14.7%	36.6%	4.1%	15.3%	11.6%	10.2%	31.2%	27.6%
	'08	588	0.5%	1.2%	39.8%	26.7%	2.0%	0.2%	29.6%	2.4%	11.4%	4.3%	16.3%	8.5%	19.9%	37.2%	2.0%	14.3%	6.6%	19.7%	31.1%	26.2%
	'06	623	1.4%	0.8%	40.3%	27.0%	1.9%	0.3%	28.3%	2.2%	6.7%	3.5%	18.6%	0.0%	0.0%	27.6%	3.0%	10.8%	3.7%	23.8%	40.9%	17.8%
NLRB	2010	918	0.1%	6.7%	26.5%	60.6%	4.2%	0.1%	1.8%	0.7%	3.9%	5.1%	18.1%	5.9%	12.3%	54.1%	0.9%	5.3%	7.0%	21.4%	18.9%	46.5%
	'08	803	0.4%	7.0%	28.9%	56.2%	5.7%	0.2%	1.6%	0.4%	5.2%	5.4%	15.1%	7.0%	12.8%	54.2%	0.5%	7.1%	6.4%	19.6%	21.9%	44.6%
	'06	963	0.5%	7.2%	29.1%	57.6%	3.5%	0.2%	1.9%	1.3%	8.3%	6.1%	13.8%	0.0%	0.0%	48.5%	1.8%	11.7%	8.1%	16.5%	21.7%	40.2%
NRC	2010	2,503	0.1%	0.8%	16.6%	73.8%	5.0%	2.4%	1.4%	0.6%	21.3%	11.3%	17.5%	7.3%	10.6%	31.4%	1.0%	29.7%	13.4%	17.4%	15.8%	22.6%
	'08	2,179	0.0%	1.1%	17.5%	71.4%	5.0%	2.4%	2.6%	1.7%	19.6%	9.4%	15.2%	6.3%	14.4%	33.5%	2.9%	26.5%	11.3%	15.7%	19.6%	24.0%
	'06	1,692	0.3%	1.1%	18.0%	71.7%	5.0%	1.5%	2.4%	2.4%	14.3%	9.2%	11.1%	0.0%	0.0%	39.7%	3.8%	19.7%	11.0%	12.4%	23.9%	29.1%
NSF	2010	591	0.0%	1.4%	25.2%	41.5%	8.2%	6.4%	17.4%	1.1%	7.0%	7.4%	18.4%	9.9%	17.5%	38.7%	1.4%	19.0%	10.5%	23.0%	23.4%	22.7%
	'08	583	0.0%	0.5%	26.8%	42.9%	8.4%	5.7%	15.8%	0.3%	6.9%	6.3%	17.7%	10.3%	20.6%	37.9%	2.6%	18.0%	11.5%	22.8%	25.6%	19.6%
	'06	596	0.3%	0.3%	27.9%	39.3%	8.2%	7.6%	16.4%	0.7%	6.4%	8.4%	15.1%	0.0%	0.0%	36.6%	2.5%	14.9%	13.1%	20.5%	28.5%	20.5%
OMB	2010	267	0.0%	0.0%	23.0%	64.5%	12.1%	0.0%	0.4%	1.6%	25.7%	11.3%	22.6%	10.9%	9.3%	18.7%	1.9%	41.2%	13.2%	17.1%	14.0%	12.5%
	'08	253	0.0%	0.0%	25.7%	60.1%	14.2%	0.0%	0.0%	1.6%	19.0%	14.6%	18.6%	10.7%	10.3%	25.3%	4.7%	30.0%	13.4%	18.6%	17.4%	15.8%
	'06	250	0.0%	0.0%	24.8%	62.4%	12.8%	0.0%	0.0%	3.2%	16.0%	10.8%	22.4%	0.0%	0.0%	30.0%	7.6%	22.8%	14.8%	23.6%	16.4%	14.8%
OPM	2010	2,644	0.2%	4.8%	61.1%	32.7%	1.1%	0.0%	0.1%	1.1%	12.3%	10.5%	15.6%	6.7%	10.1%	43.7%	1.9%	20.9%	26.7%	18.1%	11.2%	21.2%
	'08	2,932	0.3%	5.5%	63.4%	29.3%	1.2%	0.0%	0.2%	1.1%	16.1%	6.8%	14.0%	5.6%	14.1%	42.4%	2.1%	35.0%	15.8%	14.3%	13.5%	19.3%
	'06	3,012	0.2%	6.8%	59.5%	31.8%	1.3%	0.1%	0.3%	1.1%	8.5%	6.7%	11.3%	0.0%	0.0%	45.9%	2.8%	37.0%	8.8%	11.6%	19.2%	20.6%

NOTE: All counts and percents in this table are based on unweighted data.

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
All Responses	2010	263,475	3.7%	4.6%	39.9%	43.0%	1.5%	0.4%	6.8%	1.3%	10.7%	7.2%	16.3%	9.0%	13.6%	42.0%	2.2%	15.5%	9.4%	19.4%	23.5%	30.0%
	'08	212,223	4.1%	4.9%	41.3%	39.8%	1.9%	0.4%	7.5%	1.1%	8.6%	7.0%	15.6%	8.4%	17.1%	42.2%	2.3%	13.5%	9.6%	19.5%	26.1%	29.0%
	'06	221,479	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%	1.2%	8.1%	7.5%	12.2%	0.0%	0.0%	42.2%	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%
PBGC	2010	564	0.0%	1.5%	30.7%	62.6%	0.0%	5.0%	0.2%	0.4%	12.0%	11.3%	17.5%	12.4%	17.3%	29.2%	1.5%	22.0%	12.9%	17.4%	29.9%	16.3%
	'08	515	0.0%	1.0%	31.8%	62.5%	0.0%	3.5%	1.2%	1.6%	15.7%	8.0%	17.1%	10.9%	21.7%	25.0%	4.9%	22.5%	9.3%	15.3%	34.2%	13.8%
	'06	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
RRB	2010	634	0.0%	4.2%	69.5%	25.4%	0.8%	0.0%	0.2%	0.5%	5.7%	1.8%	4.4%	1.9%	13.6%	72.1%	0.6%	8.1%	2.7%	8.2%	17.0%	63.3%
	'08	570	0.2%	3.5%	71.1%	23.9%	1.2%	0.0%	0.2%	0.2%	0.2%	1.6%	3.5%	2.3%	19.5%	72.8%	0.7%	1.6%	2.6%	7.9%	24.9%	62.3%
	'06	680	0.6%	4.6%	73.4%	20.1%	1.0%	0.0%	0.3%	0.3%	0.9%	2.4%	2.4%	0.0%	0.0%	65.3%	1.2%	1.9%	5.7%	5.1%	31.2%	54.9%
SBA	2010	1,501	0.1%	2.4%	48.7%	47.0%	1.6%	0.1%	0.2%	0.8%	8.5%	4.3%	6.0%	9.6%	17.3%	53.4%	1.6%	13.9%	7.1%	7.5%	33.4%	36.4%
	'08	1,618	0.2%	4.1%	47.2%	46.9%	1.4%	0.1%	0.1%	1.8%	6.3%	2.7%	7.2%	9.3%	22.6%	50.1%	2.8%	10.8%	4.4%	12.2%	36.9%	32.8%
	'06	1,447	0.3%	4.1%	47.2%	45.7%	2.1%	0.1%	0.5%	0.9%	2.3%	1.5%	10.0%	0.0%	0.0%	46.2%	1.8%	5.2%	2.8%	19.9%	43.3%	27.1%
SEC	2010	2,151	0.7%	1.4%	13.2%	47.5%	2.0%	1.1%	34.1%	1.0%	12.3%	9.5%	25.6%	14.1%	14.7%	22.8%	1.6%	16.0%	11.0%	29.7%	26.8%	14.8%
	'08	1,605	0.4%	2.1%	14.4%	42.7%	1.7%	1.1%	37.6%	2.1%	7.9%	19.6%	21.3%	11.4%	16.3%	21.5%	2.7%	11.3%	23.2%	23.6%	24.9%	14.2%
	'06	1,905	1.0%	1.8%	16.7%	47.8%	1.7%	1.0%	30.0%	1.6%	25.3%	8.8%	20.5%	0.0%	0.0%	19.8%	2.2%	31.7%	9.7%	23.1%	21.6%	11.8%
SSA	2010	8,940	0.8%	4.3%	49.4%	43.2%	1.1%	0.2%	1.0%	1.9%	9.2%	6.8%	15.1%	7.8%	11.5%	47.8%	2.8%	11.2%	7.7%	17.2%	20.8%	40.3%
	'08	5,959	0.6%	4.7%	55.0%	36.8%	1.6%	0.1%	1.1%	0.5%	6.7%	5.9%	12.4%	8.6%	12.9%	53.1%	1.2%	8.3%	7.2%	14.5%	23.1%	45.6%
	'06	1,317	0.4%	4.5%	47.1%	39.8%	7.3%	0.1%	0.9%	0.6%	6.6%	4.5%	8.0%	0.0%	0.0%	62.9%	1.4%	7.5%	6.1%	10.1%	19.0%	56.0%
State	2010	1,871	0.6%	0.7%	21.0%	39.9%	13.5%	1.2%	23.1%	1.0%	8.2%	6.3%	16.7%	9.1%	13.9%	44.8%	1.5%	11.6%	7.3%	20.7%	24.3%	34.5%
	'08	1,720	1.5%	0.9%	22.1%	33.8%	15.3%	1.0%	25.5%	0.7%	9.0%	8.6%	17.5%	8.3%	15.2%	40.8%	1.2%	12.0%	10.8%	23.1%	22.0%	30.9%
	'06	1,310	0.4%	0.4%	23.4%	37.5%	35.3%	0.2%	2.7%	0.5%	7.6%	5.1%	8.9%	0.0%	0.0%	53.8%	0.9%	10.4%	6.3%	13.7%	25.5%	43.3%
Treas	2010	16,712	4.8%	4.0%	30.2%	42.7%	1.7%	0.6%	15.9%	0.8%	6.9%	5.2%	11.8%	7.2%	14.0%	54.1%	1.7%	11.3%	7.4%	15.7%	22.8%	41.2%
	'08	8,656	10.2%	4.0%	26.3%	34.9%	3.1%	0.5%	20.9%	0.6%	8.5%	5.4%	13.8%	7.6%	18.6%	45.5%	1.5%	13.5%	8.2%	19.4%	26.9%	30.5%
	'06	7,042	7.2%	4.2%	27.3%	37.4%	3.9%	0.5%	19.4%	0.8%	6.6%	5.6%	10.6%	0.0%	0.0%	45.0%	1.8%	11.8%	8.9%	16.0%	31.6%	29.9%
USDA	2010	13,911	0.8%	4.4%	62.2%	29.9%	1.2%	0.1%	1.3%	0.8%	7.4%	5.1%	14.8%	8.4%	13.8%	49.7%	1.3%	11.2%	7.4%	17.3%	22.3%	40.5%
	'08	13,692	0.8%	4.5%	63.9%	29.0%	1.2%	0.2%	0.4%	0.8%	6.2%	6.2%	12.8%	7.8%	17.8%	48.5%	1.5%	9.7%	8.4%	15.9%	25.4%	39.1%
	'06	13,601	0.6%	5.1%	63.9%	28.8%	1.1%	0.1%	0.4%	0.7%	7.1%	6.5%	9.7%	0.0%	0.0%	46.4%	1.5%	11.0%	9.0%	12.6%	29.2%	36.6%
VA	2010	2,537	4.1%	7.9%	41.0%	38.1%	3.6%	0.8%	4.5%	1.1%	13.1%	8.0%	17.5%	8.8%	13.2%	38.4%	1.7%	17.5%	10.5%	21.3%	20.7%	28.3%
	'08	3,283	5.0%	7.4%	39.0%	39.2%	3.9%	1.1%	4.5%	1.3%	10.3%	7.0%	15.6%	9.0%	16.9%	39.9%	2.6%	15.7%	9.2%	20.9%	23.7%	28.0%
	'06	3,144	6.5%	9.9%	41.2%	31.2%	4.3%	1.1%	5.9%	1.2%	8.4%	8.1%	12.2%	0.0%	0.0%	41.2%	2.2%	12.8%	11.5%	15.4%	26.7%	31.4%

2010 Federal Employee Viewpoint Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
All Responses	2010	263,475	3.7%	4.6%	39.9%	43.0%	1.5%	0.4%	6.8%	1.3%	10.7%	7.2%	16.3%	9.0%	13.6%	42.0%	2.2%	15.5%	9.4%	19.4%	23.5%	30.0%
	'08	212,223	4.1%	4.9%	41.3%	39.8%	1.9%	0.4%	7.5%	1.1%	8.6%	7.0%	15.6%	8.4%	17.1%	42.2%	2.3%	13.5%	9.6%	19.5%	26.1%	29.0%
	'06	221,479	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%	1.2%	8.1%	7.5%	12.2%	0.0%	0.0%	42.2%	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%
DoD All	2010	52,051	9.7%	5.4%	38.1%	33.2%	0.8%	0.2%	12.6%	1.8%	12.0%	8.7%	15.1%	7.0%	9.8%	45.6%	3.9%	16.7%	10.3%	18.0%	19.3%	31.8%
	'08	43,444	9.8%	5.7%	37.0%	29.9%	1.1%	0.2%	16.3%	1.1%	8.8%	7.1%	12.9%	7.3%	13.6%	49.3%	3.5%	13.2%	9.4%	16.9%	23.2%	33.8%
	'06	50,740	10.7%	6.2%	44.6%	33.7%	1.0%	0.1%	3.6%	1.5%	8.6%	6.7%	9.5%	0.0%	0.0%	49.5%	3.3%	12.7%	9.3%	14.5%	26.6%	33.7%
USACE	2010	4,594	7.3%	3.8%	39.3%	31.5%	0.3%	0.2%	17.5%	1.1%	5.1%	3.7%	13.0%	6.4%	12.9%	57.8%	2.2%	10.4%	4.9%	17.6%	20.8%	44.2%
	'08	5,035	6.3%	3.6%	38.1%	28.4%	0.3%	0.2%	23.1%	0.3%	3.8%	4.9%	12.1%	7.1%	15.2%	56.7%	1.8%	8.4%	7.3%	16.2%	22.9%	43.2%
	'06	5,154	7.1%	5.0%	48.1%	36.4%	0.3%	0.0%	3.0%	0.6%	4.8%	5.8%	9.0%	0.0%	0.0%	55.4%	1.5%	8.5%	8.4%	12.8%	26.0%	42.8%
Air Force	2010	10,560	19.2%	6.2%	41.4%	22.1%	0.7%	0.0%	10.4%	1.5%	11.2%	10.6%	18.1%	9.4%	11.2%	38.1%	3.1%	15.0%	11.1%	20.2%	20.8%	29.7%
	'08	8,971	20.0%	6.2%	37.9%	19.9%	0.9%	0.2%	14.9%	1.0%	8.6%	8.7%	15.9%	9.3%	13.9%	42.7%	2.5%	11.9%	10.4%	19.0%	23.3%	32.9%
	'06	10,078	22.0%	6.6%	45.6%	22.7%	0.8%	0.1%	2.1%	1.6%	9.3%	8.0%	12.4%	0.0%	0.0%	43.2%	3.1%	12.5%	10.2%	15.6%	25.6%	33.0%
Army ‡	2010	14,819	8.7%	4.0%	39.5%	36.5%	0.5%	0.1%	10.6%	1.8%	12.8%	10.4%	16.0%	6.4%	8.6%	43.9%	5.5%	19.5%	12.3%	18.3%	15.9%	28.5%
	'08	11,658	7.8%	5.4%	39.3%	32.1%	0.9%	0.1%	14.3%	1.6%	12.3%	9.3%	13.2%	7.0%	12.1%	44.5%	5.9%	18.0%	11.7%	16.7%	19.7%	27.9%
	'06	13,746	8.2%	6.5%	47.5%	32.9%	0.8%	0.1%	4.1%	2.4%	12.1%	7.4%	10.2%	0.0%	0.0%	45.7%	5.4%	18.2%	10.0%	14.1%	23.2%	29.1%
Navy ‡	2010	12,378	7.8%	5.9%	35.1%	34.7%	0.9%	0.3%	15.4%	2.5%	13.9%	7.3%	14.0%	6.5%	8.5%	47.3%	3.8%	16.9%	9.5%	16.9%	18.6%	34.2%
	'08	9,578	8.8%	5.3%	33.9%	33.2%	1.1%	0.3%	17.4%	1.0%	8.2%	5.2%	12.3%	5.8%	13.6%	53.7%	2.9%	11.8%	7.7%	16.3%	22.7%	38.7%
	'06	12,620	9.5%	5.8%	40.4%	37.4%	0.9%	0.3%	5.7%	1.2%	6.9%	6.5%	8.3%	0.0%	0.0%	54.4%	2.3%	9.8%	9.1%	14.2%	25.5%	39.1%
Marine Corps	2010	919	11.8%	5.8%	41.4%	28.1%	0.6%	0.1%	12.2%	2.5%	15.2%	12.8%	15.1%	7.9%	8.4%	38.0%	4.4%	17.9%	15.6%	17.5%	21.2%	23.5%
	'08	797	12.5%	5.8%	44.2%	22.1%	0.9%	0.1%	14.4%	1.1%	12.4%	5.4%	12.4%	8.2%	11.9%	48.6%	2.8%	14.7%	7.7%	18.1%	24.7%	32.1%
	'06	912	17.5%	6.7%	49.2%	24.4%	0.4%	0.0%	1.8%	2.0%	9.8%	5.9%	8.0%	0.0%	0.0%	46.8%	3.3%	13.6%	8.8%	13.4%	30.4%	30.6%
Other DoD	2010	8,781	3.5%	7.0%	35.2%	40.3%	1.7%	0.2%	12.2%	1.7%	12.0%	7.4%	12.7%	6.4%	10.2%	49.6%	3.3%	17.2%	9.3%	16.6%	23.0%	30.6%
	'08	7,405	4.1%	7.4%	34.5%	36.3%	2.2%	0.2%	15.4%	1.1%	7.4%	5.7%	10.1%	7.2%	14.6%	53.9%	3.0%	12.0%	8.3%	15.5%	29.4%	31.8%
	'06	8,230	4.5%	6.9%	42.2%	42.1%	2.3%	0.1%	1.8%	0.9%	6.6%	5.0%	7.6%	0.0%	0.0%	52.7%	2.4%	10.5%	8.0%	15.3%	35.0%	28.9%

NOTE: All counts and percents in this table are based on unweighted data.

‡ In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
Planning and Policy Analysis
1900 E Street, NW
Washington, DC 20415
www.FedView.opm.gov