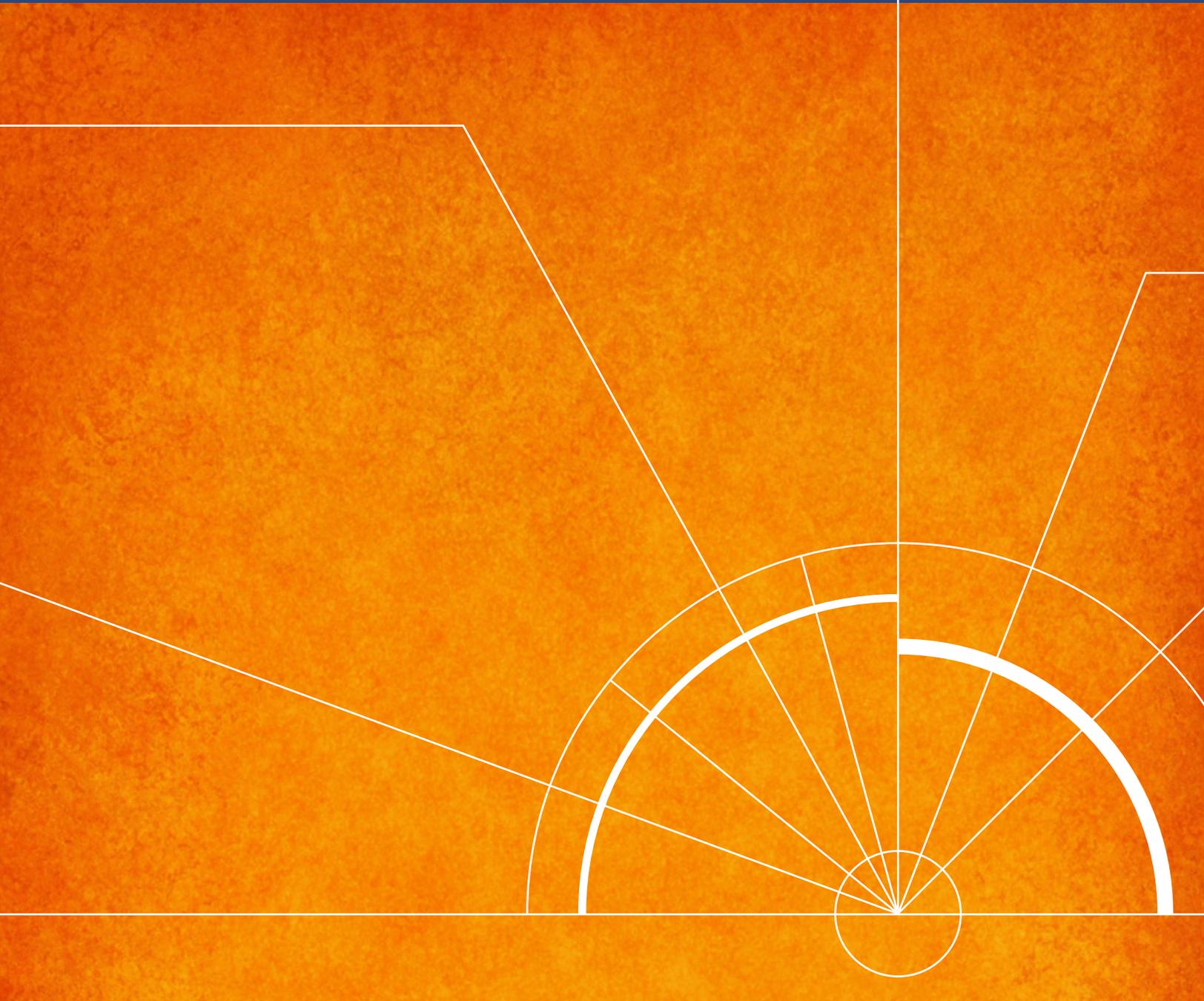




# Federal Employee **Viewpoint** Survey Results

*Employees Influencing Change*

**Report by Agency**



# 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY AGENCY

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## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies which contribute to their organization's success. The survey provides general indicators of how well the Federal Government manages personnel. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are offered to help managers at lower levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

### Survey Items

The 98-item survey includes 84 items that measure Federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics.

### Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 82 agencies (37 departments/large agencies and 45 small/independent agencies) participated in this year's survey. Of the 848,237 employees who received the FEVS, 421,748 completed the survey for a governmentwide response rate of 49.7 percent.

### How Was the Survey Administered?

The survey was a self-administered Web survey.

### When Were Employees Surveyed?

Agency launch dates were organized in two waves this year, with approximately 6-week administration periods beginning April 27th and May 4th.

### Data Weighting

Data collected from the 2015 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2015 FEVS 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.

## Data Analysis

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). We conducted analyses on all survey items for the various demographic categories. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: [www.opm.gov/FEVS](http://www.opm.gov/FEVS).

## Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>19.2%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>42.2%</b>	<b>16.6%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>15.1%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>420,841</b>	<b>391,977</b>	<b>375,837</b>
<b>BBG</b>	<b>15.7%</b>	<b>13.7%</b>	<b>14.7%</b>	<b>37.7%</b>	<b>38.6%</b>	<b>40.2%</b>	<b>18.6%</b>	<b>20.5%</b>	<b>19.2%</b>	<b>14.4%</b>	<b>16.8%</b>	<b>16.6%</b>	<b>13.6%</b>	<b>10.4%</b>	<b>9.3%</b>	<b>1,100</b>	<b>1,048</b>	<b>1,151</b>
<b>CSOSA</b>	<b>22.5%</b>	<b>19.5%</b>	<b>20.5%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>42.7%</b>	<b>15.2%</b>	<b>14.3%</b>	<b>15.2%</b>	<b>12.1%</b>	<b>14.2%</b>	<b>15.5%</b>	<b>7.1%</b>	<b>8.5%</b>	<b>6.1%</b>	<b>645</b>	<b>720</b>	<b>711</b>
<b>DHS</b>	<b>11.8%</b>	<b>11.2%</b>	<b>11.7%</b>	<b>34.5%</b>	<b>35.6%</b>	<b>36.7%</b>	<b>18.9%</b>	<b>18.4%</b>	<b>19.4%</b>	<b>21.6%</b>	<b>22.7%</b>	<b>21.3%</b>	<b>13.2%</b>	<b>12.1%</b>	<b>10.9%</b>	<b>42,999</b>	<b>42,719</b>	<b>39,021</b>
<b>DOC</b>	<b>22.5%</b>	<b>23.9%</b>	<b>21.3%</b>	<b>45.1%</b>	<b>44.7%</b>	<b>46.4%</b>	<b>16.2%</b>	<b>15.7%</b>	<b>15.9%</b>	<b>11.6%</b>	<b>11.2%</b>	<b>12.4%</b>	<b>4.6%</b>	<b>4.6%</b>	<b>4.0%</b>	<b>10,112</b>	<b>9,876</b>	<b>9,431</b>
<b>DOE</b>	<b>20.4%</b>	<b>18.2%</b>	<b>18.0%</b>	<b>44.5%</b>	<b>42.4%</b>	<b>44.3%</b>	<b>15.5%</b>	<b>17.1%</b>	<b>16.7%</b>	<b>13.4%</b>	<b>15.1%</b>	<b>15.3%</b>	<b>6.1%</b>	<b>7.1%</b>	<b>5.6%</b>	<b>8,455</b>	<b>6,507</b>	<b>6,699</b>
<b>DOI</b>	<b>20.2%</b>	<b>17.6%</b>	<b>16.5%</b>	<b>43.2%</b>	<b>42.5%</b>	<b>42.2%</b>	<b>15.9%</b>	<b>17.2%</b>	<b>17.9%</b>	<b>14.5%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>6.2%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>26,324</b>	<b>18,349</b>	<b>18,365</b>
<b>DOJ</b>	<b>21.8%</b>	<b>18.0%</b>	<b>17.4%</b>	<b>44.2%</b>	<b>44.6%</b>	<b>43.5%</b>	<b>16.0%</b>	<b>17.4%</b>	<b>18.4%</b>	<b>13.3%</b>	<b>14.5%</b>	<b>15.6%</b>	<b>4.7%</b>	<b>5.6%</b>	<b>5.0%</b>	<b>20,172</b>	<b>17,186</b>	<b>16,969</b>
<b>DOL</b>	<b>18.7%</b>	<b>15.7%</b>	<b>15.4%</b>	<b>41.5%</b>	<b>38.6%</b>	<b>38.2%</b>	<b>17.6%</b>	<b>19.6%</b>	<b>19.1%</b>	<b>14.9%</b>	<b>17.6%</b>	<b>18.3%</b>	<b>7.2%</b>	<b>8.6%</b>	<b>9.1%</b>	<b>11,324</b>	<b>10,928</b>	<b>5,191</b>
<b>DOT</b>	<b>19.2%</b>	<b>17.1%</b>	<b>17.3%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.6%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>16.5%</b>	<b>14.5%</b>	<b>15.5%</b>	<b>15.8%</b>	<b>5.8%</b>	<b>6.0%</b>	<b>5.8%</b>	<b>15,564</b>	<b>11,644</b>	<b>23,151</b>
<b>Educ</b>	<b>25.3%</b>	<b>24.1%</b>	<b>22.7%</b>	<b>42.8%</b>	<b>41.7%</b>	<b>42.3%</b>	<b>13.7%</b>	<b>14.6%</b>	<b>14.1%</b>	<b>12.8%</b>	<b>13.9%</b>	<b>13.7%</b>	<b>5.5%</b>	<b>5.7%</b>	<b>7.1%</b>	<b>2,695</b>	<b>2,410</b>	<b>2,653</b>
<b>EEOC</b>	<b>23.2%</b>	<b>20.4%</b>	<b>16.2%</b>	<b>38.1%</b>	<b>38.5%</b>	<b>38.8%</b>	<b>17.2%</b>	<b>17.9%</b>	<b>18.3%</b>	<b>14.2%</b>	<b>14.6%</b>	<b>16.9%</b>	<b>7.2%</b>	<b>8.6%</b>	<b>9.8%</b>	<b>1,244</b>	<b>1,126</b>	<b>1,176</b>
<b>EPA</b>	<b>18.8%</b>	<b>16.6%</b>	<b>16.8%</b>	<b>44.0%</b>	<b>42.2%</b>	<b>43.5%</b>	<b>15.8%</b>	<b>17.3%</b>	<b>17.1%</b>	<b>15.1%</b>	<b>17.5%</b>	<b>16.5%</b>	<b>6.2%</b>	<b>6.3%</b>	<b>6.0%</b>	<b>4,450</b>	<b>3,856</b>	<b>3,918</b>
<b>FCC</b>	<b>22.5%</b>	<b>22.3%</b>	<b>20.8%</b>	<b>41.0%</b>	<b>47.1%</b>	<b>50.1%</b>	<b>15.6%</b>	<b>13.3%</b>	<b>15.4%</b>	<b>13.2%</b>	<b>10.4%</b>	<b>10.2%</b>	<b>7.7%</b>	<b>7.0%</b>	<b>3.6%</b>	<b>571</b>	<b>701</b>	<b>813</b>
<b>FERC</b>	<b>31.1%</b>	<b>28.7%</b>	<b>25.8%</b>	<b>44.9%</b>	<b>43.2%</b>	<b>43.9%</b>	<b>12.1%</b>	<b>12.8%</b>	<b>14.5%</b>	<b>8.9%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>3.0%</b>	<b>5.0%</b>	<b>5.3%</b>	<b>995</b>	<b>895</b>	<b>891</b>
<b>FTC</b>	<b>40.6%</b>	<b>36.3%</b>	<b>34.7%</b>	<b>38.0%</b>	<b>39.3%</b>	<b>40.1%</b>	<b>8.8%</b>	<b>10.0%</b>	<b>11.9%</b>	<b>8.1%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>3.1%</b>	<b>624</b>	<b>518</b>	<b>564</b>

## Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>19.2%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>42.2%</b>	<b>16.6%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>15.1%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>420,841</b>	<b>391,977</b>	<b>375,837</b>
<b>GSA</b>	<b>24.9%</b>	20.6%	21.1%	<b>43.1%</b>	43.5%	42.4%	<b>15.2%</b>	17.0%	16.6%	<b>10.9%</b>	12.9%	13.9%	<b>5.8%</b>	6.1%	6.0%	<b>7,862</b>	8,553	8,409
<b>HHS</b>	<b>24.3%</b>	21.6%	20.9%	<b>43.0%</b>	43.3%	43.4%	<b>15.2%</b>	15.8%	15.9%	<b>12.1%</b>	13.2%	13.8%	<b>5.4%</b>	6.0%	6.0%	<b>36,697</b>	32,753	32,251
<b>HUD</b>	<b>18.8%</b>	14.6%	12.9%	<b>39.6%</b>	36.4%	34.3%	<b>17.5%</b>	19.2%	20.7%	<b>15.4%</b>	17.6%	20.1%	<b>8.8%</b>	12.3%	11.9%	<b>5,384</b>	3,873	3,728
<b>NARA</b>	<b>21.4%</b>	16.4%	15.0%	<b>38.3%</b>	34.2%	36.6%	<b>16.2%</b>	19.8%	19.9%	<b>14.2%</b>	19.1%	17.3%	<b>9.9%</b>	10.4%	11.3%	<b>1,715</b>	1,675	1,610
<b>NASA</b>	<b>39.8%</b>	36.9%	34.8%	<b>42.2%</b>	43.2%	44.7%	<b>9.4%</b>	10.9%	10.3%	<b>6.1%</b>	6.8%	7.7%	<b>2.5%</b>	2.3%	2.5%	<b>9,919</b>	9,413	9,970
<b>NCUA</b>	<b>27.4%</b>	25.8%	25.5%	<b>48.6%</b>	49.8%	48.2%	<b>12.4%</b>	11.7%	11.6%	<b>8.0%</b>	10.5%	11.8%	<b>3.6%</b>	2.2%	2.8%	<b>776</b>	808	799
<b>NLRB</b>	<b>22.5%</b>	17.9%	19.0%	<b>43.4%</b>	42.4%	45.6%	<b>15.2%</b>	17.9%	13.4%	<b>13.1%</b>	14.7%	15.0%	<b>5.8%</b>	7.1%	7.0%	<b>898</b>	695	724
<b>NRC</b>	<b>32.2%</b>	31.8%	28.8%	<b>46.1%</b>	42.9%	45.1%	<b>11.0%</b>	12.1%	13.9%	<b>7.9%</b>	9.1%	8.9%	<b>2.9%</b>	4.1%	3.3%	<b>2,674</b>	2,465	2,507
<b>NSF</b>	<b>31.0%</b>	29.5%	25.4%	<b>44.1%</b>	42.6%	41.8%	<b>11.3%</b>	11.2%	13.8%	<b>9.1%</b>	11.3%	13.8%	<b>4.5%</b>	5.5%	5.2%	<b>898</b>	913	884
<b>OMB</b>	<b>28.0%</b>	21.3%	11.7%	<b>51.9%</b>	46.0%	47.0%	<b>12.5%</b>	17.6%	18.2%	<b>6.5%</b>	12.4%	18.1%	<b>1.1%</b>	2.7%	5.0%	<b>305</b>	304	314
<b>OPM</b>	<b>20.3%</b>	18.8%	19.8%	<b>43.4%</b>	43.4%	45.1%	<b>17.3%</b>	18.8%	17.6%	<b>13.1%</b>	13.3%	12.3%	<b>5.9%</b>	5.7%	5.3%	<b>3,375</b>	3,590	2,924
<b>PBGC</b>	<b>27.0%</b>	24.6%	21.7%	<b>44.9%</b>	46.5%	48.2%	<b>12.0%</b>	14.3%	12.7%	<b>10.8%</b>	10.1%	11.0%	<b>5.3%</b>	4.4%	6.4%	<b>627</b>	479	400
<b>RRB</b>	<b>21.6%</b>	17.8%	16.8%	<b>43.1%</b>	41.9%	43.8%	<b>18.6%</b>	18.5%	21.7%	<b>11.3%</b>	15.8%	14.2%	<b>5.3%</b>	6.0%	3.6%	<b>481</b>	526	609
<b>SBA</b>	<b>15.2%</b>	17.4%	16.3%	<b>36.8%</b>	35.0%	39.6%	<b>18.5%</b>	19.8%	18.1%	<b>17.7%</b>	18.7%	18.4%	<b>11.7%</b>	9.1%	7.6%	<b>1,302</b>	1,392	1,507
<b>SEC</b>	<b>27.4%</b>	23.5%	21.2%	<b>44.5%</b>	46.7%	44.5%	<b>12.1%</b>	14.3%	15.3%	<b>10.1%</b>	11.1%	13.3%	<b>5.9%</b>	4.4%	5.8%	<b>1,917</b>	2,469	2,416

## Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>19.2%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>42.2%</b>	<b>16.6%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>15.1%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>420,841</b>	<b>391,977</b>	<b>375,837</b>
<b>SSA</b>	<b>20.1%</b>	17.7%	16.9%	<b>42.2%</b>	41.9%	42.7%	<b>17.2%</b>	17.9%	18.7%	<b>14.4%</b>	15.8%	14.9%	<b>6.0%</b>	6.7%	6.9%	<b>10,508</b>	9,512	8,331
<b>State</b>	<b>25.3%</b>	25.0%	25.4%	<b>46.3%</b>	48.5%	46.1%	<b>14.1%</b>	13.7%	13.8%	<b>10.7%</b>	9.7%	11.2%	<b>3.6%</b>	3.1%	3.5%	<b>4,051</b>	3,773	2,548
<b>Treas</b>	<b>17.4%</b>	16.5%	17.9%	<b>42.0%</b>	42.5%	43.4%	<b>16.7%</b>	17.0%	16.3%	<b>16.1%</b>	16.9%	15.5%	<b>7.7%</b>	7.1%	7.0%	<b>51,575</b>	50,913	49,899
<b>USAID</b>	<b>23.7%</b>	21.7%	19.7%	<b>45.6%</b>	45.8%	48.9%	<b>15.4%</b>	13.8%	14.4%	<b>11.7%</b>	14.0%	13.2%	<b>3.6%</b>	4.8%	3.7%	<b>2,001</b>	2,039	2,263
<b>USDA</b>	<b>17.5%</b>	15.4%	14.4%	<b>46.1%</b>	45.7%	45.4%	<b>16.5%</b>	17.4%	18.6%	<b>14.5%</b>	16.4%	16.1%	<b>5.3%</b>	5.1%	5.4%	<b>20,573</b>	20,127	13,235
<b>VA</b>	<b>17.4%</b>	17.9%	18.8%	<b>40.6%</b>	39.0%	41.1%	<b>17.4%</b>	17.7%	16.7%	<b>16.4%</b>	16.8%	15.9%	<b>8.1%</b>	8.6%	7.4%	<b>32,154</b>	27,571	29,833
<b>Small Agencies</b>	<b>25.2%</b>	22.2%	22.2%	<b>41.8%</b>	41.4%	40.8%	<b>13.5%</b>	15.2%	16.1%	<b>12.1%</b>	13.9%	14.0%	<b>7.4%</b>	7.4%	7.0%	<b>5,111</b>	4,756	5,075
<b>DOD</b>	<b>20.0%</b>	17.8%	17.5%	<b>43.1%</b>	42.0%	42.6%	<b>16.4%</b>	17.7%	18.2%	<b>14.5%</b>	15.9%	15.6%	<b>6.0%</b>	6.6%	6.2%	<b>72,764</b>	74,895	64,897
<b>USACE</b>	<b>20.8%</b>	15.7%	15.9%	<b>45.8%</b>	46.9%	45.9%	<b>14.9%</b>	16.8%	18.2%	<b>13.5%</b>	15.2%	15.0%	<b>4.9%</b>	5.4%	5.0%	<b>4,301</b>	2,432	2,220
<b>Air Force</b>	<b>20.3%</b>	18.0%	17.4%	<b>43.9%</b>	42.1%	42.4%	<b>16.0%</b>	18.2%	18.6%	<b>14.6%</b>	15.6%	15.7%	<b>5.2%</b>	6.1%	5.9%	<b>18,735</b>	19,140	12,113
<b>Army‡</b>	<b>18.7%</b>	16.2%	16.1%	<b>40.9%</b>	40.3%	40.5%	<b>17.3%</b>	18.6%	19.4%	<b>16.0%</b>	17.1%	17.2%	<b>7.1%</b>	7.7%	6.9%	<b>16,650</b>	19,937	19,868
<b>Navy‡</b>	<b>20.3%</b>	18.2%	18.4%	<b>45.1%</b>	43.6%	44.6%	<b>16.2%</b>	17.4%	17.4%	<b>13.1%</b>	15.2%	14.2%	<b>5.4%</b>	5.7%	5.4%	<b>16,187</b>	17,718	17,392
<b>Marine Corps</b>	<b>20.0%</b>	22.9%	20.6%	<b>41.0%</b>	37.1%	39.5%	<b>17.4%</b>	16.5%	17.5%	<b>13.9%</b>	16.4%	15.2%	<b>7.7%</b>	7.1%	7.2%	<b>1,674</b>	1,714	2,089
<b>DOD 4th Estate</b>	<b>21.4%</b>	19.8%	19.0%	<b>42.2%</b>	42.1%	43.1%	<b>15.8%</b>	16.3%	16.6%	<b>14.1%</b>	15.1%	14.6%	<b>6.5%</b>	6.8%	6.8%	<b>15,217</b>	13,954	11,215

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

(2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>18.6%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>11.5%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>418,183</b>	<b>388,077</b>	<b>372,941</b>
<b>BBG</b>	<b>18.0%</b>	<b>15.8%</b>	<b>16.2%</b>	<b>43.4%</b>	<b>45.3%</b>	<b>48.3%</b>	<b>17.1%</b>	<b>17.2%</b>	<b>16.8%</b>	<b>14.0%</b>	<b>15.3%</b>	<b>13.0%</b>	<b>7.6%</b>	<b>6.4%</b>	<b>5.6%</b>	<b>1,081</b>	<b>1,045</b>	<b>1,140</b>
<b>CSOSA</b>	<b>25.1%</b>	<b>24.1%</b>	<b>23.8%</b>	<b>53.6%</b>	<b>49.9%</b>	<b>52.1%</b>	<b>11.1%</b>	<b>14.6%</b>	<b>13.7%</b>	<b>7.8%</b>	<b>7.8%</b>	<b>7.5%</b>	<b>2.4%</b>	<b>3.6%</b>	<b>2.9%</b>	<b>641</b>	<b>713</b>	<b>702</b>
<b>DHS</b>	<b>12.6%</b>	<b>12.4%</b>	<b>13.0%</b>	<b>46.8%</b>	<b>48.5%</b>	<b>50.0%</b>	<b>17.6%</b>	<b>17.2%</b>	<b>16.5%</b>	<b>15.6%</b>	<b>15.6%</b>	<b>14.9%</b>	<b>7.3%</b>	<b>6.3%</b>	<b>5.5%</b>	<b>42,975</b>	<b>42,347</b>	<b>38,726</b>
<b>DOC</b>	<b>21.2%</b>	<b>23.2%</b>	<b>21.3%</b>	<b>52.2%</b>	<b>51.4%</b>	<b>52.8%</b>	<b>12.9%</b>	<b>12.5%</b>	<b>13.1%</b>	<b>10.7%</b>	<b>10.4%</b>	<b>9.9%</b>	<b>3.0%</b>	<b>2.5%</b>	<b>2.8%</b>	<b>10,059</b>	<b>9,811</b>	<b>9,355</b>
<b>DOE</b>	<b>17.4%</b>	<b>15.8%</b>	<b>16.8%</b>	<b>51.9%</b>	<b>52.0%</b>	<b>52.1%</b>	<b>15.1%</b>	<b>15.1%</b>	<b>15.8%</b>	<b>11.7%</b>	<b>12.7%</b>	<b>12.0%</b>	<b>4.0%</b>	<b>4.4%</b>	<b>3.4%</b>	<b>8,413</b>	<b>6,448</b>	<b>6,663</b>
<b>DOI</b>	<b>15.8%</b>	<b>14.6%</b>	<b>13.8%</b>	<b>52.1%</b>	<b>51.9%</b>	<b>52.6%</b>	<b>16.2%</b>	<b>16.9%</b>	<b>17.1%</b>	<b>12.4%</b>	<b>12.8%</b>	<b>12.7%</b>	<b>3.5%</b>	<b>3.8%</b>	<b>3.7%</b>	<b>26,119</b>	<b>18,140</b>	<b>18,221</b>
<b>DOJ</b>	<b>21.6%</b>	<b>18.7%</b>	<b>18.2%</b>	<b>54.3%</b>	<b>56.3%</b>	<b>56.0%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>14.2%</b>	<b>8.2%</b>	<b>8.8%</b>	<b>9.3%</b>	<b>2.1%</b>	<b>2.0%</b>	<b>2.3%</b>	<b>20,050</b>	<b>17,005</b>	<b>16,868</b>
<b>DOL</b>	<b>17.8%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>50.6%</b>	<b>50.1%</b>	<b>50.6%</b>	<b>15.4%</b>	<b>16.6%</b>	<b>16.3%</b>	<b>12.0%</b>	<b>13.5%</b>	<b>13.0%</b>	<b>4.2%</b>	<b>4.4%</b>	<b>4.4%</b>	<b>11,259</b>	<b>10,818</b>	<b>5,147</b>
<b>DOT</b>	<b>17.5%</b>	<b>15.9%</b>	<b>15.6%</b>	<b>53.0%</b>	<b>52.5%</b>	<b>54.0%</b>	<b>15.5%</b>	<b>15.7%</b>	<b>15.3%</b>	<b>11.1%</b>	<b>12.6%</b>	<b>11.9%</b>	<b>2.7%</b>	<b>3.4%</b>	<b>3.2%</b>	<b>15,464</b>	<b>11,517</b>	<b>22,985</b>
<b>Educ</b>	<b>22.1%</b>	<b>21.1%</b>	<b>18.7%</b>	<b>47.9%</b>	<b>47.2%</b>	<b>49.9%</b>	<b>12.9%</b>	<b>13.2%</b>	<b>13.9%</b>	<b>12.9%</b>	<b>13.7%</b>	<b>12.4%</b>	<b>4.1%</b>	<b>4.9%</b>	<b>5.0%</b>	<b>2,677</b>	<b>2,388</b>	<b>2,624</b>
<b>EEOC</b>	<b>26.8%</b>	<b>24.2%</b>	<b>21.5%</b>	<b>48.6%</b>	<b>50.9%</b>	<b>52.5%</b>	<b>13.4%</b>	<b>12.9%</b>	<b>13.9%</b>	<b>8.7%</b>	<b>8.8%</b>	<b>9.5%</b>	<b>2.5%</b>	<b>3.2%</b>	<b>2.6%</b>	<b>1,235</b>	<b>1,121</b>	<b>1,172</b>
<b>EPA</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.9%</b>	<b>52.9%</b>	<b>51.7%</b>	<b>52.2%</b>	<b>15.6%</b>	<b>15.7%</b>	<b>15.9%</b>	<b>12.4%</b>	<b>13.8%</b>	<b>12.5%</b>	<b>3.6%</b>	<b>3.1%</b>	<b>3.5%</b>	<b>4,424</b>	<b>3,820</b>	<b>3,895</b>
<b>FCC</b>	<b>22.4%</b>	<b>21.5%</b>	<b>19.7%</b>	<b>45.9%</b>	<b>50.8%</b>	<b>54.9%</b>	<b>14.0%</b>	<b>14.6%</b>	<b>16.1%</b>	<b>11.7%</b>	<b>9.5%</b>	<b>7.5%</b>	<b>6.0%</b>	<b>3.6%</b>	<b>1.8%</b>	<b>567</b>	<b>694</b>	<b>801</b>
<b>FERC</b>	<b>32.0%</b>	<b>30.6%</b>	<b>25.8%</b>	<b>51.4%</b>	<b>50.0%</b>	<b>53.5%</b>	<b>8.6%</b>	<b>10.3%</b>	<b>11.3%</b>	<b>6.0%</b>	<b>6.6%</b>	<b>7.7%</b>	<b>1.9%</b>	<b>2.5%</b>	<b>1.8%</b>	<b>993</b>	<b>885</b>	<b>888</b>
<b>FTC</b>	<b>36.2%</b>	<b>35.7%</b>	<b>30.5%</b>	<b>47.3%</b>	<b>46.6%</b>	<b>51.0%</b>	<b>8.1%</b>	<b>7.9%</b>	<b>9.7%</b>	<b>6.5%</b>	<b>6.6%</b>	<b>7.6%</b>	<b>1.8%</b>	<b>3.1%</b>	<b>1.3%</b>	<b>620</b>	<b>515</b>	<b>560</b>

## Report by Agency

(2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>18.6%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>11.5%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>418,183</b>	<b>388,077</b>	<b>372,941</b>
<b>GSA</b>	<b>21.6%</b>	18.8%	19.7%	<b>49.6%</b>	50.5%	51.1%	<b>14.5%</b>	15.6%	14.7%	<b>10.6%</b>	11.8%	10.9%	<b>3.7%</b>	3.4%	3.6%	<b>7,792</b>	8,423	8,352
<b>HHS</b>	<b>21.2%</b>	19.9%	18.6%	<b>51.4%</b>	51.7%	52.8%	<b>14.1%</b>	14.2%	14.6%	<b>10.2%</b>	11.0%	11.0%	<b>3.1%</b>	3.2%	3.1%	<b>36,470</b>	32,461	31,987
<b>HUD</b>	<b>15.8%</b>	13.0%	12.1%	<b>45.7%</b>	45.1%	43.8%	<b>17.0%</b>	17.5%	19.1%	<b>16.0%</b>	16.5%	17.9%	<b>5.6%</b>	7.9%	7.1%	<b>5,355</b>	3,822	3,653
<b>NARA</b>	<b>20.7%</b>	16.7%	15.1%	<b>45.9%</b>	45.7%	48.0%	<b>13.9%</b>	16.0%	14.5%	<b>12.9%</b>	15.8%	15.8%	<b>6.6%</b>	5.9%	6.6%	<b>1,704</b>	1,648	1,586
<b>NASA</b>	<b>32.5%</b>	31.0%	29.4%	<b>50.8%</b>	51.4%	52.2%	<b>9.6%</b>	10.5%	10.2%	<b>5.5%</b>	5.9%	6.7%	<b>1.6%</b>	1.1%	1.4%	<b>9,879</b>	9,362	9,915
<b>NCUA</b>	<b>19.2%</b>	18.3%	18.4%	<b>51.9%</b>	51.2%	51.5%	<b>13.5%</b>	14.9%	14.3%	<b>12.8%</b>	12.6%	12.3%	<b>2.6%</b>	3.1%	3.6%	<b>771</b>	808	791
<b>NLRB</b>	<b>23.2%</b>	19.5%	21.6%	<b>54.2%</b>	54.3%	53.3%	<b>10.2%</b>	13.1%	12.4%	<b>9.9%</b>	10.4%	8.6%	<b>2.5%</b>	2.8%	4.1%	<b>895</b>	685	716
<b>NRC</b>	<b>30.5%</b>	28.9%	29.8%	<b>53.3%</b>	53.3%	52.9%	<b>8.5%</b>	8.7%	9.8%	<b>5.7%</b>	7.1%	6.0%	<b>2.1%</b>	2.0%	1.5%	<b>2,653</b>	2,446	2,488
<b>NSF</b>	<b>27.1%</b>	24.9%	20.5%	<b>50.1%</b>	50.7%	51.5%	<b>9.2%</b>	10.1%	11.7%	<b>9.7%</b>	10.0%	12.3%	<b>3.9%</b>	4.2%	4.1%	<b>895</b>	906	885
<b>OMB</b>	<b>18.5%</b>	15.8%	12.0%	<b>55.8%</b>	52.1%	49.8%	<b>15.2%</b>	16.7%	18.3%	<b>8.0%</b>	12.4%	14.6%	<b>2.5%</b>	3.0%	5.4%	<b>304</b>	300	313
<b>OPM</b>	<b>19.4%</b>	17.7%	18.7%	<b>51.1%</b>	51.8%	54.8%	<b>14.1%</b>	14.2%	13.0%	<b>11.5%</b>	12.5%	10.5%	<b>4.0%</b>	3.8%	2.9%	<b>3,354</b>	3,569	2,904
<b>PBGC</b>	<b>23.3%</b>	22.1%	19.0%	<b>50.9%</b>	51.2%	53.3%	<b>13.6%</b>	12.8%	14.3%	<b>9.0%</b>	10.8%	8.9%	<b>3.2%</b>	2.9%	4.6%	<b>625</b>	475	396
<b>RRB</b>	<b>20.4%</b>	19.4%	17.7%	<b>52.7%</b>	53.7%	59.9%	<b>12.6%</b>	12.9%	13.1%	<b>11.2%</b>	10.8%	7.9%	<b>3.2%</b>	3.2%	1.3%	<b>478</b>	520	602
<b>SBA</b>	<b>15.7%</b>	16.7%	17.3%	<b>44.4%</b>	46.5%	51.3%	<b>16.2%</b>	16.3%	14.6%	<b>16.4%</b>	15.5%	13.2%	<b>7.3%</b>	4.9%	3.6%	<b>1,294</b>	1,380	1,500
<b>SEC</b>	<b>21.3%</b>	18.7%	17.3%	<b>52.7%</b>	53.3%	51.7%	<b>12.9%</b>	13.8%	15.3%	<b>9.6%</b>	11.1%	11.9%	<b>3.5%</b>	3.2%	3.8%	<b>1,908</b>	2,452	2,396

## Report by Agency

(2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>18.6%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>11.5%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>418,183</b>	<b>388,077</b>	<b>372,941</b>
<b>SSA</b>	<b>22.7%</b>	21.6%	21.5%	<b>54.0%</b>	55.4%	55.8%	<b>12.7%</b>	12.2%	11.8%	<b>8.4%</b>	8.6%	8.5%	<b>2.3%</b>	2.2%	2.3%	<b>10,447</b>	9,410	8,261
<b>State</b>	<b>19.2%</b>	19.5%	20.1%	<b>54.7%</b>	55.8%	53.9%	<b>14.0%</b>	13.6%	14.4%	<b>10.3%</b>	9.3%	9.7%	<b>1.9%</b>	1.8%	1.9%	<b>4,028</b>	3,743	2,541
<b>Treas</b>	<b>16.9%</b>	16.8%	17.4%	<b>51.7%</b>	52.9%	53.1%	<b>13.9%</b>	13.9%	13.8%	<b>12.9%</b>	12.6%	11.8%	<b>4.5%</b>	3.9%	3.9%	<b>51,113</b>	50,439	49,570
<b>USAID</b>	<b>17.2%</b>	16.3%	14.4%	<b>53.7%</b>	52.3%	53.2%	<b>13.3%</b>	15.2%	16.6%	<b>12.6%</b>	13.2%	12.8%	<b>3.2%</b>	3.1%	2.9%	<b>1,992</b>	2,018	2,247
<b>USDA</b>	<b>15.0%</b>	12.9%	12.9%	<b>52.8%</b>	53.3%	53.6%	<b>16.6%</b>	17.0%	17.3%	<b>12.7%</b>	13.8%	13.2%	<b>2.9%</b>	3.1%	2.9%	<b>20,470</b>	19,953	13,142
<b>VA</b>	<b>17.8%</b>	18.4%	19.4%	<b>50.4%</b>	49.8%	50.4%	<b>15.4%</b>	15.3%	14.7%	<b>12.3%</b>	12.3%	11.7%	<b>4.1%</b>	4.2%	3.8%	<b>31,786</b>	27,133	29,521
<b>Small Agencies</b>	<b>22.3%</b>	21.1%	20.5%	<b>49.3%</b>	48.9%	50.2%	<b>12.7%</b>	13.8%	13.8%	<b>10.8%</b>	11.4%	11.4%	<b>4.9%</b>	4.8%	4.1%	<b>5,087</b>	4,721	5,033
<b>DOD</b>	<b>19.6%</b>	17.8%	17.8%	<b>51.8%</b>	52.1%	52.6%	<b>14.8%</b>	15.4%	15.7%	<b>10.7%</b>	11.5%	10.9%	<b>3.1%</b>	3.1%	3.0%	<b>72,306</b>	74,136	64,395
<b>USACE</b>	<b>17.9%</b>	14.5%	13.7%	<b>55.8%</b>	56.9%	57.3%	<b>14.2%</b>	15.2%	15.8%	<b>9.9%</b>	11.1%	10.7%	<b>2.2%</b>	2.3%	2.5%	<b>4,280</b>	2,401	2,201
<b>Air Force</b>	<b>20.3%</b>	18.2%	18.1%	<b>52.5%</b>	52.1%	53.0%	<b>14.0%</b>	14.6%	14.7%	<b>10.5%</b>	12.2%	11.2%	<b>2.7%</b>	2.9%	2.9%	<b>18,610</b>	18,936	12,003
<b>Army‡</b>	<b>20.1%</b>	18.4%	17.8%	<b>51.0%</b>	51.9%	51.9%	<b>14.6%</b>	15.4%	16.4%	<b>10.8%</b>	10.8%	10.8%	<b>3.4%</b>	3.4%	3.2%	<b>16,531</b>	19,724	19,699
<b>Navy‡</b>	<b>18.4%</b>	16.6%	17.7%	<b>52.9%</b>	53.3%	53.4%	<b>15.4%</b>	16.1%	15.9%	<b>10.4%</b>	11.5%	10.3%	<b>3.0%</b>	2.7%	2.7%	<b>16,119</b>	17,557	17,300
<b>Marine Corps</b>	<b>23.0%</b>	22.8%	20.4%	<b>47.2%</b>	48.0%	48.8%	<b>14.6%</b>	15.1%	17.2%	<b>12.0%</b>	10.4%	10.3%	<b>3.3%</b>	3.7%	3.3%	<b>1,659</b>	1,691	2,073
<b>DOD 4th Estate</b>	<b>19.5%</b>	18.4%	18.4%	<b>49.8%</b>	49.8%	51.2%	<b>15.5%</b>	15.6%	15.3%	<b>11.4%</b>	12.3%	11.8%	<b>3.7%</b>	4.0%	3.3%	<b>15,107</b>	13,827	11,119

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

**(3) I feel encouraged to come up with new and better ways of doing things.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>18.3%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>414,872</b>	<b>385,690</b>	<b>370,376</b>
<b>BBG</b>	<b>18.9%</b>	<b>16.0%</b>	<b>17.2%</b>	<b>32.0%</b>	<b>34.2%</b>	<b>33.9%</b>	<b>17.3%</b>	<b>20.0%</b>	<b>19.8%</b>	<b>18.0%</b>	<b>16.5%</b>	<b>17.4%</b>	<b>13.8%</b>	<b>13.3%</b>	<b>11.7%</b>	<b>1,079</b>	<b>1,030</b>	<b>1,127</b>
<b>CSOSA</b>	<b>23.1%</b>	<b>22.7%</b>	<b>20.9%</b>	<b>36.0%</b>	<b>32.1%</b>	<b>34.2%</b>	<b>19.1%</b>	<b>16.9%</b>	<b>18.4%</b>	<b>13.3%</b>	<b>17.1%</b>	<b>18.3%</b>	<b>8.5%</b>	<b>11.2%</b>	<b>8.2%</b>	<b>634</b>	<b>707</b>	<b>705</b>
<b>DHS</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.9%</b>	<b>26.8%</b>	<b>27.6%</b>	<b>28.5%</b>	<b>18.6%</b>	<b>19.3%</b>	<b>20.3%</b>	<b>23.6%</b>	<b>23.3%</b>	<b>23.0%</b>	<b>18.4%</b>	<b>17.1%</b>	<b>15.2%</b>	<b>42,911</b>	<b>41,998</b>	<b>38,416</b>
<b>DOC</b>	<b>21.0%</b>	<b>22.7%</b>	<b>20.6%</b>	<b>37.6%</b>	<b>37.4%</b>	<b>38.9%</b>	<b>19.8%</b>	<b>20.2%</b>	<b>20.7%</b>	<b>14.4%</b>	<b>13.4%</b>	<b>13.9%</b>	<b>7.2%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>9,991</b>	<b>9,736</b>	<b>9,324</b>
<b>DOE</b>	<b>21.3%</b>	<b>19.7%</b>	<b>22.0%</b>	<b>36.9%</b>	<b>36.9%</b>	<b>38.1%</b>	<b>18.0%</b>	<b>17.5%</b>	<b>16.9%</b>	<b>15.4%</b>	<b>17.3%</b>	<b>15.2%</b>	<b>8.3%</b>	<b>8.5%</b>	<b>7.9%</b>	<b>8,336</b>	<b>6,409</b>	<b>6,617</b>
<b>DOI</b>	<b>21.5%</b>	<b>20.1%</b>	<b>19.5%</b>	<b>38.6%</b>	<b>38.5%</b>	<b>39.0%</b>	<b>17.6%</b>	<b>18.0%</b>	<b>18.3%</b>	<b>14.5%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>7.6%</b>	<b>25,829</b>	<b>18,027</b>	<b>18,021</b>
<b>DOJ</b>	<b>21.6%</b>	<b>19.0%</b>	<b>18.0%</b>	<b>37.2%</b>	<b>37.2%</b>	<b>37.7%</b>	<b>19.4%</b>	<b>21.0%</b>	<b>20.8%</b>	<b>15.3%</b>	<b>15.9%</b>	<b>16.8%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>6.6%</b>	<b>19,852</b>	<b>16,898</b>	<b>16,727</b>
<b>DOL</b>	<b>20.3%</b>	<b>17.3%</b>	<b>16.6%</b>	<b>34.6%</b>	<b>33.4%</b>	<b>32.6%</b>	<b>19.6%</b>	<b>20.3%</b>	<b>20.4%</b>	<b>16.3%</b>	<b>18.2%</b>	<b>18.5%</b>	<b>9.2%</b>	<b>10.8%</b>	<b>11.9%</b>	<b>11,134</b>	<b>10,783</b>	<b>5,107</b>
<b>DOT</b>	<b>20.4%</b>	<b>18.8%</b>	<b>17.9%</b>	<b>35.9%</b>	<b>36.9%</b>	<b>35.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>20.0%</b>	<b>16.1%</b>	<b>16.5%</b>	<b>17.4%</b>	<b>8.3%</b>	<b>8.4%</b>	<b>9.0%</b>	<b>15,297</b>	<b>11,458</b>	<b>22,813</b>
<b>Educ</b>	<b>26.0%</b>	<b>25.1%</b>	<b>23.2%</b>	<b>36.6%</b>	<b>34.2%</b>	<b>36.2%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>16.3%</b>	<b>14.0%</b>	<b>15.9%</b>	<b>14.8%</b>	<b>8.0%</b>	<b>9.1%</b>	<b>9.5%</b>	<b>2,653</b>	<b>2,379</b>	<b>2,611</b>
<b>EEOC</b>	<b>23.2%</b>	<b>23.2%</b>	<b>19.2%</b>	<b>30.7%</b>	<b>30.5%</b>	<b>32.7%</b>	<b>18.6%</b>	<b>15.3%</b>	<b>17.5%</b>	<b>17.0%</b>	<b>18.2%</b>	<b>17.8%</b>	<b>10.6%</b>	<b>12.7%</b>	<b>12.9%</b>	<b>1,226</b>	<b>1,107</b>	<b>1,159</b>
<b>EPA</b>	<b>21.1%</b>	<b>19.8%</b>	<b>21.5%</b>	<b>38.9%</b>	<b>38.7%</b>	<b>37.8%</b>	<b>16.9%</b>	<b>17.6%</b>	<b>16.9%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>15.3%</b>	<b>7.4%</b>	<b>8.3%</b>	<b>8.5%</b>	<b>4,394</b>	<b>3,795</b>	<b>3,865</b>
<b>FCC</b>	<b>23.5%</b>	<b>23.1%</b>	<b>22.0%</b>	<b>33.1%</b>	<b>37.9%</b>	<b>41.6%</b>	<b>17.1%</b>	<b>18.8%</b>	<b>19.4%</b>	<b>14.8%</b>	<b>11.6%</b>	<b>11.9%</b>	<b>11.5%</b>	<b>8.7%</b>	<b>5.2%</b>	<b>561</b>	<b>691</b>	<b>799</b>
<b>FERC</b>	<b>29.4%</b>	<b>23.4%</b>	<b>22.2%</b>	<b>33.7%</b>	<b>36.4%</b>	<b>36.8%</b>	<b>17.1%</b>	<b>16.5%</b>	<b>19.3%</b>	<b>12.7%</b>	<b>15.1%</b>	<b>12.7%</b>	<b>7.1%</b>	<b>8.6%</b>	<b>8.9%</b>	<b>990</b>	<b>885</b>	<b>882</b>
<b>FTC</b>	<b>35.0%</b>	<b>33.1%</b>	<b>29.9%</b>	<b>38.8%</b>	<b>33.8%</b>	<b>37.6%</b>	<b>10.5%</b>	<b>12.4%</b>	<b>13.0%</b>	<b>10.1%</b>	<b>11.6%</b>	<b>13.4%</b>	<b>5.5%</b>	<b>9.2%</b>	<b>6.1%</b>	<b>618</b>	<b>513</b>	<b>557</b>

## Report by Agency

**(3) I feel encouraged to come up with new and better ways of doing things.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>18.3%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>414,872</b>	<b>385,690</b>	<b>370,376</b>
<b>GSA</b>	<b>26.0%</b>	24.7%	25.5%	<b>36.7%</b>	36.9%	37.8%	<b>17.4%</b>	18.2%	17.5%	<b>12.8%</b>	13.7%	12.6%	<b>7.1%</b>	6.5%	6.5%	<b>7,720</b>	8,408	8,276
<b>HHS</b>	<b>24.7%</b>	22.9%	22.4%	<b>38.2%</b>	38.2%	38.4%	<b>17.4%</b>	17.1%	17.7%	<b>13.1%</b>	14.4%	14.4%	<b>6.6%</b>	7.3%	7.1%	<b>36,148</b>	32,266	31,795
<b>HUD</b>	<b>20.8%</b>	16.4%	16.3%	<b>34.2%</b>	31.2%	30.8%	<b>18.6%</b>	20.0%	20.0%	<b>16.5%</b>	18.2%	20.3%	<b>10.0%</b>	14.2%	12.6%	<b>5,330</b>	3,823	3,663
<b>NARA</b>	<b>25.3%</b>	19.7%	18.3%	<b>32.8%</b>	32.0%	33.3%	<b>15.1%</b>	16.7%	17.6%	<b>15.2%</b>	18.6%	17.8%	<b>11.6%</b>	12.9%	13.0%	<b>1,695</b>	1,638	1,572
<b>NASA</b>	<b>41.2%</b>	38.4%	38.0%	<b>37.3%</b>	39.2%	38.8%	<b>11.4%</b>	11.8%	12.4%	<b>6.9%</b>	7.6%	7.8%	<b>3.1%</b>	3.0%	3.0%	<b>9,814</b>	9,287	9,852
<b>NCUA</b>	<b>21.8%</b>	20.7%	19.7%	<b>35.4%</b>	39.6%	38.0%	<b>23.7%</b>	19.8%	17.9%	<b>14.3%</b>	16.1%	18.0%	<b>4.8%</b>	3.8%	6.3%	<b>761</b>	798	785
<b>NLRB</b>	<b>15.6%</b>	15.2%	13.2%	<b>27.8%</b>	26.8%	30.6%	<b>21.8%</b>	18.1%	17.6%	<b>23.2%</b>	24.7%	23.0%	<b>11.6%</b>	15.2%	15.6%	<b>889</b>	687	708
<b>NRC</b>	<b>28.6%</b>	28.9%	28.3%	<b>37.9%</b>	38.5%	37.6%	<b>16.6%</b>	14.5%	17.2%	<b>11.2%</b>	12.9%	12.4%	<b>5.7%</b>	5.3%	4.6%	<b>2,638</b>	2,437	2,491
<b>NSF</b>	<b>32.9%</b>	30.4%	28.9%	<b>36.5%</b>	36.0%	38.2%	<b>13.8%</b>	16.1%	14.7%	<b>11.1%</b>	10.8%	11.2%	<b>5.7%</b>	6.8%	7.0%	<b>884</b>	905	871
<b>OMB</b>	<b>33.3%</b>	31.5%	24.2%	<b>43.9%</b>	39.4%	40.4%	<b>12.9%</b>	16.4%	13.1%	<b>7.1%</b>	9.3%	17.6%	<b>2.9%</b>	3.3%	4.7%	<b>300</b>	302	311
<b>OPM</b>	<b>22.3%</b>	21.3%	21.9%	<b>39.1%</b>	38.3%	40.1%	<b>18.8%</b>	20.0%	18.3%	<b>13.1%</b>	14.0%	13.1%	<b>6.7%</b>	6.5%	6.6%	<b>3,318</b>	3,525	2,893
<b>PBGC</b>	<b>27.5%</b>	25.5%	21.7%	<b>39.2%</b>	41.7%	39.2%	<b>13.6%</b>	12.2%	18.9%	<b>12.5%</b>	13.5%	11.8%	<b>7.1%</b>	7.0%	8.5%	<b>623</b>	470	398
<b>RRB</b>	<b>18.2%</b>	19.9%	19.7%	<b>39.3%</b>	35.8%	36.8%	<b>21.3%</b>	22.0%	23.0%	<b>14.9%</b>	15.2%	15.3%	<b>6.3%</b>	7.1%	5.1%	<b>472</b>	516	600
<b>SBA</b>	<b>19.7%</b>	21.1%	22.1%	<b>35.1%</b>	36.0%	37.1%	<b>16.1%</b>	15.4%	18.2%	<b>15.7%</b>	17.9%	14.0%	<b>13.4%</b>	9.6%	8.6%	<b>1,268</b>	1,364	1,488
<b>SEC</b>	<b>23.5%</b>	21.3%	19.8%	<b>34.0%</b>	34.9%	33.3%	<b>16.3%</b>	17.8%	18.0%	<b>16.4%</b>	16.8%	18.5%	<b>9.9%</b>	9.2%	10.5%	<b>1,896</b>	2,433	2,386

## Report by Agency

**(3) I feel encouraged to come up with new and better ways of doing things.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>18.3%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>414,872</b>	<b>385,690</b>	<b>370,376</b>
<b>SSA</b>	<b>19.7%</b>	<b>18.0%</b>	<b>17.6%</b>	<b>36.3%</b>	<b>35.8%</b>	<b>35.8%</b>	<b>20.1%</b>	<b>21.1%</b>	<b>21.3%</b>	<b>15.9%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>8.0%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>10,360</b>	<b>9,355</b>	<b>8,207</b>
<b>State</b>	<b>23.2%</b>	<b>22.4%</b>	<b>22.0%</b>	<b>40.0%</b>	<b>39.8%</b>	<b>40.4%</b>	<b>17.9%</b>	<b>18.6%</b>	<b>18.1%</b>	<b>13.5%</b>	<b>14.1%</b>	<b>13.6%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>5.9%</b>	<b>3,979</b>	<b>3,723</b>	<b>2,514</b>
<b>Treas</b>	<b>19.2%</b>	<b>18.2%</b>	<b>19.0%</b>	<b>36.1%</b>	<b>36.4%</b>	<b>36.5%</b>	<b>19.0%</b>	<b>19.4%</b>	<b>18.8%</b>	<b>16.7%</b>	<b>17.1%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>8.8%</b>	<b>9.0%</b>	<b>50,814</b>	<b>50,215</b>	<b>49,379</b>
<b>USAID</b>	<b>23.7%</b>	<b>20.4%</b>	<b>19.4%</b>	<b>39.6%</b>	<b>40.0%</b>	<b>41.5%</b>	<b>15.7%</b>	<b>17.3%</b>	<b>17.7%</b>	<b>15.6%</b>	<b>14.9%</b>	<b>15.0%</b>	<b>5.4%</b>	<b>7.4%</b>	<b>6.4%</b>	<b>1,965</b>	<b>2,015</b>	<b>2,230</b>
<b>USDA</b>	<b>17.9%</b>	<b>15.9%</b>	<b>15.9%</b>	<b>39.2%</b>	<b>39.2%</b>	<b>38.2%</b>	<b>19.9%</b>	<b>20.2%</b>	<b>21.6%</b>	<b>16.1%</b>	<b>17.9%</b>	<b>17.2%</b>	<b>6.9%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>20,262</b>	<b>19,818</b>	<b>13,053</b>
<b>VA</b>	<b>17.9%</b>	<b>18.3%</b>	<b>19.5%</b>	<b>35.5%</b>	<b>34.5%</b>	<b>35.2%</b>	<b>18.9%</b>	<b>18.6%</b>	<b>18.3%</b>	<b>17.3%</b>	<b>17.8%</b>	<b>17.5%</b>	<b>10.4%</b>	<b>10.8%</b>	<b>9.5%</b>	<b>31,575</b>	<b>27,041</b>	<b>29,335</b>
<b>Small Agencies</b>	<b>25.8%</b>	<b>24.4%</b>	<b>24.8%</b>	<b>35.6%</b>	<b>33.9%</b>	<b>34.2%</b>	<b>15.5%</b>	<b>16.4%</b>	<b>17.9%</b>	<b>13.8%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>9.4%</b>	<b>9.2%</b>	<b>8.0%</b>	<b>5,050</b>	<b>4,683</b>	<b>5,008</b>
<b>DOD</b>	<b>22.2%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>38.0%</b>	<b>38.1%</b>	<b>38.4%</b>	<b>17.7%</b>	<b>19.0%</b>	<b>19.0%</b>	<b>14.7%</b>	<b>15.4%</b>	<b>15.4%</b>	<b>7.3%</b>	<b>7.4%</b>	<b>7.0%</b>	<b>71,606</b>	<b>73,565</b>	<b>63,831</b>
<b>USACE</b>	<b>21.7%</b>	<b>16.7%</b>	<b>16.6%</b>	<b>39.3%</b>	<b>41.0%</b>	<b>39.8%</b>	<b>18.1%</b>	<b>20.1%</b>	<b>20.6%</b>	<b>14.7%</b>	<b>15.4%</b>	<b>16.4%</b>	<b>6.2%</b>	<b>6.9%</b>	<b>6.7%</b>	<b>4,245</b>	<b>2,399</b>	<b>2,191</b>
<b>Air Force</b>	<b>23.8%</b>	<b>21.4%</b>	<b>20.9%</b>	<b>39.0%</b>	<b>38.3%</b>	<b>38.0%</b>	<b>16.3%</b>	<b>17.9%</b>	<b>19.0%</b>	<b>14.5%</b>	<b>15.3%</b>	<b>15.5%</b>	<b>6.5%</b>	<b>7.1%</b>	<b>6.6%</b>	<b>18,457</b>	<b>18,805</b>	<b>11,919</b>
<b>Army‡</b>	<b>21.5%</b>	<b>19.7%</b>	<b>19.5%</b>	<b>37.8%</b>	<b>37.8%</b>	<b>38.7%</b>	<b>17.5%</b>	<b>19.3%</b>	<b>18.8%</b>	<b>15.3%</b>	<b>15.4%</b>	<b>15.6%</b>	<b>8.0%</b>	<b>7.8%</b>	<b>7.4%</b>	<b>16,316</b>	<b>19,535</b>	<b>19,500</b>
<b>Navy‡</b>	<b>22.1%</b>	<b>19.9%</b>	<b>20.8%</b>	<b>38.4%</b>	<b>38.5%</b>	<b>39.0%</b>	<b>18.5%</b>	<b>19.9%</b>	<b>18.9%</b>	<b>14.0%</b>	<b>14.9%</b>	<b>14.8%</b>	<b>7.0%</b>	<b>6.7%</b>	<b>6.5%</b>	<b>15,972</b>	<b>17,378</b>	<b>17,133</b>
<b>Marine Corps</b>	<b>22.5%</b>	<b>25.6%</b>	<b>23.3%</b>	<b>36.1%</b>	<b>35.1%</b>	<b>34.3%</b>	<b>17.4%</b>	<b>15.9%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>15.7%</b>	<b>15.2%</b>	<b>7.9%</b>	<b>7.7%</b>	<b>8.1%</b>	<b>1,650</b>	<b>1,680</b>	<b>2,062</b>
<b>DOD 4th Estate</b>	<b>21.6%</b>	<b>19.7%</b>	<b>20.4%</b>	<b>36.3%</b>	<b>36.8%</b>	<b>37.5%</b>	<b>18.9%</b>	<b>19.2%</b>	<b>18.9%</b>	<b>15.0%</b>	<b>16.1%</b>	<b>15.5%</b>	<b>8.2%</b>	<b>8.2%</b>	<b>7.6%</b>	<b>14,966</b>	<b>13,768</b>	<b>11,026</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

**(4) My work gives me a feeling of personal accomplishment.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>28.3%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>42.2%</b>	<b>42.8%</b>	<b>43.2%</b>	<b>14.6%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>418,769</b>	<b>389,314</b>	<b>373,824</b>
<b>BBG</b>	<b>30.9%</b>	26.7%	29.0%	<b>41.7%</b>	42.4%	42.6%	<b>12.4%</b>	15.5%	14.3%	<b>8.0%</b>	8.8%	8.5%	<b>7.1%</b>	6.5%	5.7%	<b>1,087</b>	1,040	1,138
<b>CSOSA</b>	<b>28.8%</b>	30.7%	26.3%	<b>42.3%</b>	37.4%	45.8%	<b>15.2%</b>	14.9%	12.1%	<b>8.7%</b>	8.9%	9.8%	<b>5.0%</b>	8.1%	6.0%	<b>644</b>	718	706
<b>DHS</b>	<b>19.8%</b>	20.2%	21.1%	<b>36.2%</b>	37.3%	39.1%	<b>17.4%</b>	17.1%	17.3%	<b>14.0%</b>	13.9%	12.9%	<b>12.7%</b>	11.5%	9.6%	<b>42,922</b>	42,363	38,744
<b>DOC</b>	<b>29.9%</b>	30.9%	29.9%	<b>44.0%</b>	45.2%	45.7%	<b>14.4%</b>	13.0%	13.2%	<b>7.6%</b>	7.6%	7.8%	<b>4.1%</b>	3.3%	3.4%	<b>10,063</b>	9,804	9,393
<b>DOE</b>	<b>25.5%</b>	23.5%	25.0%	<b>43.7%</b>	43.1%	43.5%	<b>14.9%</b>	15.4%	16.0%	<b>10.2%</b>	11.3%	10.2%	<b>5.8%</b>	6.7%	5.3%	<b>8,410</b>	6,458	6,665
<b>DOI</b>	<b>29.0%</b>	28.1%	27.2%	<b>43.4%</b>	43.9%	45.0%	<b>14.5%</b>	14.2%	14.1%	<b>8.2%</b>	9.0%	8.9%	<b>4.8%</b>	4.8%	4.8%	<b>26,122</b>	18,156	18,231
<b>DOJ</b>	<b>31.2%</b>	28.5%	28.3%	<b>42.9%</b>	42.9%	43.0%	<b>13.2%</b>	14.8%	15.2%	<b>8.6%</b>	9.2%	9.1%	<b>4.1%</b>	4.7%	4.4%	<b>20,059</b>	17,079	16,888
<b>DOL</b>	<b>31.1%</b>	29.1%	27.0%	<b>41.5%</b>	41.5%	41.4%	<b>14.3%</b>	14.8%	15.8%	<b>7.7%</b>	8.9%	9.8%	<b>5.4%</b>	5.7%	6.0%	<b>11,254</b>	10,860	5,157
<b>DOT</b>	<b>29.0%</b>	26.4%	26.3%	<b>43.4%</b>	44.3%	46.5%	<b>14.5%</b>	15.1%	13.7%	<b>8.4%</b>	9.3%	8.7%	<b>4.8%</b>	5.0%	4.8%	<b>15,499</b>	11,563	23,038
<b>Educ</b>	<b>33.3%</b>	31.4%	30.5%	<b>40.6%</b>	40.2%	40.4%	<b>13.8%</b>	14.6%	13.8%	<b>7.6%</b>	8.3%	9.1%	<b>4.7%</b>	5.5%	6.2%	<b>2,677</b>	2,394	2,638
<b>EEOC</b>	<b>44.1%</b>	41.5%	40.0%	<b>37.3%</b>	37.1%	37.3%	<b>9.2%</b>	12.2%	11.6%	<b>5.3%</b>	5.4%	6.6%	<b>4.1%</b>	3.9%	4.4%	<b>1,241</b>	1,120	1,174
<b>EPA</b>	<b>28.4%</b>	26.0%	26.6%	<b>42.4%</b>	44.1%	43.1%	<b>15.0%</b>	14.2%	14.4%	<b>9.0%</b>	10.2%	10.5%	<b>5.2%</b>	5.5%	5.3%	<b>4,436</b>	3,837	3,895
<b>FCC</b>	<b>27.3%</b>	28.0%	26.0%	<b>41.1%</b>	43.4%	45.3%	<b>15.1%</b>	14.2%	15.4%	<b>10.3%</b>	8.1%	9.1%	<b>6.3%</b>	6.4%	4.1%	<b>568</b>	695	807
<b>FERC</b>	<b>35.3%</b>	28.9%	27.2%	<b>39.3%</b>	45.1%	44.3%	<b>13.6%</b>	13.8%	16.0%	<b>7.8%</b>	8.5%	7.9%	<b>4.0%</b>	3.7%	4.6%	<b>991</b>	888	884
<b>FTC</b>	<b>41.9%</b>	39.8%	38.6%	<b>38.9%</b>	38.8%	40.8%	<b>10.5%</b>	10.0%	10.3%	<b>5.7%</b>	6.5%	7.9%	<b>3.1%</b>	4.9%	2.5%	<b>625</b>	515	562

## Report by Agency

**(4) My work gives me a feeling of personal accomplishment.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>28.3%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>42.2%</b>	<b>42.8%</b>	<b>43.2%</b>	<b>14.6%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>418,769</b>	<b>389,314</b>	<b>373,824</b>
<b>GSA</b>	<b>29.5%</b>	27.3%	29.3%	<b>41.7%</b>	43.4%	42.5%	<b>15.9%</b>	15.8%	15.2%	<b>8.2%</b>	8.6%	8.7%	<b>4.8%</b>	4.9%	4.3%	<b>7,779</b>	8,437	8,358
<b>HHS</b>	<b>32.6%</b>	30.8%	30.0%	<b>42.8%</b>	43.1%	43.8%	<b>13.2%</b>	13.8%	14.0%	<b>7.4%</b>	7.9%	8.0%	<b>3.9%</b>	4.3%	4.2%	<b>36,501</b>	32,550	32,103
<b>HUD</b>	<b>27.6%</b>	22.9%	23.3%	<b>40.9%</b>	40.4%	39.4%	<b>15.2%</b>	16.9%	17.4%	<b>9.8%</b>	11.0%	10.8%	<b>6.6%</b>	8.8%	9.1%	<b>5,349</b>	3,844	3,694
<b>NARA</b>	<b>35.4%</b>	32.1%	31.9%	<b>39.1%</b>	37.8%	38.4%	<b>12.8%</b>	13.8%	14.1%	<b>6.6%</b>	9.8%	8.8%	<b>6.1%</b>	6.5%	6.8%	<b>1,701</b>	1,655	1,604
<b>NASA</b>	<b>42.8%</b>	40.4%	39.3%	<b>39.3%</b>	40.7%	41.0%	<b>10.2%</b>	10.8%	11.2%	<b>5.1%</b>	5.8%	6.0%	<b>2.7%</b>	2.3%	2.5%	<b>9,887</b>	9,372	9,922
<b>NCUA</b>	<b>30.9%</b>	29.4%	29.4%	<b>45.7%</b>	48.5%	45.5%	<b>13.6%</b>	13.6%	14.2%	<b>7.4%</b>	5.4%	7.9%	<b>2.5%</b>	3.1%	2.9%	<b>775</b>	803	792
<b>NLRB</b>	<b>35.1%</b>	29.6%	29.5%	<b>44.4%</b>	42.8%	41.3%	<b>11.4%</b>	14.4%	15.3%	<b>5.9%</b>	8.8%	9.5%	<b>3.2%</b>	4.4%	4.4%	<b>893</b>	688	715
<b>NRC</b>	<b>35.7%</b>	35.4%	34.4%	<b>41.5%</b>	42.0%	42.5%	<b>11.7%</b>	11.9%	12.5%	<b>7.3%</b>	7.6%	7.2%	<b>3.8%</b>	3.2%	3.4%	<b>2,662</b>	2,444	2,500
<b>NSF</b>	<b>40.6%</b>	37.6%	34.6%	<b>38.4%</b>	39.8%	41.2%	<b>10.9%</b>	10.4%	12.5%	<b>6.5%</b>	6.6%	7.3%	<b>3.5%</b>	5.5%	4.4%	<b>893</b>	911	881
<b>OMB</b>	<b>44.6%</b>	36.5%	29.9%	<b>39.7%</b>	45.5%	43.6%	<b>12.3%</b>	11.4%	12.9%	<b>2.6%</b>	5.0%	9.7%	<b>0.8%</b>	1.6%	3.8%	<b>304</b>	302	314
<b>OPM</b>	<b>31.9%</b>	31.9%	31.4%	<b>42.6%</b>	43.6%	43.7%	<b>13.8%</b>	13.4%	13.6%	<b>7.5%</b>	7.5%	7.7%	<b>4.3%</b>	3.6%	3.6%	<b>3,362</b>	3,566	2,911
<b>PBGC</b>	<b>31.0%</b>	33.1%	28.4%	<b>45.8%</b>	40.6%	46.2%	<b>10.3%</b>	12.6%	12.7%	<b>8.0%</b>	8.5%	7.4%	<b>4.9%</b>	5.1%	5.4%	<b>623</b>	477	397
<b>RRB</b>	<b>31.7%</b>	29.3%	32.2%	<b>47.6%</b>	47.0%	44.0%	<b>9.3%</b>	10.2%	15.2%	<b>7.4%</b>	8.8%	6.4%	<b>4.1%</b>	4.7%	2.2%	<b>478</b>	521	605
<b>SBA</b>	<b>30.8%</b>	31.9%	31.1%	<b>40.6%</b>	40.8%	43.0%	<b>13.8%</b>	13.6%	15.0%	<b>7.7%</b>	8.9%	6.7%	<b>7.2%</b>	4.8%	4.2%	<b>1,297</b>	1,380	1,504
<b>SEC</b>	<b>33.6%</b>	31.8%	28.3%	<b>42.1%</b>	43.1%	43.7%	<b>12.8%</b>	13.2%	14.3%	<b>6.8%</b>	8.1%	9.0%	<b>4.7%</b>	3.9%	4.7%	<b>1,911</b>	2,456	2,399

## Report by Agency

**(4) My work gives me a feeling of personal accomplishment.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>28.3%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>42.2%</b>	<b>42.8%</b>	<b>43.2%</b>	<b>14.6%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>418,769</b>	<b>389,314</b>	<b>373,824</b>
<b>SSA</b>	<b>33.9%</b>	31.0%	31.4%	<b>42.6%</b>	43.0%	43.8%	<b>12.6%</b>	14.0%	13.2%	<b>6.9%</b>	7.9%	7.5%	<b>4.1%</b>	4.1%	4.2%	<b>10,475</b>	9,465	8,300
<b>State</b>	<b>31.4%</b>	32.2%	32.1%	<b>44.0%</b>	45.2%	42.6%	<b>13.5%</b>	11.7%	13.5%	<b>8.0%</b>	7.6%	7.8%	<b>3.2%</b>	3.3%	3.9%	<b>4,033</b>	3,752	2,545
<b>Treas</b>	<b>25.8%</b>	26.0%	26.2%	<b>43.7%</b>	45.0%	44.1%	<b>14.9%</b>	14.6%	14.7%	<b>9.7%</b>	9.1%	9.2%	<b>5.9%</b>	5.2%	5.8%	<b>51,300</b>	50,671	49,740
<b>USAID</b>	<b>29.3%</b>	27.9%	27.2%	<b>43.3%</b>	41.9%	44.6%	<b>14.4%</b>	15.1%	15.1%	<b>8.9%</b>	10.5%	9.1%	<b>4.1%</b>	4.6%	4.0%	<b>1,987</b>	2,030	2,254
<b>USDA</b>	<b>26.4%</b>	24.5%	23.6%	<b>45.5%</b>	46.7%	47.1%	<b>14.8%</b>	15.5%	15.6%	<b>8.7%</b>	9.4%	9.5%	<b>4.5%</b>	3.9%	4.2%	<b>20,491</b>	19,995	13,171
<b>VA</b>	<b>30.4%</b>	29.6%	31.1%	<b>42.3%</b>	42.8%	42.4%	<b>13.7%</b>	13.6%	13.2%	<b>8.4%</b>	8.7%	8.5%	<b>5.2%</b>	5.4%	4.8%	<b>31,998</b>	27,375	29,655
<b>Small Agencies</b>	<b>34.0%</b>	31.5%	33.0%	<b>40.2%</b>	40.5%	39.9%	<b>12.5%</b>	13.0%	13.4%	<b>7.5%</b>	8.7%	8.3%	<b>5.8%</b>	6.3%	5.5%	<b>5,083</b>	4,730	5,056
<b>DOD</b>	<b>27.4%</b>	25.3%	25.5%	<b>42.7%</b>	43.2%	43.7%	<b>15.3%</b>	16.0%	16.4%	<b>9.5%</b>	10.2%	9.6%	<b>5.1%</b>	5.3%	4.8%	<b>72,389</b>	74,400	64,484
<b>USACE</b>	<b>27.0%</b>	21.9%	22.3%	<b>46.8%</b>	47.3%	46.0%	<b>14.0%</b>	15.8%	18.6%	<b>8.4%</b>	9.8%	8.7%	<b>3.8%</b>	5.1%	4.4%	<b>4,285</b>	2,412	2,209
<b>Air Force</b>	<b>27.2%</b>	24.2%	24.1%	<b>42.6%</b>	43.1%	43.6%	<b>15.5%</b>	16.2%	16.6%	<b>9.9%</b>	11.0%	10.3%	<b>4.8%</b>	5.5%	5.3%	<b>18,641</b>	19,003	12,027
<b>Army‡</b>	<b>28.4%</b>	26.2%	26.4%	<b>41.6%</b>	42.7%	43.8%	<b>15.0%</b>	15.9%	15.8%	<b>9.6%</b>	9.5%	9.1%	<b>5.5%</b>	5.7%	4.8%	<b>16,565</b>	19,805	19,729
<b>Navy‡</b>	<b>26.6%</b>	24.6%	25.4%	<b>43.5%</b>	44.5%	44.2%	<b>15.8%</b>	16.4%	16.6%	<b>9.2%</b>	10.1%	9.4%	<b>4.8%</b>	4.4%	4.4%	<b>16,107</b>	17,599	17,299
<b>Marine Corps</b>	<b>27.5%</b>	29.5%	29.6%	<b>41.5%</b>	39.6%	40.3%	<b>15.8%</b>	15.0%	16.1%	<b>9.6%</b>	10.7%	9.0%	<b>5.6%</b>	5.1%	4.9%	<b>1,661</b>	1,703	2,080
<b>DOD 4th Estate</b>	<b>27.3%</b>	26.7%	26.0%	<b>42.2%</b>	41.6%	42.6%	<b>14.7%</b>	15.3%	15.9%	<b>9.9%</b>	10.7%	10.4%	<b>5.9%</b>	5.8%	5.0%	<b>15,130</b>	13,878	11,140

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

(5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>39.0%</b>	<b>37.7%</b>	<b>38.4%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>414,001</b>	<b>384,679</b>	<b>369,988</b>
<b>BBG</b>	<b>46.5%</b>	43.6%	44.9%	<b>39.9%</b>	42.5%	42.9%	<b>8.0%</b>	8.7%	7.4%	<b>3.4%</b>	3.3%	3.1%	<b>2.3%</b>	1.9%	1.6%	<b>1,083</b>	1,022	1,132
<b>CSOSA</b>	<b>42.7%</b>	41.0%	41.0%	<b>41.3%</b>	42.3%	40.2%	<b>10.8%</b>	11.0%	10.8%	<b>2.6%</b>	3.4%	4.2%	<b>2.6%</b>	2.3%	3.8%	<b>641</b>	705	699
<b>DHS</b>	<b>33.2%</b>	34.1%	36.0%	<b>43.2%</b>	43.1%	43.6%	<b>13.7%</b>	13.6%	12.3%	<b>5.3%</b>	5.3%	4.9%	<b>4.7%</b>	3.9%	3.3%	<b>42,891</b>	41,926	38,390
<b>DOC</b>	<b>38.0%</b>	38.6%	37.3%	<b>44.8%</b>	44.9%	47.0%	<b>11.6%</b>	11.2%	10.6%	<b>3.8%</b>	3.9%	3.6%	<b>1.7%</b>	1.4%	1.5%	<b>9,976</b>	9,736	9,309
<b>DOE</b>	<b>35.4%</b>	33.0%	33.6%	<b>46.1%</b>	47.0%	47.4%	<b>12.1%</b>	12.5%	12.6%	<b>4.6%</b>	5.2%	4.7%	<b>1.9%</b>	2.3%	1.8%	<b>8,326</b>	6,390	6,625
<b>DOI</b>	<b>41.6%</b>	40.0%	40.0%	<b>44.2%</b>	44.8%	45.3%	<b>9.3%</b>	10.1%	9.8%	<b>3.4%</b>	3.7%	3.5%	<b>1.5%</b>	1.4%	1.4%	<b>25,767</b>	18,014	17,975
<b>DOJ</b>	<b>41.8%</b>	38.8%	38.5%	<b>42.9%</b>	44.2%	44.9%	<b>9.7%</b>	10.7%	10.7%	<b>3.7%</b>	4.6%	4.2%	<b>1.9%</b>	1.7%	1.7%	<b>19,779</b>	16,859	16,697
<b>DOL</b>	<b>39.6%</b>	38.0%	36.1%	<b>42.7%</b>	43.6%	44.3%	<b>11.5%</b>	12.0%	12.4%	<b>3.9%</b>	4.1%	4.9%	<b>2.3%</b>	2.3%	2.2%	<b>11,164</b>	10,745	5,101
<b>DOT</b>	<b>41.6%</b>	37.6%	42.4%	<b>43.1%</b>	45.7%	43.3%	<b>10.5%</b>	11.5%	9.4%	<b>3.2%</b>	3.4%	3.5%	<b>1.6%</b>	1.8%	1.4%	<b>15,242</b>	11,384	22,803
<b>Educ</b>	<b>38.8%</b>	37.5%	35.3%	<b>42.0%</b>	42.9%	42.9%	<b>11.9%</b>	10.9%	12.5%	<b>4.6%</b>	5.9%	6.2%	<b>2.6%</b>	2.8%	3.0%	<b>2,650</b>	2,373	2,618
<b>EEOC</b>	<b>54.5%</b>	51.1%	50.1%	<b>34.6%</b>	38.7%	37.0%	<b>7.2%</b>	6.8%	7.7%	<b>2.2%</b>	1.8%	3.1%	<b>1.5%</b>	1.6%	2.0%	<b>1,227</b>	1,099	1,154
<b>EPA</b>	<b>35.2%</b>	33.1%	34.5%	<b>45.7%</b>	46.6%	46.3%	<b>12.4%</b>	12.7%	12.3%	<b>4.6%</b>	5.1%	5.3%	<b>2.0%</b>	2.5%	1.7%	<b>4,376</b>	3,784	3,851
<b>FCC</b>	<b>33.8%</b>	35.1%	32.8%	<b>45.3%</b>	45.0%	48.8%	<b>13.1%</b>	13.4%	13.3%	<b>4.9%</b>	4.7%	4.3%	<b>2.9%</b>	1.9%	0.8%	<b>556</b>	683	800
<b>FERC</b>	<b>39.4%</b>	35.4%	33.6%	<b>42.7%</b>	47.2%	47.4%	<b>12.9%</b>	11.4%	11.9%	<b>3.6%</b>	4.4%	5.5%	<b>1.5%</b>	1.5%	1.7%	<b>982</b>	880	881
<b>FTC</b>	<b>45.8%</b>	48.2%	45.4%	<b>40.8%</b>	39.4%	40.6%	<b>8.8%</b>	7.5%	9.8%	<b>2.9%</b>	2.8%	3.7%	<b>1.7%</b>	2.1%	0.5%	<b>626</b>	514	556

## Report by Agency

(5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>39.0%</b>	<b>37.7%</b>	<b>38.4%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>414,001</b>	<b>384,679</b>	<b>369,988</b>
<b>GSA</b>	<b>36.9%</b>	35.0%	37.5%	<b>42.7%</b>	44.8%	43.5%	<b>13.2%</b>	13.2%	11.9%	<b>4.5%</b>	4.8%	4.9%	<b>2.7%</b>	2.2%	2.2%	<b>7,730</b>	8,390	8,276
<b>HHS</b>	<b>41.4%</b>	39.9%	39.8%	<b>43.5%</b>	44.0%	44.2%	<b>10.0%</b>	10.5%	10.5%	<b>3.4%</b>	3.8%	3.8%	<b>1.7%</b>	1.9%	1.7%	<b>36,157</b>	32,211	31,810
<b>HUD</b>	<b>35.7%</b>	32.6%	32.7%	<b>42.3%</b>	43.0%	42.3%	<b>13.1%</b>	13.2%	14.3%	<b>5.8%</b>	6.5%	6.3%	<b>3.1%</b>	4.7%	4.3%	<b>5,274</b>	3,814	3,673
<b>NARA</b>	<b>43.0%</b>	41.7%	39.0%	<b>40.0%</b>	37.9%	40.6%	<b>10.0%</b>	11.3%	12.4%	<b>3.9%</b>	5.9%	4.8%	<b>3.1%</b>	3.2%	3.1%	<b>1,687</b>	1,661	1,577
<b>NASA</b>	<b>46.8%</b>	45.1%	45.0%	<b>39.8%</b>	40.2%	40.6%	<b>8.9%</b>	10.0%	9.3%	<b>3.2%</b>	3.6%	3.8%	<b>1.4%</b>	1.0%	1.3%	<b>9,801</b>	9,270	9,856
<b>NCUA</b>	<b>40.5%</b>	38.3%	37.9%	<b>45.2%</b>	47.6%	49.2%	<b>10.2%</b>	9.6%	9.0%	<b>3.3%</b>	3.2%	2.9%	<b>0.8%</b>	1.4%	0.9%	<b>763</b>	803	789
<b>NLRB</b>	<b>44.4%</b>	37.3%	34.4%	<b>43.2%</b>	46.9%	49.2%	<b>8.5%</b>	10.7%	10.3%	<b>2.8%</b>	4.0%	4.5%	<b>1.1%</b>	1.1%	1.5%	<b>891</b>	682	713
<b>NRC</b>	<b>40.8%</b>	39.7%	39.8%	<b>42.8%</b>	43.3%	43.3%	<b>10.6%</b>	10.5%	11.1%	<b>4.3%</b>	4.5%	4.1%	<b>1.5%</b>	2.0%	1.7%	<b>2,639</b>	2,442	2,481
<b>NSF</b>	<b>41.2%</b>	40.5%	39.7%	<b>40.5%</b>	41.2%	42.3%	<b>11.4%</b>	12.2%	12.0%	<b>4.8%</b>	3.7%	4.1%	<b>2.1%</b>	2.4%	1.9%	<b>890</b>	905	871
<b>OMB</b>	<b>48.4%</b>	40.0%	33.8%	<b>41.5%</b>	48.3%	51.3%	<b>7.9%</b>	8.6%	8.3%	<b>1.3%</b>	2.5%	5.1%	<b>0.8%</b>	0.7%	1.6%	<b>302</b>	299	310
<b>OPM</b>	<b>39.8%</b>	40.6%	39.9%	<b>43.2%</b>	43.3%	42.5%	<b>11.4%</b>	10.4%	11.6%	<b>3.6%</b>	3.9%	4.0%	<b>2.0%</b>	1.8%	1.9%	<b>3,327</b>	3,531	2,899
<b>PBGC</b>	<b>33.0%</b>	34.5%	33.0%	<b>48.6%</b>	46.7%	45.5%	<b>12.1%</b>	12.2%	13.9%	<b>3.9%</b>	3.9%	5.2%	<b>2.4%</b>	2.6%	2.4%	<b>624</b>	472	391
<b>RRB</b>	<b>36.8%</b>	37.2%	35.9%	<b>45.2%</b>	45.3%	45.7%	<b>11.1%</b>	11.1%	13.2%	<b>3.9%</b>	4.4%	3.8%	<b>3.0%</b>	1.9%	1.3%	<b>468</b>	511	603
<b>SBA</b>	<b>39.2%</b>	40.1%	39.6%	<b>42.3%</b>	43.7%	44.8%	<b>12.1%</b>	10.5%	10.9%	<b>3.7%</b>	3.6%	2.8%	<b>2.7%</b>	2.0%	1.8%	<b>1,276</b>	1,363	1,483
<b>SEC</b>	<b>41.4%</b>	39.2%	37.5%	<b>42.4%</b>	44.9%	47.6%	<b>9.7%</b>	10.1%	9.7%	<b>4.5%</b>	4.3%	3.7%	<b>2.0%</b>	1.5%	1.5%	<b>1,904</b>	2,430	2,385

## Report by Agency

(5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>39.0%</b>	<b>37.7%</b>	<b>38.4%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>414,001</b>	<b>384,679</b>	<b>369,988</b>
<b>SSA</b>	<b>39.9%</b>	37.3%	37.5%	<b>42.8%</b>	43.3%	43.8%	<b>10.8%</b>	12.3%	11.8%	<b>4.4%</b>	4.7%	4.3%	<b>2.1%</b>	2.3%	2.5%	<b>10,307</b>	9,360	8,189
<b>State</b>	<b>40.1%</b>	40.9%	41.1%	<b>43.5%</b>	43.9%	41.5%	<b>10.1%</b>	10.1%	11.3%	<b>4.3%</b>	3.6%	4.5%	<b>2.0%</b>	1.6%	1.7%	<b>3,988</b>	3,714	2,513
<b>Treas</b>	<b>34.2%</b>	34.7%	35.1%	<b>45.3%</b>	46.0%	45.4%	<b>12.4%</b>	11.9%	11.8%	<b>5.0%</b>	4.6%	4.8%	<b>3.0%</b>	2.7%	3.0%	<b>50,567</b>	50,052	49,298
<b>USAID</b>	<b>35.1%</b>	34.7%	35.2%	<b>45.3%</b>	44.8%	44.6%	<b>13.1%</b>	12.4%	13.2%	<b>4.5%</b>	5.8%	5.2%	<b>2.0%</b>	2.3%	1.9%	<b>1,964</b>	2,008	2,225
<b>USDA</b>	<b>37.9%</b>	37.0%	37.1%	<b>46.9%</b>	47.4%	47.3%	<b>10.3%</b>	10.3%	10.4%	<b>3.5%</b>	4.0%	3.8%	<b>1.4%</b>	1.3%	1.4%	<b>20,265</b>	19,743	13,022
<b>VA</b>	<b>42.8%</b>	41.8%	43.7%	<b>42.8%</b>	43.2%	42.2%	<b>9.5%</b>	9.7%	9.0%	<b>3.1%</b>	3.4%	3.4%	<b>1.8%</b>	1.9%	1.8%	<b>31,380</b>	26,871	29,249
<b>Small Agencies</b>	<b>41.9%</b>	39.6%	41.2%	<b>42.2%</b>	43.1%	42.2%	<b>10.0%</b>	10.3%	10.5%	<b>3.9%</b>	4.4%	4.1%	<b>2.1%</b>	2.6%	2.0%	<b>5,055</b>	4,671	5,006
<b>DOD</b>	<b>38.2%</b>	36.5%	36.7%	<b>44.5%</b>	45.0%	45.2%	<b>11.0%</b>	11.6%	11.6%	<b>4.3%</b>	4.7%	4.5%	<b>1.9%</b>	2.1%	2.0%	<b>71,456</b>	73,362	63,778
<b>USACE</b>	<b>38.3%</b>	32.9%	33.9%	<b>46.1%</b>	48.7%	49.6%	<b>10.5%</b>	11.5%	10.7%	<b>3.6%</b>	5.0%	4.0%	<b>1.5%</b>	1.9%	1.9%	<b>4,207</b>	2,385	2,182
<b>Air Force</b>	<b>37.2%</b>	35.2%	35.4%	<b>45.5%</b>	45.2%	45.4%	<b>10.9%</b>	12.2%	12.2%	<b>4.6%</b>	5.3%	4.7%	<b>1.8%</b>	2.1%	2.3%	<b>18,424</b>	18,738	11,891
<b>Army‡</b>	<b>40.6%</b>	38.8%	38.6%	<b>43.5%</b>	44.1%	44.6%	<b>10.0%</b>	10.8%	10.7%	<b>4.1%</b>	4.2%	4.2%	<b>1.9%</b>	2.1%	1.9%	<b>16,300</b>	19,499	19,527
<b>Navy‡</b>	<b>37.1%</b>	34.7%	35.6%	<b>45.1%</b>	46.8%	46.2%	<b>11.8%</b>	12.0%	12.0%	<b>4.2%</b>	4.7%	4.4%	<b>1.8%</b>	1.8%	1.8%	<b>15,946</b>	17,370	17,126
<b>Marine Corps</b>	<b>41.7%</b>	43.8%	43.5%	<b>42.5%</b>	40.8%	40.5%	<b>10.2%</b>	9.8%	11.2%	<b>3.4%</b>	3.6%	3.2%	<b>2.3%</b>	2.1%	1.5%	<b>1,660</b>	1,679	2,061
<b>DOD 4th Estate</b>	<b>36.8%</b>	36.8%	36.1%	<b>44.0%</b>	43.1%	44.1%	<b>11.8%</b>	12.0%	12.3%	<b>5.0%</b>	5.2%	5.2%	<b>2.4%</b>	2.9%	2.2%	<b>14,919</b>	13,691	10,991

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

**(6) I know what is expected of me on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.9%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>49.1%</b>	<b>11.2%</b>	<b>11.5%</b>	<b>11.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>417,035</b>	<b>387,941</b>	<b>372,218</b>
<b>BBG</b>	<b>34.2%</b>	28.6%	31.9%	<b>41.5%</b>	47.0%	46.5%	<b>12.6%</b>	13.1%	10.4%	<b>6.8%</b>	6.7%	6.9%	<b>4.9%</b>	4.6%	4.3%	<b>1,077</b>	1,035	1,130
<b>CSOSA</b>	<b>37.8%</b>	34.2%	35.8%	<b>46.7%</b>	45.5%	47.3%	<b>8.8%</b>	10.8%	8.7%	<b>4.0%</b>	6.0%	5.7%	<b>2.7%</b>	3.5%	2.5%	<b>643</b>	711	707
<b>DHS</b>	<b>26.0%</b>	26.6%	27.8%	<b>47.0%</b>	48.1%	48.4%	<b>12.7%</b>	12.4%	11.7%	<b>8.8%</b>	8.1%	7.9%	<b>5.6%</b>	4.8%	4.2%	<b>42,780</b>	42,273	38,650
<b>DOC</b>	<b>34.7%</b>	36.8%	35.4%	<b>46.7%</b>	46.4%	47.7%	<b>9.9%</b>	9.7%	9.5%	<b>6.0%</b>	4.9%	5.2%	<b>2.7%</b>	2.1%	2.1%	<b>9,992</b>	9,787	9,351
<b>DOE</b>	<b>25.1%</b>	23.7%	23.7%	<b>49.7%</b>	49.6%	50.5%	<b>12.8%</b>	13.4%	14.5%	<b>8.3%</b>	9.5%	8.1%	<b>4.1%</b>	3.9%	3.2%	<b>8,391</b>	6,443	6,638
<b>DOI</b>	<b>26.8%</b>	26.1%	25.6%	<b>49.5%</b>	50.1%	50.6%	<b>13.0%</b>	13.1%	13.1%	<b>7.7%</b>	7.6%	7.7%	<b>3.0%</b>	3.0%	2.9%	<b>26,031</b>	18,108	18,168
<b>DOJ</b>	<b>35.1%</b>	32.3%	31.6%	<b>49.3%</b>	50.9%	51.1%	<b>8.9%</b>	9.9%	9.9%	<b>4.9%</b>	5.0%	5.4%	<b>1.8%</b>	2.0%	1.9%	<b>20,006</b>	17,018	16,812
<b>DOL</b>	<b>29.9%</b>	28.5%	27.7%	<b>48.0%</b>	48.1%	48.3%	<b>11.2%</b>	12.0%	12.2%	<b>7.4%</b>	7.6%	8.1%	<b>3.6%</b>	3.7%	3.7%	<b>11,221</b>	10,826	5,143
<b>DOT</b>	<b>31.6%</b>	27.9%	30.1%	<b>48.6%</b>	49.7%	49.6%	<b>10.6%</b>	12.2%	11.6%	<b>6.5%</b>	7.0%	6.4%	<b>2.7%</b>	3.2%	2.3%	<b>15,431</b>	11,515	22,937
<b>Educ</b>	<b>30.9%</b>	30.4%	28.2%	<b>45.4%</b>	45.4%	47.7%	<b>11.6%</b>	10.6%	11.4%	<b>8.6%</b>	9.0%	8.1%	<b>3.5%</b>	4.6%	4.6%	<b>2,670</b>	2,385	2,620
<b>EEOC</b>	<b>39.6%</b>	38.2%	36.0%	<b>40.7%</b>	40.0%	41.5%	<b>9.4%</b>	9.6%	11.0%	<b>7.4%</b>	7.6%	8.2%	<b>2.9%</b>	4.5%	3.4%	<b>1,229</b>	1,109	1,156
<b>EPA</b>	<b>26.2%</b>	25.7%	25.4%	<b>50.2%</b>	50.4%	49.9%	<b>12.7%</b>	13.6%	13.5%	<b>7.7%</b>	7.1%	8.1%	<b>3.3%</b>	3.2%	3.1%	<b>4,399</b>	3,811	3,881
<b>FCC</b>	<b>31.0%</b>	32.7%	32.7%	<b>44.6%</b>	47.9%	51.7%	<b>11.1%</b>	11.4%	7.9%	<b>9.1%</b>	5.4%	5.8%	<b>4.3%</b>	2.5%	1.9%	<b>561</b>	695	804
<b>FERC</b>	<b>35.5%</b>	34.2%	31.5%	<b>47.3%</b>	46.4%	49.9%	<b>8.9%</b>	9.2%	9.5%	<b>6.0%</b>	6.1%	6.2%	<b>2.3%</b>	4.1%	2.9%	<b>989</b>	877	884
<b>FTC</b>	<b>41.3%</b>	39.2%	36.2%	<b>43.7%</b>	41.7%	46.3%	<b>8.8%</b>	10.8%	10.3%	<b>4.2%</b>	3.9%	5.8%	<b>2.1%</b>	4.4%	1.4%	<b>616</b>	513	562

## Report by Agency

**(6) I know what is expected of me on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.9%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>49.1%</b>	<b>11.2%</b>	<b>11.5%</b>	<b>11.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>417,035</b>	<b>387,941</b>	<b>372,218</b>
<b>GSA</b>	<b>31.3%</b>	29.6%	30.8%	<b>46.3%</b>	48.3%	47.4%	<b>11.9%</b>	12.4%	12.3%	<b>7.1%</b>	6.7%	6.3%	<b>3.3%</b>	2.9%	3.1%	<b>7,768</b>	8,396	8,305
<b>HHS</b>	<b>32.4%</b>	30.4%	30.4%	<b>47.7%</b>	48.7%	48.9%	<b>11.0%</b>	11.4%	11.1%	<b>6.3%</b>	6.7%	6.9%	<b>2.6%</b>	2.8%	2.7%	<b>36,351</b>	32,408	31,935
<b>HUD</b>	<b>27.4%</b>	24.3%	24.6%	<b>45.8%</b>	46.5%	44.2%	<b>13.5%</b>	13.2%	15.2%	<b>8.4%</b>	9.9%	10.4%	<b>4.8%</b>	6.1%	5.6%	<b>5,336</b>	3,824	3,672
<b>NARA</b>	<b>31.5%</b>	30.1%	28.3%	<b>46.6%</b>	45.2%	47.0%	<b>10.0%</b>	11.1%	11.4%	<b>7.2%</b>	8.6%	8.6%	<b>4.6%</b>	5.0%	4.7%	<b>1,695</b>	1,656	1,592
<b>NASA</b>	<b>39.2%</b>	37.3%	36.0%	<b>45.3%</b>	46.4%	47.0%	<b>9.2%</b>	10.1%	10.2%	<b>4.7%</b>	4.6%	5.3%	<b>1.7%</b>	1.7%	1.5%	<b>9,860</b>	9,346	9,903
<b>NCUA</b>	<b>31.5%</b>	29.4%	26.5%	<b>49.2%</b>	48.4%	51.6%	<b>10.6%</b>	12.1%	10.5%	<b>7.1%</b>	8.1%	8.0%	<b>1.7%</b>	2.0%	3.5%	<b>770</b>	801	792
<b>NLRB</b>	<b>31.2%</b>	27.2%	28.8%	<b>48.8%</b>	49.6%	49.4%	<b>9.2%</b>	11.1%	10.5%	<b>8.9%</b>	9.0%	8.4%	<b>1.9%</b>	3.1%	2.9%	<b>893</b>	686	709
<b>NRC</b>	<b>36.3%</b>	35.0%	35.3%	<b>46.7%</b>	48.0%	48.0%	<b>8.6%</b>	9.0%	8.6%	<b>5.9%</b>	5.5%	5.8%	<b>2.5%</b>	2.5%	2.2%	<b>2,656</b>	2,444	2,485
<b>NSF</b>	<b>37.3%</b>	36.1%	32.9%	<b>44.0%</b>	42.4%	44.8%	<b>9.1%</b>	9.3%	10.9%	<b>6.7%</b>	8.1%	8.3%	<b>2.9%</b>	4.1%	3.2%	<b>891</b>	906	876
<b>OMB</b>	<b>27.9%</b>	25.0%	20.3%	<b>49.6%</b>	50.5%	49.6%	<b>14.2%</b>	11.6%	16.6%	<b>5.2%</b>	9.6%	10.1%	<b>3.1%</b>	3.2%	3.4%	<b>301</b>	303	311
<b>OPM</b>	<b>34.5%</b>	34.9%	35.4%	<b>48.7%</b>	48.4%	49.1%	<b>9.3%</b>	9.3%	8.4%	<b>5.2%</b>	5.3%	5.1%	<b>2.2%</b>	2.1%	2.0%	<b>3,347</b>	3,565	2,905
<b>PBGC</b>	<b>31.8%</b>	32.3%	26.5%	<b>48.8%</b>	45.5%	48.3%	<b>11.4%</b>	11.2%	12.2%	<b>5.0%</b>	7.5%	8.7%	<b>3.1%</b>	3.6%	4.4%	<b>618</b>	476	394
<b>RRB</b>	<b>35.3%</b>	30.6%	34.4%	<b>47.6%</b>	53.5%	50.5%	<b>10.1%</b>	9.9%	9.0%	<b>4.9%</b>	3.6%	5.6%	<b>2.1%</b>	2.5%	0.5%	<b>479</b>	519	605
<b>SBA</b>	<b>28.8%</b>	32.6%	32.1%	<b>45.5%</b>	43.6%	46.0%	<b>12.7%</b>	10.7%	10.6%	<b>8.0%</b>	8.8%	7.2%	<b>5.1%</b>	4.2%	4.1%	<b>1,292</b>	1,377	1,485
<b>SEC</b>	<b>26.9%</b>	25.1%	23.0%	<b>47.9%</b>	48.4%	48.3%	<b>11.3%</b>	13.7%	14.5%	<b>9.4%</b>	8.7%	9.4%	<b>4.5%</b>	4.0%	4.7%	<b>1,900</b>	2,444	2,392

## Report by Agency

**(6) I know what is expected of me on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.9%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>49.1%</b>	<b>11.2%</b>	<b>11.5%</b>	<b>11.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>417,035</b>	<b>387,941</b>	<b>372,218</b>
<b>SSA</b>	<b>36.2%</b>	35.0%	34.9%	<b>48.0%</b>	49.3%	50.2%	<b>8.8%</b>	8.7%	8.2%	<b>4.9%</b>	5.1%	4.8%	<b>2.1%</b>	1.9%	2.0%	<b>10,405</b>	9,420	8,248
<b>State</b>	<b>28.6%</b>	29.1%	31.0%	<b>52.2%</b>	51.2%	48.2%	<b>10.8%</b>	11.6%	11.7%	<b>6.0%</b>	6.4%	7.1%	<b>2.5%</b>	1.7%	2.0%	<b>4,019</b>	3,738	2,527
<b>Treas</b>	<b>30.5%</b>	30.9%	30.9%	<b>50.2%</b>	50.9%	50.3%	<b>9.9%</b>	9.5%	9.6%	<b>6.2%</b>	5.9%	6.1%	<b>3.2%</b>	2.8%	3.0%	<b>51,058</b>	50,445	49,458
<b>USAID</b>	<b>25.0%</b>	22.6%	22.0%	<b>49.9%</b>	49.7%	50.3%	<b>12.6%</b>	13.4%	15.1%	<b>8.8%</b>	11.1%	9.5%	<b>3.7%</b>	3.2%	3.2%	<b>1,977</b>	2,008	2,232
<b>USDA</b>	<b>26.1%</b>	25.4%	24.1%	<b>52.1%</b>	52.5%	54.3%	<b>12.1%</b>	12.5%	12.1%	<b>7.2%</b>	7.4%	7.3%	<b>2.5%</b>	2.2%	2.3%	<b>20,422</b>	19,951	13,123
<b>VA</b>	<b>32.4%</b>	32.6%	33.9%	<b>47.4%</b>	47.1%	47.0%	<b>11.0%</b>	10.9%	10.1%	<b>6.4%</b>	6.6%	6.3%	<b>2.9%</b>	2.9%	2.7%	<b>31,795</b>	27,237	29,500
<b>Small Agencies</b>	<b>32.9%</b>	31.2%	31.2%	<b>45.6%</b>	45.3%	45.5%	<b>10.8%</b>	11.5%	11.5%	<b>6.7%</b>	7.7%	7.8%	<b>4.0%</b>	4.3%	4.1%	<b>5,067</b>	4,711	5,031
<b>DOD</b>	<b>30.7%</b>	29.4%	29.1%	<b>48.0%</b>	48.8%	49.1%	<b>11.6%</b>	12.1%	12.0%	<b>6.8%</b>	7.0%	7.0%	<b>2.8%</b>	2.7%	2.7%	<b>72,099</b>	74,174	64,295
<b>USACE</b>	<b>28.6%</b>	24.7%	23.6%	<b>52.1%</b>	53.5%	55.0%	<b>11.4%</b>	11.7%	11.2%	<b>5.8%</b>	8.0%	7.6%	<b>2.2%</b>	2.2%	2.5%	<b>4,257</b>	2,402	2,199
<b>Air Force</b>	<b>30.8%</b>	29.1%	28.8%	<b>48.3%</b>	48.5%	49.3%	<b>11.2%</b>	12.2%	11.9%	<b>6.9%</b>	7.3%	7.1%	<b>2.9%</b>	2.8%	2.9%	<b>18,579</b>	18,936	12,000
<b>Army‡</b>	<b>31.8%</b>	30.4%	29.4%	<b>46.6%</b>	47.8%	48.1%	<b>11.4%</b>	11.7%	12.4%	<b>7.3%</b>	7.2%	7.1%	<b>2.9%</b>	2.9%	2.9%	<b>16,471</b>	19,754	19,674
<b>Navy‡</b>	<b>29.5%</b>	28.0%	29.1%	<b>49.5%</b>	50.4%	50.1%	<b>12.3%</b>	12.8%	11.9%	<b>6.2%</b>	6.5%	6.5%	<b>2.5%</b>	2.3%	2.4%	<b>16,055</b>	17,548	17,266
<b>Marine Corps</b>	<b>32.8%</b>	36.5%	33.0%	<b>44.6%</b>	42.6%	45.1%	<b>11.7%</b>	11.9%	12.0%	<b>7.9%</b>	6.0%	6.9%	<b>3.1%</b>	3.1%	2.9%	<b>1,654</b>	1,701	2,059
<b>DOD 4th Estate</b>	<b>31.2%</b>	30.5%	30.4%	<b>47.2%</b>	47.8%	47.8%	<b>11.4%</b>	11.6%	12.0%	<b>7.0%</b>	7.1%	7.2%	<b>3.2%</b>	3.0%	2.6%	<b>15,083</b>	13,833	11,097

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>62.5%</b>	<b>61.7%</b>	<b>61.7%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>418,594</b>	<b>389,516</b>	<b>373,797</b>
<b>BBG</b>	<b>70.2%</b>	66.6%	68.1%	<b>26.2%</b>	29.3%	28.2%	<b>1.8%</b>	2.2%	2.2%	<b>0.5%</b>	1.1%	0.5%	<b>1.3%</b>	0.8%	1.0%	<b>1,087</b>	1,043	1,149
<b>CSOSA</b>	<b>57.2%</b>	58.0%	56.7%	<b>37.7%</b>	32.6%	35.4%	<b>3.1%</b>	4.4%	6.0%	<b>1.0%</b>	2.9%	0.9%	<b>0.9%</b>	2.1%	0.9%	<b>636</b>	712	711
<b>DHS</b>	<b>59.2%</b>	60.1%	61.3%	<b>33.4%</b>	33.5%	32.8%	<b>3.9%</b>	3.7%	3.6%	<b>1.5%</b>	1.3%	1.2%	<b>1.9%</b>	1.5%	1.1%	<b>42,945</b>	42,402	38,781
<b>DOC</b>	<b>63.2%</b>	62.8%	62.1%	<b>32.9%</b>	33.9%	34.7%	<b>2.6%</b>	2.3%	2.1%	<b>0.7%</b>	0.6%	0.6%	<b>0.6%</b>	0.5%	0.5%	<b>10,068</b>	9,829	9,382
<b>DOE</b>	<b>62.0%</b>	60.4%	62.6%	<b>33.7%</b>	35.1%	33.5%	<b>2.6%</b>	2.7%	2.2%	<b>0.9%</b>	0.9%	0.9%	<b>0.8%</b>	0.9%	0.7%	<b>8,423</b>	6,465	6,664
<b>DOI</b>	<b>61.5%</b>	61.4%	60.4%	<b>34.5%</b>	34.5%	35.7%	<b>2.6%</b>	2.6%	2.8%	<b>0.8%</b>	0.9%	0.7%	<b>0.6%</b>	0.6%	0.5%	<b>26,139</b>	18,200	18,209
<b>DOJ</b>	<b>66.3%</b>	64.9%	64.4%	<b>30.1%</b>	31.5%	31.6%	<b>2.3%</b>	2.4%	2.7%	<b>0.6%</b>	0.7%	0.7%	<b>0.6%</b>	0.5%	0.6%	<b>20,088</b>	17,094	16,910
<b>DOL</b>	<b>64.8%</b>	63.7%	61.7%	<b>31.2%</b>	32.2%	33.6%	<b>2.6%</b>	2.5%	3.4%	<b>0.7%</b>	0.7%	0.7%	<b>0.6%</b>	0.8%	0.7%	<b>11,284</b>	10,867	5,164
<b>DOT</b>	<b>64.8%</b>	63.1%	62.8%	<b>31.6%</b>	32.3%	32.4%	<b>2.2%</b>	2.4%	3.1%	<b>0.9%</b>	1.4%	1.1%	<b>0.5%</b>	0.9%	0.7%	<b>15,463</b>	11,588	23,055
<b>Educ</b>	<b>66.9%</b>	66.3%	65.0%	<b>29.8%</b>	30.2%	31.5%	<b>2.0%</b>	2.1%	2.3%	<b>0.7%</b>	0.8%	0.6%	<b>0.6%</b>	0.5%	0.6%	<b>2,680</b>	2,387	2,640
<b>EEOC</b>	<b>69.9%</b>	68.8%	66.5%	<b>26.2%</b>	26.6%	28.7%	<b>2.5%</b>	3.0%	2.6%	<b>0.8%</b>	1.0%	1.0%	<b>0.6%</b>	0.6%	1.2%	<b>1,241</b>	1,125	1,174
<b>EPA</b>	<b>64.0%</b>	62.6%	61.9%	<b>32.3%</b>	33.3%	33.6%	<b>2.2%</b>	2.5%	2.7%	<b>1.0%</b>	0.8%	1.0%	<b>0.5%</b>	0.7%	0.9%	<b>4,428</b>	3,833	3,905
<b>FCC</b>	<b>61.1%</b>	63.1%	63.1%	<b>34.3%</b>	34.0%	34.3%	<b>3.7%</b>	2.2%	1.7%	<b>0.3%</b>	0.1%	0.5%	<b>0.6%</b>	0.6%	0.4%	<b>567</b>	699	803
<b>FERC</b>	<b>69.5%</b>	66.1%	63.1%	<b>27.4%</b>	31.8%	34.9%	<b>2.3%</b>	1.6%	1.1%	<b>0.1%</b>	0.2%	0.5%	<b>0.7%</b>	0.2%	0.5%	<b>990</b>	890	889
<b>FTC</b>	<b>75.4%</b>	74.1%	73.8%	<b>22.4%</b>	24.3%	25.0%	<b>1.2%</b>	1.0%	1.0%	<b>0.3%</b>	0.2%	0.2%	<b>0.7%</b>	0.4%	0.0%	<b>623</b>	513	564

## Report by Agency

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>62.5%</b>	<b>61.7%</b>	<b>61.7%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>418,594</b>	<b>389,516</b>	<b>373,797</b>
<b>GSA</b>	<b>64.1%</b>	<b>63.5%</b>	<b>65.9%</b>	<b>31.2%</b>	<b>31.6%</b>	<b>29.9%</b>	<b>2.8%</b>	<b>3.5%</b>	<b>2.7%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>7,802</b>	<b>8,483</b>	<b>8,341</b>
<b>HHS</b>	<b>65.5%</b>	<b>64.7%</b>	<b>64.9%</b>	<b>31.3%</b>	<b>32.1%</b>	<b>31.6%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.4%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>36,466</b>	<b>32,543</b>	<b>32,083</b>
<b>HUD</b>	<b>63.6%</b>	<b>60.1%</b>	<b>61.9%</b>	<b>32.1%</b>	<b>34.7%</b>	<b>32.6%</b>	<b>2.8%</b>	<b>2.9%</b>	<b>3.2%</b>	<b>0.6%</b>	<b>0.7%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>1.6%</b>	<b>1.2%</b>	<b>5,345</b>	<b>3,829</b>	<b>3,702</b>
<b>NARA</b>	<b>61.7%</b>	<b>60.8%</b>	<b>61.5%</b>	<b>32.2%</b>	<b>32.9%</b>	<b>33.5%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.1%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>1.0%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>0.9%</b>	<b>1,712</b>	<b>1,665</b>	<b>1,594</b>
<b>NASA</b>	<b>73.4%</b>	<b>70.9%</b>	<b>72.0%</b>	<b>24.5%</b>	<b>26.8%</b>	<b>26.0%</b>	<b>1.5%</b>	<b>1.7%</b>	<b>1.3%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.5%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>9,875</b>	<b>9,369</b>	<b>9,925</b>
<b>NCUA</b>	<b>64.6%</b>	<b>66.5%</b>	<b>61.2%</b>	<b>32.1%</b>	<b>30.2%</b>	<b>34.4%</b>	<b>2.3%</b>	<b>1.7%</b>	<b>3.1%</b>	<b>0.4%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>772</b>	<b>802</b>	<b>792</b>
<b>NLRB</b>	<b>71.0%</b>	<b>64.2%</b>	<b>67.0%</b>	<b>26.5%</b>	<b>31.7%</b>	<b>28.8%</b>	<b>1.8%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>0.2%</b>	<b>1.2%</b>	<b>1.1%</b>	<b>0.4%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>896</b>	<b>692</b>	<b>719</b>
<b>NRC</b>	<b>68.8%</b>	<b>67.4%</b>	<b>66.3%</b>	<b>27.4%</b>	<b>28.9%</b>	<b>29.9%</b>	<b>2.5%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>2,650</b>	<b>2,455</b>	<b>2,497</b>
<b>NSF</b>	<b>71.4%</b>	<b>70.5%</b>	<b>72.0%</b>	<b>25.2%</b>	<b>26.7%</b>	<b>25.2%</b>	<b>1.7%</b>	<b>1.9%</b>	<b>1.6%</b>	<b>0.8%</b>	<b>0.2%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.6%</b>	<b>0.4%</b>	<b>892</b>	<b>911</b>	<b>877</b>
<b>OMB</b>	<b>73.7%</b>	<b>75.1%</b>	<b>69.6%</b>	<b>23.4%</b>	<b>24.3%</b>	<b>26.6%</b>	<b>2.5%</b>	<b>0.6%</b>	<b>2.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1.0%</b>	<b>0.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>305</b>	<b>302</b>	<b>312</b>
<b>OPM</b>	<b>64.1%</b>	<b>66.3%</b>	<b>65.1%</b>	<b>32.5%</b>	<b>30.6%</b>	<b>31.4%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.4%</b>	<b>0.5%</b>	<b>0.2%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>3,355</b>	<b>3,567</b>	<b>2,906</b>
<b>PBGC</b>	<b>65.6%</b>	<b>59.9%</b>	<b>62.4%</b>	<b>30.3%</b>	<b>35.4%</b>	<b>31.9%</b>	<b>2.5%</b>	<b>3.3%</b>	<b>3.4%</b>	<b>0.6%</b>	<b>0.2%</b>	<b>1.4%</b>	<b>1.0%</b>	<b>1.3%</b>	<b>0.9%</b>	<b>623</b>	<b>480</b>	<b>397</b>
<b>RRB</b>	<b>59.9%</b>	<b>61.6%</b>	<b>60.0%</b>	<b>35.8%</b>	<b>32.6%</b>	<b>35.5%</b>	<b>2.9%</b>	<b>4.9%</b>	<b>3.5%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>0.3%</b>	<b>0.5%</b>	<b>478</b>	<b>522</b>	<b>608</b>
<b>SBA</b>	<b>64.7%</b>	<b>65.5%</b>	<b>64.5%</b>	<b>30.1%</b>	<b>31.1%</b>	<b>31.4%</b>	<b>2.6%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>1.1%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>1.3%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>1,290</b>	<b>1,383</b>	<b>1,503</b>
<b>SEC</b>	<b>68.5%</b>	<b>68.3%</b>	<b>66.2%</b>	<b>28.5%</b>	<b>28.2%</b>	<b>31.1%</b>	<b>1.9%</b>	<b>2.2%</b>	<b>1.7%</b>	<b>0.6%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>1,912</b>	<b>2,466</b>	<b>2,401</b>

## Report by Agency

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>62.5%</b>	<b>61.7%</b>	<b>61.7%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>418,594</b>	<b>389,516</b>	<b>373,797</b>
<b>SSA</b>	<b>66.9%</b>	64.6%	64.9%	<b>30.0%</b>	32.2%	32.0%	<b>2.1%</b>	2.3%	2.2%	<b>0.4%</b>	0.5%	0.4%	<b>0.4%</b>	0.5%	0.5%	<b>10,463</b>	9,488	8,289
<b>State</b>	<b>70.9%</b>	70.9%	71.8%	<b>26.7%</b>	26.8%	25.5%	<b>1.5%</b>	1.5%	1.8%	<b>0.4%</b>	0.5%	0.6%	<b>0.5%</b>	0.3%	0.3%	<b>4,035</b>	3,760	2,540
<b>Treas</b>	<b>57.9%</b>	59.1%	58.2%	<b>36.2%</b>	35.8%	35.4%	<b>3.8%</b>	3.3%	3.7%	<b>1.1%</b>	0.9%	1.3%	<b>1.0%</b>	0.9%	1.3%	<b>51,268</b>	50,655	49,684
<b>USAID</b>	<b>65.8%</b>	64.6%	65.9%	<b>30.8%</b>	32.1%	31.7%	<b>2.4%</b>	2.1%	1.9%	<b>0.5%</b>	0.5%	0.3%	<b>0.5%</b>	0.6%	0.2%	<b>1,984</b>	2,017	2,248
<b>USDA</b>	<b>59.8%</b>	59.5%	58.2%	<b>36.6%</b>	36.9%	38.2%	<b>2.4%</b>	2.5%	2.3%	<b>0.7%</b>	0.7%	0.9%	<b>0.5%</b>	0.4%	0.4%	<b>20,474</b>	20,024	13,166
<b>VA</b>	<b>62.4%</b>	61.4%	62.3%	<b>33.4%</b>	34.4%	33.8%	<b>2.8%</b>	2.7%	2.6%	<b>0.7%</b>	0.8%	0.6%	<b>0.8%</b>	0.7%	0.7%	<b>31,911</b>	27,353	29,653
<b>Small Agencies</b>	<b>67.2%</b>	66.0%	67.6%	<b>28.4%</b>	29.8%	29.0%	<b>2.7%</b>	2.3%	2.0%	<b>0.8%</b>	0.7%	0.6%	<b>0.9%</b>	1.1%	0.9%	<b>5,090</b>	4,715	5,043
<b>DOD</b>	<b>61.7%</b>	60.4%	60.3%	<b>33.9%</b>	35.0%	35.3%	<b>2.7%</b>	2.9%	2.8%	<b>0.9%</b>	0.9%	0.9%	<b>0.8%</b>	0.7%	0.8%	<b>72,334</b>	74,388	64,517
<b>USACE</b>	<b>64.1%</b>	58.7%	57.6%	<b>32.2%</b>	37.0%	39.2%	<b>2.4%</b>	3.0%	1.8%	<b>0.7%</b>	0.9%	0.9%	<b>0.6%</b>	0.4%	0.6%	<b>4,278</b>	2,411	2,203
<b>Air Force</b>	<b>60.0%</b>	59.1%	58.3%	<b>35.8%</b>	36.2%	36.9%	<b>2.5%</b>	2.9%	2.9%	<b>0.9%</b>	1.1%	0.9%	<b>0.8%</b>	0.7%	0.8%	<b>18,612</b>	18,998	12,028
<b>Army‡</b>	<b>62.1%</b>	60.5%	59.8%	<b>33.2%</b>	34.7%	35.5%	<b>3.1%</b>	3.2%	2.9%	<b>0.9%</b>	0.8%	0.9%	<b>0.8%</b>	0.8%	0.8%	<b>16,537</b>	19,812	19,763
<b>Navy‡</b>	<b>61.0%</b>	60.2%	61.1%	<b>34.9%</b>	35.3%	34.5%	<b>2.6%</b>	2.9%	2.7%	<b>0.8%</b>	0.9%	1.0%	<b>0.6%</b>	0.7%	0.7%	<b>16,091</b>	17,601	17,309
<b>Marine Corps</b>	<b>64.3%</b>	67.9%	63.7%	<b>30.7%</b>	28.4%	32.3%	<b>3.4%</b>	2.1%	2.6%	<b>1.0%</b>	1.0%	0.7%	<b>0.6%</b>	0.5%	0.7%	<b>1,668</b>	1,698	2,074
<b>DOD 4th Estate</b>	<b>63.7%</b>	61.9%	62.7%	<b>31.8%</b>	33.6%	33.2%	<b>2.7%</b>	2.9%	2.7%	<b>0.9%</b>	0.8%	0.8%	<b>0.8%</b>	0.8%	0.7%	<b>15,148</b>	13,868	11,140

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

**(8) I am constantly looking for ways to do my job better.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>47.8%</b>	<b>46.9%</b>	<b>46.7%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>43.7%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>419,588</b>	<b>390,789</b>	<b>374,956</b>
<b>BBG</b>	<b>57.6%</b>	52.6%	55.5%	<b>33.5%</b>	37.1%	36.7%	<b>7.3%</b>	7.9%	6.2%	<b>0.7%</b>	1.2%	0.8%	<b>1.0%</b>	1.1%	0.9%	<b>1,096</b>	1,049	1,150
<b>CSOSA</b>	<b>47.3%</b>	46.3%	44.6%	<b>41.5%</b>	40.9%	41.8%	<b>8.9%</b>	9.6%	11.5%	<b>1.4%</b>	1.3%	1.4%	<b>0.9%</b>	1.9%	0.7%	<b>645</b>	714	709
<b>DHS</b>	<b>43.8%</b>	44.7%	45.1%	<b>41.2%</b>	41.4%	42.2%	<b>10.7%</b>	10.2%	9.7%	<b>2.4%</b>	2.2%	1.9%	<b>2.0%</b>	1.5%	1.2%	<b>42,891</b>	42,622	38,955
<b>DOC</b>	<b>46.7%</b>	47.1%	45.2%	<b>44.1%</b>	43.5%	45.5%	<b>7.7%</b>	7.6%	7.8%	<b>1.1%</b>	1.3%	1.1%	<b>0.5%</b>	0.5%	0.4%	<b>10,066</b>	9,851	9,404
<b>DOE</b>	<b>43.8%</b>	43.0%	43.2%	<b>45.5%</b>	46.2%	46.3%	<b>8.3%</b>	8.8%	8.7%	<b>1.6%</b>	1.4%	1.2%	<b>0.7%</b>	0.7%	0.5%	<b>8,439</b>	6,485	6,684
<b>DOI</b>	<b>46.5%</b>	45.6%	44.5%	<b>44.5%</b>	45.0%	46.2%	<b>7.5%</b>	8.1%	7.9%	<b>1.0%</b>	1.0%	1.0%	<b>0.4%</b>	0.4%	0.4%	<b>26,237</b>	18,261	18,296
<b>DOJ</b>	<b>49.7%</b>	48.8%	47.9%	<b>41.8%</b>	42.0%	42.8%	<b>7.0%</b>	7.7%	7.9%	<b>0.9%</b>	1.1%	0.9%	<b>0.6%</b>	0.4%	0.5%	<b>20,105</b>	17,138	16,920
<b>DOL</b>	<b>47.0%</b>	45.8%	44.4%	<b>41.8%</b>	42.4%	43.3%	<b>9.2%</b>	9.9%	10.0%	<b>1.3%</b>	1.2%	1.7%	<b>0.6%</b>	0.7%	0.5%	<b>11,302</b>	10,883	5,184
<b>DOT</b>	<b>48.3%</b>	46.5%	45.6%	<b>42.0%</b>	43.5%	45.0%	<b>7.7%</b>	8.1%	7.5%	<b>1.4%</b>	1.4%	1.2%	<b>0.6%</b>	0.6%	0.6%	<b>15,528</b>	11,609	23,110
<b>Educ</b>	<b>47.2%</b>	47.4%	46.4%	<b>42.9%</b>	43.1%	42.6%	<b>8.1%</b>	7.6%	8.9%	<b>1.1%</b>	1.3%	1.6%	<b>0.6%</b>	0.6%	0.5%	<b>2,688</b>	2,407	2,638
<b>EEOC</b>	<b>55.5%</b>	54.0%	49.7%	<b>35.7%</b>	36.3%	40.9%	<b>6.8%</b>	8.0%	7.9%	<b>1.3%</b>	0.8%	0.9%	<b>0.7%</b>	0.9%	0.6%	<b>1,236</b>	1,121	1,179
<b>EPA</b>	<b>43.9%</b>	41.7%	43.3%	<b>44.2%</b>	46.3%	44.9%	<b>10.0%</b>	10.1%	9.9%	<b>1.5%</b>	1.4%	1.3%	<b>0.4%</b>	0.4%	0.6%	<b>4,437</b>	3,846	3,903
<b>FCC</b>	<b>44.0%</b>	45.1%	44.0%	<b>43.2%</b>	45.9%	45.1%	<b>10.0%</b>	7.5%	8.9%	<b>2.1%</b>	1.1%	1.9%	<b>0.7%</b>	0.4%	0.1%	<b>568</b>	699	811
<b>FERC</b>	<b>49.5%</b>	44.7%	43.7%	<b>41.1%</b>	46.6%	45.9%	<b>7.8%</b>	7.1%	9.0%	<b>1.2%</b>	1.4%	1.0%	<b>0.4%</b>	0.2%	0.3%	<b>995</b>	888	889
<b>FTC</b>	<b>52.1%</b>	53.5%	51.3%	<b>39.3%</b>	37.2%	40.2%	<b>6.9%</b>	8.5%	7.4%	<b>1.0%</b>	0.5%	1.0%	<b>0.7%</b>	0.2%	0.0%	<b>621</b>	514	565

## Report by Agency

**(8) I am constantly looking for ways to do my job better.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>47.8%</b>	<b>46.9%</b>	<b>46.7%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>43.7%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>419,588</b>	<b>390,789</b>	<b>374,956</b>
<b>GSA</b>	<b>48.7%</b>	47.6%	49.9%	<b>41.8%</b>	42.9%	41.2%	<b>7.5%</b>	7.9%	7.4%	<b>1.1%</b>	1.0%	1.0%	<b>0.9%</b>	0.6%	0.6%	<b>7,794</b>	8,475	8,382
<b>HHS</b>	<b>50.0%</b>	48.7%	48.6%	<b>41.9%</b>	42.6%	42.9%	<b>6.8%</b>	7.4%	7.1%	<b>0.8%</b>	0.9%	1.0%	<b>0.4%</b>	0.5%	0.4%	<b>36,578</b>	32,643	32,189
<b>HUD</b>	<b>49.1%</b>	44.4%	45.6%	<b>39.3%</b>	42.7%	41.3%	<b>9.5%</b>	9.8%	10.2%	<b>1.3%</b>	1.7%	1.8%	<b>0.9%</b>	1.4%	1.1%	<b>5,369</b>	3,858	3,701
<b>NARA</b>	<b>49.6%</b>	46.6%	45.8%	<b>38.6%</b>	41.5%	41.3%	<b>8.9%</b>	9.0%	10.3%	<b>1.3%</b>	1.5%	1.6%	<b>1.6%</b>	1.3%	1.0%	<b>1,712</b>	1,670	1,605
<b>NASA</b>	<b>55.6%</b>	53.2%	53.5%	<b>38.0%</b>	40.3%	39.8%	<b>5.4%</b>	5.6%	5.7%	<b>0.6%</b>	0.6%	0.8%	<b>0.3%</b>	0.2%	0.3%	<b>9,894</b>	9,395	9,942
<b>NCUA</b>	<b>47.8%</b>	46.0%	46.4%	<b>43.7%</b>	45.1%	44.6%	<b>6.6%</b>	6.9%	6.8%	<b>1.4%</b>	1.3%	1.8%	<b>0.6%</b>	0.7%	0.4%	<b>770</b>	801	796
<b>NLRB</b>	<b>45.3%</b>	42.2%	42.6%	<b>42.7%</b>	41.2%	41.8%	<b>9.9%</b>	13.3%	11.7%	<b>1.5%</b>	2.9%	3.0%	<b>0.6%</b>	0.5%	0.8%	<b>899</b>	691	722
<b>NRC</b>	<b>49.2%</b>	48.3%	47.8%	<b>41.9%</b>	41.1%	42.2%	<b>7.2%</b>	8.6%	7.5%	<b>1.1%</b>	1.5%	1.9%	<b>0.6%</b>	0.6%	0.5%	<b>2,666</b>	2,455	2,499
<b>NSF</b>	<b>59.1%</b>	55.1%	52.3%	<b>34.4%</b>	36.8%	40.4%	<b>4.9%</b>	7.4%	6.0%	<b>1.0%</b>	0.6%	0.8%	<b>0.5%</b>	0.1%	0.5%	<b>896</b>	907	888
<b>OMB</b>	<b>57.1%</b>	50.9%	45.8%	<b>35.4%</b>	42.5%	44.7%	<b>6.2%</b>	5.8%	7.5%	<b>0.9%</b>	0.9%	1.7%	<b>0.4%</b>	0.0%	0.4%	<b>305</b>	304	313
<b>OPM</b>	<b>48.2%</b>	49.0%	48.2%	<b>42.4%</b>	41.9%	42.7%	<b>8.1%</b>	7.9%	7.8%	<b>1.0%</b>	0.8%	0.9%	<b>0.3%</b>	0.4%	0.4%	<b>3,369</b>	3,583	2,923
<b>PBGC</b>	<b>48.8%</b>	45.5%	46.4%	<b>40.8%</b>	44.4%	43.9%	<b>7.9%</b>	8.5%	8.3%	<b>1.6%</b>	0.3%	0.8%	<b>0.9%</b>	1.3%	0.6%	<b>626</b>	480	397
<b>RRB</b>	<b>41.8%</b>	43.6%	39.9%	<b>46.2%</b>	42.3%	46.1%	<b>10.3%</b>	12.3%	12.7%	<b>1.4%</b>	1.4%	1.1%	<b>0.4%</b>	0.4%	0.2%	<b>480</b>	524	607
<b>SBA</b>	<b>51.8%</b>	50.4%	50.0%	<b>37.3%</b>	40.3%	40.9%	<b>8.1%</b>	7.7%	7.6%	<b>1.6%</b>	1.0%	0.9%	<b>1.2%</b>	0.6%	0.6%	<b>1,296</b>	1,387	1,503
<b>SEC</b>	<b>46.7%</b>	46.1%	45.9%	<b>41.9%</b>	43.6%	43.6%	<b>8.4%</b>	8.1%	8.9%	<b>2.5%</b>	1.5%	1.2%	<b>0.6%</b>	0.7%	0.5%	<b>1,912</b>	2,460	2,404

## Report by Agency

(8) I am constantly looking for ways to do my job better.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>47.8%</b>	<b>46.9%</b>	<b>46.7%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>43.7%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>419,588</b>	<b>390,789</b>	<b>374,956</b>
<b>SSA</b>	<b>52.5%</b>	48.6%	49.6%	<b>39.0%</b>	41.7%	41.0%	<b>7.2%</b>	8.3%	8.0%	<b>0.9%</b>	0.9%	0.8%	<b>0.4%</b>	0.5%	0.5%	<b>10,489</b>	9,497	8,303
<b>State</b>	<b>52.2%</b>	53.0%	53.8%	<b>39.9%</b>	39.6%	39.1%	<b>6.6%</b>	6.2%	5.9%	<b>0.8%</b>	0.8%	0.9%	<b>0.5%</b>	0.3%	0.2%	<b>4,048</b>	3,758	2,540
<b>Treas</b>	<b>44.0%</b>	44.5%	44.1%	<b>43.6%</b>	43.7%	44.0%	<b>9.9%</b>	9.4%	9.1%	<b>1.6%</b>	1.5%	1.6%	<b>0.9%</b>	0.8%	1.1%	<b>51,425</b>	50,797	49,790
<b>USAID</b>	<b>50.4%</b>	48.6%	47.8%	<b>41.8%</b>	43.6%	45.2%	<b>6.5%</b>	6.3%	6.0%	<b>0.9%</b>	1.0%	0.8%	<b>0.4%</b>	0.6%	0.2%	<b>1,991</b>	2,032	2,259
<b>USDA</b>	<b>43.5%</b>	41.9%	41.6%	<b>47.3%</b>	48.2%	48.7%	<b>7.9%</b>	8.5%	8.4%	<b>1.0%</b>	1.0%	0.9%	<b>0.3%</b>	0.4%	0.4%	<b>20,525</b>	20,065	13,210
<b>VA</b>	<b>50.2%</b>	49.7%	50.3%	<b>41.7%</b>	42.1%	41.7%	<b>6.5%</b>	6.7%	6.6%	<b>0.9%</b>	0.9%	0.8%	<b>0.7%</b>	0.6%	0.6%	<b>32,022</b>	27,482	29,778
<b>Small Agencies</b>	<b>49.8%</b>	49.6%	48.7%	<b>40.0%</b>	39.3%	40.8%	<b>7.8%</b>	8.9%	8.3%	<b>1.4%</b>	1.4%	1.4%	<b>1.0%</b>	0.9%	0.8%	<b>5,098</b>	4,732	5,068
<b>DOD</b>	<b>47.6%</b>	46.1%	45.9%	<b>43.6%</b>	44.5%	44.8%	<b>7.1%</b>	7.6%	7.6%	<b>1.1%</b>	1.2%	1.2%	<b>0.6%</b>	0.6%	0.5%	<b>72,570</b>	74,706	64,740
<b>USACE</b>	<b>47.9%</b>	42.5%	41.7%	<b>43.5%</b>	47.8%	49.1%	<b>7.2%</b>	8.3%	7.9%	<b>1.0%</b>	1.0%	0.9%	<b>0.3%</b>	0.5%	0.5%	<b>4,292</b>	2,422	2,210
<b>Air Force</b>	<b>46.0%</b>	44.4%	43.9%	<b>45.1%</b>	45.8%	45.8%	<b>7.0%</b>	7.9%	8.0%	<b>1.2%</b>	1.3%	1.7%	<b>0.7%</b>	0.6%	0.7%	<b>18,685</b>	19,092	12,089
<b>Army‡</b>	<b>49.0%</b>	47.2%	46.9%	<b>42.5%</b>	43.8%	44.6%	<b>7.0%</b>	7.2%	7.0%	<b>1.0%</b>	1.1%	0.9%	<b>0.6%</b>	0.7%	0.6%	<b>16,608</b>	19,893	19,801
<b>Navy‡</b>	<b>46.4%</b>	45.1%	45.8%	<b>44.9%</b>	45.4%	44.7%	<b>7.1%</b>	7.9%	7.9%	<b>1.1%</b>	1.1%	1.1%	<b>0.5%</b>	0.5%	0.5%	<b>16,132</b>	17,671	17,367
<b>Marine Corps</b>	<b>49.5%</b>	54.5%	51.7%	<b>42.0%</b>	38.4%	40.3%	<b>7.1%</b>	5.9%	6.1%	<b>0.9%</b>	0.9%	1.5%	<b>0.5%</b>	0.4%	0.4%	<b>1,673</b>	1,707	2,087
<b>DOD 4th Estate</b>	<b>48.8%</b>	47.9%	47.1%	<b>41.8%</b>	42.5%	43.2%	<b>7.4%</b>	7.7%	7.9%	<b>1.3%</b>	1.3%	1.2%	<b>0.7%</b>	0.6%	0.6%	<b>15,180</b>	13,921	11,186

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

(9) I have sufficient resources to get my job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>419,427</b>	<b>390,739</b>	<b>374,731</b>	<b>1,039</b>	<b>935</b>	<b>915</b>
<b>BBG</b>	<b>8.4%</b>	<b>4.9%</b>	<b>7.6%</b>	<b>26.9%</b>	<b>24.7%</b>	<b>27.5%</b>	<b>19.0%</b>	<b>20.9%</b>	<b>18.7%</b>	<b>25.6%</b>	<b>26.2%</b>	<b>26.4%</b>	<b>20.0%</b>	<b>23.3%</b>	<b>19.8%</b>	<b>1,089</b>	<b>1,041</b>	<b>1,147</b>	<b>10</b>	<b>5</b>	<b>3</b>
<b>CSOSA</b>	<b>18.3%</b>	<b>13.6%</b>	<b>14.1%</b>	<b>44.1%</b>	<b>40.2%</b>	<b>43.1%</b>	<b>15.7%</b>	<b>14.9%</b>	<b>14.0%</b>	<b>13.6%</b>	<b>21.2%</b>	<b>18.5%</b>	<b>8.3%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>642</b>	<b>715</b>	<b>710</b>	<b>2</b>	<b>3</b>	<b>1</b>
<b>DHS</b>	<b>7.6%</b>	<b>7.0%</b>	<b>7.4%</b>	<b>29.4%</b>	<b>30.1%</b>	<b>29.8%</b>	<b>15.5%</b>	<b>16.0%</b>	<b>15.6%</b>	<b>25.1%</b>	<b>25.3%</b>	<b>25.8%</b>	<b>22.4%</b>	<b>21.6%</b>	<b>21.3%</b>	<b>42,826</b>	<b>42,572</b>	<b>38,908</b>	<b>168</b>	<b>120</b>	<b>112</b>
<b>DOC</b>	<b>14.3%</b>	<b>16.3%</b>	<b>13.8%</b>	<b>37.0%</b>	<b>37.8%</b>	<b>35.3%</b>	<b>15.8%</b>	<b>15.0%</b>	<b>15.5%</b>	<b>21.1%</b>	<b>19.3%</b>	<b>22.2%</b>	<b>11.9%</b>	<b>11.6%</b>	<b>13.3%</b>	<b>10,067</b>	<b>9,844</b>	<b>9,407</b>	<b>24</b>	<b>22</b>	<b>17</b>
<b>DOE</b>	<b>9.9%</b>	<b>9.2%</b>	<b>9.5%</b>	<b>38.0%</b>	<b>37.7%</b>	<b>38.1%</b>	<b>16.2%</b>	<b>15.6%</b>	<b>17.8%</b>	<b>22.9%</b>	<b>23.3%</b>	<b>22.8%</b>	<b>13.0%</b>	<b>14.2%</b>	<b>11.8%</b>	<b>8,420</b>	<b>6,483</b>	<b>6,692</b>	<b>24</b>	<b>18</b>	<b>10</b>
<b>DOI</b>	<b>8.0%</b>	<b>6.9%</b>	<b>5.3%</b>	<b>31.1%</b>	<b>29.3%</b>	<b>28.2%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>17.1%</b>	<b>26.2%</b>	<b>27.4%</b>	<b>28.4%</b>	<b>18.7%</b>	<b>20.0%</b>	<b>20.9%</b>	<b>26,228</b>	<b>18,303</b>	<b>18,308</b>	<b>55</b>	<b>29</b>	<b>34</b>
<b>DOJ</b>	<b>12.0%</b>	<b>10.5%</b>	<b>9.2%</b>	<b>40.7%</b>	<b>38.9%</b>	<b>35.8%</b>	<b>16.0%</b>	<b>17.3%</b>	<b>16.2%</b>	<b>21.0%</b>	<b>22.4%</b>	<b>25.4%</b>	<b>10.3%</b>	<b>11.0%</b>	<b>13.4%</b>	<b>20,118</b>	<b>17,131</b>	<b>16,921</b>	<b>32</b>	<b>41</b>	<b>34</b>
<b>DOL</b>	<b>10.4%</b>	<b>8.6%</b>	<b>7.9%</b>	<b>36.7%</b>	<b>34.6%</b>	<b>34.7%</b>	<b>16.6%</b>	<b>17.0%</b>	<b>17.8%</b>	<b>22.5%</b>	<b>25.2%</b>	<b>23.3%</b>	<b>13.7%</b>	<b>14.6%</b>	<b>16.3%</b>	<b>11,288</b>	<b>10,882</b>	<b>5,176</b>	<b>25</b>	<b>32</b>	<b>16</b>
<b>DOT</b>	<b>10.3%</b>	<b>8.9%</b>	<b>8.5%</b>	<b>37.4%</b>	<b>34.8%</b>	<b>35.7%</b>	<b>16.8%</b>	<b>18.4%</b>	<b>17.6%</b>	<b>22.3%</b>	<b>25.1%</b>	<b>24.4%</b>	<b>13.2%</b>	<b>12.8%</b>	<b>13.8%</b>	<b>15,514</b>	<b>11,613</b>	<b>23,106</b>	<b>46</b>	<b>32</b>	<b>44</b>
<b>Educ</b>	<b>12.3%</b>	<b>12.0%</b>	<b>10.4%</b>	<b>35.4%</b>	<b>36.0%</b>	<b>34.6%</b>	<b>14.0%</b>	<b>13.4%</b>	<b>15.2%</b>	<b>22.9%</b>	<b>22.5%</b>	<b>24.2%</b>	<b>15.3%</b>	<b>16.1%</b>	<b>15.6%</b>	<b>2,689</b>	<b>2,399</b>	<b>2,640</b>	<b>6</b>	<b>6</b>	<b>5</b>
<b>EEOC</b>	<b>11.4%</b>	<b>8.8%</b>	<b>6.3%</b>	<b>27.0%</b>	<b>27.2%</b>	<b>23.4%</b>	<b>16.4%</b>	<b>14.9%</b>	<b>13.8%</b>	<b>25.4%</b>	<b>26.3%</b>	<b>29.5%</b>	<b>19.8%</b>	<b>22.8%</b>	<b>27.0%</b>	<b>1,240</b>	<b>1,121</b>	<b>1,174</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>EPA</b>	<b>7.0%</b>	<b>6.1%</b>	<b>5.7%</b>	<b>28.6%</b>	<b>27.7%</b>	<b>27.3%</b>	<b>16.2%</b>	<b>16.6%</b>	<b>16.1%</b>	<b>29.2%</b>	<b>30.2%</b>	<b>31.2%</b>	<b>19.0%</b>	<b>19.3%</b>	<b>19.7%</b>	<b>4,435</b>	<b>3,845</b>	<b>3,907</b>	<b>12</b>	<b>8</b>	<b>10</b>
<b>FCC</b>	<b>10.8%</b>	<b>9.7%</b>	<b>9.0%</b>	<b>32.4%</b>	<b>40.9%</b>	<b>41.2%</b>	<b>17.7%</b>	<b>18.5%</b>	<b>19.5%</b>	<b>23.3%</b>	<b>20.5%</b>	<b>21.0%</b>	<b>15.7%</b>	<b>10.3%</b>	<b>9.3%</b>	<b>573</b>	<b>698</b>	<b>810</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>FERC</b>	<b>23.2%</b>	<b>22.9%</b>	<b>17.1%</b>	<b>47.5%</b>	<b>47.6%</b>	<b>48.8%</b>	<b>13.5%</b>	<b>11.5%</b>	<b>13.5%</b>	<b>11.2%</b>	<b>12.5%</b>	<b>14.4%</b>	<b>4.6%</b>	<b>5.5%</b>	<b>6.3%</b>	<b>988</b>	<b>889</b>	<b>890</b>	<b>3</b>	<b>3</b>	<b>0</b>
<b>FTC</b>	<b>13.6%</b>	<b>16.2%</b>	<b>10.7%</b>	<b>37.1%</b>	<b>39.3%</b>	<b>37.1%</b>	<b>17.1%</b>	<b>15.9%</b>	<b>18.2%</b>	<b>21.9%</b>	<b>18.3%</b>	<b>25.3%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>8.7%</b>	<b>623</b>	<b>517</b>	<b>563</b>	<b>0</b>	<b>0</b>	<b>2</b>

## Report by Agency

**(9) I have sufficient resources to get my job done.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>419,427</b>	<b>390,739</b>	<b>374,731</b>	<b>1,039</b>	<b>935</b>	<b>915</b>
<b>GSA</b>	<b>14.9%</b>	<b>12.8%</b>	<b>13.1%</b>	<b>37.7%</b>	<b>38.0%</b>	<b>38.1%</b>	<b>15.9%</b>	<b>16.6%</b>	<b>16.3%</b>	<b>20.0%</b>	<b>20.5%</b>	<b>21.0%</b>	<b>11.5%</b>	<b>12.0%</b>	<b>11.6%</b>	<b>7,830</b>	<b>8,517</b>	<b>8,388</b>	<b>25</b>	<b>20</b>	<b>18</b>
<b>HHS</b>	<b>13.0%</b>	<b>11.5%</b>	<b>10.1%</b>	<b>39.7%</b>	<b>38.8%</b>	<b>37.6%</b>	<b>16.4%</b>	<b>16.6%</b>	<b>17.0%</b>	<b>20.2%</b>	<b>21.4%</b>	<b>22.8%</b>	<b>10.8%</b>	<b>11.7%</b>	<b>12.6%</b>	<b>36,585</b>	<b>32,650</b>	<b>32,153</b>	<b>76</b>	<b>69</b>	<b>83</b>
<b>HUD</b>	<b>9.1%</b>	<b>6.7%</b>	<b>6.4%</b>	<b>31.9%</b>	<b>30.1%</b>	<b>28.0%</b>	<b>16.0%</b>	<b>16.1%</b>	<b>17.7%</b>	<b>25.1%</b>	<b>26.2%</b>	<b>26.8%</b>	<b>17.9%</b>	<b>20.8%</b>	<b>21.2%</b>	<b>5,360</b>	<b>3,848</b>	<b>3,709</b>	<b>17</b>	<b>17</b>	<b>14</b>
<b>NARA</b>	<b>11.7%</b>	<b>9.1%</b>	<b>7.4%</b>	<b>29.7%</b>	<b>29.9%</b>	<b>32.3%</b>	<b>15.2%</b>	<b>16.1%</b>	<b>16.3%</b>	<b>26.1%</b>	<b>26.2%</b>	<b>25.5%</b>	<b>17.2%</b>	<b>18.7%</b>	<b>18.4%</b>	<b>1,713</b>	<b>1,671</b>	<b>1,605</b>	<b>5</b>	<b>4</b>	<b>5</b>
<b>NASA</b>	<b>15.4%</b>	<b>14.8%</b>	<b>12.9%</b>	<b>41.5%</b>	<b>40.1%</b>	<b>39.0%</b>	<b>16.0%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>18.9%</b>	<b>20.1%</b>	<b>21.7%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>9.1%</b>	<b>9,898</b>	<b>9,391</b>	<b>9,956</b>	<b>19</b>	<b>9</b>	<b>11</b>
<b>NCUA</b>	<b>14.7%</b>	<b>15.5%</b>	<b>14.8%</b>	<b>42.1%</b>	<b>43.3%</b>	<b>43.2%</b>	<b>15.4%</b>	<b>13.5%</b>	<b>11.9%</b>	<b>18.9%</b>	<b>17.7%</b>	<b>22.4%</b>	<b>8.9%</b>	<b>10.0%</b>	<b>7.7%</b>	<b>775</b>	<b>807</b>	<b>795</b>	<b>2</b>	<b>0</b>	<b>4</b>
<b>NLRB</b>	<b>11.6%</b>	<b>9.9%</b>	<b>11.2%</b>	<b>37.5%</b>	<b>36.3%</b>	<b>38.4%</b>	<b>12.1%</b>	<b>16.3%</b>	<b>16.5%</b>	<b>24.4%</b>	<b>25.1%</b>	<b>22.7%</b>	<b>14.4%</b>	<b>12.3%</b>	<b>11.2%</b>	<b>898</b>	<b>696</b>	<b>724</b>	<b>3</b>	<b>0</b>	<b>0</b>
<b>NRC</b>	<b>20.8%</b>	<b>19.7%</b>	<b>17.8%</b>	<b>48.8%</b>	<b>47.0%</b>	<b>46.7%</b>	<b>11.6%</b>	<b>11.9%</b>	<b>13.6%</b>	<b>13.3%</b>	<b>15.7%</b>	<b>15.5%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>6.5%</b>	<b>2,669</b>	<b>2,460</b>	<b>2,497</b>	<b>3</b>	<b>3</b>	<b>8</b>
<b>NSF</b>	<b>14.6%</b>	<b>12.9%</b>	<b>11.4%</b>	<b>39.7%</b>	<b>39.4%</b>	<b>37.9%</b>	<b>13.0%</b>	<b>12.5%</b>	<b>13.1%</b>	<b>22.2%</b>	<b>23.4%</b>	<b>25.7%</b>	<b>10.6%</b>	<b>11.8%</b>	<b>11.9%</b>	<b>895</b>	<b>912</b>	<b>884</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>OMB</b>	<b>10.4%</b>	<b>4.8%</b>	<b>4.2%</b>	<b>34.7%</b>	<b>25.1%</b>	<b>24.8%</b>	<b>17.8%</b>	<b>17.3%</b>	<b>20.2%</b>	<b>25.1%</b>	<b>36.0%</b>	<b>30.3%</b>	<b>12.0%</b>	<b>16.8%</b>	<b>20.5%</b>	<b>305</b>	<b>303</b>	<b>313</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>OPM</b>	<b>14.0%</b>	<b>13.8%</b>	<b>14.9%</b>	<b>40.7%</b>	<b>39.8%</b>	<b>43.7%</b>	<b>15.5%</b>	<b>15.5%</b>	<b>14.6%</b>	<b>18.3%</b>	<b>19.1%</b>	<b>17.6%</b>	<b>11.5%</b>	<b>11.8%</b>	<b>9.2%</b>	<b>3,362</b>	<b>3,577</b>	<b>2,911</b>	<b>10</b>	<b>10</b>	<b>11</b>
<b>PBGC</b>	<b>16.3%</b>	<b>14.0%</b>	<b>12.8%</b>	<b>43.4%</b>	<b>43.4%</b>	<b>40.0%</b>	<b>13.7%</b>	<b>14.4%</b>	<b>15.9%</b>	<b>17.6%</b>	<b>19.6%</b>	<b>19.9%</b>	<b>9.0%</b>	<b>8.6%</b>	<b>11.5%</b>	<b>628</b>	<b>478</b>	<b>400</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>RRB</b>	<b>14.9%</b>	<b>14.5%</b>	<b>12.7%</b>	<b>45.8%</b>	<b>42.4%</b>	<b>45.3%</b>	<b>13.8%</b>	<b>17.4%</b>	<b>16.7%</b>	<b>17.9%</b>	<b>15.6%</b>	<b>17.0%</b>	<b>7.6%</b>	<b>10.1%</b>	<b>8.4%</b>	<b>478</b>	<b>523</b>	<b>608</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>SBA</b>	<b>9.0%</b>	<b>9.0%</b>	<b>9.4%</b>	<b>29.4%</b>	<b>30.9%</b>	<b>33.3%</b>	<b>16.1%</b>	<b>14.7%</b>	<b>17.5%</b>	<b>24.1%</b>	<b>27.5%</b>	<b>24.1%</b>	<b>21.4%</b>	<b>17.9%</b>	<b>15.7%</b>	<b>1,290</b>	<b>1,385</b>	<b>1,505</b>	<b>5</b>	<b>4</b>	<b>4</b>
<b>SEC</b>	<b>12.4%</b>	<b>10.0%</b>	<b>8.7%</b>	<b>40.9%</b>	<b>37.5%</b>	<b>35.8%</b>	<b>16.9%</b>	<b>16.4%</b>	<b>16.4%</b>	<b>19.6%</b>	<b>24.6%</b>	<b>26.7%</b>	<b>10.1%</b>	<b>11.5%</b>	<b>12.4%</b>	<b>1,910</b>	<b>2,462</b>	<b>2,406</b>	<b>5</b>	<b>4</b>	<b>8</b>

## Report by Agency

(9) I have sufficient resources to get my job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>419,427</b>	<b>390,739</b>	<b>374,731</b>	<b>1,039</b>	<b>935</b>	<b>915</b>
<b>SSA</b>	<b>17.1%</b>	<b>15.4%</b>	<b>14.0%</b>	<b>41.3%</b>	<b>40.0%</b>	<b>39.2%</b>	<b>14.4%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>18.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>9.1%</b>	<b>10.8%</b>	<b>12.0%</b>	<b>10,470</b>	<b>9,480</b>	<b>8,294</b>	<b>22</b>	<b>29</b>	<b>22</b>
<b>State</b>	<b>9.9%</b>	<b>10.0%</b>	<b>10.6%</b>	<b>38.6%</b>	<b>40.7%</b>	<b>37.1%</b>	<b>15.9%</b>	<b>16.3%</b>	<b>17.7%</b>	<b>25.5%</b>	<b>23.1%</b>	<b>24.6%</b>	<b>10.1%</b>	<b>10.0%</b>	<b>10.1%</b>	<b>4,040</b>	<b>3,758</b>	<b>2,542</b>	<b>11</b>	<b>10</b>	<b>7</b>
<b>Treas</b>	<b>8.8%</b>	<b>8.7%</b>	<b>9.2%</b>	<b>31.1%</b>	<b>33.8%</b>	<b>34.2%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>15.0%</b>	<b>25.7%</b>	<b>25.4%</b>	<b>24.7%</b>	<b>19.5%</b>	<b>16.8%</b>	<b>16.9%</b>	<b>51,431</b>	<b>50,758</b>	<b>49,740</b>	<b>134</b>	<b>139</b>	<b>152</b>
<b>USAID</b>	<b>8.6%</b>	<b>8.8%</b>	<b>6.6%</b>	<b>34.5%</b>	<b>33.9%</b>	<b>36.3%</b>	<b>14.4%</b>	<b>14.5%</b>	<b>15.2%</b>	<b>27.5%</b>	<b>27.6%</b>	<b>28.1%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>13.7%</b>	<b>1,989</b>	<b>2,033</b>	<b>2,248</b>	<b>3</b>	<b>5</b>	<b>5</b>
<b>USDA</b>	<b>7.6%</b>	<b>6.6%</b>	<b>5.9%</b>	<b>34.6%</b>	<b>31.7%</b>	<b>30.8%</b>	<b>16.3%</b>	<b>16.8%</b>	<b>16.6%</b>	<b>25.3%</b>	<b>27.4%</b>	<b>28.0%</b>	<b>16.1%</b>	<b>17.5%</b>	<b>18.8%</b>	<b>20,532</b>	<b>20,088</b>	<b>13,211</b>	<b>29</b>	<b>26</b>	<b>19</b>
<b>VA</b>	<b>10.8%</b>	<b>11.0%</b>	<b>11.6%</b>	<b>34.4%</b>	<b>35.2%</b>	<b>36.6%</b>	<b>16.3%</b>	<b>16.2%</b>	<b>16.2%</b>	<b>22.5%</b>	<b>22.1%</b>	<b>21.5%</b>	<b>16.1%</b>	<b>15.6%</b>	<b>14.0%</b>	<b>32,000</b>	<b>27,459</b>	<b>29,724</b>	<b>94</b>	<b>87</b>	<b>84</b>
<b>Small Agencies</b>	<b>14.1%</b>	<b>12.5%</b>	<b>11.3%</b>	<b>39.0%</b>	<b>37.6%</b>	<b>37.3%</b>	<b>14.8%</b>	<b>13.8%</b>	<b>15.0%</b>	<b>19.8%</b>	<b>21.7%</b>	<b>22.2%</b>	<b>12.2%</b>	<b>14.4%</b>	<b>14.2%</b>	<b>5,094</b>	<b>4,736</b>	<b>5,062</b>	<b>13</b>	<b>9</b>	<b>8</b>
<b>DOD</b>	<b>11.1%</b>	<b>9.4%</b>	<b>8.7%</b>	<b>35.8%</b>	<b>35.0%</b>	<b>34.2%</b>	<b>16.8%</b>	<b>17.1%</b>	<b>17.7%</b>	<b>23.0%</b>	<b>24.2%</b>	<b>25.1%</b>	<b>13.4%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>72,535</b>	<b>74,694</b>	<b>64,697</b>	<b>151</b>	<b>163</b>	<b>158</b>
<b>USACE</b>	<b>9.9%</b>	<b>7.9%</b>	<b>7.6%</b>	<b>40.9%</b>	<b>39.5%</b>	<b>35.8%</b>	<b>18.0%</b>	<b>16.4%</b>	<b>20.0%</b>	<b>21.3%</b>	<b>24.5%</b>	<b>24.5%</b>	<b>9.8%</b>	<b>11.7%</b>	<b>12.1%</b>	<b>4,282</b>	<b>2,422</b>	<b>2,215</b>	<b>9</b>	<b>4</b>	<b>4</b>
<b>Air Force</b>	<b>10.8%</b>	<b>8.9%</b>	<b>8.1%</b>	<b>35.1%</b>	<b>33.2%</b>	<b>32.6%</b>	<b>16.0%</b>	<b>16.3%</b>	<b>16.9%</b>	<b>24.2%</b>	<b>26.0%</b>	<b>26.6%</b>	<b>13.9%</b>	<b>15.6%</b>	<b>15.8%</b>	<b>18,685</b>	<b>19,093</b>	<b>12,086</b>	<b>33</b>	<b>40</b>	<b>21</b>
<b>Army‡</b>	<b>11.2%</b>	<b>9.9%</b>	<b>9.0%</b>	<b>35.4%</b>	<b>35.8%</b>	<b>33.7%</b>	<b>17.5%</b>	<b>17.1%</b>	<b>17.9%</b>	<b>22.0%</b>	<b>22.7%</b>	<b>24.4%</b>	<b>13.9%</b>	<b>14.5%</b>	<b>15.0%</b>	<b>16,589</b>	<b>19,880</b>	<b>19,788</b>	<b>46</b>	<b>46</b>	<b>58</b>
<b>Navy‡</b>	<b>10.0%</b>	<b>8.3%</b>	<b>7.8%</b>	<b>34.4%</b>	<b>33.2%</b>	<b>34.3%</b>	<b>17.1%</b>	<b>18.1%</b>	<b>18.3%</b>	<b>24.8%</b>	<b>25.7%</b>	<b>26.2%</b>	<b>13.8%</b>	<b>14.8%</b>	<b>13.4%</b>	<b>16,130</b>	<b>17,687</b>	<b>17,350</b>	<b>29</b>	<b>33</b>	<b>40</b>
<b>Marine Corps</b>	<b>12.1%</b>	<b>11.8%</b>	<b>11.1%</b>	<b>34.4%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>15.2%</b>	<b>15.9%</b>	<b>17.0%</b>	<b>24.1%</b>	<b>24.8%</b>	<b>23.2%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>14.8%</b>	<b>1,672</b>	<b>1,709</b>	<b>2,081</b>	<b>1</b>	<b>3</b>	<b>9</b>
<b>DOD 4th Estate</b>	<b>13.6%</b>	<b>11.4%</b>	<b>10.7%</b>	<b>38.6%</b>	<b>38.5%</b>	<b>36.8%</b>	<b>16.1%</b>	<b>17.2%</b>	<b>16.6%</b>	<b>20.0%</b>	<b>21.3%</b>	<b>23.3%</b>	<b>11.7%</b>	<b>11.7%</b>	<b>12.6%</b>	<b>15,177</b>	<b>13,903</b>	<b>11,177</b>	<b>33</b>	<b>37</b>	<b>26</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>11.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>45.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>417,538</b>	<b>388,209</b>	<b>372,621</b>	<b>784</b>	<b>720</b>	<b>677</b>
<b>BBG</b>	<b>11.3%</b>	<b>7.7%</b>	<b>9.7%</b>	<b>47.2%</b>	<b>48.9%</b>	<b>49.5%</b>	<b>17.9%</b>	<b>18.7%</b>	<b>18.0%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.4%</b>	<b>9.5%</b>	<b>10.4%</b>	<b>8.3%</b>	<b>1,087</b>	<b>1,037</b>	<b>1,142</b>	<b>11</b>	<b>2</b>	<b>3</b>
<b>CSOSA</b>	<b>21.8%</b>	<b>17.5%</b>	<b>15.2%</b>	<b>47.6%</b>	<b>44.1%</b>	<b>49.2%</b>	<b>14.2%</b>	<b>13.6%</b>	<b>14.1%</b>	<b>11.2%</b>	<b>14.2%</b>	<b>12.6%</b>	<b>5.2%</b>	<b>10.7%</b>	<b>9.0%</b>	<b>641</b>	<b>713</b>	<b>701</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>DHS</b>	<b>9.3%</b>	<b>8.9%</b>	<b>9.9%</b>	<b>45.3%</b>	<b>46.1%</b>	<b>48.1%</b>	<b>17.2%</b>	<b>17.2%</b>	<b>17.2%</b>	<b>16.0%</b>	<b>16.1%</b>	<b>14.9%</b>	<b>12.2%</b>	<b>11.7%</b>	<b>9.9%</b>	<b>42,783</b>	<b>42,358</b>	<b>38,710</b>	<b>118</b>	<b>108</b>	<b>55</b>
<b>DOC</b>	<b>11.5%</b>	<b>12.4%</b>	<b>11.3%</b>	<b>42.3%</b>	<b>46.3%</b>	<b>46.8%</b>	<b>18.4%</b>	<b>18.3%</b>	<b>18.2%</b>	<b>18.4%</b>	<b>15.2%</b>	<b>16.0%</b>	<b>9.4%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>10,028</b>	<b>9,770</b>	<b>9,348</b>	<b>17</b>	<b>11</b>	<b>15</b>
<b>DOE</b>	<b>9.5%</b>	<b>8.9%</b>	<b>9.2%</b>	<b>46.8%</b>	<b>46.0%</b>	<b>49.3%</b>	<b>17.1%</b>	<b>17.3%</b>	<b>17.1%</b>	<b>18.0%</b>	<b>18.3%</b>	<b>16.5%</b>	<b>8.7%</b>	<b>9.4%</b>	<b>7.9%</b>	<b>8,404</b>	<b>6,442</b>	<b>6,657</b>	<b>13</b>	<b>12</b>	<b>7</b>
<b>DOI</b>	<b>7.4%</b>	<b>6.7%</b>	<b>6.4%</b>	<b>39.8%</b>	<b>39.6%</b>	<b>40.4%</b>	<b>17.8%</b>	<b>18.6%</b>	<b>18.9%</b>	<b>21.6%</b>	<b>21.2%</b>	<b>21.7%</b>	<b>13.5%</b>	<b>13.8%</b>	<b>12.5%</b>	<b>26,039</b>	<b>18,130</b>	<b>18,205</b>	<b>42</b>	<b>28</b>	<b>27</b>
<b>DOJ</b>	<b>13.3%</b>	<b>11.8%</b>	<b>10.9%</b>	<b>51.3%</b>	<b>51.2%</b>	<b>51.7%</b>	<b>15.5%</b>	<b>15.8%</b>	<b>15.2%</b>	<b>13.4%</b>	<b>13.8%</b>	<b>15.1%</b>	<b>6.5%</b>	<b>7.4%</b>	<b>7.1%</b>	<b>20,025</b>	<b>17,019</b>	<b>16,844</b>	<b>27</b>	<b>31</b>	<b>26</b>
<b>DOL</b>	<b>11.0%</b>	<b>9.5%</b>	<b>9.0%</b>	<b>45.0%</b>	<b>44.8%</b>	<b>46.7%</b>	<b>17.2%</b>	<b>17.0%</b>	<b>17.2%</b>	<b>16.0%</b>	<b>17.0%</b>	<b>15.7%</b>	<b>10.8%</b>	<b>11.7%</b>	<b>11.5%</b>	<b>11,245</b>	<b>10,836</b>	<b>5,147</b>	<b>19</b>	<b>26</b>	<b>7</b>
<b>DOT</b>	<b>12.1%</b>	<b>10.3%</b>	<b>12.2%</b>	<b>50.1%</b>	<b>50.2%</b>	<b>53.3%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>15.6%</b>	<b>14.1%</b>	<b>14.9%</b>	<b>13.2%</b>	<b>7.4%</b>	<b>7.8%</b>	<b>5.7%</b>	<b>15,463</b>	<b>11,560</b>	<b>22,969</b>	<b>26</b>	<b>13</b>	<b>52</b>
<b>Educ</b>	<b>12.7%</b>	<b>12.5%</b>	<b>11.6%</b>	<b>41.1%</b>	<b>42.1%</b>	<b>42.0%</b>	<b>14.1%</b>	<b>13.4%</b>	<b>16.7%</b>	<b>17.6%</b>	<b>18.7%</b>	<b>17.4%</b>	<b>14.5%</b>	<b>13.3%</b>	<b>12.4%</b>	<b>2,672</b>	<b>2,391</b>	<b>2,631</b>	<b>7</b>	<b>7</b>	<b>6</b>
<b>EEOC</b>	<b>11.5%</b>	<b>9.4%</b>	<b>7.1%</b>	<b>37.2%</b>	<b>34.9%</b>	<b>37.6%</b>	<b>13.7%</b>	<b>14.3%</b>	<b>14.8%</b>	<b>21.4%</b>	<b>21.7%</b>	<b>21.0%</b>	<b>16.3%</b>	<b>19.7%</b>	<b>19.6%</b>	<b>1,238</b>	<b>1,112</b>	<b>1,169</b>	<b>3</b>	<b>1</b>	<b>2</b>
<b>EPA</b>	<b>8.3%</b>	<b>7.2%</b>	<b>7.9%</b>	<b>43.3%</b>	<b>42.7%</b>	<b>45.3%</b>	<b>16.9%</b>	<b>19.0%</b>	<b>18.8%</b>	<b>20.2%</b>	<b>20.5%</b>	<b>18.6%</b>	<b>11.3%</b>	<b>10.6%</b>	<b>9.5%</b>	<b>4,428</b>	<b>3,826</b>	<b>3,879</b>	<b>5</b>	<b>8</b>	<b>9</b>
<b>FCC</b>	<b>14.1%</b>	<b>14.4%</b>	<b>13.4%</b>	<b>49.2%</b>	<b>55.9%</b>	<b>56.9%</b>	<b>16.2%</b>	<b>16.0%</b>	<b>14.7%</b>	<b>13.8%</b>	<b>7.9%</b>	<b>10.4%</b>	<b>6.7%</b>	<b>5.8%</b>	<b>4.6%</b>	<b>566</b>	<b>693</b>	<b>802</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>FERC</b>	<b>23.9%</b>	<b>22.1%</b>	<b>18.2%</b>	<b>50.5%</b>	<b>53.1%</b>	<b>56.0%</b>	<b>12.5%</b>	<b>11.1%</b>	<b>11.0%</b>	<b>8.8%</b>	<b>9.6%</b>	<b>9.8%</b>	<b>4.3%</b>	<b>4.1%</b>	<b>4.9%</b>	<b>987</b>	<b>888</b>	<b>882</b>	<b>1</b>	<b>0</b>	<b>2</b>
<b>FTC</b>	<b>19.5%</b>	<b>25.5%</b>	<b>19.3%</b>	<b>53.6%</b>	<b>48.4%</b>	<b>54.5%</b>	<b>14.6%</b>	<b>12.7%</b>	<b>13.8%</b>	<b>8.5%</b>	<b>9.4%</b>	<b>8.6%</b>	<b>3.8%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>624</b>	<b>510</b>	<b>561</b>	<b>1</b>	<b>1</b>	<b>1</b>

## Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>11.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>45.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>417,538</b>	<b>388,209</b>	<b>372,621</b>	<b>784</b>	<b>720</b>	<b>677</b>
<b>GSA</b>	<b>14.4%</b>	<b>12.6%</b>	<b>13.1%</b>	<b>45.4%</b>	<b>45.9%</b>	<b>48.5%</b>	<b>15.9%</b>	<b>16.8%</b>	<b>16.2%</b>	<b>15.4%</b>	<b>15.6%</b>	<b>14.4%</b>	<b>8.9%</b>	<b>9.1%</b>	<b>7.8%</b>	<b>7,803</b>	<b>8,451</b>	<b>8,360</b>	<b>14</b>	<b>8</b>	<b>18</b>
<b>HHS</b>	<b>12.8%</b>	<b>11.6%</b>	<b>11.0%</b>	<b>46.9%</b>	<b>47.3%</b>	<b>48.1%</b>	<b>16.1%</b>	<b>16.4%</b>	<b>16.4%</b>	<b>15.6%</b>	<b>15.8%</b>	<b>15.7%</b>	<b>8.5%</b>	<b>9.0%</b>	<b>8.8%</b>	<b>36,410</b>	<b>32,461</b>	<b>31,964</b>	<b>70</b>	<b>52</b>	<b>58</b>
<b>HUD</b>	<b>10.3%</b>	<b>7.9%</b>	<b>8.4%</b>	<b>42.1%</b>	<b>40.7%</b>	<b>40.1%</b>	<b>16.6%</b>	<b>15.9%</b>	<b>17.5%</b>	<b>17.1%</b>	<b>19.0%</b>	<b>18.8%</b>	<b>13.9%</b>	<b>16.5%</b>	<b>15.2%</b>	<b>5,328</b>	<b>3,821</b>	<b>3,678</b>	<b>16</b>	<b>18</b>	<b>4</b>
<b>NARA</b>	<b>13.5%</b>	<b>10.1%</b>	<b>9.5%</b>	<b>39.2%</b>	<b>40.3%</b>	<b>44.8%</b>	<b>16.4%</b>	<b>17.8%</b>	<b>16.3%</b>	<b>17.4%</b>	<b>18.8%</b>	<b>17.4%</b>	<b>13.5%</b>	<b>13.1%</b>	<b>12.0%</b>	<b>1,696</b>	<b>1,653</b>	<b>1,588</b>	<b>5</b>	<b>6</b>	<b>6</b>
<b>NASA</b>	<b>17.0%</b>	<b>16.2%</b>	<b>14.7%</b>	<b>49.2%</b>	<b>50.3%</b>	<b>50.6%</b>	<b>15.2%</b>	<b>15.7%</b>	<b>15.8%</b>	<b>13.4%</b>	<b>13.2%</b>	<b>13.9%</b>	<b>5.2%</b>	<b>4.6%</b>	<b>5.0%</b>	<b>9,877</b>	<b>9,371</b>	<b>9,918</b>	<b>12</b>	<b>2</b>	<b>8</b>
<b>NCUA</b>	<b>12.0%</b>	<b>13.5%</b>	<b>9.8%</b>	<b>48.6%</b>	<b>45.9%</b>	<b>46.1%</b>	<b>15.5%</b>	<b>14.4%</b>	<b>14.4%</b>	<b>15.9%</b>	<b>15.3%</b>	<b>21.9%</b>	<b>8.0%</b>	<b>10.8%</b>	<b>7.7%</b>	<b>771</b>	<b>804</b>	<b>795</b>	<b>1</b>	<b>2</b>	<b>1</b>
<b>NLRB</b>	<b>13.6%</b>	<b>10.7%</b>	<b>13.3%</b>	<b>45.7%</b>	<b>48.9%</b>	<b>49.4%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>17.7%</b>	<b>15.3%</b>	<b>15.0%</b>	<b>12.4%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>7.3%</b>	<b>893</b>	<b>690</b>	<b>713</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>NRC</b>	<b>20.4%</b>	<b>18.8%</b>	<b>18.5%</b>	<b>51.9%</b>	<b>51.8%</b>	<b>51.8%</b>	<b>11.8%</b>	<b>12.4%</b>	<b>13.1%</b>	<b>10.4%</b>	<b>11.9%</b>	<b>11.6%</b>	<b>5.5%</b>	<b>5.2%</b>	<b>5.0%</b>	<b>2,658</b>	<b>2,439</b>	<b>2,494</b>	<b>2</b>	<b>2</b>	<b>1</b>
<b>NSF</b>	<b>11.7%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>39.8%</b>	<b>39.1%</b>	<b>42.1%</b>	<b>13.9%</b>	<b>16.5%</b>	<b>13.5%</b>	<b>20.6%</b>	<b>20.2%</b>	<b>21.6%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>13.1%</b>	<b>895</b>	<b>911</b>	<b>881</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>OMB</b>	<b>7.1%</b>	<b>3.0%</b>	<b>4.5%</b>	<b>38.1%</b>	<b>34.4%</b>	<b>33.9%</b>	<b>17.8%</b>	<b>19.5%</b>	<b>23.7%</b>	<b>26.7%</b>	<b>30.1%</b>	<b>23.3%</b>	<b>10.3%</b>	<b>13.0%</b>	<b>14.5%</b>	<b>304</b>	<b>301</b>	<b>314</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OPM</b>	<b>13.5%</b>	<b>13.8%</b>	<b>12.6%</b>	<b>45.9%</b>	<b>46.8%</b>	<b>48.5%</b>	<b>15.5%</b>	<b>16.3%</b>	<b>16.1%</b>	<b>15.7%</b>	<b>14.4%</b>	<b>14.1%</b>	<b>9.3%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>3,346</b>	<b>3,565</b>	<b>2,914</b>	<b>12</b>	<b>6</b>	<b>3</b>
<b>PBGC</b>	<b>14.2%</b>	<b>12.7%</b>	<b>10.8%</b>	<b>46.1%</b>	<b>43.4%</b>	<b>43.9%</b>	<b>15.1%</b>	<b>16.7%</b>	<b>17.1%</b>	<b>15.4%</b>	<b>17.6%</b>	<b>16.2%</b>	<b>9.2%</b>	<b>9.5%</b>	<b>12.0%</b>	<b>625</b>	<b>479</b>	<b>400</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>RRB</b>	<b>12.3%</b>	<b>12.7%</b>	<b>11.6%</b>	<b>47.2%</b>	<b>52.0%</b>	<b>53.0%</b>	<b>16.6%</b>	<b>14.8%</b>	<b>16.8%</b>	<b>15.5%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>8.4%</b>	<b>8.2%</b>	<b>6.3%</b>	<b>478</b>	<b>522</b>	<b>607</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>SBA</b>	<b>10.2%</b>	<b>11.8%</b>	<b>10.1%</b>	<b>42.6%</b>	<b>41.5%</b>	<b>44.5%</b>	<b>16.3%</b>	<b>15.7%</b>	<b>16.9%</b>	<b>17.0%</b>	<b>19.1%</b>	<b>17.7%</b>	<b>14.0%</b>	<b>11.8%</b>	<b>10.9%</b>	<b>1,286</b>	<b>1,373</b>	<b>1,491</b>	<b>2</b>	<b>3</b>	<b>3</b>
<b>SEC</b>	<b>14.6%</b>	<b>12.3%</b>	<b>11.0%</b>	<b>51.1%</b>	<b>51.7%</b>	<b>50.6%</b>	<b>13.7%</b>	<b>15.0%</b>	<b>15.7%</b>	<b>13.2%</b>	<b>13.9%</b>	<b>15.3%</b>	<b>7.4%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>1,908</b>	<b>2,454</b>	<b>2,400</b>	<b>3</b>	<b>1</b>	<b>3</b>

## Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>11.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>45.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>417,538</b>	<b>388,209</b>	<b>372,621</b>	<b>784</b>	<b>720</b>	<b>677</b>
<b>SSA</b>	<b>13.3%</b>	<b>11.9%</b>	<b>11.3%</b>	<b>40.1%</b>	<b>39.6%</b>	<b>40.3%</b>	<b>15.3%</b>	<b>16.0%</b>	<b>16.2%</b>	<b>18.6%</b>	<b>19.8%</b>	<b>19.0%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>13.2%</b>	<b>10,407</b>	<b>9,431</b>	<b>8,244</b>	<b>22</b>	<b>13</b>	<b>29</b>
<b>State</b>	<b>9.1%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>47.6%</b>	<b>47.8%</b>	<b>47.6%</b>	<b>14.3%</b>	<b>15.3%</b>	<b>16.3%</b>	<b>19.6%</b>	<b>18.5%</b>	<b>18.3%</b>	<b>9.3%</b>	<b>9.0%</b>	<b>8.0%</b>	<b>4,021</b>	<b>3,732</b>	<b>2,531</b>	<b>4</b>	<b>5</b>	<b>1</b>
<b>Treas</b>	<b>10.8%</b>	<b>10.8%</b>	<b>11.0%</b>	<b>45.4%</b>	<b>46.4%</b>	<b>46.1%</b>	<b>15.8%</b>	<b>15.4%</b>	<b>15.1%</b>	<b>16.4%</b>	<b>16.6%</b>	<b>16.7%</b>	<b>11.6%</b>	<b>10.7%</b>	<b>11.0%</b>	<b>51,114</b>	<b>50,441</b>	<b>49,533</b>	<b>95</b>	<b>123</b>	<b>123</b>
<b>USAID</b>	<b>6.7%</b>	<b>6.6%</b>	<b>6.7%</b>	<b>39.9%</b>	<b>37.8%</b>	<b>41.5%</b>	<b>15.1%</b>	<b>16.5%</b>	<b>14.7%</b>	<b>22.0%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>16.2%</b>	<b>15.7%</b>	<b>12.9%</b>	<b>1,979</b>	<b>2,015</b>	<b>2,237</b>	<b>3</b>	<b>5</b>	<b>2</b>
<b>USDA</b>	<b>7.1%</b>	<b>6.1%</b>	<b>6.2%</b>	<b>42.4%</b>	<b>42.2%</b>	<b>42.5%</b>	<b>18.0%</b>	<b>18.2%</b>	<b>18.6%</b>	<b>20.5%</b>	<b>21.6%</b>	<b>20.6%</b>	<b>12.1%</b>	<b>12.0%</b>	<b>12.1%</b>	<b>20,444</b>	<b>19,936</b>	<b>13,116</b>	<b>30</b>	<b>29</b>	<b>14</b>
<b>VA</b>	<b>11.3%</b>	<b>11.0%</b>	<b>11.3%</b>	<b>42.8%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>16.3%</b>	<b>16.3%</b>	<b>15.8%</b>	<b>17.1%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>12.5%</b>	<b>12.6%</b>	<b>12.0%</b>	<b>31,779</b>	<b>27,222</b>	<b>29,491</b>	<b>80</b>	<b>64</b>	<b>68</b>
<b>Small Agencies</b>	<b>14.6%</b>	<b>13.4%</b>	<b>13.1%</b>	<b>46.6%</b>	<b>45.3%</b>	<b>46.9%</b>	<b>14.2%</b>	<b>14.9%</b>	<b>15.6%</b>	<b>14.7%</b>	<b>16.9%</b>	<b>15.2%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>9.3%</b>	<b>5,081</b>	<b>4,709</b>	<b>5,042</b>	<b>6</b>	<b>8</b>	<b>7</b>
<b>DOD</b>	<b>12.2%</b>	<b>10.9%</b>	<b>10.4%</b>	<b>46.9%</b>	<b>47.6%</b>	<b>48.9%</b>	<b>16.8%</b>	<b>16.9%</b>	<b>17.1%</b>	<b>15.6%</b>	<b>15.9%</b>	<b>15.5%</b>	<b>8.5%</b>	<b>8.7%</b>	<b>8.1%</b>	<b>72,205</b>	<b>74,143</b>	<b>64,263</b>	<b>113</b>	<b>121</b>	<b>115</b>
<b>USACE</b>	<b>10.1%</b>	<b>7.3%</b>	<b>8.1%</b>	<b>48.1%</b>	<b>48.2%</b>	<b>49.3%</b>	<b>16.9%</b>	<b>17.1%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>18.4%</b>	<b>16.7%</b>	<b>7.4%</b>	<b>9.0%</b>	<b>8.3%</b>	<b>4,257</b>	<b>2,406</b>	<b>2,197</b>	<b>7</b>	<b>1</b>	<b>5</b>
<b>Air Force</b>	<b>12.4%</b>	<b>11.2%</b>	<b>10.5%</b>	<b>47.8%</b>	<b>49.0%</b>	<b>49.6%</b>	<b>16.3%</b>	<b>16.4%</b>	<b>16.5%</b>	<b>15.6%</b>	<b>15.2%</b>	<b>15.3%</b>	<b>7.9%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>18,610</b>	<b>18,938</b>	<b>11,989</b>	<b>20</b>	<b>30</b>	<b>22</b>
<b>Army‡</b>	<b>12.4%</b>	<b>11.2%</b>	<b>10.6%</b>	<b>45.8%</b>	<b>46.5%</b>	<b>47.7%</b>	<b>16.6%</b>	<b>16.7%</b>	<b>17.4%</b>	<b>15.9%</b>	<b>16.2%</b>	<b>15.6%</b>	<b>9.3%</b>	<b>9.5%</b>	<b>8.7%</b>	<b>16,513</b>	<b>19,724</b>	<b>19,647</b>	<b>27</b>	<b>38</b>	<b>38</b>
<b>Navy‡</b>	<b>11.1%</b>	<b>9.7%</b>	<b>9.5%</b>	<b>46.7%</b>	<b>48.1%</b>	<b>50.6%</b>	<b>18.1%</b>	<b>17.7%</b>	<b>17.7%</b>	<b>15.7%</b>	<b>16.3%</b>	<b>15.2%</b>	<b>8.4%</b>	<b>8.2%</b>	<b>7.1%</b>	<b>16,072</b>	<b>17,559</b>	<b>17,259</b>	<b>26</b>	<b>23</b>	<b>24</b>
<b>Marine Corps</b>	<b>12.9%</b>	<b>13.8%</b>	<b>13.0%</b>	<b>48.8%</b>	<b>46.3%</b>	<b>49.5%</b>	<b>15.5%</b>	<b>16.7%</b>	<b>16.9%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>14.6%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>6.1%</b>	<b>1,665</b>	<b>1,699</b>	<b>2,068</b>	<b>2</b>	<b>2</b>	<b>3</b>
<b>DOD 4th Estate</b>	<b>14.1%</b>	<b>12.6%</b>	<b>11.6%</b>	<b>47.1%</b>	<b>46.7%</b>	<b>47.3%</b>	<b>15.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>14.8%</b>	<b>15.3%</b>	<b>15.9%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>8.7%</b>	<b>15,088</b>	<b>13,817</b>	<b>11,103</b>	<b>31</b>	<b>27</b>	<b>23</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.5%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>41.2%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>16.7%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>10.0%</b>	<b>406,246</b>	<b>377,178</b>	<b>362,841</b>	<b>1,945</b>	<b>1,880</b>	<b>1,905</b>
<b>BBG</b>	<b>16.6%</b>	<b>12.8%</b>	<b>14.9%</b>	<b>36.7%</b>	<b>38.1%</b>	<b>39.8%</b>	<b>15.6%</b>	<b>18.7%</b>	<b>18.8%</b>	<b>15.1%</b>	<b>16.2%</b>	<b>14.6%</b>	<b>16.0%</b>	<b>14.1%</b>	<b>11.9%</b>	<b>1,054</b>	<b>1,009</b>	<b>1,101</b>	<b>7</b>	<b>5</b>	<b>9</b>
<b>CSOSA</b>	<b>17.8%</b>	<b>16.7%</b>	<b>14.3%</b>	<b>35.3%</b>	<b>35.6%</b>	<b>39.8%</b>	<b>18.0%</b>	<b>16.3%</b>	<b>16.3%</b>	<b>17.0%</b>	<b>17.2%</b>	<b>16.5%</b>	<b>11.8%</b>	<b>14.2%</b>	<b>13.0%</b>	<b>625</b>	<b>681</b>	<b>687</b>	<b>3</b>	<b>11</b>	<b>4</b>
<b>DHS</b>	<b>10.8%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>32.4%</b>	<b>32.9%</b>	<b>35.0%</b>	<b>18.0%</b>	<b>18.2%</b>	<b>18.3%</b>	<b>19.9%</b>	<b>19.8%</b>	<b>19.7%</b>	<b>18.9%</b>	<b>18.6%</b>	<b>16.2%</b>	<b>42,376</b>	<b>41,105</b>	<b>37,691</b>	<b>369</b>	<b>326</b>	<b>264</b>
<b>DOC</b>	<b>17.9%</b>	<b>18.3%</b>	<b>17.1%</b>	<b>42.3%</b>	<b>43.7%</b>	<b>44.7%</b>	<b>17.8%</b>	<b>17.5%</b>	<b>17.4%</b>	<b>14.1%</b>	<b>12.7%</b>	<b>13.8%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>7.1%</b>	<b>9,844</b>	<b>9,570</b>	<b>9,157</b>	<b>29</b>	<b>40</b>	<b>40</b>
<b>DOE</b>	<b>14.2%</b>	<b>13.0%</b>	<b>13.4%</b>	<b>42.2%</b>	<b>40.8%</b>	<b>42.0%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>17.7%</b>	<b>16.3%</b>	<b>18.2%</b>	<b>17.0%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>9.9%</b>	<b>8,152</b>	<b>6,267</b>	<b>6,494</b>	<b>34</b>	<b>26</b>	<b>37</b>
<b>DOI</b>	<b>14.5%</b>	<b>14.0%</b>	<b>13.1%</b>	<b>43.2%</b>	<b>42.1%</b>	<b>43.4%</b>	<b>17.3%</b>	<b>17.7%</b>	<b>17.7%</b>	<b>15.0%</b>	<b>15.9%</b>	<b>15.8%</b>	<b>10.1%</b>	<b>10.3%</b>	<b>9.9%</b>	<b>25,230</b>	<b>17,584</b>	<b>17,607</b>	<b>86</b>	<b>64</b>	<b>59</b>
<b>DOJ</b>	<b>18.1%</b>	<b>16.1%</b>	<b>15.7%</b>	<b>43.5%</b>	<b>43.2%</b>	<b>43.7%</b>	<b>16.2%</b>	<b>17.3%</b>	<b>17.5%</b>	<b>14.2%</b>	<b>14.4%</b>	<b>14.5%</b>	<b>8.0%</b>	<b>9.1%</b>	<b>8.6%</b>	<b>19,483</b>	<b>16,562</b>	<b>16,408</b>	<b>67</b>	<b>70</b>	<b>73</b>
<b>DOL</b>	<b>16.4%</b>	<b>14.3%</b>	<b>13.3%</b>	<b>40.8%</b>	<b>40.6%</b>	<b>40.0%</b>	<b>17.9%</b>	<b>18.1%</b>	<b>17.6%</b>	<b>14.3%</b>	<b>15.4%</b>	<b>17.2%</b>	<b>10.7%</b>	<b>11.7%</b>	<b>11.9%</b>	<b>10,918</b>	<b>10,549</b>	<b>4,994</b>	<b>51</b>	<b>61</b>	<b>33</b>
<b>DOT</b>	<b>16.6%</b>	<b>14.5%</b>	<b>14.4%</b>	<b>43.7%</b>	<b>42.8%</b>	<b>44.6%</b>	<b>16.5%</b>	<b>16.6%</b>	<b>16.5%</b>	<b>13.8%</b>	<b>16.1%</b>	<b>15.4%</b>	<b>9.3%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>14,952</b>	<b>11,178</b>	<b>22,371</b>	<b>68</b>	<b>46</b>	<b>104</b>
<b>Educ</b>	<b>18.2%</b>	<b>17.3%</b>	<b>16.8%</b>	<b>40.5%</b>	<b>39.6%</b>	<b>38.6%</b>	<b>14.2%</b>	<b>14.7%</b>	<b>16.6%</b>	<b>16.9%</b>	<b>16.6%</b>	<b>15.6%</b>	<b>10.2%</b>	<b>11.8%</b>	<b>12.4%</b>	<b>2,615</b>	<b>2,345</b>	<b>2,560</b>	<b>12</b>	<b>7</b>	<b>15</b>
<b>EEOC</b>	<b>20.5%</b>	<b>17.3%</b>	<b>16.5%</b>	<b>37.6%</b>	<b>39.1%</b>	<b>39.8%</b>	<b>15.8%</b>	<b>15.7%</b>	<b>14.4%</b>	<b>14.4%</b>	<b>15.2%</b>	<b>15.7%</b>	<b>11.8%</b>	<b>12.7%</b>	<b>13.7%</b>	<b>1,191</b>	<b>1,074</b>	<b>1,127</b>	<b>3</b>	<b>4</b>	<b>7</b>
<b>EPA</b>	<b>13.3%</b>	<b>12.5%</b>	<b>13.5%</b>	<b>41.4%</b>	<b>40.0%</b>	<b>39.5%</b>	<b>16.3%</b>	<b>16.6%</b>	<b>17.8%</b>	<b>16.9%</b>	<b>19.3%</b>	<b>18.1%</b>	<b>12.1%</b>	<b>11.5%</b>	<b>11.1%</b>	<b>4,288</b>	<b>3,692</b>	<b>3,770</b>	<b>13</b>	<b>14</b>	<b>16</b>
<b>FCC</b>	<b>16.9%</b>	<b>15.2%</b>	<b>16.4%</b>	<b>39.5%</b>	<b>48.4%</b>	<b>45.7%</b>	<b>16.3%</b>	<b>15.6%</b>	<b>17.2%</b>	<b>15.7%</b>	<b>11.4%</b>	<b>11.6%</b>	<b>11.6%</b>	<b>9.4%</b>	<b>9.1%</b>	<b>547</b>	<b>672</b>	<b>783</b>	<b>4</b>	<b>2</b>	<b>2</b>
<b>FERC</b>	<b>25.1%</b>	<b>20.4%</b>	<b>19.4%</b>	<b>41.6%</b>	<b>43.1%</b>	<b>43.1%</b>	<b>15.1%</b>	<b>15.4%</b>	<b>15.0%</b>	<b>11.2%</b>	<b>12.0%</b>	<b>15.0%</b>	<b>7.0%</b>	<b>9.1%</b>	<b>7.5%</b>	<b>976</b>	<b>878</b>	<b>865</b>	<b>1</b>	<b>5</b>	<b>7</b>
<b>FTC</b>	<b>28.6%</b>	<b>28.2%</b>	<b>24.5%</b>	<b>40.6%</b>	<b>41.1%</b>	<b>40.9%</b>	<b>11.6%</b>	<b>10.4%</b>	<b>15.1%</b>	<b>12.8%</b>	<b>12.0%</b>	<b>13.7%</b>	<b>6.4%</b>	<b>8.4%</b>	<b>5.8%</b>	<b>617</b>	<b>508</b>	<b>544</b>	<b>0</b>	<b>1</b>	<b>2</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.5%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>41.2%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>16.7%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>10.0%</b>	<b>406,246</b>	<b>377,178</b>	<b>362,841</b>	<b>1,945</b>	<b>1,880</b>	<b>1,905</b>
<b>GSA</b>	<b>19.9%</b>	<b>18.0%</b>	<b>18.5%</b>	<b>41.2%</b>	<b>41.5%</b>	<b>42.8%</b>	<b>17.0%</b>	<b>18.1%</b>	<b>16.1%</b>	<b>12.8%</b>	<b>13.6%</b>	<b>13.6%</b>	<b>9.1%</b>	<b>8.8%</b>	<b>9.0%</b>	<b>7,595</b>	<b>8,279</b>	<b>8,097</b>	<b>33</b>	<b>29</b>	<b>40</b>
<b>HHS</b>	<b>18.3%</b>	<b>16.9%</b>	<b>16.7%</b>	<b>43.2%</b>	<b>42.5%</b>	<b>43.3%</b>	<b>16.4%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>13.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>8.6%</b>	<b>9.5%</b>	<b>9.0%</b>	<b>35,542</b>	<b>31,703</b>	<b>31,248</b>	<b>144</b>	<b>148</b>	<b>145</b>
<b>HUD</b>	<b>15.3%</b>	<b>12.3%</b>	<b>11.5%</b>	<b>37.3%</b>	<b>35.4%</b>	<b>35.3%</b>	<b>17.1%</b>	<b>16.5%</b>	<b>17.7%</b>	<b>16.9%</b>	<b>18.4%</b>	<b>19.0%</b>	<b>13.4%</b>	<b>17.4%</b>	<b>16.5%</b>	<b>5,198</b>	<b>3,738</b>	<b>3,585</b>	<b>29</b>	<b>25</b>	<b>26</b>
<b>NARA</b>	<b>17.8%</b>	<b>15.2%</b>	<b>13.9%</b>	<b>37.6%</b>	<b>35.3%</b>	<b>36.4%</b>	<b>15.4%</b>	<b>15.0%</b>	<b>18.6%</b>	<b>14.8%</b>	<b>18.5%</b>	<b>16.2%</b>	<b>14.4%</b>	<b>15.9%</b>	<b>15.0%</b>	<b>1,651</b>	<b>1,629</b>	<b>1,544</b>	<b>10</b>	<b>7</b>	<b>15</b>
<b>NASA</b>	<b>26.5%</b>	<b>24.8%</b>	<b>23.5%</b>	<b>44.8%</b>	<b>45.1%</b>	<b>45.2%</b>	<b>13.6%</b>	<b>14.4%</b>	<b>14.6%</b>	<b>9.8%</b>	<b>10.3%</b>	<b>11.1%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>5.6%</b>	<b>9,646</b>	<b>9,179</b>	<b>9,712</b>	<b>23</b>	<b>17</b>	<b>31</b>
<b>NCUA</b>	<b>20.2%</b>	<b>20.3%</b>	<b>19.0%</b>	<b>45.9%</b>	<b>47.7%</b>	<b>44.4%</b>	<b>16.7%</b>	<b>13.9%</b>	<b>17.0%</b>	<b>11.0%</b>	<b>12.4%</b>	<b>13.0%</b>	<b>6.2%</b>	<b>5.8%</b>	<b>6.6%</b>	<b>747</b>	<b>789</b>	<b>769</b>	<b>3</b>	<b>1</b>	<b>1</b>
<b>NLRB</b>	<b>20.6%</b>	<b>16.6%</b>	<b>15.4%</b>	<b>42.1%</b>	<b>40.8%</b>	<b>42.1%</b>	<b>13.5%</b>	<b>16.7%</b>	<b>16.0%</b>	<b>14.4%</b>	<b>16.2%</b>	<b>17.6%</b>	<b>9.4%</b>	<b>9.7%</b>	<b>9.0%</b>	<b>861</b>	<b>675</b>	<b>698</b>	<b>2</b>	<b>3</b>	<b>5</b>
<b>NRC</b>	<b>23.2%</b>	<b>21.2%</b>	<b>22.0%</b>	<b>43.8%</b>	<b>43.7%</b>	<b>42.7%</b>	<b>13.4%</b>	<b>14.5%</b>	<b>15.1%</b>	<b>12.1%</b>	<b>12.8%</b>	<b>13.7%</b>	<b>7.5%</b>	<b>7.9%</b>	<b>6.4%</b>	<b>2,592</b>	<b>2,396</b>	<b>2,449</b>	<b>12</b>	<b>9</b>	<b>12</b>
<b>NSF</b>	<b>22.0%</b>	<b>20.8%</b>	<b>18.7%</b>	<b>39.5%</b>	<b>38.3%</b>	<b>39.4%</b>	<b>14.2%</b>	<b>18.0%</b>	<b>14.9%</b>	<b>14.1%</b>	<b>12.9%</b>	<b>16.8%</b>	<b>10.1%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>865</b>	<b>881</b>	<b>855</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>OMB</b>	<b>21.7%</b>	<b>16.1%</b>	<b>15.4%</b>	<b>45.1%</b>	<b>48.9%</b>	<b>44.3%</b>	<b>20.3%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>11.7%</b>	<b>14.7%</b>	<b>16.8%</b>	<b>1.3%</b>	<b>3.1%</b>	<b>6.2%</b>	<b>296</b>	<b>299</b>	<b>309</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>OPM</b>	<b>17.3%</b>	<b>17.2%</b>	<b>16.1%</b>	<b>43.8%</b>	<b>44.6%</b>	<b>44.3%</b>	<b>18.1%</b>	<b>17.3%</b>	<b>18.3%</b>	<b>11.9%</b>	<b>13.2%</b>	<b>12.6%</b>	<b>8.9%</b>	<b>7.8%</b>	<b>8.6%</b>	<b>3,258</b>	<b>3,459</b>	<b>2,841</b>	<b>14</b>	<b>15</b>	<b>12</b>
<b>PBGC</b>	<b>20.1%</b>	<b>18.6%</b>	<b>15.2%</b>	<b>40.3%</b>	<b>39.3%</b>	<b>39.8%</b>	<b>15.9%</b>	<b>18.0%</b>	<b>18.5%</b>	<b>15.2%</b>	<b>14.4%</b>	<b>14.1%</b>	<b>8.4%</b>	<b>9.6%</b>	<b>12.4%</b>	<b>610</b>	<b>466</b>	<b>381</b>	<b>6</b>	<b>4</b>	<b>5</b>
<b>RRB</b>	<b>18.7%</b>	<b>16.0%</b>	<b>16.1%</b>	<b>41.9%</b>	<b>46.3%</b>	<b>47.3%</b>	<b>19.9%</b>	<b>16.6%</b>	<b>15.9%</b>	<b>11.0%</b>	<b>12.4%</b>	<b>14.3%</b>	<b>8.4%</b>	<b>8.7%</b>	<b>6.5%</b>	<b>446</b>	<b>502</b>	<b>587</b>	<b>0</b>	<b>3</b>	<b>2</b>
<b>SBA</b>	<b>15.6%</b>	<b>18.4%</b>	<b>16.4%</b>	<b>37.2%</b>	<b>37.6%</b>	<b>40.8%</b>	<b>16.2%</b>	<b>16.0%</b>	<b>16.3%</b>	<b>16.7%</b>	<b>15.4%</b>	<b>14.8%</b>	<b>14.2%</b>	<b>12.5%</b>	<b>11.7%</b>	<b>1,248</b>	<b>1,332</b>	<b>1,453</b>	<b>13</b>	<b>8</b>	<b>7</b>
<b>SEC</b>	<b>16.1%</b>	<b>14.6%</b>	<b>13.7%</b>	<b>43.5%</b>	<b>42.3%</b>	<b>38.9%</b>	<b>14.9%</b>	<b>16.0%</b>	<b>17.8%</b>	<b>13.9%</b>	<b>16.2%</b>	<b>18.1%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>11.5%</b>	<b>1,876</b>	<b>2,401</b>	<b>2,337</b>	<b>7</b>	<b>7</b>	<b>18</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.5%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>41.2%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>16.7%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>10.0%</b>	<b>406,246</b>	<b>377,178</b>	<b>362,841</b>	<b>1,945</b>	<b>1,880</b>	<b>1,905</b>
<b>SSA</b>	<b>17.4%</b>	<b>15.2%</b>	<b>15.3%</b>	<b>39.6%</b>	<b>39.7%</b>	<b>40.0%</b>	<b>18.0%</b>	<b>18.6%</b>	<b>18.7%</b>	<b>14.8%</b>	<b>16.3%</b>	<b>14.9%</b>	<b>10.1%</b>	<b>10.3%</b>	<b>11.1%</b>	<b>10,042</b>	<b>9,149</b>	<b>8,015</b>	<b>53</b>	<b>57</b>	<b>60</b>
<b>State</b>	<b>16.9%</b>	<b>14.7%</b>	<b>16.0%</b>	<b>43.3%</b>	<b>47.7%</b>	<b>43.4%</b>	<b>16.6%</b>	<b>16.7%</b>	<b>17.4%</b>	<b>15.1%</b>	<b>14.0%</b>	<b>15.9%</b>	<b>8.0%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>3,911</b>	<b>3,628</b>	<b>2,472</b>	<b>14</b>	<b>16</b>	<b>11</b>
<b>Treas</b>	<b>15.2%</b>	<b>14.9%</b>	<b>15.8%</b>	<b>41.4%</b>	<b>42.1%</b>	<b>42.5%</b>	<b>17.4%</b>	<b>17.5%</b>	<b>17.1%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>14.5%</b>	<b>11.0%</b>	<b>10.2%</b>	<b>10.1%</b>	<b>49,501</b>	<b>48,922</b>	<b>48,287</b>	<b>302</b>	<b>283</b>	<b>302</b>
<b>USAID</b>	<b>14.6%</b>	<b>12.3%</b>	<b>12.3%</b>	<b>40.4%</b>	<b>39.5%</b>	<b>42.9%</b>	<b>17.5%</b>	<b>18.2%</b>	<b>16.3%</b>	<b>18.0%</b>	<b>19.4%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>1,927</b>	<b>1,970</b>	<b>2,196</b>	<b>12</b>	<b>9</b>	<b>9</b>
<b>USDA</b>	<b>13.2%</b>	<b>11.9%</b>	<b>11.5%</b>	<b>46.1%</b>	<b>45.4%</b>	<b>45.2%</b>	<b>17.7%</b>	<b>18.5%</b>	<b>19.2%</b>	<b>14.3%</b>	<b>15.4%</b>	<b>15.5%</b>	<b>8.7%</b>	<b>8.9%</b>	<b>8.6%</b>	<b>19,838</b>	<b>19,368</b>	<b>12,772</b>	<b>50</b>	<b>52</b>	<b>40</b>
<b>VA</b>	<b>16.9%</b>	<b>17.2%</b>	<b>18.2%</b>	<b>40.9%</b>	<b>40.2%</b>	<b>41.5%</b>	<b>16.0%</b>	<b>15.9%</b>	<b>15.7%</b>	<b>15.2%</b>	<b>15.5%</b>	<b>14.8%</b>	<b>10.9%</b>	<b>11.1%</b>	<b>9.8%</b>	<b>30,577</b>	<b>26,146</b>	<b>28,508</b>	<b>161</b>	<b>166</b>	<b>163</b>
<b>Small Agencies</b>	<b>19.1%</b>	<b>18.0%</b>	<b>18.2%</b>	<b>41.6%</b>	<b>39.1%</b>	<b>40.0%</b>	<b>14.3%</b>	<b>15.6%</b>	<b>15.7%</b>	<b>14.3%</b>	<b>15.6%</b>	<b>14.7%</b>	<b>10.8%</b>	<b>11.7%</b>	<b>11.4%</b>	<b>4,969</b>	<b>4,589</b>	<b>4,923</b>	<b>25</b>	<b>20</b>	<b>16</b>
<b>DOD</b>	<b>17.5%</b>	<b>16.2%</b>	<b>15.7%</b>	<b>42.4%</b>	<b>42.0%</b>	<b>42.8%</b>	<b>16.5%</b>	<b>17.4%</b>	<b>17.7%</b>	<b>14.3%</b>	<b>14.9%</b>	<b>14.9%</b>	<b>9.3%</b>	<b>9.6%</b>	<b>9.0%</b>	<b>70,182</b>	<b>72,004</b>	<b>62,644</b>	<b>281</b>	<b>316</b>	<b>309</b>
<b>USACE</b>	<b>15.8%</b>	<b>12.6%</b>	<b>12.8%</b>	<b>47.3%</b>	<b>45.4%</b>	<b>46.6%</b>	<b>16.1%</b>	<b>18.3%</b>	<b>17.5%</b>	<b>13.0%</b>	<b>14.8%</b>	<b>15.5%</b>	<b>7.9%</b>	<b>8.8%</b>	<b>7.5%</b>	<b>4,127</b>	<b>2,333</b>	<b>2,153</b>	<b>19</b>	<b>2</b>	<b>12</b>
<b>Air Force</b>	<b>18.1%</b>	<b>16.4%</b>	<b>15.9%</b>	<b>42.8%</b>	<b>42.3%</b>	<b>43.6%</b>	<b>15.9%</b>	<b>17.0%</b>	<b>17.2%</b>	<b>14.7%</b>	<b>14.9%</b>	<b>14.7%</b>	<b>8.5%</b>	<b>9.4%</b>	<b>8.6%</b>	<b>18,145</b>	<b>18,430</b>	<b>11,679</b>	<b>62</b>	<b>78</b>	<b>54</b>
<b>Army‡</b>	<b>17.5%</b>	<b>16.5%</b>	<b>15.5%</b>	<b>41.5%</b>	<b>41.3%</b>	<b>41.8%</b>	<b>16.2%</b>	<b>17.2%</b>	<b>18.1%</b>	<b>14.5%</b>	<b>14.9%</b>	<b>15.0%</b>	<b>10.4%</b>	<b>10.0%</b>	<b>9.6%</b>	<b>15,947</b>	<b>19,081</b>	<b>19,157</b>	<b>77</b>	<b>103</b>	<b>90</b>
<b>Navy‡</b>	<b>16.9%</b>	<b>15.8%</b>	<b>15.7%</b>	<b>43.4%</b>	<b>42.9%</b>	<b>43.6%</b>	<b>17.2%</b>	<b>17.9%</b>	<b>18.1%</b>	<b>13.7%</b>	<b>14.6%</b>	<b>14.5%</b>	<b>8.7%</b>	<b>8.8%</b>	<b>8.1%</b>	<b>15,646</b>	<b>17,037</b>	<b>16,845</b>	<b>64</b>	<b>57</b>	<b>80</b>
<b>Marine Corps</b>	<b>18.6%</b>	<b>20.5%</b>	<b>19.8%</b>	<b>39.9%</b>	<b>39.2%</b>	<b>41.2%</b>	<b>17.5%</b>	<b>15.5%</b>	<b>15.2%</b>	<b>14.3%</b>	<b>15.2%</b>	<b>15.1%</b>	<b>9.6%</b>	<b>9.5%</b>	<b>8.7%</b>	<b>1,621</b>	<b>1,656</b>	<b>2,013</b>	<b>7</b>	<b>7</b>	<b>14</b>
<b>DOD 4th Estate</b>	<b>17.9%</b>	<b>16.4%</b>	<b>16.1%</b>	<b>40.2%</b>	<b>40.4%</b>	<b>40.9%</b>	<b>16.9%</b>	<b>17.3%</b>	<b>17.0%</b>	<b>14.8%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>10.1%</b>	<b>10.4%</b>	<b>10.5%</b>	<b>14,696</b>	<b>13,467</b>	<b>10,797</b>	<b>52</b>	<b>69</b>	<b>59</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.3%</b>	<b>28.9%</b>	<b>28.9%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>53.6%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>416,802</b>	<b>388,298</b>	<b>372,620</b>	<b>1,495</b>	<b>1,540</b>	<b>1,411</b>
<b>BBG</b>	<b>32.6%</b>	<b>29.8%</b>	<b>31.5%</b>	<b>43.9%</b>	<b>46.7%</b>	<b>47.7%</b>	<b>11.1%</b>	<b>12.4%</b>	<b>9.7%</b>	<b>6.5%</b>	<b>6.2%</b>	<b>7.1%</b>	<b>5.9%</b>	<b>4.8%</b>	<b>3.9%</b>	<b>1,076</b>	<b>1,034</b>	<b>1,124</b>	<b>10</b>	<b>5</b>	<b>10</b>
<b>CSOSA</b>	<b>39.8%</b>	<b>40.5%</b>	<b>37.8%</b>	<b>49.6%</b>	<b>47.2%</b>	<b>51.2%</b>	<b>6.3%</b>	<b>6.5%</b>	<b>6.3%</b>	<b>2.2%</b>	<b>3.5%</b>	<b>1.9%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>2.8%</b>	<b>642</b>	<b>709</b>	<b>708</b>	<b>0</b>	<b>3</b>	<b>0</b>
<b>DHS</b>	<b>23.8%</b>	<b>24.1%</b>	<b>24.8%</b>	<b>48.7%</b>	<b>50.7%</b>	<b>52.2%</b>	<b>12.6%</b>	<b>12.0%</b>	<b>11.4%</b>	<b>7.1%</b>	<b>6.8%</b>	<b>6.3%</b>	<b>7.8%</b>	<b>6.4%</b>	<b>5.2%</b>	<b>42,537</b>	<b>42,185</b>	<b>38,641</b>	<b>273</b>	<b>257</b>	<b>183</b>
<b>DOC</b>	<b>33.4%</b>	<b>35.4%</b>	<b>33.9%</b>	<b>51.5%</b>	<b>50.8%</b>	<b>52.9%</b>	<b>9.3%</b>	<b>8.5%</b>	<b>8.1%</b>	<b>3.9%</b>	<b>3.4%</b>	<b>3.4%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>10,020</b>	<b>9,792</b>	<b>9,359</b>	<b>31</b>	<b>31</b>	<b>28</b>
<b>DOE</b>	<b>28.9%</b>	<b>26.6%</b>	<b>27.8%</b>	<b>52.3%</b>	<b>53.3%</b>	<b>53.1%</b>	<b>10.8%</b>	<b>11.5%</b>	<b>10.8%</b>	<b>4.9%</b>	<b>5.8%</b>	<b>5.5%</b>	<b>3.1%</b>	<b>2.9%</b>	<b>2.7%</b>	<b>8,384</b>	<b>6,439</b>	<b>6,646</b>	<b>28</b>	<b>23</b>	<b>28</b>
<b>DOI</b>	<b>28.7%</b>	<b>27.7%</b>	<b>27.1%</b>	<b>52.1%</b>	<b>53.2%</b>	<b>54.4%</b>	<b>11.1%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>5.1%</b>	<b>5.1%</b>	<b>4.5%</b>	<b>3.0%</b>	<b>2.6%</b>	<b>2.2%</b>	<b>26,002</b>	<b>18,148</b>	<b>18,187</b>	<b>94</b>	<b>67</b>	<b>64</b>
<b>DOJ</b>	<b>31.6%</b>	<b>29.3%</b>	<b>28.2%</b>	<b>53.3%</b>	<b>54.5%</b>	<b>55.7%</b>	<b>9.5%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>1.9%</b>	<b>2.2%</b>	<b>1.9%</b>	<b>20,005</b>	<b>17,027</b>	<b>16,816</b>	<b>50</b>	<b>62</b>	<b>63</b>
<b>DOL</b>	<b>33.6%</b>	<b>29.8%</b>	<b>30.1%</b>	<b>52.3%</b>	<b>54.3%</b>	<b>53.4%</b>	<b>8.9%</b>	<b>9.8%</b>	<b>10.3%</b>	<b>3.1%</b>	<b>3.7%</b>	<b>3.8%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>11,242</b>	<b>10,829</b>	<b>5,149</b>	<b>32</b>	<b>41</b>	<b>17</b>
<b>DOT</b>	<b>30.3%</b>	<b>27.5%</b>	<b>27.9%</b>	<b>52.1%</b>	<b>53.6%</b>	<b>53.4%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>11.0%</b>	<b>4.3%</b>	<b>5.3%</b>	<b>5.1%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>15,463</b>	<b>11,560</b>	<b>22,985</b>	<b>48</b>	<b>46</b>	<b>86</b>
<b>Educ</b>	<b>34.2%</b>	<b>32.3%</b>	<b>30.3%</b>	<b>51.1%</b>	<b>50.9%</b>	<b>51.5%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>10.0%</b>	<b>3.7%</b>	<b>5.3%</b>	<b>4.9%</b>	<b>2.4%</b>	<b>2.7%</b>	<b>3.2%</b>	<b>2,674</b>	<b>2,382</b>	<b>2,634</b>	<b>10</b>	<b>10</b>	<b>4</b>
<b>EEOC</b>	<b>41.8%</b>	<b>39.1%</b>	<b>38.2%</b>	<b>47.3%</b>	<b>47.2%</b>	<b>48.7%</b>	<b>5.1%</b>	<b>8.2%</b>	<b>6.7%</b>	<b>3.7%</b>	<b>3.3%</b>	<b>3.2%</b>	<b>2.1%</b>	<b>2.2%</b>	<b>3.1%</b>	<b>1,234</b>	<b>1,115</b>	<b>1,162</b>	<b>6</b>	<b>1</b>	<b>7</b>
<b>EPA</b>	<b>30.9%</b>	<b>27.9%</b>	<b>29.5%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>52.7%</b>	<b>9.6%</b>	<b>11.6%</b>	<b>10.3%</b>	<b>4.6%</b>	<b>4.9%</b>	<b>5.2%</b>	<b>2.7%</b>	<b>2.7%</b>	<b>2.3%</b>	<b>4,415</b>	<b>3,832</b>	<b>3,893</b>	<b>15</b>	<b>12</b>	<b>13</b>
<b>FCC</b>	<b>30.2%</b>	<b>27.1%</b>	<b>27.2%</b>	<b>48.4%</b>	<b>55.9%</b>	<b>56.8%</b>	<b>12.6%</b>	<b>10.9%</b>	<b>10.2%</b>	<b>4.9%</b>	<b>3.9%</b>	<b>3.4%</b>	<b>3.9%</b>	<b>2.1%</b>	<b>2.3%</b>	<b>563</b>	<b>692</b>	<b>807</b>	<b>5</b>	<b>6</b>	<b>1</b>
<b>FERC</b>	<b>41.3%</b>	<b>37.3%</b>	<b>34.3%</b>	<b>45.3%</b>	<b>49.2%</b>	<b>51.1%</b>	<b>8.2%</b>	<b>8.3%</b>	<b>8.5%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>4.0%</b>	<b>1.7%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>984</b>	<b>881</b>	<b>885</b>	<b>3</b>	<b>2</b>	<b>2</b>
<b>FTC</b>	<b>48.9%</b>	<b>50.3%</b>	<b>46.0%</b>	<b>41.6%</b>	<b>36.2%</b>	<b>45.2%</b>	<b>5.6%</b>	<b>7.8%</b>	<b>6.1%</b>	<b>2.0%</b>	<b>3.8%</b>	<b>1.4%</b>	<b>1.9%</b>	<b>2.0%</b>	<b>1.2%</b>	<b>620</b>	<b>512</b>	<b>561</b>	<b>1</b>	<b>1</b>	<b>0</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.3%</b>	<b>28.9%</b>	<b>28.9%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>53.6%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>416,802</b>	<b>388,298</b>	<b>372,620</b>	<b>1,495</b>	<b>1,540</b>	<b>1,411</b>
<b>GSA</b>	<b>32.2%</b>	<b>30.3%</b>	<b>32.1%</b>	<b>50.6%</b>	<b>51.8%</b>	<b>51.5%</b>	<b>10.1%</b>	<b>11.0%</b>	<b>10.4%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>3.9%</b>	<b>2.9%</b>	<b>2.6%</b>	<b>2.1%</b>	<b>7,764</b>	<b>8,445</b>	<b>8,324</b>	<b>25</b>	<b>31</b>	<b>32</b>
<b>HHS</b>	<b>34.2%</b>	<b>32.2%</b>	<b>32.0%</b>	<b>51.8%</b>	<b>52.8%</b>	<b>53.1%</b>	<b>8.6%</b>	<b>9.4%</b>	<b>9.3%</b>	<b>3.5%</b>	<b>3.6%</b>	<b>3.7%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>36,404</b>	<b>32,446</b>	<b>32,015</b>	<b>91</b>	<b>110</b>	<b>101</b>
<b>HUD</b>	<b>29.2%</b>	<b>23.6%</b>	<b>24.7%</b>	<b>51.4%</b>	<b>51.4%</b>	<b>51.0%</b>	<b>11.3%</b>	<b>12.7%</b>	<b>12.8%</b>	<b>4.6%</b>	<b>6.4%</b>	<b>6.8%</b>	<b>3.5%</b>	<b>5.9%</b>	<b>4.7%</b>	<b>5,314</b>	<b>3,830</b>	<b>3,673</b>	<b>29</b>	<b>28</b>	<b>14</b>
<b>NARA</b>	<b>32.0%</b>	<b>28.8%</b>	<b>25.9%</b>	<b>48.1%</b>	<b>48.1%</b>	<b>51.1%</b>	<b>11.4%</b>	<b>11.7%</b>	<b>12.9%</b>	<b>4.4%</b>	<b>6.5%</b>	<b>5.3%</b>	<b>4.2%</b>	<b>4.9%</b>	<b>4.7%</b>	<b>1,699</b>	<b>1,654</b>	<b>1,586</b>	<b>6</b>	<b>8</b>	<b>15</b>
<b>NASA</b>	<b>43.9%</b>	<b>41.2%</b>	<b>39.0%</b>	<b>44.7%</b>	<b>46.0%</b>	<b>47.6%</b>	<b>7.7%</b>	<b>8.2%</b>	<b>8.3%</b>	<b>2.4%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>1.6%</b>	<b>9,841</b>	<b>9,359</b>	<b>9,901</b>	<b>23</b>	<b>20</b>	<b>26</b>
<b>NCUA</b>	<b>32.4%</b>	<b>31.3%</b>	<b>28.8%</b>	<b>54.0%</b>	<b>55.5%</b>	<b>54.4%</b>	<b>8.5%</b>	<b>7.9%</b>	<b>9.5%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>5.2%</b>	<b>1.6%</b>	<b>2.1%</b>	<b>2.1%</b>	<b>773</b>	<b>804</b>	<b>793</b>	<b>3</b>	<b>1</b>	<b>3</b>
<b>NLRB</b>	<b>41.7%</b>	<b>35.9%</b>	<b>34.4%</b>	<b>48.6%</b>	<b>50.1%</b>	<b>52.4%</b>	<b>5.8%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>2.3%</b>	<b>3.1%</b>	<b>3.6%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>2.0%</b>	<b>891</b>	<b>690</b>	<b>717</b>	<b>2</b>	<b>1</b>	<b>2</b>
<b>NRC</b>	<b>43.9%</b>	<b>42.4%</b>	<b>42.2%</b>	<b>46.2%</b>	<b>47.2%</b>	<b>47.8%</b>	<b>5.9%</b>	<b>6.2%</b>	<b>6.4%</b>	<b>2.6%</b>	<b>2.8%</b>	<b>2.1%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.5%</b>	<b>2,656</b>	<b>2,455</b>	<b>2,498</b>	<b>4</b>	<b>5</b>	<b>1</b>
<b>NSF</b>	<b>44.0%</b>	<b>41.7%</b>	<b>38.4%</b>	<b>45.6%</b>	<b>45.3%</b>	<b>49.0%</b>	<b>7.0%</b>	<b>7.0%</b>	<b>6.6%</b>	<b>2.4%</b>	<b>3.1%</b>	<b>3.8%</b>	<b>1.1%</b>	<b>2.9%</b>	<b>2.1%</b>	<b>889</b>	<b>909</b>	<b>877</b>	<b>2</b>	<b>1</b>	<b>1</b>
<b>OMB</b>	<b>31.4%</b>	<b>23.4%</b>	<b>23.6%</b>	<b>49.9%</b>	<b>50.7%</b>	<b>50.3%</b>	<b>11.0%</b>	<b>11.8%</b>	<b>13.7%</b>	<b>5.8%</b>	<b>10.8%</b>	<b>8.3%</b>	<b>1.8%</b>	<b>3.3%</b>	<b>4.2%</b>	<b>305</b>	<b>303</b>	<b>313</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>OPM</b>	<b>33.9%</b>	<b>35.0%</b>	<b>34.4%</b>	<b>53.1%</b>	<b>52.5%</b>	<b>53.0%</b>	<b>8.5%</b>	<b>7.2%</b>	<b>8.3%</b>	<b>2.7%</b>	<b>3.8%</b>	<b>2.8%</b>	<b>1.7%</b>	<b>1.4%</b>	<b>1.5%</b>	<b>3,346</b>	<b>3,562</b>	<b>2,902</b>	<b>14</b>	<b>15</b>	<b>5</b>
<b>PBGC</b>	<b>43.2%</b>	<b>45.0%</b>	<b>43.2%</b>	<b>45.4%</b>	<b>44.5%</b>	<b>46.0%</b>	<b>7.3%</b>	<b>6.2%</b>	<b>6.6%</b>	<b>1.9%</b>	<b>2.3%</b>	<b>1.9%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>626</b>	<b>475</b>	<b>396</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>RRB</b>	<b>38.4%</b>	<b>34.1%</b>	<b>33.1%</b>	<b>48.9%</b>	<b>51.7%</b>	<b>54.9%</b>	<b>10.0%</b>	<b>8.4%</b>	<b>9.5%</b>	<b>1.4%</b>	<b>4.1%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>1.7%</b>	<b>1.2%</b>	<b>476</b>	<b>521</b>	<b>604</b>	<b>1</b>	<b>2</b>	<b>4</b>
<b>SBA</b>	<b>29.2%</b>	<b>29.8%</b>	<b>30.0%</b>	<b>50.0%</b>	<b>52.0%</b>	<b>53.6%</b>	<b>11.6%</b>	<b>10.7%</b>	<b>10.1%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>3.4%</b>	<b>3.6%</b>	<b>2.3%</b>	<b>2.8%</b>	<b>1,285</b>	<b>1,378</b>	<b>1,495</b>	<b>9</b>	<b>7</b>	<b>4</b>
<b>SEC</b>	<b>35.8%</b>	<b>31.1%</b>	<b>29.9%</b>	<b>49.5%</b>	<b>53.3%</b>	<b>53.7%</b>	<b>7.6%</b>	<b>8.9%</b>	<b>8.6%</b>	<b>4.5%</b>	<b>4.1%</b>	<b>4.9%</b>	<b>2.6%</b>	<b>2.6%</b>	<b>2.9%</b>	<b>1,903</b>	<b>2,454</b>	<b>2,389</b>	<b>4</b>	<b>2</b>	<b>14</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.3%</b>	<b>28.9%</b>	<b>28.9%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>53.6%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>416,802</b>	<b>388,298</b>	<b>372,620</b>	<b>1,495</b>	<b>1,540</b>	<b>1,411</b>
<b>SSA</b>	<b>35.5%</b>	<b>33.7%</b>	<b>33.4%</b>	<b>53.5%</b>	<b>54.6%</b>	<b>55.0%</b>	<b>7.3%</b>	<b>7.9%</b>	<b>7.9%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.3%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.4%</b>	<b>10,446</b>	<b>9,430</b>	<b>8,265</b>	<b>15</b>	<b>28</b>	<b>22</b>
<b>State</b>	<b>34.4%</b>	<b>32.7%</b>	<b>33.8%</b>	<b>52.5%</b>	<b>52.7%</b>	<b>51.3%</b>	<b>8.1%</b>	<b>9.3%</b>	<b>8.4%</b>	<b>3.6%</b>	<b>3.7%</b>	<b>4.3%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>2.2%</b>	<b>4,029</b>	<b>3,747</b>	<b>2,531</b>	<b>10</b>	<b>6</b>	<b>6</b>
<b>Treas</b>	<b>27.5%</b>	<b>27.6%</b>	<b>28.8%</b>	<b>53.5%</b>	<b>54.7%</b>	<b>53.4%</b>	<b>10.9%</b>	<b>10.4%</b>	<b>10.4%</b>	<b>4.9%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>3.3%</b>	<b>2.8%</b>	<b>3.1%</b>	<b>51,045</b>	<b>50,485</b>	<b>49,471</b>	<b>227</b>	<b>230</b>	<b>235</b>
<b>USAID</b>	<b>33.5%</b>	<b>30.7%</b>	<b>29.7%</b>	<b>51.6%</b>	<b>51.8%</b>	<b>53.8%</b>	<b>8.4%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>4.5%</b>	<b>5.1%</b>	<b>4.7%</b>	<b>2.0%</b>	<b>2.6%</b>	<b>2.4%</b>	<b>1,981</b>	<b>2,018</b>	<b>2,232</b>	<b>9</b>	<b>7</b>	<b>7</b>
<b>USDA</b>	<b>26.3%</b>	<b>24.0%</b>	<b>23.3%</b>	<b>56.6%</b>	<b>57.4%</b>	<b>58.9%</b>	<b>10.5%</b>	<b>11.6%</b>	<b>11.1%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.5%</b>	<b>2.1%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>20,402</b>	<b>19,958</b>	<b>13,138</b>	<b>47</b>	<b>67</b>	<b>43</b>
<b>VA</b>	<b>30.6%</b>	<b>30.1%</b>	<b>30.9%</b>	<b>52.9%</b>	<b>53.0%</b>	<b>53.2%</b>	<b>10.1%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>3.9%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>31,770</b>	<b>27,309</b>	<b>29,546</b>	<b>120</b>	<b>104</b>	<b>126</b>
<b>Small Agencies</b>	<b>37.1%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>46.0%</b>	<b>47.9%</b>	<b>49.3%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>4.3%</b>	<b>4.7%</b>	<b>4.5%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>3.2%</b>	<b>5,080</b>	<b>4,715</b>	<b>5,040</b>	<b>5</b>	<b>15</b>	<b>17</b>
<b>DOD</b>	<b>30.3%</b>	<b>28.6%</b>	<b>28.3%</b>	<b>52.4%</b>	<b>53.1%</b>	<b>53.7%</b>	<b>10.5%</b>	<b>11.0%</b>	<b>11.0%</b>	<b>4.3%</b>	<b>4.7%</b>	<b>4.7%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>72,016</b>	<b>74,214</b>	<b>64,357</b>	<b>243</b>	<b>281</b>	<b>224</b>
<b>USACE</b>	<b>28.1%</b>	<b>23.3%</b>	<b>22.4%</b>	<b>54.9%</b>	<b>57.4%</b>	<b>59.1%</b>	<b>10.9%</b>	<b>11.7%</b>	<b>11.7%</b>	<b>4.2%</b>	<b>5.5%</b>	<b>4.3%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>2.6%</b>	<b>4,262</b>	<b>2,415</b>	<b>2,200</b>	<b>14</b>	<b>7</b>	<b>10</b>
<b>Air Force</b>	<b>31.3%</b>	<b>28.8%</b>	<b>28.6%</b>	<b>52.8%</b>	<b>52.6%</b>	<b>53.4%</b>	<b>9.5%</b>	<b>11.0%</b>	<b>10.7%</b>	<b>4.3%</b>	<b>5.0%</b>	<b>4.7%</b>	<b>2.2%</b>	<b>2.6%</b>	<b>2.6%</b>	<b>18,508</b>	<b>18,978</b>	<b>12,019</b>	<b>67</b>	<b>70</b>	<b>43</b>
<b>Army‡</b>	<b>29.6%</b>	<b>28.2%</b>	<b>27.1%</b>	<b>52.0%</b>	<b>52.8%</b>	<b>53.8%</b>	<b>11.1%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>4.6%</b>	<b>4.9%</b>	<b>4.8%</b>	<b>2.7%</b>	<b>2.8%</b>	<b>2.5%</b>	<b>16,483</b>	<b>19,723</b>	<b>19,663</b>	<b>60</b>	<b>87</b>	<b>76</b>
<b>Navy‡</b>	<b>29.7%</b>	<b>28.3%</b>	<b>28.7%</b>	<b>53.0%</b>	<b>54.0%</b>	<b>53.8%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>10.8%</b>	<b>4.3%</b>	<b>4.3%</b>	<b>4.6%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>2.1%</b>	<b>16,032</b>	<b>17,568</b>	<b>17,267</b>	<b>51</b>	<b>57</b>	<b>56</b>
<b>Marine Corps</b>	<b>33.7%</b>	<b>36.6%</b>	<b>34.9%</b>	<b>49.9%</b>	<b>49.1%</b>	<b>49.2%</b>	<b>9.2%</b>	<b>8.7%</b>	<b>9.5%</b>	<b>4.3%</b>	<b>3.4%</b>	<b>4.6%</b>	<b>2.8%</b>	<b>2.2%</b>	<b>1.9%</b>	<b>1,661</b>	<b>1,697</b>	<b>2,070</b>	<b>6</b>	<b>7</b>	<b>5</b>
<b>DOD 4th Estate</b>	<b>31.7%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>51.3%</b>	<b>52.0%</b>	<b>52.5%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.3%</b>	<b>4.0%</b>	<b>4.7%</b>	<b>4.5%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.4%</b>	<b>15,070</b>	<b>13,833</b>	<b>11,138</b>	<b>45</b>	<b>53</b>	<b>34</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(13) The work I do is important.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>49.6%</b>	<b>48.2%</b>	<b>48.3%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>413,090</b>	<b>384,209</b>	<b>369,703</b>	<b>1,176</b>	<b>1,147</b>	<b>1,092</b>
<b>BBG</b>	<b>52.1%</b>	<b>49.5%</b>	<b>50.2%</b>	<b>36.0%</b>	<b>40.6%</b>	<b>39.7%</b>	<b>7.9%</b>	<b>6.3%</b>	<b>6.8%</b>	<b>2.1%</b>	<b>1.7%</b>	<b>2.3%</b>	<b>1.9%</b>	<b>1.9%</b>	<b>1.2%</b>	<b>1,064</b>	<b>1,022</b>	<b>1,128</b>	<b>10</b>	<b>6</b>	<b>8</b>
<b>CSOSA</b>	<b>58.2%</b>	<b>55.9%</b>	<b>55.8%</b>	<b>35.3%</b>	<b>35.4%</b>	<b>36.0%</b>	<b>4.7%</b>	<b>5.7%</b>	<b>5.5%</b>	<b>0.9%</b>	<b>1.2%</b>	<b>1.1%</b>	<b>0.9%</b>	<b>1.8%</b>	<b>1.5%</b>	<b>637</b>	<b>701</b>	<b>698</b>	<b>1</b>	<b>3</b>	<b>0</b>
<b>DHS</b>	<b>47.4%</b>	<b>48.0%</b>	<b>50.6%</b>	<b>37.2%</b>	<b>37.8%</b>	<b>37.2%</b>	<b>8.3%</b>	<b>8.0%</b>	<b>7.3%</b>	<b>3.1%</b>	<b>2.9%</b>	<b>2.5%</b>	<b>4.0%</b>	<b>3.2%</b>	<b>2.4%</b>	<b>42,602</b>	<b>41,814</b>	<b>38,305</b>	<b>226</b>	<b>199</b>	<b>152</b>
<b>DOC</b>	<b>47.8%</b>	<b>48.3%</b>	<b>47.4%</b>	<b>41.9%</b>	<b>42.0%</b>	<b>43.0%</b>	<b>7.7%</b>	<b>7.0%</b>	<b>7.0%</b>	<b>1.7%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>9,922</b>	<b>9,679</b>	<b>9,288</b>	<b>28</b>	<b>30</b>	<b>30</b>
<b>DOE</b>	<b>43.7%</b>	<b>40.4%</b>	<b>41.7%</b>	<b>42.9%</b>	<b>45.5%</b>	<b>45.2%</b>	<b>9.1%</b>	<b>9.2%</b>	<b>8.9%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>2.5%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>1.7%</b>	<b>8,297</b>	<b>6,387</b>	<b>6,597</b>	<b>20</b>	<b>21</b>	<b>24</b>
<b>DOI</b>	<b>46.6%</b>	<b>46.2%</b>	<b>44.7%</b>	<b>43.1%</b>	<b>43.1%</b>	<b>44.5%</b>	<b>7.4%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.0%</b>	<b>25,750</b>	<b>17,957</b>	<b>17,957</b>	<b>85</b>	<b>56</b>	<b>46</b>
<b>DOJ</b>	<b>48.9%</b>	<b>46.3%</b>	<b>46.2%</b>	<b>40.6%</b>	<b>42.7%</b>	<b>43.3%</b>	<b>7.2%</b>	<b>7.6%</b>	<b>7.5%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>1.0%</b>	<b>19,828</b>	<b>16,870</b>	<b>16,724</b>	<b>46</b>	<b>42</b>	<b>46</b>
<b>DOL</b>	<b>51.8%</b>	<b>51.4%</b>	<b>48.5%</b>	<b>38.8%</b>	<b>38.4%</b>	<b>40.4%</b>	<b>6.8%</b>	<b>7.3%</b>	<b>7.9%</b>	<b>1.6%</b>	<b>1.7%</b>	<b>2.2%</b>	<b>1.1%</b>	<b>1.2%</b>	<b>1.0%</b>	<b>11,116</b>	<b>10,742</b>	<b>5,104</b>	<b>21</b>	<b>25</b>	<b>22</b>
<b>DOT</b>	<b>50.8%</b>	<b>47.6%</b>	<b>49.6%</b>	<b>39.6%</b>	<b>41.7%</b>	<b>40.9%</b>	<b>6.7%</b>	<b>7.4%</b>	<b>6.6%</b>	<b>1.8%</b>	<b>2.0%</b>	<b>1.8%</b>	<b>1.1%</b>	<b>1.4%</b>	<b>1.1%</b>	<b>15,297</b>	<b>11,404</b>	<b>22,792</b>	<b>34</b>	<b>40</b>	<b>71</b>
<b>Educ</b>	<b>50.0%</b>	<b>47.2%</b>	<b>45.6%</b>	<b>39.0%</b>	<b>41.2%</b>	<b>41.1%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>8.5%</b>	<b>1.8%</b>	<b>2.4%</b>	<b>2.7%</b>	<b>1.6%</b>	<b>1.7%</b>	<b>2.0%</b>	<b>2,640</b>	<b>2,366</b>	<b>2,610</b>	<b>6</b>	<b>5</b>	<b>8</b>
<b>EEOC</b>	<b>62.9%</b>	<b>62.7%</b>	<b>62.1%</b>	<b>31.3%</b>	<b>31.6%</b>	<b>31.1%</b>	<b>4.3%</b>	<b>4.0%</b>	<b>4.8%</b>	<b>0.8%</b>	<b>1.0%</b>	<b>1.1%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>0.9%</b>	<b>1,222</b>	<b>1,095</b>	<b>1,160</b>	<b>3</b>	<b>3</b>	<b>4</b>
<b>EPA</b>	<b>43.5%</b>	<b>39.6%</b>	<b>40.9%</b>	<b>42.8%</b>	<b>45.4%</b>	<b>44.8%</b>	<b>9.4%</b>	<b>10.8%</b>	<b>10.2%</b>	<b>2.9%</b>	<b>2.5%</b>	<b>3.0%</b>	<b>1.4%</b>	<b>1.7%</b>	<b>1.1%</b>	<b>4,354</b>	<b>3,791</b>	<b>3,850</b>	<b>18</b>	<b>11</b>	<b>13</b>
<b>FCC</b>	<b>39.0%</b>	<b>38.2%</b>	<b>37.4%</b>	<b>45.2%</b>	<b>46.2%</b>	<b>48.2%</b>	<b>10.4%</b>	<b>10.7%</b>	<b>9.7%</b>	<b>2.6%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>2.8%</b>	<b>1.6%</b>	<b>1.1%</b>	<b>559</b>	<b>680</b>	<b>798</b>	<b>2</b>	<b>7</b>	<b>1</b>
<b>FERC</b>	<b>50.2%</b>	<b>44.8%</b>	<b>40.8%</b>	<b>38.2%</b>	<b>42.1%</b>	<b>45.3%</b>	<b>7.5%</b>	<b>9.7%</b>	<b>9.9%</b>	<b>2.9%</b>	<b>2.3%</b>	<b>3.1%</b>	<b>1.2%</b>	<b>1.1%</b>	<b>0.9%</b>	<b>973</b>	<b>875</b>	<b>878</b>	<b>3</b>	<b>2</b>	<b>3</b>
<b>FTC</b>	<b>53.5%</b>	<b>51.5%</b>	<b>50.0%</b>	<b>38.0%</b>	<b>37.2%</b>	<b>40.6%</b>	<b>5.5%</b>	<b>5.7%</b>	<b>6.1%</b>	<b>1.5%</b>	<b>4.0%</b>	<b>2.7%</b>	<b>1.5%</b>	<b>1.6%</b>	<b>0.7%</b>	<b>616</b>	<b>505</b>	<b>556</b>	<b>4</b>	<b>1</b>	<b>0</b>

## Report by Agency

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>49.6%</b>	<b>48.2%</b>	<b>48.3%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>413,090</b>	<b>384,209</b>	<b>369,703</b>	<b>1,176</b>	<b>1,147</b>	<b>1,092</b>
<b>GSA</b>	<b>42.9%</b>	<b>41.0%</b>	<b>44.0%</b>	<b>43.9%</b>	<b>45.7%</b>	<b>43.7%</b>	<b>9.5%</b>	<b>9.4%</b>	<b>8.6%</b>	<b>2.3%</b>	<b>2.2%</b>	<b>2.5%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>1.2%</b>	<b>7,661</b>	<b>8,347</b>	<b>8,257</b>	<b>22</b>	<b>32</b>	<b>20</b>
<b>HHS</b>	<b>50.6%</b>	<b>48.7%</b>	<b>49.6%</b>	<b>40.4%</b>	<b>41.7%</b>	<b>41.2%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>6.8%</b>	<b>1.6%</b>	<b>1.7%</b>	<b>1.5%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>36,024</b>	<b>32,132</b>	<b>31,747</b>	<b>84</b>	<b>85</b>	<b>100</b>
<b>HUD</b>	<b>45.3%</b>	<b>40.7%</b>	<b>42.9%</b>	<b>41.1%</b>	<b>44.2%</b>	<b>41.1%</b>	<b>8.9%</b>	<b>9.5%</b>	<b>10.1%</b>	<b>2.8%</b>	<b>2.5%</b>	<b>3.3%</b>	<b>1.9%</b>	<b>3.1%</b>	<b>2.6%</b>	<b>5,253</b>	<b>3,765</b>	<b>3,636</b>	<b>17</b>	<b>19</b>	<b>15</b>
<b>NARA</b>	<b>54.0%</b>	<b>50.9%</b>	<b>49.2%</b>	<b>35.3%</b>	<b>38.0%</b>	<b>38.8%</b>	<b>7.6%</b>	<b>7.5%</b>	<b>7.9%</b>	<b>1.7%</b>	<b>2.1%</b>	<b>2.6%</b>	<b>1.5%</b>	<b>1.5%</b>	<b>1.5%</b>	<b>1,686</b>	<b>1,640</b>	<b>1,569</b>	<b>3</b>	<b>4</b>	<b>7</b>
<b>NASA</b>	<b>49.6%</b>	<b>47.2%</b>	<b>45.7%</b>	<b>39.8%</b>	<b>41.2%</b>	<b>42.2%</b>	<b>7.5%</b>	<b>8.4%</b>	<b>8.8%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>9,737</b>	<b>9,254</b>	<b>9,806</b>	<b>34</b>	<b>23</b>	<b>24</b>
<b>NCUA</b>	<b>46.7%</b>	<b>45.1%</b>	<b>44.2%</b>	<b>43.3%</b>	<b>44.8%</b>	<b>46.5%</b>	<b>7.3%</b>	<b>6.8%</b>	<b>5.6%</b>	<b>2.3%</b>	<b>1.8%</b>	<b>2.6%</b>	<b>0.4%</b>	<b>1.5%</b>	<b>1.1%</b>	<b>763</b>	<b>800</b>	<b>782</b>	<b>0</b>	<b>1</b>	<b>3</b>
<b>NLRB</b>	<b>55.9%</b>	<b>51.6%</b>	<b>48.3%</b>	<b>36.4%</b>	<b>38.9%</b>	<b>38.7%</b>	<b>5.5%</b>	<b>6.1%</b>	<b>10.1%</b>	<b>1.3%</b>	<b>2.9%</b>	<b>2.2%</b>	<b>0.9%</b>	<b>0.6%</b>	<b>0.9%</b>	<b>886</b>	<b>687</b>	<b>709</b>	<b>2</b>	<b>1</b>	<b>2</b>
<b>NRC</b>	<b>49.3%</b>	<b>47.7%</b>	<b>50.4%</b>	<b>40.0%</b>	<b>41.6%</b>	<b>38.8%</b>	<b>7.3%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>2.3%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.2%</b>	<b>1.3%</b>	<b>1.2%</b>	<b>2,631</b>	<b>2,418</b>	<b>2,477</b>	<b>6</b>	<b>6</b>	<b>2</b>
<b>NSF</b>	<b>55.2%</b>	<b>53.3%</b>	<b>50.7%</b>	<b>36.6%</b>	<b>36.1%</b>	<b>40.2%</b>	<b>5.7%</b>	<b>7.1%</b>	<b>6.5%</b>	<b>1.5%</b>	<b>2.0%</b>	<b>1.7%</b>	<b>1.0%</b>	<b>1.5%</b>	<b>0.9%</b>	<b>885</b>	<b>882</b>	<b>875</b>	<b>2</b>	<b>3</b>	<b>0</b>
<b>OMB</b>	<b>50.6%</b>	<b>44.5%</b>	<b>34.5%</b>	<b>39.8%</b>	<b>45.3%</b>	<b>46.3%</b>	<b>8.9%</b>	<b>8.1%</b>	<b>12.0%</b>	<b>0.4%</b>	<b>1.1%</b>	<b>4.8%</b>	<b>0.4%</b>	<b>1.1%</b>	<b>2.4%</b>	<b>301</b>	<b>300</b>	<b>312</b>	<b>1</b>	<b>2</b>	<b>0</b>
<b>OPM</b>	<b>57.6%</b>	<b>57.4%</b>	<b>55.9%</b>	<b>34.7%</b>	<b>35.2%</b>	<b>36.4%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>1.4%</b>	<b>1.1%</b>	<b>1.7%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>3,307</b>	<b>3,521</b>	<b>2,878</b>	<b>11</b>	<b>8</b>	<b>4</b>
<b>PBGC</b>	<b>52.6%</b>	<b>51.6%</b>	<b>56.0%</b>	<b>39.4%</b>	<b>37.8%</b>	<b>32.6%</b>	<b>6.1%</b>	<b>7.3%</b>	<b>9.1%</b>	<b>1.2%</b>	<b>1.7%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>620</b>	<b>475</b>	<b>394</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>RRB</b>	<b>56.9%</b>	<b>55.0%</b>	<b>51.3%</b>	<b>35.4%</b>	<b>36.2%</b>	<b>41.4%</b>	<b>5.4%</b>	<b>5.9%</b>	<b>6.4%</b>	<b>1.2%</b>	<b>2.4%</b>	<b>0.8%</b>	<b>1.1%</b>	<b>0.5%</b>	<b>0.2%</b>	<b>468</b>	<b>510</b>	<b>600</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>SBA</b>	<b>44.3%</b>	<b>46.6%</b>	<b>44.6%</b>	<b>42.6%</b>	<b>42.6%</b>	<b>45.9%</b>	<b>8.8%</b>	<b>8.0%</b>	<b>7.0%</b>	<b>2.7%</b>	<b>1.7%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.2%</b>	<b>1.0%</b>	<b>1,266</b>	<b>1,354</b>	<b>1,486</b>	<b>3</b>	<b>4</b>	<b>4</b>
<b>SEC</b>	<b>46.8%</b>	<b>47.3%</b>	<b>46.6%</b>	<b>41.0%</b>	<b>41.1%</b>	<b>41.8%</b>	<b>8.4%</b>	<b>7.8%</b>	<b>7.8%</b>	<b>2.8%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>1.0%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1,871</b>	<b>2,433</b>	<b>2,383</b>	<b>5</b>	<b>2</b>	<b>8</b>

## Report by Agency

**(13) The work I do is important.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>49.6%</b>	<b>48.2%</b>	<b>48.3%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>413,090</b>	<b>384,209</b>	<b>369,703</b>	<b>1,176</b>	<b>1,147</b>	<b>1,092</b>
<b>SSA</b>	<b>60.4%</b>	<b>58.3%</b>	<b>58.1%</b>	<b>34.2%</b>	<b>35.6%</b>	<b>36.5%</b>	<b>3.8%</b>	<b>4.5%</b>	<b>4.0%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>10,328</b>	<b>9,367</b>	<b>8,201</b>	<b>10</b>	<b>16</b>	<b>9</b>
<b>State</b>	<b>49.3%</b>	<b>48.1%</b>	<b>49.0%</b>	<b>40.5%</b>	<b>40.5%</b>	<b>38.7%</b>	<b>7.1%</b>	<b>8.0%</b>	<b>7.4%</b>	<b>2.1%</b>	<b>2.4%</b>	<b>3.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>1.8%</b>	<b>3,979</b>	<b>3,713</b>	<b>2,522</b>	<b>15</b>	<b>5</b>	<b>5</b>
<b>Treas</b>	<b>45.3%</b>	<b>46.1%</b>	<b>45.8%</b>	<b>43.3%</b>	<b>43.3%</b>	<b>43.1%</b>	<b>7.5%</b>	<b>7.1%</b>	<b>7.2%</b>	<b>2.2%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>1.8%</b>	<b>1.5%</b>	<b>1.8%</b>	<b>50,553</b>	<b>49,888</b>	<b>49,206</b>	<b>144</b>	<b>158</b>	<b>171</b>
<b>USAID</b>	<b>46.3%</b>	<b>43.3%</b>	<b>42.2%</b>	<b>41.0%</b>	<b>42.5%</b>	<b>44.6%</b>	<b>8.6%</b>	<b>9.2%</b>	<b>9.4%</b>	<b>2.6%</b>	<b>3.4%</b>	<b>2.4%</b>	<b>1.5%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1,960</b>	<b>2,004</b>	<b>2,208</b>	<b>2</b>	<b>4</b>	<b>9</b>
<b>USDA</b>	<b>44.7%</b>	<b>43.3%</b>	<b>42.7%</b>	<b>44.9%</b>	<b>45.5%</b>	<b>47.3%</b>	<b>7.5%</b>	<b>8.3%</b>	<b>7.2%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>0.8%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>20,211</b>	<b>19,792</b>	<b>13,042</b>	<b>54</b>	<b>49</b>	<b>25</b>
<b>VA</b>	<b>57.5%</b>	<b>56.5%</b>	<b>57.2%</b>	<b>36.8%</b>	<b>37.2%</b>	<b>37.3%</b>	<b>4.0%</b>	<b>4.6%</b>	<b>4.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>31,422</b>	<b>26,968</b>	<b>29,318</b>	<b>65</b>	<b>44</b>	<b>54</b>
<b>Small Agencies</b>	<b>47.8%</b>	<b>46.2%</b>	<b>47.3%</b>	<b>39.2%</b>	<b>40.5%</b>	<b>40.0%</b>	<b>8.7%</b>	<b>8.3%</b>	<b>8.6%</b>	<b>2.6%</b>	<b>2.9%</b>	<b>2.2%</b>	<b>1.7%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>5,027</b>	<b>4,657</b>	<b>4,991</b>	<b>15</b>	<b>11</b>	<b>18</b>
<b>DOD</b>	<b>46.9%</b>	<b>44.9%</b>	<b>44.4%</b>	<b>42.6%</b>	<b>44.0%</b>	<b>44.4%</b>	<b>7.4%</b>	<b>7.8%</b>	<b>7.8%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>2.1%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.3%</b>	<b>71,374</b>	<b>73,414</b>	<b>63,859</b>	<b>174</b>	<b>217</b>	<b>180</b>
<b>USACE</b>	<b>42.1%</b>	<b>36.5%</b>	<b>35.9%</b>	<b>47.1%</b>	<b>50.3%</b>	<b>50.8%</b>	<b>7.7%</b>	<b>9.8%</b>	<b>9.5%</b>	<b>1.8%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>1.3%</b>	<b>1.2%</b>	<b>1.3%</b>	<b>4,234</b>	<b>2,377</b>	<b>2,190</b>	<b>9</b>	<b>5</b>	<b>7</b>
<b>Air Force</b>	<b>45.1%</b>	<b>42.5%</b>	<b>42.4%</b>	<b>44.3%</b>	<b>45.5%</b>	<b>45.4%</b>	<b>7.2%</b>	<b>8.5%</b>	<b>8.3%</b>	<b>2.1%</b>	<b>2.2%</b>	<b>2.6%</b>	<b>1.2%</b>	<b>1.4%</b>	<b>1.4%</b>	<b>18,381</b>	<b>18,788</b>	<b>11,938</b>	<b>43</b>	<b>54</b>	<b>28</b>
<b>Army‡</b>	<b>48.7%</b>	<b>46.8%</b>	<b>45.8%</b>	<b>41.2%</b>	<b>42.7%</b>	<b>43.7%</b>	<b>7.1%</b>	<b>7.3%</b>	<b>7.4%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.2%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>16,291</b>	<b>19,548</b>	<b>19,521</b>	<b>40</b>	<b>66</b>	<b>64</b>
<b>Navy‡</b>	<b>46.2%</b>	<b>44.5%</b>	<b>44.7%</b>	<b>43.1%</b>	<b>44.9%</b>	<b>44.5%</b>	<b>8.0%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>1.7%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.1%</b>	<b>15,904</b>	<b>17,372</b>	<b>17,142</b>	<b>36</b>	<b>47</b>	<b>45</b>
<b>Marine Corps</b>	<b>50.5%</b>	<b>52.0%</b>	<b>49.9%</b>	<b>40.6%</b>	<b>38.7%</b>	<b>41.2%</b>	<b>6.0%</b>	<b>6.6%</b>	<b>6.1%</b>	<b>1.4%</b>	<b>1.7%</b>	<b>1.8%</b>	<b>1.5%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>1,629</b>	<b>1,678</b>	<b>2,048</b>	<b>3</b>	<b>2</b>	<b>4</b>
<b>DOD 4th Estate</b>	<b>48.0%</b>	<b>47.1%</b>	<b>45.9%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>42.5%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>2.3%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1.4%</b>	<b>14,935</b>	<b>13,651</b>	<b>11,020</b>	<b>43</b>	<b>43</b>	<b>32</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(14) Physical conditions allow employees to perform their jobs well.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.7%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>44.2%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>417,770</b>	<b>389,314</b>	<b>373,712</b>	<b>1,841</b>	<b>1,736</b>	<b>1,514</b>
<b>BBG</b>	<b>15.4%</b>	<b>12.8%</b>	<b>15.6%</b>	<b>35.4%</b>	<b>34.9%</b>	<b>36.5%</b>	<b>18.8%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>15.7%</b>	<b>18.5%</b>	<b>16.8%</b>	<b>14.7%</b>	<b>15.9%</b>	<b>12.9%</b>	<b>1,084</b>	<b>1,033</b>	<b>1,133</b>	<b>9</b>	<b>9</b>	<b>12</b>
<b>CSOSA</b>	<b>26.9%</b>	<b>23.9%</b>	<b>26.3%</b>	<b>41.9%</b>	<b>40.9%</b>	<b>42.3%</b>	<b>12.1%</b>	<b>11.5%</b>	<b>12.6%</b>	<b>10.9%</b>	<b>13.2%</b>	<b>11.6%</b>	<b>8.1%</b>	<b>10.5%</b>	<b>7.2%</b>	<b>641</b>	<b>714</b>	<b>707</b>	<b>1</b>	<b>4</b>	<b>3</b>
<b>DHS</b>	<b>18.4%</b>	<b>19.4%</b>	<b>19.4%</b>	<b>39.1%</b>	<b>40.0%</b>	<b>40.6%</b>	<b>15.6%</b>	<b>15.2%</b>	<b>15.4%</b>	<b>14.3%</b>	<b>13.7%</b>	<b>14.2%</b>	<b>12.6%</b>	<b>11.7%</b>	<b>10.3%</b>	<b>42,672</b>	<b>42,435</b>	<b>38,829</b>	<b>247</b>	<b>190</b>	<b>159</b>
<b>DOC</b>	<b>29.7%</b>	<b>31.1%</b>	<b>30.1%</b>	<b>42.6%</b>	<b>42.9%</b>	<b>44.1%</b>	<b>14.5%</b>	<b>14.4%</b>	<b>14.3%</b>	<b>8.5%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>4.8%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>9,957</b>	<b>9,728</b>	<b>9,332</b>	<b>115</b>	<b>109</b>	<b>85</b>
<b>DOE</b>	<b>22.8%</b>	<b>20.0%</b>	<b>22.5%</b>	<b>46.4%</b>	<b>47.3%</b>	<b>47.6%</b>	<b>13.4%</b>	<b>14.7%</b>	<b>14.1%</b>	<b>11.2%</b>	<b>11.4%</b>	<b>10.5%</b>	<b>6.1%</b>	<b>6.6%</b>	<b>5.3%</b>	<b>8,403</b>	<b>6,472</b>	<b>6,673</b>	<b>17</b>	<b>19</b>	<b>14</b>
<b>DOI</b>	<b>21.6%</b>	<b>20.5%</b>	<b>20.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>48.2%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>15.4%</b>	<b>11.2%</b>	<b>11.3%</b>	<b>10.7%</b>	<b>6.3%</b>	<b>5.9%</b>	<b>5.3%</b>	<b>26,131</b>	<b>18,248</b>	<b>18,255</b>	<b>84</b>	<b>47</b>	<b>36</b>
<b>DOJ</b>	<b>26.4%</b>	<b>25.1%</b>	<b>25.3%</b>	<b>45.8%</b>	<b>47.5%</b>	<b>48.0%</b>	<b>12.8%</b>	<b>12.8%</b>	<b>12.8%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>9.3%</b>	<b>5.2%</b>	<b>5.3%</b>	<b>4.6%</b>	<b>20,061</b>	<b>17,117</b>	<b>16,900</b>	<b>44</b>	<b>41</b>	<b>42</b>
<b>DOL</b>	<b>26.5%</b>	<b>25.2%</b>	<b>24.2%</b>	<b>43.9%</b>	<b>44.3%</b>	<b>45.8%</b>	<b>13.9%</b>	<b>14.1%</b>	<b>13.8%</b>	<b>9.5%</b>	<b>10.2%</b>	<b>9.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.2%</b>	<b>11,230</b>	<b>10,842</b>	<b>5,148</b>	<b>55</b>	<b>68</b>	<b>33</b>
<b>DOT</b>	<b>25.0%</b>	<b>23.7%</b>	<b>22.8%</b>	<b>47.5%</b>	<b>47.2%</b>	<b>47.1%</b>	<b>12.7%</b>	<b>13.9%</b>	<b>13.7%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>10.4%</b>	<b>5.3%</b>	<b>5.5%</b>	<b>6.0%</b>	<b>15,498</b>	<b>11,591</b>	<b>23,061</b>	<b>57</b>	<b>33</b>	<b>71</b>
<b>Educ</b>	<b>28.4%</b>	<b>26.9%</b>	<b>24.8%</b>	<b>45.2%</b>	<b>45.5%</b>	<b>44.9%</b>	<b>10.8%</b>	<b>12.1%</b>	<b>13.5%</b>	<b>10.8%</b>	<b>10.6%</b>	<b>11.1%</b>	<b>4.8%</b>	<b>4.9%</b>	<b>5.7%</b>	<b>2,683</b>	<b>2,380</b>	<b>2,636</b>	<b>7</b>	<b>14</b>	<b>8</b>
<b>EEOC</b>	<b>30.2%</b>	<b>29.5%</b>	<b>26.3%</b>	<b>41.8%</b>	<b>40.7%</b>	<b>42.7%</b>	<b>11.3%</b>	<b>12.4%</b>	<b>12.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>11.4%</b>	<b>6.1%</b>	<b>7.0%</b>	<b>7.2%</b>	<b>1,232</b>	<b>1,122</b>	<b>1,173</b>	<b>6</b>	<b>3</b>	<b>5</b>
<b>EPA</b>	<b>23.0%</b>	<b>21.4%</b>	<b>24.3%</b>	<b>46.4%</b>	<b>46.5%</b>	<b>48.9%</b>	<b>13.5%</b>	<b>13.9%</b>	<b>12.7%</b>	<b>11.4%</b>	<b>11.6%</b>	<b>10.3%</b>	<b>5.7%</b>	<b>6.5%</b>	<b>4.0%</b>	<b>4,432</b>	<b>3,832</b>	<b>3,904</b>	<b>9</b>	<b>12</b>	<b>13</b>
<b>FCC</b>	<b>24.5%</b>	<b>26.4%</b>	<b>25.2%</b>	<b>49.1%</b>	<b>53.3%</b>	<b>49.7%</b>	<b>12.7%</b>	<b>11.9%</b>	<b>14.8%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>7.7%</b>	<b>5.5%</b>	<b>3.0%</b>	<b>2.5%</b>	<b>568</b>	<b>689</b>	<b>806</b>	<b>3</b>	<b>5</b>	<b>3</b>
<b>FERC</b>	<b>36.9%</b>	<b>38.4%</b>	<b>36.6%</b>	<b>45.5%</b>	<b>45.8%</b>	<b>50.8%</b>	<b>10.3%</b>	<b>8.3%</b>	<b>6.2%</b>	<b>5.7%</b>	<b>4.9%</b>	<b>3.9%</b>	<b>1.7%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>988</b>	<b>888</b>	<b>890</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>FTC</b>	<b>26.2%</b>	<b>30.5%</b>	<b>32.5%</b>	<b>42.8%</b>	<b>39.6%</b>	<b>46.6%</b>	<b>13.6%</b>	<b>13.3%</b>	<b>10.9%</b>	<b>11.1%</b>	<b>9.2%</b>	<b>7.5%</b>	<b>6.3%</b>	<b>7.3%</b>	<b>2.5%</b>	<b>622</b>	<b>510</b>	<b>559</b>	<b>3</b>	<b>5</b>	<b>3</b>

## Report by Agency

**(14) Physical conditions allow employees to perform their jobs well.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.7%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>44.2%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>417,770</b>	<b>389,314</b>	<b>373,712</b>	<b>1,841</b>	<b>1,736</b>	<b>1,514</b>
<b>GSA</b>	<b>28.6%</b>	<b>26.8%</b>	<b>30.1%</b>	<b>42.1%</b>	<b>42.8%</b>	<b>43.9%</b>	<b>12.8%</b>	<b>14.1%</b>	<b>12.2%</b>	<b>9.7%</b>	<b>9.6%</b>	<b>8.4%</b>	<b>6.9%</b>	<b>6.7%</b>	<b>5.5%</b>	<b>7,778</b>	<b>8,450</b>	<b>8,347</b>	<b>54</b>	<b>49</b>	<b>35</b>
<b>HHS</b>	<b>26.3%</b>	<b>25.3%</b>	<b>25.8%</b>	<b>45.0%</b>	<b>45.7%</b>	<b>45.9%</b>	<b>13.0%</b>	<b>13.3%</b>	<b>13.1%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>9.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>5.3%</b>	<b>36,471</b>	<b>32,551</b>	<b>32,090</b>	<b>119</b>	<b>115</b>	<b>107</b>
<b>HUD</b>	<b>21.5%</b>	<b>18.9%</b>	<b>18.9%</b>	<b>41.2%</b>	<b>41.9%</b>	<b>42.9%</b>	<b>14.4%</b>	<b>15.6%</b>	<b>14.7%</b>	<b>13.2%</b>	<b>13.0%</b>	<b>13.3%</b>	<b>9.7%</b>	<b>10.6%</b>	<b>10.1%</b>	<b>5,339</b>	<b>3,841</b>	<b>3,705</b>	<b>26</b>	<b>25</b>	<b>14</b>
<b>NARA</b>	<b>28.8%</b>	<b>27.9%</b>	<b>25.7%</b>	<b>41.1%</b>	<b>43.2%</b>	<b>41.7%</b>	<b>12.9%</b>	<b>11.6%</b>	<b>14.1%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>11.0%</b>	<b>7.2%</b>	<b>6.8%</b>	<b>7.6%</b>	<b>1,705</b>	<b>1,656</b>	<b>1,598</b>	<b>5</b>	<b>14</b>	<b>12</b>
<b>NASA</b>	<b>33.8%</b>	<b>32.7%</b>	<b>31.8%</b>	<b>44.9%</b>	<b>45.8%</b>	<b>45.8%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>7.6%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>3.2%</b>	<b>9,872</b>	<b>9,380</b>	<b>9,946</b>	<b>13</b>	<b>11</b>	<b>15</b>
<b>NCUA</b>	<b>24.8%</b>	<b>26.1%</b>	<b>24.3%</b>	<b>44.1%</b>	<b>41.6%</b>	<b>43.1%</b>	<b>21.0%</b>	<b>21.0%</b>	<b>20.9%</b>	<b>6.3%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>3.8%</b>	<b>3.4%</b>	<b>3.6%</b>	<b>763</b>	<b>794</b>	<b>783</b>	<b>12</b>	<b>12</b>	<b>13</b>
<b>NLRB</b>	<b>24.9%</b>	<b>21.7%</b>	<b>23.7%</b>	<b>44.6%</b>	<b>48.6%</b>	<b>49.1%</b>	<b>12.7%</b>	<b>13.8%</b>	<b>12.7%</b>	<b>12.0%</b>	<b>10.6%</b>	<b>10.2%</b>	<b>5.8%</b>	<b>5.3%</b>	<b>4.2%</b>	<b>894</b>	<b>694</b>	<b>718</b>	<b>4</b>	<b>1</b>	<b>3</b>
<b>NRC</b>	<b>33.1%</b>	<b>33.8%</b>	<b>34.7%</b>	<b>42.4%</b>	<b>44.8%</b>	<b>44.8%</b>	<b>10.2%</b>	<b>10.4%</b>	<b>9.7%</b>	<b>9.6%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>4.7%</b>	<b>3.3%</b>	<b>3.1%</b>	<b>2,660</b>	<b>2,458</b>	<b>2,501</b>	<b>7</b>	<b>4</b>	<b>4</b>
<b>NSF</b>	<b>34.0%</b>	<b>33.5%</b>	<b>31.9%</b>	<b>47.7%</b>	<b>45.5%</b>	<b>49.5%</b>	<b>10.2%</b>	<b>11.7%</b>	<b>8.6%</b>	<b>5.6%</b>	<b>6.8%</b>	<b>6.3%</b>	<b>2.6%</b>	<b>2.5%</b>	<b>3.7%</b>	<b>896</b>	<b>904</b>	<b>883</b>	<b>1</b>	<b>2</b>	<b>2</b>
<b>OMB</b>	<b>17.5%</b>	<b>9.8%</b>	<b>13.6%</b>	<b>31.1%</b>	<b>42.9%</b>	<b>42.2%</b>	<b>17.5%</b>	<b>21.0%</b>	<b>19.6%</b>	<b>23.7%</b>	<b>15.0%</b>	<b>15.4%</b>	<b>10.2%</b>	<b>11.3%</b>	<b>9.3%</b>	<b>303</b>	<b>304</b>	<b>313</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>OPM</b>	<b>25.0%</b>	<b>24.8%</b>	<b>24.8%</b>	<b>41.3%</b>	<b>42.7%</b>	<b>43.7%</b>	<b>16.6%</b>	<b>17.5%</b>	<b>16.9%</b>	<b>10.1%</b>	<b>8.9%</b>	<b>9.4%</b>	<b>6.9%</b>	<b>6.1%</b>	<b>5.2%</b>	<b>3,306</b>	<b>3,499</b>	<b>2,868</b>	<b>56</b>	<b>78</b>	<b>51</b>
<b>PBGC</b>	<b>44.3%</b>	<b>38.4%</b>	<b>38.2%</b>	<b>43.6%</b>	<b>47.8%</b>	<b>47.4%</b>	<b>6.8%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>3.2%</b>	<b>2.7%</b>	<b>2.3%</b>	<b>2.1%</b>	<b>1.8%</b>	<b>2.7%</b>	<b>627</b>	<b>480</b>	<b>397</b>	<b>1</b>	<b>1</b>	<b>3</b>
<b>RRB</b>	<b>23.2%</b>	<b>22.8%</b>	<b>22.2%</b>	<b>43.6%</b>	<b>47.6%</b>	<b>45.2%</b>	<b>13.7%</b>	<b>14.9%</b>	<b>15.5%</b>	<b>11.5%</b>	<b>10.1%</b>	<b>11.0%</b>	<b>8.1%</b>	<b>4.7%</b>	<b>6.0%</b>	<b>477</b>	<b>522</b>	<b>606</b>	<b>2</b>	<b>2</b>	<b>3</b>
<b>SBA</b>	<b>22.3%</b>	<b>25.6%</b>	<b>26.1%</b>	<b>44.3%</b>	<b>45.7%</b>	<b>46.9%</b>	<b>15.5%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>9.6%</b>	<b>10.4%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>5.8%</b>	<b>6.3%</b>	<b>1,289</b>	<b>1,376</b>	<b>1,494</b>	<b>5</b>	<b>8</b>	<b>6</b>
<b>SEC</b>	<b>35.9%</b>	<b>33.8%</b>	<b>35.5%</b>	<b>47.3%</b>	<b>47.1%</b>	<b>47.8%</b>	<b>8.6%</b>	<b>9.9%</b>	<b>9.5%</b>	<b>5.9%</b>	<b>5.9%</b>	<b>4.8%</b>	<b>2.3%</b>	<b>3.2%</b>	<b>2.4%</b>	<b>1,895</b>	<b>2,459</b>	<b>2,404</b>	<b>6</b>	<b>3</b>	<b>8</b>

## Report by Agency

**(14) Physical conditions allow employees to perform their jobs well.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.7%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>44.2%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>417,770</b>	<b>389,314</b>	<b>373,712</b>	<b>1,841</b>	<b>1,736</b>	<b>1,514</b>
<b>SSA</b>	<b>25.4%</b>	<b>24.5%</b>	<b>24.7%</b>	<b>40.0%</b>	<b>41.1%</b>	<b>41.5%</b>	<b>13.5%</b>	<b>13.8%</b>	<b>12.9%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.6%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>10,457</b>	<b>9,464</b>	<b>8,290</b>	<b>33</b>	<b>37</b>	<b>22</b>
<b>State</b>	<b>24.4%</b>	<b>24.6%</b>	<b>26.0%</b>	<b>45.7%</b>	<b>46.7%</b>	<b>43.6%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>11.5%</b>	<b>11.4%</b>	<b>12.8%</b>	<b>6.2%</b>	<b>4.9%</b>	<b>5.2%</b>	<b>4,037</b>	<b>3,752</b>	<b>2,543</b>	<b>12</b>	<b>10</b>	<b>3</b>
<b>Treas</b>	<b>21.9%</b>	<b>21.8%</b>	<b>21.9%</b>	<b>44.3%</b>	<b>45.2%</b>	<b>44.9%</b>	<b>14.3%</b>	<b>14.1%</b>	<b>14.2%</b>	<b>11.6%</b>	<b>11.6%</b>	<b>11.8%</b>	<b>7.9%</b>	<b>7.4%</b>	<b>7.3%</b>	<b>51,081</b>	<b>50,513</b>	<b>49,544</b>	<b>355</b>	<b>326</b>	<b>299</b>
<b>USAID</b>	<b>18.6%</b>	<b>19.4%</b>	<b>19.6%</b>	<b>41.9%</b>	<b>38.0%</b>	<b>39.8%</b>	<b>12.5%</b>	<b>12.7%</b>	<b>13.8%</b>	<b>14.4%</b>	<b>16.5%</b>	<b>15.1%</b>	<b>12.7%</b>	<b>13.4%</b>	<b>11.7%</b>	<b>1,983</b>	<b>2,024</b>	<b>2,252</b>	<b>3</b>	<b>6</b>	<b>5</b>
<b>USDA</b>	<b>21.7%</b>	<b>20.4%</b>	<b>19.4%</b>	<b>47.9%</b>	<b>49.1%</b>	<b>49.8%</b>	<b>14.2%</b>	<b>14.8%</b>	<b>15.5%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>10.3%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>5.0%</b>	<b>20,447</b>	<b>20,048</b>	<b>13,183</b>	<b>58</b>	<b>58</b>	<b>35</b>
<b>VA</b>	<b>21.2%</b>	<b>21.4%</b>	<b>21.4%</b>	<b>40.1%</b>	<b>40.3%</b>	<b>41.0%</b>	<b>14.5%</b>	<b>14.4%</b>	<b>14.4%</b>	<b>14.4%</b>	<b>14.4%</b>	<b>14.0%</b>	<b>9.9%</b>	<b>9.4%</b>	<b>9.2%</b>	<b>31,851</b>	<b>27,330</b>	<b>29,620</b>	<b>183</b>	<b>145</b>	<b>156</b>
<b>Small Agencies</b>	<b>35.5%</b>	<b>33.2%</b>	<b>31.8%</b>	<b>43.1%</b>	<b>42.7%</b>	<b>41.8%</b>	<b>9.7%</b>	<b>11.4%</b>	<b>11.6%</b>	<b>7.4%</b>	<b>7.4%</b>	<b>8.7%</b>	<b>4.4%</b>	<b>5.3%</b>	<b>6.1%</b>	<b>5,076</b>	<b>4,713</b>	<b>5,045</b>	<b>20</b>	<b>19</b>	<b>20</b>
<b>DOD</b>	<b>21.9%</b>	<b>20.4%</b>	<b>20.4%</b>	<b>43.8%</b>	<b>43.9%</b>	<b>44.5%</b>	<b>14.3%</b>	<b>14.7%</b>	<b>14.8%</b>	<b>12.6%</b>	<b>13.3%</b>	<b>12.8%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.5%</b>	<b>72,361</b>	<b>74,501</b>	<b>64,576</b>	<b>206</b>	<b>250</b>	<b>210</b>
<b>USACE</b>	<b>22.3%</b>	<b>19.1%</b>	<b>19.5%</b>	<b>48.0%</b>	<b>50.3%</b>	<b>49.3%</b>	<b>14.5%</b>	<b>14.5%</b>	<b>16.6%</b>	<b>10.5%</b>	<b>10.9%</b>	<b>11.0%</b>	<b>4.8%</b>	<b>5.2%</b>	<b>3.7%</b>	<b>4,277</b>	<b>2,424</b>	<b>2,204</b>	<b>14</b>	<b>3</b>	<b>5</b>
<b>Air Force</b>	<b>20.8%</b>	<b>19.3%</b>	<b>19.0%</b>	<b>44.8%</b>	<b>44.1%</b>	<b>44.7%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.5%</b>	<b>12.9%</b>	<b>14.2%</b>	<b>14.6%</b>	<b>7.1%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>18,653</b>	<b>19,036</b>	<b>12,062</b>	<b>45</b>	<b>70</b>	<b>34</b>
<b>Army‡</b>	<b>23.2%</b>	<b>21.6%</b>	<b>21.1%</b>	<b>44.6%</b>	<b>44.9%</b>	<b>44.7%</b>	<b>13.5%</b>	<b>14.4%</b>	<b>14.5%</b>	<b>11.6%</b>	<b>12.3%</b>	<b>12.4%</b>	<b>7.2%</b>	<b>6.8%</b>	<b>7.2%</b>	<b>16,558</b>	<b>19,824</b>	<b>19,755</b>	<b>57</b>	<b>69</b>	<b>78</b>
<b>Navy‡</b>	<b>18.2%</b>	<b>17.0%</b>	<b>18.1%</b>	<b>41.5%</b>	<b>40.6%</b>	<b>42.2%</b>	<b>15.9%</b>	<b>16.6%</b>	<b>16.3%</b>	<b>15.4%</b>	<b>16.1%</b>	<b>13.9%</b>	<b>9.1%</b>	<b>9.7%</b>	<b>9.5%</b>	<b>16,075</b>	<b>17,628</b>	<b>17,314</b>	<b>52</b>	<b>57</b>	<b>53</b>
<b>Marine Corps</b>	<b>25.6%</b>	<b>26.4%</b>	<b>23.7%</b>	<b>42.1%</b>	<b>40.7%</b>	<b>41.7%</b>	<b>13.4%</b>	<b>14.0%</b>	<b>14.7%</b>	<b>10.9%</b>	<b>12.0%</b>	<b>11.4%</b>	<b>8.1%</b>	<b>6.9%</b>	<b>8.6%</b>	<b>1,665</b>	<b>1,707</b>	<b>2,086</b>	<b>4</b>	<b>4</b>	<b>3</b>
<b>DOD 4th Estate</b>	<b>26.9%</b>	<b>25.0%</b>	<b>25.3%</b>	<b>44.4%</b>	<b>46.1%</b>	<b>47.1%</b>	<b>12.7%</b>	<b>12.3%</b>	<b>12.3%</b>	<b>10.4%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>5.6%</b>	<b>6.3%</b>	<b>5.8%</b>	<b>15,133</b>	<b>13,882</b>	<b>11,155</b>	<b>34</b>	<b>47</b>	<b>37</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>26.1%</b>	<b>24.8%</b>	<b>24.2%</b>	<b>43.1%</b>	<b>43.4%</b>	<b>44.3%</b>	<b>14.4%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>7.2%</b>	<b>413,321</b>	<b>385,888</b>	<b>369,528</b>	<b>5,987</b>	<b>4,845</b>	<b>5,283</b>
<b>BBG</b>	<b>20.4%</b>	<b>17.6%</b>	<b>19.8%</b>	<b>43.5%</b>	<b>44.1%</b>	<b>43.1%</b>	<b>20.7%</b>	<b>22.3%</b>	<b>20.1%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>8.9%</b>	<b>8.2%</b>	<b>9.0%</b>	<b>8.1%</b>	<b>1,035</b>	<b>1,006</b>	<b>1,090</b>	<b>60</b>	<b>38</b>	<b>56</b>
<b>CSOSA</b>	<b>23.8%</b>	<b>24.1%</b>	<b>23.8%</b>	<b>40.5%</b>	<b>36.5%</b>	<b>40.8%</b>	<b>14.4%</b>	<b>14.5%</b>	<b>13.2%</b>	<b>12.4%</b>	<b>12.4%</b>	<b>14.0%</b>	<b>9.0%</b>	<b>12.5%</b>	<b>8.2%</b>	<b>642</b>	<b>712</b>	<b>700</b>	<b>3</b>	<b>7</b>	<b>8</b>
<b>DHS</b>	<b>19.3%</b>	<b>19.6%</b>	<b>20.1%</b>	<b>38.8%</b>	<b>40.8%</b>	<b>42.4%</b>	<b>16.5%</b>	<b>16.5%</b>	<b>17.4%</b>	<b>11.7%</b>	<b>11.3%</b>	<b>10.7%</b>	<b>13.7%</b>	<b>11.8%</b>	<b>9.5%</b>	<b>42,372</b>	<b>42,040</b>	<b>38,368</b>	<b>574</b>	<b>523</b>	<b>543</b>
<b>DOC</b>	<b>25.7%</b>	<b>27.2%</b>	<b>25.0%</b>	<b>43.8%</b>	<b>44.8%</b>	<b>46.6%</b>	<b>14.9%</b>	<b>13.7%</b>	<b>14.6%</b>	<b>9.3%</b>	<b>8.7%</b>	<b>8.5%</b>	<b>6.3%</b>	<b>5.7%</b>	<b>5.3%</b>	<b>9,944</b>	<b>9,763</b>	<b>9,317</b>	<b>126</b>	<b>83</b>	<b>99</b>
<b>DOE</b>	<b>21.0%</b>	<b>18.0%</b>	<b>18.8%</b>	<b>43.2%</b>	<b>42.9%</b>	<b>44.4%</b>	<b>15.5%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>10.7%</b>	<b>11.9%</b>	<b>10.9%</b>	<b>9.6%</b>	<b>10.0%</b>	<b>8.5%</b>	<b>8,319</b>	<b>6,395</b>	<b>6,609</b>	<b>94</b>	<b>83</b>	<b>70</b>
<b>DOI</b>	<b>21.0%</b>	<b>20.1%</b>	<b>19.3%</b>	<b>46.0%</b>	<b>46.7%</b>	<b>47.0%</b>	<b>16.1%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>9.9%</b>	<b>9.9%</b>	<b>10.1%</b>	<b>7.1%</b>	<b>7.3%</b>	<b>7.1%</b>	<b>25,852</b>	<b>18,118</b>	<b>18,075</b>	<b>328</b>	<b>177</b>	<b>212</b>
<b>DOJ</b>	<b>30.3%</b>	<b>27.8%</b>	<b>26.7%</b>	<b>43.4%</b>	<b>44.2%</b>	<b>45.5%</b>	<b>12.2%</b>	<b>12.8%</b>	<b>12.9%</b>	<b>7.7%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>6.4%</b>	<b>7.1%</b>	<b>6.7%</b>	<b>19,874</b>	<b>16,987</b>	<b>16,757</b>	<b>236</b>	<b>148</b>	<b>168</b>
<b>DOL</b>	<b>25.0%</b>	<b>24.1%</b>	<b>22.7%</b>	<b>40.8%</b>	<b>40.9%</b>	<b>40.9%</b>	<b>15.1%</b>	<b>14.8%</b>	<b>15.5%</b>	<b>9.9%</b>	<b>10.4%</b>	<b>10.9%</b>	<b>9.1%</b>	<b>9.8%</b>	<b>10.0%</b>	<b>11,133</b>	<b>10,780</b>	<b>5,076</b>	<b>156</b>	<b>110</b>	<b>102</b>
<b>DOT</b>	<b>23.7%</b>	<b>22.4%</b>	<b>21.8%</b>	<b>44.7%</b>	<b>43.5%</b>	<b>46.6%</b>	<b>17.4%</b>	<b>18.3%</b>	<b>17.4%</b>	<b>8.0%</b>	<b>8.5%</b>	<b>7.8%</b>	<b>6.2%</b>	<b>7.3%</b>	<b>6.3%</b>	<b>15,215</b>	<b>11,455</b>	<b>22,767</b>	<b>295</b>	<b>166</b>	<b>358</b>
<b>Educ</b>	<b>26.6%</b>	<b>25.1%</b>	<b>24.2%</b>	<b>38.7%</b>	<b>39.0%</b>	<b>38.2%</b>	<b>14.2%</b>	<b>15.1%</b>	<b>15.2%</b>	<b>10.5%</b>	<b>10.8%</b>	<b>11.6%</b>	<b>9.9%</b>	<b>9.9%</b>	<b>10.9%</b>	<b>2,640</b>	<b>2,371</b>	<b>2,613</b>	<b>49</b>	<b>27</b>	<b>34</b>
<b>EEOC</b>	<b>34.0%</b>	<b>34.1%</b>	<b>29.7%</b>	<b>39.6%</b>	<b>36.9%</b>	<b>40.4%</b>	<b>10.4%</b>	<b>13.7%</b>	<b>11.7%</b>	<b>7.9%</b>	<b>8.7%</b>	<b>8.7%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>9.5%</b>	<b>1,219</b>	<b>1,107</b>	<b>1,168</b>	<b>21</b>	<b>13</b>	<b>9</b>
<b>EPA</b>	<b>23.5%</b>	<b>22.3%</b>	<b>20.4%</b>	<b>46.5%</b>	<b>44.4%</b>	<b>47.1%</b>	<b>14.6%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>9.4%</b>	<b>9.2%</b>	<b>8.9%</b>	<b>6.1%</b>	<b>7.4%</b>	<b>6.5%</b>	<b>4,400</b>	<b>3,815</b>	<b>3,886</b>	<b>36</b>	<b>29</b>	<b>26</b>
<b>FCC</b>	<b>30.1%</b>	<b>28.4%</b>	<b>29.5%</b>	<b>44.4%</b>	<b>49.4%</b>	<b>49.3%</b>	<b>16.4%</b>	<b>14.8%</b>	<b>13.9%</b>	<b>3.7%</b>	<b>2.8%</b>	<b>3.3%</b>	<b>5.4%</b>	<b>4.6%</b>	<b>4.0%</b>	<b>558</b>	<b>685</b>	<b>793</b>	<b>11</b>	<b>12</b>	<b>17</b>
<b>FERC</b>	<b>32.6%</b>	<b>29.9%</b>	<b>26.4%</b>	<b>43.2%</b>	<b>41.8%</b>	<b>44.4%</b>	<b>12.5%</b>	<b>13.0%</b>	<b>15.3%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>8.0%</b>	<b>4.6%</b>	<b>7.9%</b>	<b>5.9%</b>	<b>956</b>	<b>867</b>	<b>866</b>	<b>33</b>	<b>22</b>	<b>19</b>
<b>FTC</b>	<b>40.5%</b>	<b>43.9%</b>	<b>39.2%</b>	<b>40.6%</b>	<b>37.6%</b>	<b>42.3%</b>	<b>11.1%</b>	<b>9.5%</b>	<b>8.6%</b>	<b>4.1%</b>	<b>4.9%</b>	<b>4.7%</b>	<b>3.7%</b>	<b>4.0%</b>	<b>5.2%</b>	<b>613</b>	<b>502</b>	<b>542</b>	<b>10</b>	<b>12</b>	<b>19</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>26.1%</b>	<b>24.8%</b>	<b>24.2%</b>	<b>43.1%</b>	<b>43.4%</b>	<b>44.3%</b>	<b>14.4%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>7.2%</b>	<b>413,321</b>	<b>385,888</b>	<b>369,528</b>	<b>5,987</b>	<b>4,845</b>	<b>5,283</b>
<b>GSA</b>	<b>25.9%</b>	<b>23.4%</b>	<b>23.2%</b>	<b>42.9%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>14.9%</b>	<b>16.1%</b>	<b>15.6%</b>	<b>9.0%</b>	<b>10.2%</b>	<b>10.7%</b>	<b>7.3%</b>	<b>8.3%</b>	<b>9.1%</b>	<b>7,681</b>	<b>8,416</b>	<b>8,271</b>	<b>135</b>	<b>100</b>	<b>103</b>
<b>HHS</b>	<b>26.8%</b>	<b>25.0%</b>	<b>24.1%</b>	<b>42.7%</b>	<b>42.7%</b>	<b>42.8%</b>	<b>13.7%</b>	<b>14.2%</b>	<b>14.8%</b>	<b>9.3%</b>	<b>10.1%</b>	<b>10.3%</b>	<b>7.6%</b>	<b>8.0%</b>	<b>8.0%</b>	<b>36,107</b>	<b>32,289</b>	<b>31,760</b>	<b>435</b>	<b>351</b>	<b>429</b>
<b>HUD</b>	<b>25.9%</b>	<b>21.1%</b>	<b>19.0%</b>	<b>38.6%</b>	<b>40.4%</b>	<b>39.4%</b>	<b>15.8%</b>	<b>14.7%</b>	<b>16.6%</b>	<b>10.0%</b>	<b>11.5%</b>	<b>12.0%</b>	<b>9.6%</b>	<b>12.3%</b>	<b>13.0%</b>	<b>5,241</b>	<b>3,812</b>	<b>3,644</b>	<b>122</b>	<b>55</b>	<b>78</b>
<b>NARA</b>	<b>29.0%</b>	<b>25.6%</b>	<b>26.2%</b>	<b>37.3%</b>	<b>37.8%</b>	<b>39.2%</b>	<b>12.9%</b>	<b>11.9%</b>	<b>13.0%</b>	<b>10.7%</b>	<b>12.5%</b>	<b>10.8%</b>	<b>10.2%</b>	<b>12.2%</b>	<b>10.9%</b>	<b>1,695</b>	<b>1,650</b>	<b>1,592</b>	<b>15</b>	<b>26</b>	<b>18</b>
<b>NASA</b>	<b>35.3%</b>	<b>31.3%</b>	<b>30.7%</b>	<b>43.7%</b>	<b>44.7%</b>	<b>45.7%</b>	<b>12.0%</b>	<b>14.2%</b>	<b>13.7%</b>	<b>5.7%</b>	<b>6.3%</b>	<b>6.4%</b>	<b>3.4%</b>	<b>3.4%</b>	<b>3.5%</b>	<b>9,746</b>	<b>9,240</b>	<b>9,803</b>	<b>140</b>	<b>149</b>	<b>137</b>
<b>NCUA</b>	<b>30.2%</b>	<b>29.0%</b>	<b>23.6%</b>	<b>44.0%</b>	<b>43.7%</b>	<b>45.3%</b>	<b>12.3%</b>	<b>13.3%</b>	<b>12.9%</b>	<b>8.8%</b>	<b>8.7%</b>	<b>11.0%</b>	<b>4.8%</b>	<b>5.3%</b>	<b>7.2%</b>	<b>762</b>	<b>799</b>	<b>793</b>	<b>6</b>	<b>8</b>	<b>5</b>
<b>NLRB</b>	<b>23.3%</b>	<b>22.9%</b>	<b>23.3%</b>	<b>43.7%</b>	<b>45.6%</b>	<b>41.0%</b>	<b>14.1%</b>	<b>15.3%</b>	<b>15.7%</b>	<b>11.9%</b>	<b>10.1%</b>	<b>11.5%</b>	<b>7.0%</b>	<b>6.0%</b>	<b>8.6%</b>	<b>859</b>	<b>678</b>	<b>707</b>	<b>36</b>	<b>15</b>	<b>18</b>
<b>NRC</b>	<b>30.3%</b>	<b>29.4%</b>	<b>28.2%</b>	<b>45.1%</b>	<b>44.0%</b>	<b>44.4%</b>	<b>10.2%</b>	<b>12.1%</b>	<b>13.0%</b>	<b>8.2%</b>	<b>8.6%</b>	<b>8.1%</b>	<b>6.2%</b>	<b>5.9%</b>	<b>6.2%</b>	<b>2,635</b>	<b>2,429</b>	<b>2,481</b>	<b>32</b>	<b>32</b>	<b>24</b>
<b>NSF</b>	<b>41.5%</b>	<b>39.2%</b>	<b>34.4%</b>	<b>36.3%</b>	<b>35.8%</b>	<b>40.8%</b>	<b>9.2%</b>	<b>10.0%</b>	<b>8.7%</b>	<b>6.4%</b>	<b>8.3%</b>	<b>7.5%</b>	<b>6.6%</b>	<b>6.7%</b>	<b>8.6%</b>	<b>882</b>	<b>900</b>	<b>870</b>	<b>10</b>	<b>11</b>	<b>14</b>
<b>OMB</b>	<b>28.6%</b>	<b>23.3%</b>	<b>19.0%</b>	<b>46.7%</b>	<b>52.7%</b>	<b>49.6%</b>	<b>12.5%</b>	<b>13.0%</b>	<b>18.7%</b>	<b>9.6%</b>	<b>7.7%</b>	<b>8.9%</b>	<b>2.6%</b>	<b>3.3%</b>	<b>3.8%</b>	<b>287</b>	<b>297</b>	<b>300</b>	<b>16</b>	<b>4</b>	<b>13</b>
<b>OPM</b>	<b>29.9%</b>	<b>30.5%</b>	<b>29.0%</b>	<b>44.1%</b>	<b>44.8%</b>	<b>45.2%</b>	<b>12.2%</b>	<b>11.3%</b>	<b>12.1%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>7.5%</b>	<b>5.6%</b>	<b>5.3%</b>	<b>6.2%</b>	<b>3,330</b>	<b>3,542</b>	<b>2,891</b>	<b>29</b>	<b>31</b>	<b>31</b>
<b>PBGC</b>	<b>25.6%</b>	<b>22.1%</b>	<b>19.9%</b>	<b>41.4%</b>	<b>37.1%</b>	<b>39.6%</b>	<b>13.6%</b>	<b>15.2%</b>	<b>17.5%</b>	<b>11.6%</b>	<b>15.2%</b>	<b>13.1%</b>	<b>7.8%</b>	<b>10.3%</b>	<b>9.9%</b>	<b>618</b>	<b>463</b>	<b>391</b>	<b>6</b>	<b>16</b>	<b>8</b>
<b>RRB</b>	<b>24.3%</b>	<b>22.4%</b>	<b>23.0%</b>	<b>46.5%</b>	<b>44.0%</b>	<b>46.6%</b>	<b>14.8%</b>	<b>15.9%</b>	<b>16.7%</b>	<b>8.7%</b>	<b>12.3%</b>	<b>7.0%</b>	<b>5.8%</b>	<b>5.5%</b>	<b>6.8%</b>	<b>470</b>	<b>517</b>	<b>600</b>	<b>6</b>	<b>9</b>	<b>8</b>
<b>SBA</b>	<b>26.3%</b>	<b>25.1%</b>	<b>24.1%</b>	<b>41.6%</b>	<b>43.0%</b>	<b>44.3%</b>	<b>14.3%</b>	<b>13.0%</b>	<b>13.2%</b>	<b>7.5%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>10.4%</b>	<b>8.9%</b>	<b>9.1%</b>	<b>1,275</b>	<b>1,372</b>	<b>1,488</b>	<b>18</b>	<b>14</b>	<b>15</b>
<b>SEC</b>	<b>21.3%</b>	<b>19.0%</b>	<b>16.5%</b>	<b>44.7%</b>	<b>40.5%</b>	<b>38.6%</b>	<b>14.8%</b>	<b>18.6%</b>	<b>16.4%</b>	<b>10.6%</b>	<b>11.4%</b>	<b>14.3%</b>	<b>8.6%</b>	<b>10.6%</b>	<b>14.3%</b>	<b>1,882</b>	<b>2,436</b>	<b>2,357</b>	<b>32</b>	<b>30</b>	<b>52</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>26.1%</b>	<b>24.8%</b>	<b>24.2%</b>	<b>43.1%</b>	<b>43.4%</b>	<b>44.3%</b>	<b>14.4%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>7.2%</b>	<b>413,321</b>	<b>385,888</b>	<b>369,528</b>	<b>5,987</b>	<b>4,845</b>	<b>5,283</b>
<b>SSA</b>	<b>21.9%</b>	<b>19.8%</b>	<b>20.5%</b>	<b>40.1%</b>	<b>40.9%</b>	<b>41.4%</b>	<b>16.2%</b>	<b>17.0%</b>	<b>16.0%</b>	<b>12.1%</b>	<b>13.1%</b>	<b>12.9%</b>	<b>9.7%</b>	<b>9.4%</b>	<b>9.2%</b>	<b>10,245</b>	<b>9,345</b>	<b>8,182</b>	<b>217</b>	<b>153</b>	<b>128</b>
<b>State</b>	<b>28.6%</b>	<b>27.7%</b>	<b>29.2%</b>	<b>45.7%</b>	<b>47.7%</b>	<b>47.4%</b>	<b>13.5%</b>	<b>13.2%</b>	<b>12.8%</b>	<b>7.2%</b>	<b>7.1%</b>	<b>6.6%</b>	<b>5.1%</b>	<b>4.3%</b>	<b>4.1%</b>	<b>3,965</b>	<b>3,716</b>	<b>2,507</b>	<b>77</b>	<b>46</b>	<b>37</b>
<b>Treas</b>	<b>30.3%</b>	<b>30.2%</b>	<b>29.3%</b>	<b>43.3%</b>	<b>43.9%</b>	<b>44.3%</b>	<b>11.5%</b>	<b>11.6%</b>	<b>11.8%</b>	<b>8.0%</b>	<b>7.9%</b>	<b>7.9%</b>	<b>6.9%</b>	<b>6.4%</b>	<b>6.7%</b>	<b>50,955</b>	<b>50,352</b>	<b>49,268</b>	<b>507</b>	<b>443</b>	<b>528</b>
<b>USAID</b>	<b>22.2%</b>	<b>22.4%</b>	<b>22.6%</b>	<b>42.6%</b>	<b>41.6%</b>	<b>45.3%</b>	<b>13.5%</b>	<b>16.9%</b>	<b>14.8%</b>	<b>11.4%</b>	<b>10.4%</b>	<b>9.9%</b>	<b>10.3%</b>	<b>8.6%</b>	<b>7.3%</b>	<b>1,957</b>	<b>1,985</b>	<b>2,209</b>	<b>29</b>	<b>45</b>	<b>42</b>
<b>USDA</b>	<b>21.1%</b>	<b>19.3%</b>	<b>18.9%</b>	<b>47.5%</b>	<b>47.1%</b>	<b>47.6%</b>	<b>15.3%</b>	<b>16.1%</b>	<b>16.1%</b>	<b>9.5%</b>	<b>10.4%</b>	<b>10.8%</b>	<b>6.6%</b>	<b>7.1%</b>	<b>6.7%</b>	<b>20,364</b>	<b>19,955</b>	<b>13,092</b>	<b>148</b>	<b>134</b>	<b>95</b>
<b>VA</b>	<b>26.3%</b>	<b>25.1%</b>	<b>26.3%</b>	<b>39.8%</b>	<b>39.6%</b>	<b>40.0%</b>	<b>14.2%</b>	<b>15.0%</b>	<b>14.3%</b>	<b>10.3%</b>	<b>10.4%</b>	<b>10.2%</b>	<b>9.4%</b>	<b>9.9%</b>	<b>9.2%</b>	<b>31,355</b>	<b>26,941</b>	<b>29,167</b>	<b>625</b>	<b>530</b>	<b>550</b>
<b>Small Agencies</b>	<b>31.2%</b>	<b>30.0%</b>	<b>28.7%</b>	<b>40.4%</b>	<b>41.0%</b>	<b>42.8%</b>	<b>13.5%</b>	<b>13.3%</b>	<b>12.9%</b>	<b>7.6%</b>	<b>8.6%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>7.2%</b>	<b>7.8%</b>	<b>4,988</b>	<b>4,639</b>	<b>4,963</b>	<b>112</b>	<b>92</b>	<b>88</b>
<b>DOD</b>	<b>27.8%</b>	<b>26.2%</b>	<b>24.5%</b>	<b>45.3%</b>	<b>45.5%</b>	<b>46.2%</b>	<b>14.2%</b>	<b>14.8%</b>	<b>15.6%</b>	<b>7.2%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>5.6%</b>	<b>6.0%</b>	<b>5.8%</b>	<b>71,250</b>	<b>73,512</b>	<b>63,565</b>	<b>1,202</b>	<b>1,101</b>	<b>1,122</b>
<b>USACE</b>	<b>30.6%</b>	<b>25.8%</b>	<b>23.8%</b>	<b>46.9%</b>	<b>50.5%</b>	<b>49.9%</b>	<b>11.5%</b>	<b>11.5%</b>	<b>13.1%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>7.9%</b>	<b>4.6%</b>	<b>5.7%</b>	<b>5.2%</b>	<b>4,226</b>	<b>2,394</b>	<b>2,190</b>	<b>53</b>	<b>24</b>	<b>25</b>
<b>Air Force</b>	<b>30.1%</b>	<b>27.9%</b>	<b>23.9%</b>	<b>45.1%</b>	<b>45.6%</b>	<b>46.0%</b>	<b>12.8%</b>	<b>13.5%</b>	<b>16.5%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>8.0%</b>	<b>5.5%</b>	<b>6.0%</b>	<b>5.6%</b>	<b>18,261</b>	<b>18,716</b>	<b>11,759</b>	<b>398</b>	<b>360</b>	<b>311</b>
<b>Army‡</b>	<b>30.1%</b>	<b>28.9%</b>	<b>27.1%</b>	<b>44.9%</b>	<b>44.6%</b>	<b>46.1%</b>	<b>13.1%</b>	<b>13.8%</b>	<b>14.0%</b>	<b>6.6%</b>	<b>6.8%</b>	<b>7.2%</b>	<b>5.3%</b>	<b>5.8%</b>	<b>5.6%</b>	<b>16,284</b>	<b>19,564</b>	<b>19,423</b>	<b>284</b>	<b>303</b>	<b>371</b>
<b>Navy‡</b>	<b>22.5%</b>	<b>20.6%</b>	<b>20.8%</b>	<b>46.5%</b>	<b>46.9%</b>	<b>47.0%</b>	<b>17.2%</b>	<b>17.9%</b>	<b>17.9%</b>	<b>8.2%</b>	<b>8.6%</b>	<b>8.4%</b>	<b>5.6%</b>	<b>6.1%</b>	<b>5.9%</b>	<b>15,882</b>	<b>17,411</b>	<b>17,134</b>	<b>233</b>	<b>238</b>	<b>205</b>
<b>Marine Corps</b>	<b>25.6%</b>	<b>30.5%</b>	<b>26.7%</b>	<b>45.5%</b>	<b>42.0%</b>	<b>45.2%</b>	<b>14.1%</b>	<b>12.7%</b>	<b>15.7%</b>	<b>8.0%</b>	<b>8.3%</b>	<b>6.9%</b>	<b>6.7%</b>	<b>6.5%</b>	<b>5.4%</b>	<b>1,649</b>	<b>1,691</b>	<b>2,053</b>	<b>19</b>	<b>12</b>	<b>28</b>
<b>DOD 4th Estate</b>	<b>29.1%</b>	<b>27.1%</b>	<b>26.3%</b>	<b>43.4%</b>	<b>43.6%</b>	<b>43.9%</b>	<b>13.7%</b>	<b>14.6%</b>	<b>14.5%</b>	<b>7.5%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.5%</b>	<b>14,948</b>	<b>13,736</b>	<b>11,006</b>	<b>215</b>	<b>164</b>	<b>182</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(16) I am held accountable for achieving results.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>29.3%</b>	<b>28.3%</b>	<b>28.1%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>53.4%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>416,218</b>	<b>387,980</b>	<b>372,151</b>	<b>2,077</b>	<b>1,810</b>	<b>1,767</b>
<b>BBG</b>	<b>23.9%</b>	<b>20.5%</b>	<b>23.6%</b>	<b>48.0%</b>	<b>52.5%</b>	<b>51.0%</b>	<b>16.7%</b>	<b>18.2%</b>	<b>16.1%</b>	<b>6.1%</b>	<b>4.4%</b>	<b>5.4%</b>	<b>5.3%</b>	<b>4.3%</b>	<b>3.9%</b>	<b>1,076</b>	<b>1,033</b>	<b>1,130</b>	<b>14</b>	<b>6</b>	<b>11</b>
<b>CSOSA</b>	<b>31.5%</b>	<b>30.9%</b>	<b>29.6%</b>	<b>52.6%</b>	<b>52.2%</b>	<b>52.2%</b>	<b>11.6%</b>	<b>9.4%</b>	<b>11.8%</b>	<b>2.0%</b>	<b>2.8%</b>	<b>3.9%</b>	<b>2.3%</b>	<b>4.7%</b>	<b>2.6%</b>	<b>642</b>	<b>710</b>	<b>704</b>	<b>4</b>	<b>4</b>	<b>3</b>
<b>DHS</b>	<b>22.3%</b>	<b>22.8%</b>	<b>23.3%</b>	<b>47.4%</b>	<b>49.2%</b>	<b>49.9%</b>	<b>17.0%</b>	<b>16.2%</b>	<b>16.0%</b>	<b>7.0%</b>	<b>6.8%</b>	<b>6.1%</b>	<b>6.2%</b>	<b>5.1%</b>	<b>4.6%</b>	<b>42,542</b>	<b>42,254</b>	<b>38,621</b>	<b>297</b>	<b>255</b>	<b>215</b>
<b>DOC</b>	<b>33.2%</b>	<b>34.1%</b>	<b>33.3%</b>	<b>52.3%</b>	<b>50.9%</b>	<b>52.7%</b>	<b>9.6%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>3.4%</b>	<b>3.4%</b>	<b>3.2%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1.4%</b>	<b>9,989</b>	<b>9,775</b>	<b>9,351</b>	<b>50</b>	<b>36</b>	<b>33</b>
<b>DOE</b>	<b>26.1%</b>	<b>23.8%</b>	<b>25.0%</b>	<b>55.0%</b>	<b>55.4%</b>	<b>55.3%</b>	<b>12.1%</b>	<b>13.6%</b>	<b>13.2%</b>	<b>4.4%</b>	<b>4.9%</b>	<b>4.6%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>1.9%</b>	<b>8,373</b>	<b>6,446</b>	<b>6,647</b>	<b>32</b>	<b>26</b>	<b>27</b>
<b>DOI</b>	<b>24.8%</b>	<b>23.5%</b>	<b>23.1%</b>	<b>55.8%</b>	<b>56.9%</b>	<b>57.7%</b>	<b>12.9%</b>	<b>13.1%</b>	<b>12.9%</b>	<b>4.3%</b>	<b>4.3%</b>	<b>4.5%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>1.9%</b>	<b>25,996</b>	<b>18,124</b>	<b>18,168</b>	<b>133</b>	<b>87</b>	<b>74</b>
<b>DOJ</b>	<b>30.3%</b>	<b>27.9%</b>	<b>27.5%</b>	<b>51.9%</b>	<b>52.9%</b>	<b>53.4%</b>	<b>11.6%</b>	<b>12.7%</b>	<b>12.7%</b>	<b>3.9%</b>	<b>4.2%</b>	<b>4.5%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>1.9%</b>	<b>19,966</b>	<b>17,052</b>	<b>16,817</b>	<b>92</b>	<b>73</b>	<b>67</b>
<b>DOL</b>	<b>32.9%</b>	<b>31.9%</b>	<b>30.4%</b>	<b>52.9%</b>	<b>53.8%</b>	<b>54.3%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>11.0%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1.8%</b>	<b>11,206</b>	<b>10,827</b>	<b>5,135</b>	<b>55</b>	<b>56</b>	<b>30</b>
<b>DOT</b>	<b>28.0%</b>	<b>26.5%</b>	<b>26.0%</b>	<b>52.7%</b>	<b>51.9%</b>	<b>52.3%</b>	<b>12.3%</b>	<b>13.5%</b>	<b>13.9%</b>	<b>4.5%</b>	<b>4.9%</b>	<b>5.3%</b>	<b>2.4%</b>	<b>3.1%</b>	<b>2.5%</b>	<b>15,418</b>	<b>11,544</b>	<b>22,956</b>	<b>85</b>	<b>53</b>	<b>109</b>
<b>Educ</b>	<b>33.3%</b>	<b>32.3%</b>	<b>30.6%</b>	<b>51.7%</b>	<b>51.2%</b>	<b>51.8%</b>	<b>10.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>4.1%</b>	<b>1.3%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>2,663</b>	<b>2,388</b>	<b>2,622</b>	<b>17</b>	<b>9</b>	<b>11</b>
<b>EEOC</b>	<b>40.0%</b>	<b>39.7%</b>	<b>33.4%</b>	<b>45.6%</b>	<b>46.4%</b>	<b>52.5%</b>	<b>9.0%</b>	<b>10.0%</b>	<b>9.9%</b>	<b>3.0%</b>	<b>2.0%</b>	<b>3.1%</b>	<b>2.4%</b>	<b>1.8%</b>	<b>1.1%</b>	<b>1,225</b>	<b>1,100</b>	<b>1,161</b>	<b>7</b>	<b>11</b>	<b>8</b>
<b>EPA</b>	<b>26.2%</b>	<b>25.1%</b>	<b>24.0%</b>	<b>55.7%</b>	<b>55.2%</b>	<b>57.3%</b>	<b>11.9%</b>	<b>13.5%</b>	<b>12.8%</b>	<b>4.8%</b>	<b>4.5%</b>	<b>3.7%</b>	<b>1.3%</b>	<b>1.7%</b>	<b>2.1%</b>	<b>4,406</b>	<b>3,830</b>	<b>3,879</b>	<b>17</b>	<b>22</b>	<b>19</b>
<b>FCC</b>	<b>29.4%</b>	<b>27.6%</b>	<b>28.0%</b>	<b>50.4%</b>	<b>55.0%</b>	<b>55.3%</b>	<b>13.0%</b>	<b>12.6%</b>	<b>11.5%</b>	<b>4.1%</b>	<b>3.2%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>1.7%</b>	<b>1.9%</b>	<b>566</b>	<b>690</b>	<b>806</b>	<b>3</b>	<b>5</b>	<b>5</b>
<b>FERC</b>	<b>32.8%</b>	<b>31.2%</b>	<b>27.1%</b>	<b>50.0%</b>	<b>50.2%</b>	<b>54.2%</b>	<b>12.0%</b>	<b>12.5%</b>	<b>12.0%</b>	<b>3.5%</b>	<b>4.4%</b>	<b>4.9%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.8%</b>	<b>977</b>	<b>882</b>	<b>886</b>	<b>7</b>	<b>3</b>	<b>3</b>
<b>FTC</b>	<b>37.6%</b>	<b>38.3%</b>	<b>34.6%</b>	<b>47.9%</b>	<b>45.6%</b>	<b>50.3%</b>	<b>10.8%</b>	<b>11.0%</b>	<b>10.8%</b>	<b>1.9%</b>	<b>3.1%</b>	<b>3.5%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>0.8%</b>	<b>622</b>	<b>509</b>	<b>556</b>	<b>0</b>	<b>3</b>	<b>4</b>

## Report by Agency

**(16) I am held accountable for achieving results.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>29.3%</b>	<b>28.3%</b>	<b>28.1%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>53.4%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>416,218</b>	<b>387,980</b>	<b>372,151</b>	<b>2,077</b>	<b>1,810</b>	<b>1,767</b>
<b>GSA</b>	<b>33.6%</b>	<b>32.1%</b>	<b>31.5%</b>	<b>52.3%</b>	<b>53.3%</b>	<b>53.7%</b>	<b>9.9%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.8%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>7,761</b>	<b>8,434</b>	<b>8,335</b>	<b>30</b>	<b>35</b>	<b>28</b>
<b>HHS</b>	<b>31.6%</b>	<b>30.0%</b>	<b>29.8%</b>	<b>53.2%</b>	<b>53.8%</b>	<b>54.2%</b>	<b>10.8%</b>	<b>11.3%</b>	<b>11.2%</b>	<b>2.9%</b>	<b>3.1%</b>	<b>3.1%</b>	<b>1.4%</b>	<b>1.7%</b>	<b>1.6%</b>	<b>36,290</b>	<b>32,372</b>	<b>31,911</b>	<b>153</b>	<b>146</b>	<b>151</b>
<b>HUD</b>	<b>30.1%</b>	<b>26.4%</b>	<b>26.2%</b>	<b>51.7%</b>	<b>53.0%</b>	<b>52.9%</b>	<b>12.7%</b>	<b>13.5%</b>	<b>13.7%</b>	<b>3.5%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>2.1%</b>	<b>3.0%</b>	<b>2.8%</b>	<b>5,298</b>	<b>3,816</b>	<b>3,673</b>	<b>33</b>	<b>18</b>	<b>23</b>
<b>NARA</b>	<b>32.5%</b>	<b>30.9%</b>	<b>27.7%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>52.0%</b>	<b>12.8%</b>	<b>14.0%</b>	<b>12.4%</b>	<b>4.3%</b>	<b>3.8%</b>	<b>4.4%</b>	<b>2.2%</b>	<b>2.5%</b>	<b>3.5%</b>	<b>1,689</b>	<b>1,650</b>	<b>1,591</b>	<b>11</b>	<b>7</b>	<b>12</b>
<b>NASA</b>	<b>39.6%</b>	<b>37.6%</b>	<b>35.9%</b>	<b>48.9%</b>	<b>50.5%</b>	<b>51.9%</b>	<b>8.3%</b>	<b>8.8%</b>	<b>8.6%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>1.0%</b>	<b>9,840</b>	<b>9,344</b>	<b>9,895</b>	<b>34</b>	<b>22</b>	<b>24</b>
<b>NCUA</b>	<b>35.4%</b>	<b>36.4%</b>	<b>33.6%</b>	<b>54.7%</b>	<b>53.6%</b>	<b>55.3%</b>	<b>7.7%</b>	<b>7.2%</b>	<b>8.2%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>2.2%</b>	<b>0.5%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>772</b>	<b>802</b>	<b>787</b>	<b>0</b>	<b>3</b>	<b>4</b>
<b>NLRB</b>	<b>29.1%</b>	<b>27.8%</b>	<b>28.2%</b>	<b>53.0%</b>	<b>53.7%</b>	<b>53.8%</b>	<b>12.9%</b>	<b>13.4%</b>	<b>12.3%</b>	<b>3.5%</b>	<b>3.9%</b>	<b>3.2%</b>	<b>1.5%</b>	<b>1.2%</b>	<b>2.5%</b>	<b>882</b>	<b>688</b>	<b>715</b>	<b>9</b>	<b>6</b>	<b>5</b>
<b>NRC</b>	<b>33.6%</b>	<b>32.1%</b>	<b>33.9%</b>	<b>51.6%</b>	<b>53.7%</b>	<b>51.6%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>10.2%</b>	<b>3.6%</b>	<b>3.1%</b>	<b>2.8%</b>	<b>1.7%</b>	<b>1.4%</b>	<b>1.5%</b>	<b>2,657</b>	<b>2,437</b>	<b>2,488</b>	<b>11</b>	<b>17</b>	<b>6</b>
<b>NSF</b>	<b>39.6%</b>	<b>39.7%</b>	<b>35.5%</b>	<b>45.6%</b>	<b>43.1%</b>	<b>48.4%</b>	<b>9.5%</b>	<b>11.3%</b>	<b>10.2%</b>	<b>3.5%</b>	<b>3.5%</b>	<b>3.9%</b>	<b>1.9%</b>	<b>2.4%</b>	<b>2.0%</b>	<b>888</b>	<b>906</b>	<b>878</b>	<b>4</b>	<b>2</b>	<b>2</b>
<b>OMB</b>	<b>27.9%</b>	<b>25.0%</b>	<b>17.5%</b>	<b>52.6%</b>	<b>55.3%</b>	<b>54.0%</b>	<b>14.9%</b>	<b>12.1%</b>	<b>20.2%</b>	<b>4.1%</b>	<b>5.7%</b>	<b>6.2%</b>	<b>0.4%</b>	<b>1.9%</b>	<b>2.2%</b>	<b>301</b>	<b>303</b>	<b>312</b>	<b>2</b>	<b>1</b>	<b>2</b>
<b>OPM</b>	<b>36.9%</b>	<b>37.5%</b>	<b>36.2%</b>	<b>52.1%</b>	<b>52.2%</b>	<b>53.8%</b>	<b>8.1%</b>	<b>7.6%</b>	<b>7.4%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>1.6%</b>	<b>1.1%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>3,337</b>	<b>3,564</b>	<b>2,909</b>	<b>11</b>	<b>13</b>	<b>7</b>
<b>PBGC</b>	<b>34.6%</b>	<b>34.6%</b>	<b>31.7%</b>	<b>51.9%</b>	<b>50.4%</b>	<b>53.9%</b>	<b>9.4%</b>	<b>10.7%</b>	<b>10.9%</b>	<b>1.9%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.3%</b>	<b>1.8%</b>	<b>1.2%</b>	<b>623</b>	<b>476</b>	<b>398</b>	<b>2</b>	<b>3</b>	<b>2</b>
<b>RRB</b>	<b>30.2%</b>	<b>27.9%</b>	<b>29.5%</b>	<b>57.1%</b>	<b>55.6%</b>	<b>56.1%</b>	<b>10.2%</b>	<b>12.3%</b>	<b>10.5%</b>	<b>1.5%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>1.0%</b>	<b>1.1%</b>	<b>0.8%</b>	<b>472</b>	<b>517</b>	<b>605</b>	<b>5</b>	<b>3</b>	<b>1</b>
<b>SBA</b>	<b>33.7%</b>	<b>32.7%</b>	<b>32.3%</b>	<b>50.5%</b>	<b>53.0%</b>	<b>54.7%</b>	<b>10.2%</b>	<b>9.6%</b>	<b>8.9%</b>	<b>2.9%</b>	<b>2.4%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>2.2%</b>	<b>1.6%</b>	<b>1,282</b>	<b>1,377</b>	<b>1,489</b>	<b>5</b>	<b>0</b>	<b>7</b>
<b>SEC</b>	<b>26.3%</b>	<b>24.0%</b>	<b>21.8%</b>	<b>53.4%</b>	<b>53.9%</b>	<b>53.4%</b>	<b>12.9%</b>	<b>14.5%</b>	<b>16.1%</b>	<b>5.0%</b>	<b>4.5%</b>	<b>6.1%</b>	<b>2.4%</b>	<b>3.0%</b>	<b>2.5%</b>	<b>1,897</b>	<b>2,449</b>	<b>2,383</b>	<b>13</b>	<b>13</b>	<b>25</b>

## Report by Agency

**(16) I am held accountable for achieving results.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>29.3%</b>	<b>28.3%</b>	<b>28.1%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>53.4%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>416,218</b>	<b>387,980</b>	<b>372,151</b>	<b>2,077</b>	<b>1,810</b>	<b>1,767</b>
<b>SSA</b>	<b>32.1%</b>	<b>29.8%</b>	<b>29.7%</b>	<b>53.6%</b>	<b>54.7%</b>	<b>55.0%</b>	<b>9.7%</b>	<b>10.4%</b>	<b>10.7%</b>	<b>2.7%</b>	<b>3.2%</b>	<b>2.9%</b>	<b>1.9%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>10,409</b>	<b>9,428</b>	<b>8,245</b>	<b>49</b>	<b>31</b>	<b>28</b>
<b>State</b>	<b>28.7%</b>	<b>26.1%</b>	<b>29.0%</b>	<b>51.6%</b>	<b>55.4%</b>	<b>50.6%</b>	<b>12.7%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>4.7%</b>	<b>4.8%</b>	<b>6.1%</b>	<b>2.3%</b>	<b>1.3%</b>	<b>1.8%</b>	<b>4,015</b>	<b>3,731</b>	<b>2,531</b>	<b>16</b>	<b>17</b>	<b>6</b>
<b>Treas</b>	<b>31.4%</b>	<b>31.4%</b>	<b>31.7%</b>	<b>52.3%</b>	<b>53.0%</b>	<b>52.6%</b>	<b>11.6%</b>	<b>11.2%</b>	<b>11.2%</b>	<b>2.7%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>1.9%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>50,910</b>	<b>50,409</b>	<b>49,399</b>	<b>326</b>	<b>271</b>	<b>293</b>
<b>USAID</b>	<b>24.0%</b>	<b>23.6%</b>	<b>23.3%</b>	<b>50.7%</b>	<b>50.5%</b>	<b>52.9%</b>	<b>14.7%</b>	<b>15.7%</b>	<b>14.7%</b>	<b>7.4%</b>	<b>7.4%</b>	<b>7.1%</b>	<b>3.2%</b>	<b>2.8%</b>	<b>2.1%</b>	<b>1,978</b>	<b>2,012</b>	<b>2,229</b>	<b>12</b>	<b>8</b>	<b>10</b>
<b>USDA</b>	<b>25.3%</b>	<b>24.0%</b>	<b>23.5%</b>	<b>58.1%</b>	<b>58.8%</b>	<b>58.9%</b>	<b>11.3%</b>	<b>11.8%</b>	<b>12.0%</b>	<b>3.9%</b>	<b>3.7%</b>	<b>3.8%</b>	<b>1.5%</b>	<b>1.7%</b>	<b>1.8%</b>	<b>20,408</b>	<b>19,963</b>	<b>13,165</b>	<b>64</b>	<b>79</b>	<b>40</b>
<b>VA</b>	<b>30.5%</b>	<b>30.7%</b>	<b>31.5%</b>	<b>51.8%</b>	<b>51.6%</b>	<b>52.0%</b>	<b>11.9%</b>	<b>12.2%</b>	<b>11.5%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.2%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>1.8%</b>	<b>31,739</b>	<b>27,199</b>	<b>29,484</b>	<b>157</b>	<b>154</b>	<b>142</b>
<b>Small Agencies</b>	<b>33.8%</b>	<b>32.0%</b>	<b>31.0%</b>	<b>49.2%</b>	<b>49.4%</b>	<b>51.6%</b>	<b>10.9%</b>	<b>12.4%</b>	<b>12.0%</b>	<b>3.9%</b>	<b>4.1%</b>	<b>3.3%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>2.1%</b>	<b>5,067</b>	<b>4,696</b>	<b>5,010</b>	<b>21</b>	<b>22</b>	<b>31</b>
<b>DOD</b>	<b>29.9%</b>	<b>28.4%</b>	<b>27.5%</b>	<b>51.8%</b>	<b>53.1%</b>	<b>54.0%</b>	<b>12.2%</b>	<b>12.4%</b>	<b>12.5%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.2%</b>	<b>2.1%</b>	<b>2.0%</b>	<b>72,036</b>	<b>74,243</b>	<b>64,280</b>	<b>296</b>	<b>290</b>	<b>299</b>
<b>USACE</b>	<b>29.3%</b>	<b>25.9%</b>	<b>24.2%</b>	<b>53.7%</b>	<b>56.3%</b>	<b>56.1%</b>	<b>12.0%</b>	<b>12.4%</b>	<b>13.2%</b>	<b>3.6%</b>	<b>3.8%</b>	<b>4.8%</b>	<b>1.3%</b>	<b>1.6%</b>	<b>1.7%</b>	<b>4,252</b>	<b>2,403</b>	<b>2,193</b>	<b>15</b>	<b>14</b>	<b>10</b>
<b>Air Force</b>	<b>30.6%</b>	<b>28.4%</b>	<b>27.4%</b>	<b>51.9%</b>	<b>52.7%</b>	<b>53.5%</b>	<b>11.7%</b>	<b>12.5%</b>	<b>13.1%</b>	<b>3.6%</b>	<b>4.2%</b>	<b>3.8%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>18,529</b>	<b>18,987</b>	<b>12,009</b>	<b>90</b>	<b>78</b>	<b>49</b>
<b>Army‡</b>	<b>30.7%</b>	<b>29.7%</b>	<b>27.8%</b>	<b>50.8%</b>	<b>51.8%</b>	<b>53.4%</b>	<b>12.1%</b>	<b>12.4%</b>	<b>12.3%</b>	<b>4.2%</b>	<b>4.0%</b>	<b>4.3%</b>	<b>2.2%</b>	<b>2.1%</b>	<b>2.2%</b>	<b>16,493</b>	<b>19,767</b>	<b>19,654</b>	<b>66</b>	<b>76</b>	<b>114</b>
<b>Navy‡</b>	<b>27.0%</b>	<b>25.6%</b>	<b>25.9%</b>	<b>53.0%</b>	<b>54.9%</b>	<b>55.5%</b>	<b>13.3%</b>	<b>12.9%</b>	<b>12.8%</b>	<b>4.2%</b>	<b>4.4%</b>	<b>3.9%</b>	<b>2.4%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>16,044</b>	<b>17,571</b>	<b>17,265</b>	<b>66</b>	<b>54</b>	<b>62</b>
<b>Marine Corps</b>	<b>30.5%</b>	<b>34.3%</b>	<b>31.5%</b>	<b>51.5%</b>	<b>49.2%</b>	<b>51.2%</b>	<b>12.4%</b>	<b>10.1%</b>	<b>12.1%</b>	<b>3.4%</b>	<b>4.5%</b>	<b>3.6%</b>	<b>2.2%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>1,655</b>	<b>1,699</b>	<b>2,066</b>	<b>6</b>	<b>4</b>	<b>6</b>
<b>DOD 4th Estate</b>	<b>33.0%</b>	<b>30.5%</b>	<b>30.5%</b>	<b>50.8%</b>	<b>53.0%</b>	<b>53.2%</b>	<b>11.0%</b>	<b>11.4%</b>	<b>10.8%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>3.4%</b>	<b>1.9%</b>	<b>2.0%</b>	<b>2.1%</b>	<b>15,063</b>	<b>13,816</b>	<b>11,093</b>	<b>53</b>	<b>64</b>	<b>58</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>24.3%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>36.9%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>400,156</b>	<b>373,094</b>	<b>357,689</b>	<b>18,409</b>	<b>16,950</b>	<b>16,155</b>
<b>BBG</b>	<b>18.7%</b>	<b>15.1%</b>	<b>16.5%</b>	<b>28.6%</b>	<b>30.1%</b>	<b>30.2%</b>	<b>24.2%</b>	<b>25.2%</b>	<b>25.1%</b>	<b>11.4%</b>	<b>12.8%</b>	<b>13.2%</b>	<b>17.1%</b>	<b>16.8%</b>	<b>15.0%</b>	<b>1,025</b>	<b>993</b>	<b>1,078</b>	<b>62</b>	<b>47</b>	<b>63</b>
<b>CSOSA</b>	<b>20.7%</b>	<b>16.7%</b>	<b>17.8%</b>	<b>35.5%</b>	<b>32.3%</b>	<b>31.3%</b>	<b>20.7%</b>	<b>24.9%</b>	<b>24.6%</b>	<b>10.2%</b>	<b>11.0%</b>	<b>13.5%</b>	<b>13.0%</b>	<b>15.1%</b>	<b>12.7%</b>	<b>616</b>	<b>680</b>	<b>676</b>	<b>24</b>	<b>33</b>	<b>32</b>
<b>DHS</b>	<b>18.0%</b>	<b>18.1%</b>	<b>18.7%</b>	<b>32.2%</b>	<b>33.7%</b>	<b>34.0%</b>	<b>20.0%</b>	<b>19.8%</b>	<b>20.1%</b>	<b>12.8%</b>	<b>12.8%</b>	<b>13.0%</b>	<b>17.0%</b>	<b>15.7%</b>	<b>14.3%</b>	<b>41,186</b>	<b>40,982</b>	<b>37,508</b>	<b>1,687</b>	<b>1,540</b>	<b>1,343</b>
<b>DOC</b>	<b>26.0%</b>	<b>24.8%</b>	<b>24.6%</b>	<b>37.1%</b>	<b>38.8%</b>	<b>40.6%</b>	<b>20.5%</b>	<b>20.6%</b>	<b>19.5%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>7.9%</b>	<b>8.4%</b>	<b>7.8%</b>	<b>7.3%</b>	<b>9,434</b>	<b>9,145</b>	<b>8,818</b>	<b>623</b>	<b>662</b>	<b>571</b>
<b>DOE</b>	<b>25.7%</b>	<b>24.0%</b>	<b>25.4%</b>	<b>35.8%</b>	<b>35.2%</b>	<b>37.4%</b>	<b>17.0%</b>	<b>18.0%</b>	<b>17.5%</b>	<b>10.2%</b>	<b>11.5%</b>	<b>9.6%</b>	<b>11.2%</b>	<b>11.3%</b>	<b>10.2%</b>	<b>8,050</b>	<b>6,205</b>	<b>6,392</b>	<b>367</b>	<b>267</b>	<b>285</b>
<b>DOI</b>	<b>21.0%</b>	<b>20.7%</b>	<b>20.4%</b>	<b>36.4%</b>	<b>37.3%</b>	<b>37.9%</b>	<b>19.4%</b>	<b>19.2%</b>	<b>19.6%</b>	<b>10.9%</b>	<b>10.9%</b>	<b>10.5%</b>	<b>12.3%</b>	<b>11.9%</b>	<b>11.6%</b>	<b>24,963</b>	<b>17,462</b>	<b>17,405</b>	<b>1,197</b>	<b>777</b>	<b>851</b>
<b>DOJ</b>	<b>25.8%</b>	<b>23.4%</b>	<b>23.0%</b>	<b>38.1%</b>	<b>38.5%</b>	<b>40.3%</b>	<b>18.1%</b>	<b>20.3%</b>	<b>19.0%</b>	<b>9.3%</b>	<b>8.9%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>8.9%</b>	<b>8.8%</b>	<b>19,323</b>	<b>16,517</b>	<b>16,313</b>	<b>718</b>	<b>605</b>	<b>544</b>
<b>DOL</b>	<b>25.3%</b>	<b>23.6%</b>	<b>22.8%</b>	<b>36.0%</b>	<b>35.3%</b>	<b>36.4%</b>	<b>19.7%</b>	<b>20.6%</b>	<b>19.8%</b>	<b>8.9%</b>	<b>9.6%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>11.0%</b>	<b>11.5%</b>	<b>10,662</b>	<b>10,309</b>	<b>4,861</b>	<b>602</b>	<b>556</b>	<b>309</b>
<b>DOT</b>	<b>27.0%</b>	<b>26.0%</b>	<b>23.3%</b>	<b>38.5%</b>	<b>37.8%</b>	<b>41.0%</b>	<b>17.0%</b>	<b>17.6%</b>	<b>17.9%</b>	<b>8.7%</b>	<b>9.3%</b>	<b>9.6%</b>	<b>8.8%</b>	<b>9.3%</b>	<b>8.3%</b>	<b>14,819</b>	<b>11,046</b>	<b>22,083</b>	<b>698</b>	<b>551</b>	<b>962</b>
<b>Educ</b>	<b>29.9%</b>	<b>27.4%</b>	<b>28.6%</b>	<b>34.1%</b>	<b>36.0%</b>	<b>35.2%</b>	<b>17.6%</b>	<b>17.3%</b>	<b>17.5%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>8.8%</b>	<b>10.4%</b>	<b>11.1%</b>	<b>9.9%</b>	<b>2,507</b>	<b>2,242</b>	<b>2,473</b>	<b>178</b>	<b>157</b>	<b>171</b>
<b>EEOC</b>	<b>25.7%</b>	<b>22.8%</b>	<b>21.8%</b>	<b>25.4%</b>	<b>26.4%</b>	<b>27.4%</b>	<b>20.2%</b>	<b>22.5%</b>	<b>22.9%</b>	<b>11.8%</b>	<b>11.5%</b>	<b>12.7%</b>	<b>16.8%</b>	<b>16.8%</b>	<b>15.2%</b>	<b>1,180</b>	<b>1,068</b>	<b>1,116</b>	<b>55</b>	<b>52</b>	<b>53</b>
<b>EPA</b>	<b>21.4%</b>	<b>21.7%</b>	<b>22.9%</b>	<b>36.4%</b>	<b>36.6%</b>	<b>38.3%</b>	<b>21.9%</b>	<b>21.3%</b>	<b>21.4%</b>	<b>9.7%</b>	<b>9.2%</b>	<b>8.8%</b>	<b>10.6%</b>	<b>11.2%</b>	<b>8.5%</b>	<b>4,035</b>	<b>3,532</b>	<b>3,580</b>	<b>387</b>	<b>312</b>	<b>317</b>
<b>FCC</b>	<b>28.3%</b>	<b>25.8%</b>	<b>25.7%</b>	<b>34.2%</b>	<b>38.2%</b>	<b>42.7%</b>	<b>20.8%</b>	<b>23.3%</b>	<b>21.2%</b>	<b>7.5%</b>	<b>5.5%</b>	<b>5.8%</b>	<b>9.2%</b>	<b>7.2%</b>	<b>4.6%</b>	<b>524</b>	<b>648</b>	<b>754</b>	<b>47</b>	<b>47</b>	<b>56</b>
<b>FERC</b>	<b>35.4%</b>	<b>31.2%</b>	<b>28.7%</b>	<b>34.8%</b>	<b>36.5%</b>	<b>40.5%</b>	<b>20.2%</b>	<b>19.0%</b>	<b>17.8%</b>	<b>3.6%</b>	<b>6.9%</b>	<b>6.9%</b>	<b>6.0%</b>	<b>6.5%</b>	<b>6.0%</b>	<b>908</b>	<b>798</b>	<b>812</b>	<b>81</b>	<b>87</b>	<b>73</b>
<b>FTC</b>	<b>41.6%</b>	<b>40.8%</b>	<b>37.9%</b>	<b>32.5%</b>	<b>29.9%</b>	<b>33.9%</b>	<b>16.8%</b>	<b>17.9%</b>	<b>14.4%</b>	<b>4.6%</b>	<b>3.7%</b>	<b>8.0%</b>	<b>4.6%</b>	<b>7.7%</b>	<b>5.8%</b>	<b>551</b>	<b>464</b>	<b>507</b>	<b>71</b>	<b>52</b>	<b>54</b>

## Report by Agency

**(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>24.3%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>36.9%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>400,156</b>	<b>373,094</b>	<b>357,689</b>	<b>18,409</b>	<b>16,950</b>	<b>16,155</b>
<b>GSA</b>	<b>29.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>37.4%</b>	<b>37.2%</b>	<b>36.8%</b>	<b>18.3%</b>	<b>20.0%</b>	<b>19.8%</b>	<b>6.7%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>8.0%</b>	<b>7.7%</b>	<b>8.3%</b>	<b>7,441</b>	<b>8,183</b>	<b>8,002</b>	<b>367</b>	<b>329</b>	<b>361</b>
<b>HHS</b>	<b>24.4%</b>	<b>22.3%</b>	<b>22.1%</b>	<b>37.0%</b>	<b>37.2%</b>	<b>37.4%</b>	<b>20.0%</b>	<b>20.6%</b>	<b>20.7%</b>	<b>8.8%</b>	<b>9.5%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>10.5%</b>	<b>10.4%</b>	<b>34,298</b>	<b>30,469</b>	<b>30,086</b>	<b>2,186</b>	<b>2,094</b>	<b>1,980</b>
<b>HUD</b>	<b>22.6%</b>	<b>19.6%</b>	<b>19.1%</b>	<b>34.9%</b>	<b>34.0%</b>	<b>34.2%</b>	<b>21.9%</b>	<b>21.8%</b>	<b>22.7%</b>	<b>8.5%</b>	<b>10.7%</b>	<b>10.6%</b>	<b>12.1%</b>	<b>13.8%</b>	<b>13.4%</b>	<b>5,057</b>	<b>3,649</b>	<b>3,493</b>	<b>284</b>	<b>201</b>	<b>222</b>
<b>NARA</b>	<b>26.1%</b>	<b>23.6%</b>	<b>21.7%</b>	<b>32.2%</b>	<b>32.5%</b>	<b>33.9%</b>	<b>18.8%</b>	<b>18.7%</b>	<b>20.0%</b>	<b>10.5%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>12.4%</b>	<b>14.1%</b>	<b>13.2%</b>	<b>1,629</b>	<b>1,588</b>	<b>1,520</b>	<b>80</b>	<b>81</b>	<b>86</b>
<b>NASA</b>	<b>41.9%</b>	<b>39.4%</b>	<b>38.5%</b>	<b>36.3%</b>	<b>37.5%</b>	<b>37.7%</b>	<b>12.4%</b>	<b>12.8%</b>	<b>13.2%</b>	<b>4.9%</b>	<b>5.7%</b>	<b>5.8%</b>	<b>4.5%</b>	<b>4.6%</b>	<b>4.9%</b>	<b>9,510</b>	<b>9,056</b>	<b>9,599</b>	<b>354</b>	<b>318</b>	<b>336</b>
<b>NCUA</b>	<b>31.8%</b>	<b>33.0%</b>	<b>27.1%</b>	<b>41.0%</b>	<b>41.7%</b>	<b>46.8%</b>	<b>16.6%</b>	<b>13.6%</b>	<b>15.1%</b>	<b>5.9%</b>	<b>6.4%</b>	<b>5.7%</b>	<b>4.7%</b>	<b>5.2%</b>	<b>5.3%</b>	<b>738</b>	<b>774</b>	<b>762</b>	<b>29</b>	<b>28</b>	<b>33</b>
<b>NLRB</b>	<b>26.7%</b>	<b>21.5%</b>	<b>23.0%</b>	<b>32.8%</b>	<b>36.1%</b>	<b>34.3%</b>	<b>21.3%</b>	<b>23.0%</b>	<b>22.7%</b>	<b>10.0%</b>	<b>10.8%</b>	<b>11.9%</b>	<b>9.1%</b>	<b>8.7%</b>	<b>8.1%</b>	<b>823</b>	<b>638</b>	<b>661</b>	<b>69</b>	<b>55</b>	<b>60</b>
<b>NRC</b>	<b>38.6%</b>	<b>37.6%</b>	<b>37.2%</b>	<b>36.2%</b>	<b>37.5%</b>	<b>37.9%</b>	<b>12.4%</b>	<b>13.3%</b>	<b>13.4%</b>	<b>6.5%</b>	<b>5.5%</b>	<b>6.5%</b>	<b>6.3%</b>	<b>6.1%</b>	<b>5.0%</b>	<b>2,557</b>	<b>2,383</b>	<b>2,427</b>	<b>108</b>	<b>79</b>	<b>70</b>
<b>NSF</b>	<b>34.9%</b>	<b>32.8%</b>	<b>30.2%</b>	<b>32.1%</b>	<b>29.6%</b>	<b>32.2%</b>	<b>16.5%</b>	<b>16.8%</b>	<b>18.1%</b>	<b>7.8%</b>	<b>9.7%</b>	<b>9.8%</b>	<b>8.7%</b>	<b>11.1%</b>	<b>9.7%</b>	<b>826</b>	<b>843</b>	<b>832</b>	<b>67</b>	<b>64</b>	<b>46</b>
<b>OMB</b>	<b>39.7%</b>	<b>36.6%</b>	<b>30.7%</b>	<b>36.1%</b>	<b>40.5%</b>	<b>39.4%</b>	<b>15.5%</b>	<b>11.8%</b>	<b>18.4%</b>	<b>3.7%</b>	<b>4.5%</b>	<b>7.2%</b>	<b>5.1%</b>	<b>6.6%</b>	<b>4.3%</b>	<b>268</b>	<b>272</b>	<b>275</b>	<b>35</b>	<b>31</b>	<b>38</b>
<b>OPM</b>	<b>29.8%</b>	<b>28.6%</b>	<b>28.2%</b>	<b>37.5%</b>	<b>39.8%</b>	<b>37.6%</b>	<b>18.4%</b>	<b>18.4%</b>	<b>20.1%</b>	<b>7.2%</b>	<b>6.0%</b>	<b>7.0%</b>	<b>7.1%</b>	<b>7.2%</b>	<b>7.1%</b>	<b>3,143</b>	<b>3,347</b>	<b>2,700</b>	<b>211</b>	<b>226</b>	<b>209</b>
<b>PBGC</b>	<b>29.1%</b>	<b>25.9%</b>	<b>22.2%</b>	<b>33.5%</b>	<b>34.3%</b>	<b>34.4%</b>	<b>20.6%</b>	<b>21.0%</b>	<b>24.6%</b>	<b>8.8%</b>	<b>9.4%</b>	<b>7.9%</b>	<b>8.1%</b>	<b>9.4%</b>	<b>10.9%</b>	<b>582</b>	<b>440</b>	<b>373</b>	<b>44</b>	<b>35</b>	<b>26</b>
<b>RRB</b>	<b>25.1%</b>	<b>19.9%</b>	<b>21.9%</b>	<b>38.2%</b>	<b>39.9%</b>	<b>42.4%</b>	<b>20.6%</b>	<b>25.8%</b>	<b>22.2%</b>	<b>10.3%</b>	<b>7.8%</b>	<b>7.5%</b>	<b>5.9%</b>	<b>6.6%</b>	<b>6.0%</b>	<b>438</b>	<b>482</b>	<b>569</b>	<b>41</b>	<b>41</b>	<b>38</b>
<b>SBA</b>	<b>22.6%</b>	<b>24.1%</b>	<b>23.9%</b>	<b>30.8%</b>	<b>32.9%</b>	<b>33.7%</b>	<b>20.2%</b>	<b>19.8%</b>	<b>20.2%</b>	<b>11.2%</b>	<b>10.8%</b>	<b>10.9%</b>	<b>15.2%</b>	<b>12.4%</b>	<b>11.3%</b>	<b>1,234</b>	<b>1,305</b>	<b>1,433</b>	<b>56</b>	<b>71</b>	<b>66</b>
<b>SEC</b>	<b>31.5%</b>	<b>28.2%</b>	<b>26.6%</b>	<b>37.3%</b>	<b>36.8%</b>	<b>36.5%</b>	<b>14.4%</b>	<b>19.1%</b>	<b>20.3%</b>	<b>7.9%</b>	<b>7.9%</b>	<b>7.3%</b>	<b>8.8%</b>	<b>8.1%</b>	<b>9.3%</b>	<b>1,767</b>	<b>2,275</b>	<b>2,232</b>	<b>135</b>	<b>186</b>	<b>180</b>

## Report by Agency

**(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>24.3%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>36.9%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>400,156</b>	<b>373,094</b>	<b>357,689</b>	<b>18,409</b>	<b>16,950</b>	<b>16,155</b>
<b>SSA</b>	<b>25.6%</b>	<b>24.6%</b>	<b>22.3%</b>	<b>38.2%</b>	<b>38.1%</b>	<b>37.2%</b>	<b>20.2%</b>	<b>20.3%</b>	<b>22.1%</b>	<b>8.2%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>7.8%</b>	<b>8.6%</b>	<b>9.7%</b>	<b>10,036</b>	<b>9,141</b>	<b>7,989</b>	<b>418</b>	<b>343</b>	<b>296</b>
<b>State</b>	<b>26.3%</b>	<b>25.6%</b>	<b>24.6%</b>	<b>39.1%</b>	<b>39.6%</b>	<b>40.3%</b>	<b>17.0%</b>	<b>18.4%</b>	<b>18.3%</b>	<b>10.3%</b>	<b>9.6%</b>	<b>10.0%</b>	<b>7.3%</b>	<b>6.8%</b>	<b>6.8%</b>	<b>3,847</b>	<b>3,578</b>	<b>2,419</b>	<b>191</b>	<b>175</b>	<b>119</b>
<b>Treas</b>	<b>26.6%</b>	<b>26.2%</b>	<b>26.4%</b>	<b>38.2%</b>	<b>38.8%</b>	<b>39.0%</b>	<b>18.6%</b>	<b>18.7%</b>	<b>18.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>7.8%</b>	<b>8.7%</b>	<b>8.4%</b>	<b>8.2%</b>	<b>48,887</b>	<b>48,454</b>	<b>47,523</b>	<b>2,365</b>	<b>2,207</b>	<b>2,091</b>
<b>USAID</b>	<b>26.2%</b>	<b>24.6%</b>	<b>22.9%</b>	<b>38.9%</b>	<b>39.7%</b>	<b>41.0%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>18.2%</b>	<b>8.9%</b>	<b>9.8%</b>	<b>10.1%</b>	<b>8.4%</b>	<b>8.4%</b>	<b>7.9%</b>	<b>1,867</b>	<b>1,882</b>	<b>2,107</b>	<b>124</b>	<b>144</b>	<b>145</b>
<b>USDA</b>	<b>19.6%</b>	<b>18.1%</b>	<b>18.0%</b>	<b>39.6%</b>	<b>39.7%</b>	<b>40.0%</b>	<b>21.1%</b>	<b>21.0%</b>	<b>21.5%</b>	<b>10.2%</b>	<b>11.2%</b>	<b>10.0%</b>	<b>9.5%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>19,736</b>	<b>19,297</b>	<b>12,693</b>	<b>753</b>	<b>751</b>	<b>485</b>
<b>VA</b>	<b>21.3%</b>	<b>20.6%</b>	<b>22.7%</b>	<b>35.6%</b>	<b>35.5%</b>	<b>36.5%</b>	<b>19.5%</b>	<b>20.0%</b>	<b>19.6%</b>	<b>10.5%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>13.1%</b>	<b>13.3%</b>	<b>11.3%</b>	<b>30,946</b>	<b>26,517</b>	<b>28,693</b>	<b>996</b>	<b>878</b>	<b>911</b>
<b>Small Agencies</b>	<b>28.7%</b>	<b>26.1%</b>	<b>25.6%</b>	<b>32.6%</b>	<b>32.7%</b>	<b>34.2%</b>	<b>19.1%</b>	<b>20.9%</b>	<b>20.5%</b>	<b>8.6%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>11.0%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>4,717</b>	<b>4,361</b>	<b>4,660</b>	<b>375</b>	<b>367</b>	<b>383</b>
<b>DOD</b>	<b>26.5%</b>	<b>24.4%</b>	<b>23.9%</b>	<b>38.1%</b>	<b>38.6%</b>	<b>39.4%</b>	<b>17.6%</b>	<b>18.6%</b>	<b>18.8%</b>	<b>8.5%</b>	<b>9.2%</b>	<b>9.1%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>8.8%</b>	<b>70,026</b>	<b>72,069</b>	<b>62,265</b>	<b>2,324</b>	<b>2,501</b>	<b>2,290</b>
<b>USACE</b>	<b>25.5%</b>	<b>21.1%</b>	<b>20.4%</b>	<b>40.3%</b>	<b>39.7%</b>	<b>42.9%</b>	<b>17.5%</b>	<b>19.4%</b>	<b>18.9%</b>	<b>8.4%</b>	<b>9.9%</b>	<b>9.7%</b>	<b>8.3%</b>	<b>10.0%</b>	<b>8.0%</b>	<b>4,103</b>	<b>2,291</b>	<b>2,094</b>	<b>174</b>	<b>122</b>	<b>113</b>
<b>Air Force</b>	<b>28.5%</b>	<b>26.1%</b>	<b>25.0%</b>	<b>39.0%</b>	<b>38.6%</b>	<b>39.8%</b>	<b>15.8%</b>	<b>17.6%</b>	<b>17.6%</b>	<b>8.2%</b>	<b>8.9%</b>	<b>9.2%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>8.4%</b>	<b>18,141</b>	<b>18,495</b>	<b>11,695</b>	<b>482</b>	<b>582</b>	<b>366</b>
<b>Army‡</b>	<b>26.3%</b>	<b>23.9%</b>	<b>23.5%</b>	<b>36.6%</b>	<b>38.1%</b>	<b>37.9%</b>	<b>17.9%</b>	<b>18.4%</b>	<b>19.3%</b>	<b>8.8%</b>	<b>9.5%</b>	<b>9.6%</b>	<b>10.4%</b>	<b>10.0%</b>	<b>9.7%</b>	<b>16,040</b>	<b>19,162</b>	<b>18,961</b>	<b>510</b>	<b>663</b>	<b>777</b>
<b>Navy‡</b>	<b>25.6%</b>	<b>23.2%</b>	<b>23.4%</b>	<b>39.5%</b>	<b>40.3%</b>	<b>41.4%</b>	<b>18.1%</b>	<b>19.2%</b>	<b>19.1%</b>	<b>8.3%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>8.5%</b>	<b>8.3%</b>	<b>7.8%</b>	<b>15,543</b>	<b>17,092</b>	<b>16,775</b>	<b>548</b>	<b>565</b>	<b>550</b>
<b>Marine Corps</b>	<b>27.4%</b>	<b>30.6%</b>	<b>27.3%</b>	<b>34.0%</b>	<b>32.0%</b>	<b>34.4%</b>	<b>18.8%</b>	<b>18.5%</b>	<b>19.0%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>8.8%</b>	<b>9.8%</b>	<b>8.9%</b>	<b>10.5%</b>	<b>1,624</b>	<b>1,669</b>	<b>2,009</b>	<b>37</b>	<b>40</b>	<b>64</b>
<b>DOD 4th Estate</b>	<b>25.4%</b>	<b>24.9%</b>	<b>24.7%</b>	<b>37.2%</b>	<b>37.2%</b>	<b>38.4%</b>	<b>19.0%</b>	<b>18.9%</b>	<b>18.8%</b>	<b>8.6%</b>	<b>9.1%</b>	<b>8.8%</b>	<b>9.8%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>14,575</b>	<b>13,360</b>	<b>10,731</b>	<b>573</b>	<b>529</b>	<b>420</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.0%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>16.3%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.8%</b>	<b>414,506</b>	<b>385,903</b>	<b>370,252</b>	<b>4,422</b>	<b>4,288</b>	<b>4,271</b>
<b>BBG</b>	<b>10.5%</b>	<b>8.1%</b>	<b>9.6%</b>	<b>30.0%</b>	<b>26.6%</b>	<b>29.5%</b>	<b>26.6%</b>	<b>28.6%</b>	<b>27.2%</b>	<b>18.6%</b>	<b>21.7%</b>	<b>19.3%</b>	<b>14.4%</b>	<b>15.0%</b>	<b>14.4%</b>	<b>1,067</b>	<b>1,015</b>	<b>1,119</b>	<b>24</b>	<b>24</b>	<b>24</b>
<b>CSOSA</b>	<b>17.9%</b>	<b>14.3%</b>	<b>14.2%</b>	<b>39.3%</b>	<b>39.0%</b>	<b>40.2%</b>	<b>21.8%</b>	<b>22.0%</b>	<b>22.2%</b>	<b>13.0%</b>	<b>14.1%</b>	<b>13.8%</b>	<b>8.1%</b>	<b>10.6%</b>	<b>9.6%</b>	<b>638</b>	<b>708</b>	<b>698</b>	<b>6</b>	<b>9</b>	<b>10</b>
<b>DHS</b>	<b>9.7%</b>	<b>9.1%</b>	<b>9.4%</b>	<b>32.5%</b>	<b>32.7%</b>	<b>33.6%</b>	<b>24.1%</b>	<b>23.9%</b>	<b>24.6%</b>	<b>18.5%</b>	<b>19.4%</b>	<b>19.0%</b>	<b>15.3%</b>	<b>14.8%</b>	<b>13.4%</b>	<b>42,262</b>	<b>42,024</b>	<b>38,481</b>	<b>596</b>	<b>524</b>	<b>435</b>
<b>DOC</b>	<b>14.7%</b>	<b>14.5%</b>	<b>14.0%</b>	<b>38.5%</b>	<b>39.0%</b>	<b>37.7%</b>	<b>23.2%</b>	<b>23.2%</b>	<b>23.4%</b>	<b>15.2%</b>	<b>15.6%</b>	<b>16.4%</b>	<b>8.4%</b>	<b>7.8%</b>	<b>8.6%</b>	<b>9,962</b>	<b>9,712</b>	<b>9,273</b>	<b>110</b>	<b>122</b>	<b>124</b>
<b>DOE</b>	<b>12.4%</b>	<b>10.9%</b>	<b>11.1%</b>	<b>38.5%</b>	<b>35.2%</b>	<b>38.0%</b>	<b>23.2%</b>	<b>23.6%</b>	<b>23.2%</b>	<b>16.8%</b>	<b>19.2%</b>	<b>17.5%</b>	<b>9.1%</b>	<b>11.1%</b>	<b>10.2%</b>	<b>8,370</b>	<b>6,429</b>	<b>6,624</b>	<b>62</b>	<b>54</b>	<b>63</b>
<b>DOI</b>	<b>11.7%</b>	<b>9.9%</b>	<b>9.2%</b>	<b>37.4%</b>	<b>35.5%</b>	<b>34.2%</b>	<b>23.5%</b>	<b>24.5%</b>	<b>25.3%</b>	<b>17.1%</b>	<b>18.5%</b>	<b>19.3%</b>	<b>10.3%</b>	<b>11.6%</b>	<b>12.0%</b>	<b>25,965</b>	<b>18,107</b>	<b>18,155</b>	<b>185</b>	<b>138</b>	<b>140</b>
<b>DOJ</b>	<b>14.6%</b>	<b>12.9%</b>	<b>11.8%</b>	<b>39.3%</b>	<b>37.2%</b>	<b>38.1%</b>	<b>23.5%</b>	<b>25.0%</b>	<b>24.7%</b>	<b>15.1%</b>	<b>16.4%</b>	<b>16.2%</b>	<b>7.6%</b>	<b>8.5%</b>	<b>9.2%</b>	<b>19,861</b>	<b>16,905</b>	<b>16,724</b>	<b>217</b>	<b>180</b>	<b>167</b>
<b>DOL</b>	<b>12.8%</b>	<b>10.4%</b>	<b>9.5%</b>	<b>35.6%</b>	<b>32.2%</b>	<b>30.4%</b>	<b>24.2%</b>	<b>25.5%</b>	<b>26.8%</b>	<b>16.9%</b>	<b>19.0%</b>	<b>19.6%</b>	<b>10.5%</b>	<b>12.9%</b>	<b>13.8%</b>	<b>11,135</b>	<b>10,725</b>	<b>5,075</b>	<b>132</b>	<b>149</b>	<b>87</b>
<b>DOT</b>	<b>14.8%</b>	<b>12.9%</b>	<b>12.4%</b>	<b>40.4%</b>	<b>38.2%</b>	<b>40.0%</b>	<b>21.8%</b>	<b>22.8%</b>	<b>24.4%</b>	<b>14.4%</b>	<b>16.2%</b>	<b>14.5%</b>	<b>8.7%</b>	<b>9.9%</b>	<b>8.8%</b>	<b>15,320</b>	<b>11,484</b>	<b>22,832</b>	<b>184</b>	<b>112</b>	<b>254</b>
<b>Educ</b>	<b>16.8%</b>	<b>15.9%</b>	<b>14.2%</b>	<b>36.0%</b>	<b>34.0%</b>	<b>33.7%</b>	<b>21.9%</b>	<b>20.3%</b>	<b>22.9%</b>	<b>15.9%</b>	<b>19.3%</b>	<b>17.6%</b>	<b>9.3%</b>	<b>10.6%</b>	<b>11.5%</b>	<b>2,655</b>	<b>2,374</b>	<b>2,624</b>	<b>25</b>	<b>22</b>	<b>23</b>
<b>EEOC</b>	<b>15.5%</b>	<b>12.9%</b>	<b>9.7%</b>	<b>30.8%</b>	<b>30.6%</b>	<b>30.5%</b>	<b>22.5%</b>	<b>24.7%</b>	<b>24.1%</b>	<b>19.0%</b>	<b>19.4%</b>	<b>21.1%</b>	<b>12.2%</b>	<b>12.3%</b>	<b>14.6%</b>	<b>1,226</b>	<b>1,105</b>	<b>1,161</b>	<b>17</b>	<b>20</b>	<b>14</b>
<b>EPA</b>	<b>10.0%</b>	<b>7.3%</b>	<b>8.3%</b>	<b>33.0%</b>	<b>32.4%</b>	<b>31.2%</b>	<b>25.0%</b>	<b>24.6%</b>	<b>26.1%</b>	<b>20.4%</b>	<b>23.6%</b>	<b>22.6%</b>	<b>11.6%</b>	<b>12.0%</b>	<b>11.9%</b>	<b>4,401</b>	<b>3,812</b>	<b>3,851</b>	<b>34</b>	<b>39</b>	<b>47</b>
<b>FCC</b>	<b>12.5%</b>	<b>12.9%</b>	<b>11.5%</b>	<b>32.7%</b>	<b>38.8%</b>	<b>38.2%</b>	<b>27.6%</b>	<b>25.3%</b>	<b>29.9%</b>	<b>17.6%</b>	<b>14.0%</b>	<b>12.8%</b>	<b>9.7%</b>	<b>9.0%</b>	<b>7.6%</b>	<b>556</b>	<b>686</b>	<b>800</b>	<b>11</b>	<b>10</b>	<b>11</b>
<b>FERC</b>	<b>20.5%</b>	<b>18.5%</b>	<b>13.4%</b>	<b>38.7%</b>	<b>38.2%</b>	<b>36.0%</b>	<b>21.0%</b>	<b>21.2%</b>	<b>23.4%</b>	<b>13.6%</b>	<b>14.7%</b>	<b>18.4%</b>	<b>6.3%</b>	<b>7.5%</b>	<b>8.8%</b>	<b>980</b>	<b>877</b>	<b>873</b>	<b>10</b>	<b>12</b>	<b>15</b>
<b>FTC</b>	<b>20.2%</b>	<b>20.1%</b>	<b>17.4%</b>	<b>34.0%</b>	<b>32.9%</b>	<b>32.8%</b>	<b>25.9%</b>	<b>22.6%</b>	<b>24.0%</b>	<b>13.6%</b>	<b>13.6%</b>	<b>18.8%</b>	<b>6.2%</b>	<b>10.7%</b>	<b>7.1%</b>	<b>612</b>	<b>506</b>	<b>549</b>	<b>10</b>	<b>9</b>	<b>15</b>

## Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.0%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>16.3%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.8%</b>	<b>414,506</b>	<b>385,903</b>	<b>370,252</b>	<b>4,422</b>	<b>4,288</b>	<b>4,271</b>
<b>GSA</b>	<b>20.3%</b>	<b>15.6%</b>	<b>14.4%</b>	<b>42.3%</b>	<b>39.5%</b>	<b>37.4%</b>	<b>19.3%</b>	<b>22.0%</b>	<b>22.6%</b>	<b>11.4%</b>	<b>14.1%</b>	<b>15.8%</b>	<b>6.7%</b>	<b>8.7%</b>	<b>9.9%</b>	<b>7,742</b>	<b>8,394</b>	<b>8,308</b>	<b>49</b>	<b>71</b>	<b>71</b>
<b>HHS</b>	<b>14.9%</b>	<b>12.5%</b>	<b>11.9%</b>	<b>37.1%</b>	<b>35.9%</b>	<b>36.1%</b>	<b>23.4%</b>	<b>24.4%</b>	<b>24.6%</b>	<b>16.0%</b>	<b>17.3%</b>	<b>17.1%</b>	<b>8.6%</b>	<b>9.9%</b>	<b>10.3%</b>	<b>36,155</b>	<b>32,204</b>	<b>31,750</b>	<b>370</b>	<b>393</b>	<b>409</b>
<b>HUD</b>	<b>12.1%</b>	<b>9.2%</b>	<b>8.4%</b>	<b>33.1%</b>	<b>31.4%</b>	<b>29.5%</b>	<b>23.7%</b>	<b>24.6%</b>	<b>25.7%</b>	<b>18.3%</b>	<b>19.1%</b>	<b>20.6%</b>	<b>12.6%</b>	<b>15.6%</b>	<b>15.9%</b>	<b>5,297</b>	<b>3,804</b>	<b>3,645</b>	<b>55</b>	<b>43</b>	<b>61</b>
<b>NARA</b>	<b>15.1%</b>	<b>12.3%</b>	<b>9.3%</b>	<b>33.4%</b>	<b>28.1%</b>	<b>30.6%</b>	<b>22.8%</b>	<b>25.8%</b>	<b>25.9%</b>	<b>17.9%</b>	<b>19.7%</b>	<b>20.6%</b>	<b>10.9%</b>	<b>14.2%</b>	<b>13.7%</b>	<b>1,691</b>	<b>1,645</b>	<b>1,581</b>	<b>21</b>	<b>17</b>	<b>24</b>
<b>NASA</b>	<b>27.8%</b>	<b>24.0%</b>	<b>20.5%</b>	<b>44.5%</b>	<b>43.7%</b>	<b>43.6%</b>	<b>16.5%</b>	<b>18.9%</b>	<b>19.8%</b>	<b>7.8%</b>	<b>9.6%</b>	<b>11.5%</b>	<b>3.4%</b>	<b>3.8%</b>	<b>4.7%</b>	<b>9,837</b>	<b>9,327</b>	<b>9,866</b>	<b>55</b>	<b>57</b>	<b>71</b>
<b>NCUA</b>	<b>20.7%</b>	<b>18.7%</b>	<b>16.9%</b>	<b>41.1%</b>	<b>44.6%</b>	<b>44.4%</b>	<b>17.7%</b>	<b>18.9%</b>	<b>17.2%</b>	<b>14.8%</b>	<b>11.7%</b>	<b>14.7%</b>	<b>5.8%</b>	<b>6.0%</b>	<b>6.8%</b>	<b>770</b>	<b>804</b>	<b>793</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>NLRB</b>	<b>12.1%</b>	<b>9.4%</b>	<b>10.9%</b>	<b>26.6%</b>	<b>27.4%</b>	<b>28.7%</b>	<b>24.3%</b>	<b>26.4%</b>	<b>28.0%</b>	<b>24.9%</b>	<b>25.7%</b>	<b>21.2%</b>	<b>12.1%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>875</b>	<b>674</b>	<b>705</b>	<b>20</b>	<b>18</b>	<b>14</b>
<b>NRC</b>	<b>22.8%</b>	<b>20.7%</b>	<b>18.3%</b>	<b>42.2%</b>	<b>40.1%</b>	<b>38.8%</b>	<b>18.9%</b>	<b>20.4%</b>	<b>22.6%</b>	<b>10.6%</b>	<b>13.0%</b>	<b>14.1%</b>	<b>5.4%</b>	<b>5.8%</b>	<b>6.1%</b>	<b>2,639</b>	<b>2,438</b>	<b>2,474</b>	<b>19</b>	<b>15</b>	<b>22</b>
<b>NSF</b>	<b>18.2%</b>	<b>19.3%</b>	<b>13.0%</b>	<b>35.0%</b>	<b>32.7%</b>	<b>30.9%</b>	<b>23.2%</b>	<b>22.9%</b>	<b>25.8%</b>	<b>14.9%</b>	<b>16.1%</b>	<b>20.2%</b>	<b>8.8%</b>	<b>9.0%</b>	<b>10.2%</b>	<b>885</b>	<b>899</b>	<b>876</b>	<b>10</b>	<b>7</b>	<b>5</b>
<b>OMB</b>	<b>11.7%</b>	<b>8.0%</b>	<b>4.2%</b>	<b>38.1%</b>	<b>36.8%</b>	<b>23.7%</b>	<b>25.0%</b>	<b>23.8%</b>	<b>20.8%</b>	<b>20.3%</b>	<b>22.8%</b>	<b>29.6%</b>	<b>4.8%</b>	<b>8.6%</b>	<b>21.8%</b>	<b>304</b>	<b>300</b>	<b>310</b>	<b>1</b>	<b>4</b>	<b>2</b>
<b>OPM</b>	<b>16.8%</b>	<b>15.5%</b>	<b>14.6%</b>	<b>39.3%</b>	<b>37.8%</b>	<b>39.9%</b>	<b>22.9%</b>	<b>23.3%</b>	<b>24.5%</b>	<b>12.6%</b>	<b>14.4%</b>	<b>12.9%</b>	<b>8.4%</b>	<b>9.0%</b>	<b>8.1%</b>	<b>3,330</b>	<b>3,545</b>	<b>2,891</b>	<b>33</b>	<b>34</b>	<b>23</b>
<b>PBGC</b>	<b>17.7%</b>	<b>16.2%</b>	<b>13.1%</b>	<b>40.4%</b>	<b>39.0%</b>	<b>36.6%</b>	<b>20.0%</b>	<b>20.5%</b>	<b>24.2%</b>	<b>15.6%</b>	<b>16.2%</b>	<b>17.3%</b>	<b>6.3%</b>	<b>8.0%</b>	<b>8.7%</b>	<b>624</b>	<b>471</b>	<b>392</b>	<b>3</b>	<b>8</b>	<b>5</b>
<b>RRB</b>	<b>16.2%</b>	<b>14.4%</b>	<b>13.9%</b>	<b>34.6%</b>	<b>38.8%</b>	<b>37.9%</b>	<b>28.4%</b>	<b>21.9%</b>	<b>27.9%</b>	<b>15.6%</b>	<b>17.0%</b>	<b>15.1%</b>	<b>5.2%</b>	<b>8.0%</b>	<b>5.2%</b>	<b>469</b>	<b>516</b>	<b>592</b>	<b>10</b>	<b>6</b>	<b>15</b>
<b>SBA</b>	<b>9.3%</b>	<b>11.1%</b>	<b>10.0%</b>	<b>27.0%</b>	<b>28.2%</b>	<b>29.6%</b>	<b>25.0%</b>	<b>24.8%</b>	<b>25.7%</b>	<b>21.5%</b>	<b>19.6%</b>	<b>20.4%</b>	<b>17.2%</b>	<b>16.3%</b>	<b>14.3%</b>	<b>1,282</b>	<b>1,367</b>	<b>1,482</b>	<b>15</b>	<b>13</b>	<b>19</b>
<b>SEC</b>	<b>17.1%</b>	<b>14.1%</b>	<b>12.3%</b>	<b>37.7%</b>	<b>36.8%</b>	<b>34.8%</b>	<b>22.1%</b>	<b>24.3%</b>	<b>24.9%</b>	<b>16.0%</b>	<b>16.7%</b>	<b>18.2%</b>	<b>7.0%</b>	<b>8.1%</b>	<b>9.9%</b>	<b>1,889</b>	<b>2,428</b>	<b>2,368</b>	<b>20</b>	<b>31</b>	<b>45</b>

## Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.0%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>16.3%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.8%</b>	<b>414,506</b>	<b>385,903</b>	<b>370,252</b>	<b>4,422</b>	<b>4,288</b>	<b>4,271</b>
<b>SSA</b>	<b>15.2%</b>	<b>13.6%</b>	<b>13.1%</b>	<b>39.5%</b>	<b>40.1%</b>	<b>39.6%</b>	<b>24.4%</b>	<b>25.3%</b>	<b>25.1%</b>	<b>14.1%</b>	<b>13.8%</b>	<b>14.9%</b>	<b>6.8%</b>	<b>7.2%</b>	<b>7.3%</b>	<b>10,363</b>	<b>9,368</b>	<b>8,203</b>	<b>110</b>	<b>108</b>	<b>99</b>
<b>State</b>	<b>11.0%</b>	<b>10.8%</b>	<b>12.1%</b>	<b>34.5%</b>	<b>34.9%</b>	<b>32.7%</b>	<b>23.9%</b>	<b>24.9%</b>	<b>23.4%</b>	<b>20.9%</b>	<b>20.5%</b>	<b>21.0%</b>	<b>9.6%</b>	<b>8.9%</b>	<b>10.8%</b>	<b>3,987</b>	<b>3,720</b>	<b>2,510</b>	<b>44</b>	<b>32</b>	<b>31</b>
<b>Treas</b>	<b>12.4%</b>	<b>11.4%</b>	<b>12.2%</b>	<b>35.2%</b>	<b>34.7%</b>	<b>36.7%</b>	<b>23.8%</b>	<b>24.2%</b>	<b>23.9%</b>	<b>16.9%</b>	<b>17.9%</b>	<b>16.3%</b>	<b>11.7%</b>	<b>11.8%</b>	<b>10.9%</b>	<b>50,608</b>	<b>50,026</b>	<b>49,007</b>	<b>724</b>	<b>712</b>	<b>734</b>
<b>USAID</b>	<b>9.6%</b>	<b>9.5%</b>	<b>8.6%</b>	<b>35.3%</b>	<b>30.9%</b>	<b>31.4%</b>	<b>21.0%</b>	<b>23.7%</b>	<b>24.6%</b>	<b>23.8%</b>	<b>24.6%</b>	<b>24.1%</b>	<b>10.3%</b>	<b>11.4%</b>	<b>11.4%</b>	<b>1,983</b>	<b>2,010</b>	<b>2,228</b>	<b>9</b>	<b>16</b>	<b>25</b>
<b>USDA</b>	<b>10.9%</b>	<b>9.5%</b>	<b>8.5%</b>	<b>41.1%</b>	<b>40.5%</b>	<b>39.3%</b>	<b>24.3%</b>	<b>24.8%</b>	<b>25.5%</b>	<b>15.6%</b>	<b>16.6%</b>	<b>17.2%</b>	<b>8.2%</b>	<b>8.6%</b>	<b>9.5%</b>	<b>20,372</b>	<b>19,900</b>	<b>13,084</b>	<b>134</b>	<b>160</b>	<b>111</b>
<b>VA</b>	<b>14.9%</b>	<b>14.6%</b>	<b>15.3%</b>	<b>39.7%</b>	<b>40.0%</b>	<b>40.8%</b>	<b>22.2%</b>	<b>22.8%</b>	<b>22.0%</b>	<b>14.3%</b>	<b>13.8%</b>	<b>13.6%</b>	<b>8.9%</b>	<b>8.8%</b>	<b>8.3%</b>	<b>31,592</b>	<b>27,072</b>	<b>29,386</b>	<b>370</b>	<b>315</b>	<b>317</b>
<b>Small Agencies</b>	<b>16.2%</b>	<b>14.4%</b>	<b>13.1%</b>	<b>34.4%</b>	<b>32.0%</b>	<b>31.2%</b>	<b>22.4%</b>	<b>23.3%</b>	<b>24.5%</b>	<b>16.0%</b>	<b>18.6%</b>	<b>18.9%</b>	<b>10.9%</b>	<b>11.8%</b>	<b>12.3%</b>	<b>5,030</b>	<b>4,680</b>	<b>4,991</b>	<b>56</b>	<b>59</b>	<b>58</b>
<b>DOD</b>	<b>14.6%</b>	<b>12.8%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.0%</b>	<b>37.6%</b>	<b>23.1%</b>	<b>23.9%</b>	<b>24.6%</b>	<b>15.3%</b>	<b>16.4%</b>	<b>16.1%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>9.4%</b>	<b>71,772</b>	<b>73,842</b>	<b>63,971</b>	<b>669</b>	<b>743</b>	<b>679</b>
<b>USACE</b>	<b>12.8%</b>	<b>10.2%</b>	<b>8.9%</b>	<b>39.7%</b>	<b>38.1%</b>	<b>36.7%</b>	<b>22.7%</b>	<b>23.9%</b>	<b>26.0%</b>	<b>15.7%</b>	<b>16.4%</b>	<b>17.8%</b>	<b>9.1%</b>	<b>11.3%</b>	<b>10.6%</b>	<b>4,250</b>	<b>2,403</b>	<b>2,186</b>	<b>33</b>	<b>18</b>	<b>21</b>
<b>Air Force</b>	<b>16.0%</b>	<b>13.4%</b>	<b>12.8%</b>	<b>38.3%</b>	<b>36.8%</b>	<b>38.1%</b>	<b>22.5%</b>	<b>24.1%</b>	<b>24.3%</b>	<b>14.8%</b>	<b>16.1%</b>	<b>16.2%</b>	<b>8.4%</b>	<b>9.6%</b>	<b>8.5%</b>	<b>18,466</b>	<b>18,866</b>	<b>11,946</b>	<b>189</b>	<b>191</b>	<b>115</b>
<b>Army‡</b>	<b>14.7%</b>	<b>13.1%</b>	<b>12.4%</b>	<b>36.9%</b>	<b>36.3%</b>	<b>36.3%</b>	<b>22.3%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>16.0%</b>	<b>16.6%</b>	<b>16.6%</b>	<b>10.1%</b>	<b>10.6%</b>	<b>10.5%</b>	<b>16,433</b>	<b>19,621</b>	<b>19,539</b>	<b>140</b>	<b>222</b>	<b>227</b>
<b>Navy‡</b>	<b>12.9%</b>	<b>10.7%</b>	<b>11.3%</b>	<b>37.6%</b>	<b>36.7%</b>	<b>38.0%</b>	<b>24.8%</b>	<b>25.1%</b>	<b>26.0%</b>	<b>15.6%</b>	<b>17.5%</b>	<b>15.8%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>8.9%</b>	<b>15,944</b>	<b>17,465</b>	<b>17,171</b>	<b>160</b>	<b>188</b>	<b>182</b>
<b>Marine Corps</b>	<b>14.5%</b>	<b>15.2%</b>	<b>14.0%</b>	<b>35.6%</b>	<b>33.5%</b>	<b>37.3%</b>	<b>24.8%</b>	<b>24.0%</b>	<b>21.4%</b>	<b>16.3%</b>	<b>17.3%</b>	<b>17.0%</b>	<b>8.9%</b>	<b>10.0%</b>	<b>10.3%</b>	<b>1,649</b>	<b>1,684</b>	<b>2,069</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>DOD 4th Estate</b>	<b>16.3%</b>	<b>15.2%</b>	<b>13.8%</b>	<b>39.5%</b>	<b>39.8%</b>	<b>39.6%</b>	<b>22.1%</b>	<b>22.2%</b>	<b>23.3%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>14.5%</b>	<b>8.2%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>15,030</b>	<b>13,803</b>	<b>11,060</b>	<b>129</b>	<b>105</b>	<b>114</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>27.6%</b>	<b>26.4%</b>	<b>25.8%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>410,220</b>	<b>382,953</b>	<b>366,770</b>	<b>10,590</b>	<b>8,987</b>	<b>9,032</b>
<b>BBG</b>	<b>22.7%</b>	<b>19.7%</b>	<b>24.1%</b>	<b>36.7%</b>	<b>38.9%</b>	<b>38.6%</b>	<b>22.0%</b>	<b>24.2%</b>	<b>20.9%</b>	<b>10.1%</b>	<b>8.6%</b>	<b>9.5%</b>	<b>8.5%</b>	<b>8.6%</b>	<b>7.0%</b>	<b>934</b>	<b>905</b>	<b>1,006</b>	<b>166</b>	<b>142</b>	<b>148</b>
<b>CSOSA</b>	<b>30.1%</b>	<b>27.4%</b>	<b>30.9%</b>	<b>44.8%</b>	<b>42.3%</b>	<b>43.8%</b>	<b>12.5%</b>	<b>12.7%</b>	<b>10.5%</b>	<b>8.1%</b>	<b>10.5%</b>	<b>9.0%</b>	<b>4.5%</b>	<b>7.2%</b>	<b>5.9%</b>	<b>638</b>	<b>715</b>	<b>700</b>	<b>9</b>	<b>7</b>	<b>13</b>
<b>DHS</b>	<b>22.1%</b>	<b>22.4%</b>	<b>23.0%</b>	<b>38.9%</b>	<b>41.1%</b>	<b>42.8%</b>	<b>16.0%</b>	<b>15.8%</b>	<b>15.9%</b>	<b>11.7%</b>	<b>11.3%</b>	<b>10.6%</b>	<b>11.3%</b>	<b>9.4%</b>	<b>7.6%</b>	<b>41,909</b>	<b>41,642</b>	<b>38,025</b>	<b>1,097</b>	<b>1,055</b>	<b>1,007</b>
<b>DOC</b>	<b>30.2%</b>	<b>29.9%</b>	<b>28.7%</b>	<b>39.7%</b>	<b>40.6%</b>	<b>42.0%</b>	<b>13.3%</b>	<b>13.6%</b>	<b>13.0%</b>	<b>10.5%</b>	<b>10.0%</b>	<b>10.3%</b>	<b>6.3%</b>	<b>5.9%</b>	<b>5.9%</b>	<b>9,867</b>	<b>9,684</b>	<b>9,247</b>	<b>244</b>	<b>187</b>	<b>182</b>
<b>DOE</b>	<b>19.8%</b>	<b>17.4%</b>	<b>18.4%</b>	<b>37.3%</b>	<b>37.9%</b>	<b>39.4%</b>	<b>15.6%</b>	<b>16.4%</b>	<b>16.1%</b>	<b>15.7%</b>	<b>15.8%</b>	<b>15.1%</b>	<b>11.5%</b>	<b>12.5%</b>	<b>11.1%</b>	<b>8,313</b>	<b>6,407</b>	<b>6,599</b>	<b>139</b>	<b>95</b>	<b>96</b>
<b>DOI</b>	<b>22.2%</b>	<b>21.3%</b>	<b>20.6%</b>	<b>45.5%</b>	<b>45.6%</b>	<b>46.7%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>14.9%</b>	<b>10.9%</b>	<b>11.7%</b>	<b>11.1%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>6.7%</b>	<b>25,894</b>	<b>18,090</b>	<b>18,110</b>	<b>450</b>	<b>270</b>	<b>252</b>
<b>DOJ</b>	<b>31.4%</b>	<b>30.2%</b>	<b>29.4%</b>	<b>41.9%</b>	<b>41.7%</b>	<b>43.8%</b>	<b>11.8%</b>	<b>12.8%</b>	<b>11.8%</b>	<b>8.9%</b>	<b>9.4%</b>	<b>9.1%</b>	<b>5.9%</b>	<b>6.0%</b>	<b>5.9%</b>	<b>19,715</b>	<b>16,887</b>	<b>16,675</b>	<b>455</b>	<b>294</b>	<b>283</b>
<b>DOL</b>	<b>26.3%</b>	<b>25.2%</b>	<b>23.7%</b>	<b>40.0%</b>	<b>39.7%</b>	<b>40.1%</b>	<b>13.9%</b>	<b>14.3%</b>	<b>14.5%</b>	<b>11.1%</b>	<b>11.4%</b>	<b>11.8%</b>	<b>8.7%</b>	<b>9.5%</b>	<b>9.8%</b>	<b>11,076</b>	<b>10,739</b>	<b>5,055</b>	<b>249</b>	<b>197</b>	<b>136</b>
<b>DOT</b>	<b>20.7%</b>	<b>20.4%</b>	<b>20.0%</b>	<b>40.4%</b>	<b>37.7%</b>	<b>40.4%</b>	<b>18.3%</b>	<b>19.3%</b>	<b>19.0%</b>	<b>13.0%</b>	<b>13.6%</b>	<b>12.1%</b>	<b>7.6%</b>	<b>9.0%</b>	<b>8.5%</b>	<b>14,918</b>	<b>11,216</b>	<b>22,387</b>	<b>643</b>	<b>427</b>	<b>777</b>
<b>Educ</b>	<b>24.1%</b>	<b>22.8%</b>	<b>21.8%</b>	<b>37.3%</b>	<b>37.7%</b>	<b>34.9%</b>	<b>13.7%</b>	<b>13.7%</b>	<b>16.0%</b>	<b>13.1%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>11.7%</b>	<b>12.1%</b>	<b>13.4%</b>	<b>2,621</b>	<b>2,343</b>	<b>2,617</b>	<b>75</b>	<b>66</b>	<b>37</b>
<b>EEOC</b>	<b>34.4%</b>	<b>32.3%</b>	<b>31.1%</b>	<b>36.4%</b>	<b>37.3%</b>	<b>39.0%</b>	<b>11.3%</b>	<b>13.7%</b>	<b>12.7%</b>	<b>8.9%</b>	<b>9.7%</b>	<b>8.0%</b>	<b>8.9%</b>	<b>7.1%</b>	<b>9.2%</b>	<b>1,196</b>	<b>1,096</b>	<b>1,153</b>	<b>48</b>	<b>28</b>	<b>26</b>
<b>EPA</b>	<b>20.4%</b>	<b>19.7%</b>	<b>18.2%</b>	<b>37.4%</b>	<b>37.3%</b>	<b>39.0%</b>	<b>17.2%</b>	<b>17.8%</b>	<b>17.1%</b>	<b>15.8%</b>	<b>15.4%</b>	<b>16.2%</b>	<b>9.2%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>4,386</b>	<b>3,807</b>	<b>3,869</b>	<b>67</b>	<b>53</b>	<b>49</b>
<b>FCC</b>	<b>30.8%</b>	<b>30.9%</b>	<b>30.9%</b>	<b>37.5%</b>	<b>38.8%</b>	<b>40.8%</b>	<b>16.1%</b>	<b>19.1%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>6.0%</b>	<b>7.2%</b>	<b>6.7%</b>	<b>5.2%</b>	<b>4.4%</b>	<b>524</b>	<b>645</b>	<b>745</b>	<b>47</b>	<b>55</b>	<b>67</b>
<b>FERC</b>	<b>28.8%</b>	<b>25.2%</b>	<b>23.3%</b>	<b>39.4%</b>	<b>41.3%</b>	<b>42.5%</b>	<b>14.9%</b>	<b>15.3%</b>	<b>16.6%</b>	<b>10.8%</b>	<b>10.5%</b>	<b>11.3%</b>	<b>6.1%</b>	<b>7.7%</b>	<b>6.3%</b>	<b>956</b>	<b>868</b>	<b>851</b>	<b>39</b>	<b>27</b>	<b>39</b>
<b>FTC</b>	<b>46.4%</b>	<b>42.8%</b>	<b>41.0%</b>	<b>35.9%</b>	<b>36.5%</b>	<b>39.5%</b>	<b>9.6%</b>	<b>11.8%</b>	<b>10.5%</b>	<b>5.2%</b>	<b>3.7%</b>	<b>4.5%</b>	<b>2.9%</b>	<b>5.1%</b>	<b>4.5%</b>	<b>595</b>	<b>496</b>	<b>540</b>	<b>31</b>	<b>22</b>	<b>24</b>

## Report by Agency

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>27.6%</b>	<b>26.4%</b>	<b>25.8%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>410,220</b>	<b>382,953</b>	<b>366,770</b>	<b>10,590</b>	<b>8,987</b>	<b>9,032</b>
<b>GSA</b>	<b>27.1%</b>	<b>25.0%</b>	<b>24.1%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>41.0%</b>	<b>14.2%</b>	<b>15.2%</b>	<b>14.7%</b>	<b>10.0%</b>	<b>9.9%</b>	<b>11.3%</b>	<b>7.6%</b>	<b>8.1%</b>	<b>9.0%</b>	<b>7,708</b>	<b>8,400</b>	<b>8,285</b>	<b>148</b>	<b>146</b>	<b>130</b>
<b>HHS</b>	<b>27.1%</b>	<b>25.3%</b>	<b>24.6%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.7%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>14.0%</b>	<b>10.7%</b>	<b>11.3%</b>	<b>11.5%</b>	<b>7.9%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>35,914</b>	<b>32,154</b>	<b>31,573</b>	<b>776</b>	<b>587</b>	<b>688</b>
<b>HUD</b>	<b>29.6%</b>	<b>24.6%</b>	<b>23.1%</b>	<b>39.5%</b>	<b>40.9%</b>	<b>39.8%</b>	<b>13.1%</b>	<b>14.2%</b>	<b>14.9%</b>	<b>8.8%</b>	<b>9.9%</b>	<b>10.9%</b>	<b>9.0%</b>	<b>10.5%</b>	<b>11.3%</b>	<b>5,218</b>	<b>3,808</b>	<b>3,654</b>	<b>165</b>	<b>72</b>	<b>74</b>
<b>NARA</b>	<b>31.3%</b>	<b>28.8%</b>	<b>27.2%</b>	<b>38.2%</b>	<b>37.4%</b>	<b>40.9%</b>	<b>11.2%</b>	<b>11.8%</b>	<b>11.0%</b>	<b>10.0%</b>	<b>11.8%</b>	<b>11.1%</b>	<b>9.4%</b>	<b>10.2%</b>	<b>9.7%</b>	<b>1,688</b>	<b>1,655</b>	<b>1,591</b>	<b>27</b>	<b>29</b>	<b>23</b>
<b>NASA</b>	<b>35.3%</b>	<b>30.1%</b>	<b>29.0%</b>	<b>41.2%</b>	<b>43.3%</b>	<b>42.5%</b>	<b>12.0%</b>	<b>13.9%</b>	<b>14.2%</b>	<b>7.6%</b>	<b>8.6%</b>	<b>9.6%</b>	<b>3.9%</b>	<b>4.2%</b>	<b>4.7%</b>	<b>9,774</b>	<b>9,210</b>	<b>9,764</b>	<b>144</b>	<b>201</b>	<b>209</b>
<b>NCUA</b>	<b>29.5%</b>	<b>29.4%</b>	<b>25.1%</b>	<b>41.6%</b>	<b>43.3%</b>	<b>41.6%</b>	<b>10.1%</b>	<b>10.6%</b>	<b>12.7%</b>	<b>11.9%</b>	<b>10.8%</b>	<b>12.7%</b>	<b>6.8%</b>	<b>6.0%</b>	<b>7.9%</b>	<b>766</b>	<b>797</b>	<b>789</b>	<b>10</b>	<b>9</b>	<b>10</b>
<b>NLRB</b>	<b>21.3%</b>	<b>21.8%</b>	<b>18.2%</b>	<b>31.8%</b>	<b>32.2%</b>	<b>36.0%</b>	<b>16.3%</b>	<b>16.1%</b>	<b>15.7%</b>	<b>16.7%</b>	<b>19.8%</b>	<b>18.9%</b>	<b>13.9%</b>	<b>10.2%</b>	<b>11.2%</b>	<b>839</b>	<b>667</b>	<b>696</b>	<b>63</b>	<b>28</b>	<b>28</b>
<b>NRC</b>	<b>26.3%</b>	<b>24.9%</b>	<b>23.7%</b>	<b>40.2%</b>	<b>39.9%</b>	<b>39.8%</b>	<b>14.7%</b>	<b>14.7%</b>	<b>15.5%</b>	<b>11.1%</b>	<b>12.2%</b>	<b>12.6%</b>	<b>7.7%</b>	<b>8.4%</b>	<b>8.4%</b>	<b>2,622</b>	<b>2,420</b>	<b>2,461</b>	<b>49</b>	<b>45</b>	<b>47</b>
<b>NSF</b>	<b>37.9%</b>	<b>37.5%</b>	<b>32.1%</b>	<b>33.9%</b>	<b>33.1%</b>	<b>35.0%</b>	<b>11.2%</b>	<b>11.8%</b>	<b>12.5%</b>	<b>9.1%</b>	<b>9.0%</b>	<b>11.3%</b>	<b>7.9%</b>	<b>8.5%</b>	<b>9.1%</b>	<b>873</b>	<b>893</b>	<b>858</b>	<b>24</b>	<b>21</b>	<b>27</b>
<b>OMB</b>	<b>23.8%</b>	<b>18.1%</b>	<b>14.0%</b>	<b>38.8%</b>	<b>44.7%</b>	<b>41.6%</b>	<b>19.1%</b>	<b>15.0%</b>	<b>23.2%</b>	<b>12.7%</b>	<b>16.1%</b>	<b>14.8%</b>	<b>5.7%</b>	<b>6.1%</b>	<b>6.4%</b>	<b>287</b>	<b>300</b>	<b>298</b>	<b>18</b>	<b>3</b>	<b>16</b>
<b>OPM</b>	<b>35.3%</b>	<b>34.5%</b>	<b>34.9%</b>	<b>42.4%</b>	<b>43.0%</b>	<b>42.3%</b>	<b>9.6%</b>	<b>10.3%</b>	<b>10.2%</b>	<b>7.3%</b>	<b>7.7%</b>	<b>7.4%</b>	<b>5.4%</b>	<b>4.5%</b>	<b>5.2%</b>	<b>3,331</b>	<b>3,552</b>	<b>2,887</b>	<b>37</b>	<b>41</b>	<b>41</b>
<b>PBGC</b>	<b>26.0%</b>	<b>24.7%</b>	<b>21.6%</b>	<b>39.4%</b>	<b>37.1%</b>	<b>35.1%</b>	<b>13.1%</b>	<b>13.3%</b>	<b>15.5%</b>	<b>13.4%</b>	<b>14.6%</b>	<b>16.8%</b>	<b>8.1%</b>	<b>10.4%</b>	<b>11.0%</b>	<b>618</b>	<b>465</b>	<b>392</b>	<b>12</b>	<b>16</b>	<b>9</b>
<b>RRB</b>	<b>29.5%</b>	<b>25.6%</b>	<b>28.5%</b>	<b>42.7%</b>	<b>45.5%</b>	<b>47.0%</b>	<b>13.0%</b>	<b>12.0%</b>	<b>12.6%</b>	<b>9.2%</b>	<b>10.9%</b>	<b>7.6%</b>	<b>5.6%</b>	<b>6.1%</b>	<b>4.3%</b>	<b>466</b>	<b>514</b>	<b>595</b>	<b>14</b>	<b>11</b>	<b>15</b>
<b>SBA</b>	<b>30.9%</b>	<b>28.4%</b>	<b>30.0%</b>	<b>40.5%</b>	<b>43.4%</b>	<b>43.0%</b>	<b>10.2%</b>	<b>11.2%</b>	<b>11.0%</b>	<b>7.9%</b>	<b>8.1%</b>	<b>8.7%</b>	<b>10.4%</b>	<b>8.8%</b>	<b>7.3%</b>	<b>1,283</b>	<b>1,373</b>	<b>1,482</b>	<b>17</b>	<b>21</b>	<b>29</b>
<b>SEC</b>	<b>17.0%</b>	<b>14.9%</b>	<b>11.7%</b>	<b>34.4%</b>	<b>31.1%</b>	<b>30.8%</b>	<b>17.4%</b>	<b>19.0%</b>	<b>18.2%</b>	<b>18.0%</b>	<b>19.0%</b>	<b>19.7%</b>	<b>13.1%</b>	<b>16.0%</b>	<b>19.5%</b>	<b>1,870</b>	<b>2,421</b>	<b>2,357</b>	<b>44</b>	<b>43</b>	<b>63</b>

## Report by Agency

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>27.6%</b>	<b>26.4%</b>	<b>25.8%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>410,220</b>	<b>382,953</b>	<b>366,770</b>	<b>10,590</b>	<b>8,987</b>	<b>9,032</b>
<b>SSA</b>	<b>26.0%</b>	<b>26.4%</b>	<b>22.2%</b>	<b>43.2%</b>	<b>45.2%</b>	<b>41.9%</b>	<b>13.9%</b>	<b>12.7%</b>	<b>14.8%</b>	<b>10.2%</b>	<b>10.1%</b>	<b>12.7%</b>	<b>6.7%</b>	<b>5.6%</b>	<b>8.5%</b>	<b>10,122</b>	<b>9,214</b>	<b>8,092</b>	<b>375</b>	<b>294</b>	<b>233</b>
<b>State</b>	<b>27.5%</b>	<b>27.3%</b>	<b>29.2%</b>	<b>40.7%</b>	<b>42.6%</b>	<b>42.6%</b>	<b>15.6%</b>	<b>15.3%</b>	<b>12.5%</b>	<b>10.8%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>5.4%</b>	<b>4.5%</b>	<b>5.1%</b>	<b>3,874</b>	<b>3,593</b>	<b>2,442</b>	<b>181</b>	<b>181</b>	<b>105</b>
<b>Treas</b>	<b>33.1%</b>	<b>32.8%</b>	<b>32.2%</b>	<b>40.5%</b>	<b>40.7%</b>	<b>41.3%</b>	<b>11.8%</b>	<b>11.9%</b>	<b>11.8%</b>	<b>8.0%</b>	<b>8.6%</b>	<b>8.4%</b>	<b>6.6%</b>	<b>6.1%</b>	<b>6.2%</b>	<b>50,462</b>	<b>50,003</b>	<b>48,896</b>	<b>1,108</b>	<b>913</b>	<b>974</b>
<b>USAID</b>	<b>23.1%</b>	<b>21.8%</b>	<b>22.1%</b>	<b>33.4%</b>	<b>36.6%</b>	<b>37.0%</b>	<b>15.6%</b>	<b>15.5%</b>	<b>16.2%</b>	<b>16.4%</b>	<b>15.7%</b>	<b>14.9%</b>	<b>11.5%</b>	<b>10.4%</b>	<b>9.8%</b>	<b>1,932</b>	<b>1,950</b>	<b>2,157</b>	<b>71</b>	<b>92</b>	<b>103</b>
<b>USDA</b>	<b>21.9%</b>	<b>19.9%</b>	<b>19.3%</b>	<b>44.6%</b>	<b>45.1%</b>	<b>45.1%</b>	<b>14.4%</b>	<b>14.3%</b>	<b>15.1%</b>	<b>12.1%</b>	<b>13.4%</b>	<b>13.2%</b>	<b>7.0%</b>	<b>7.2%</b>	<b>7.3%</b>	<b>20,301</b>	<b>19,911</b>	<b>13,084</b>	<b>283</b>	<b>223</b>	<b>146</b>
<b>VA</b>	<b>29.6%</b>	<b>28.8%</b>	<b>29.5%</b>	<b>40.2%</b>	<b>39.6%</b>	<b>39.9%</b>	<b>12.0%</b>	<b>13.3%</b>	<b>12.6%</b>	<b>10.1%</b>	<b>9.6%</b>	<b>10.0%</b>	<b>8.2%</b>	<b>8.7%</b>	<b>7.9%</b>	<b>31,319</b>	<b>26,819</b>	<b>29,057</b>	<b>813</b>	<b>733</b>	<b>755</b>
<b>Small Agencies</b>	<b>29.4%</b>	<b>26.9%</b>	<b>26.6%</b>	<b>37.5%</b>	<b>39.2%</b>	<b>38.7%</b>	<b>14.0%</b>	<b>13.5%</b>	<b>15.2%</b>	<b>10.7%</b>	<b>11.5%</b>	<b>11.1%</b>	<b>8.4%</b>	<b>8.9%</b>	<b>8.5%</b>	<b>4,906</b>	<b>4,578</b>	<b>4,877</b>	<b>205</b>	<b>171</b>	<b>193</b>
<b>DOD</b>	<b>28.5%</b>	<b>26.6%</b>	<b>25.4%</b>	<b>40.2%</b>	<b>41.1%</b>	<b>42.1%</b>	<b>14.9%</b>	<b>15.3%</b>	<b>15.8%</b>	<b>9.9%</b>	<b>10.2%</b>	<b>10.2%</b>	<b>6.5%</b>	<b>6.8%</b>	<b>6.6%</b>	<b>70,505</b>	<b>72,716</b>	<b>62,904</b>	<b>2,247</b>	<b>2,182</b>	<b>1,978</b>
<b>USACE</b>	<b>29.2%</b>	<b>26.5%</b>	<b>25.6%</b>	<b>43.6%</b>	<b>45.5%</b>	<b>44.6%</b>	<b>12.6%</b>	<b>13.0%</b>	<b>13.5%</b>	<b>9.2%</b>	<b>8.7%</b>	<b>9.7%</b>	<b>5.4%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>4,200</b>	<b>2,392</b>	<b>2,167</b>	<b>101</b>	<b>39</b>	<b>51</b>
<b>Air Force</b>	<b>29.9%</b>	<b>27.2%</b>	<b>24.8%</b>	<b>39.6%</b>	<b>40.2%</b>	<b>42.3%</b>	<b>14.2%</b>	<b>15.6%</b>	<b>16.4%</b>	<b>9.6%</b>	<b>9.9%</b>	<b>10.4%</b>	<b>6.6%</b>	<b>7.1%</b>	<b>6.1%</b>	<b>18,042</b>	<b>18,445</b>	<b>11,628</b>	<b>697</b>	<b>692</b>	<b>488</b>
<b>Army‡</b>	<b>32.6%</b>	<b>30.9%</b>	<b>29.2%</b>	<b>40.5%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>12.8%</b>	<b>13.1%</b>	<b>13.5%</b>	<b>8.5%</b>	<b>8.7%</b>	<b>9.0%</b>	<b>5.6%</b>	<b>6.3%</b>	<b>6.5%</b>	<b>16,229</b>	<b>19,457</b>	<b>19,287</b>	<b>436</b>	<b>478</b>	<b>563</b>
<b>Navy‡</b>	<b>21.4%</b>	<b>19.4%</b>	<b>19.4%</b>	<b>39.9%</b>	<b>41.2%</b>	<b>42.2%</b>	<b>19.0%</b>	<b>19.7%</b>	<b>19.5%</b>	<b>12.1%</b>	<b>12.4%</b>	<b>11.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>7.1%</b>	<b>15,524</b>	<b>17,003</b>	<b>16,863</b>	<b>634</b>	<b>712</b>	<b>537</b>
<b>Marine Corps</b>	<b>26.9%</b>	<b>27.4%</b>	<b>23.8%</b>	<b>38.0%</b>	<b>37.0%</b>	<b>39.6%</b>	<b>17.2%</b>	<b>14.2%</b>	<b>18.7%</b>	<b>10.1%</b>	<b>13.1%</b>	<b>11.6%</b>	<b>7.8%</b>	<b>8.3%</b>	<b>6.3%</b>	<b>1,637</b>	<b>1,667</b>	<b>2,019</b>	<b>43</b>	<b>47</b>	<b>69</b>
<b>DOD 4th Estate</b>	<b>31.4%</b>	<b>29.4%</b>	<b>29.7%</b>	<b>40.6%</b>	<b>41.6%</b>	<b>41.5%</b>	<b>12.6%</b>	<b>12.9%</b>	<b>13.2%</b>	<b>9.1%</b>	<b>9.5%</b>	<b>9.3%</b>	<b>6.3%</b>	<b>6.5%</b>	<b>6.3%</b>	<b>14,873</b>	<b>13,752</b>	<b>10,940</b>	<b>336</b>	<b>214</b>	<b>270</b>

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'No Basis to Judge.'

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

## Report by Agency

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>47.6%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>420,499</b>	<b>391,426</b>	<b>375,451</b>
<b>BBG</b>	<b>25.3%</b>	23.2%	22.2%	<b>46.8%</b>	46.8%	47.8%	<b>15.2%</b>	16.0%	16.1%	<b>8.0%</b>	10.1%	9.5%	<b>4.7%</b>	3.9%	4.3%	<b>1,097</b>	1,047	1,153
<b>CSOSA</b>	<b>23.8%</b>	23.0%	20.6%	<b>47.1%</b>	43.1%	41.6%	<b>16.1%</b>	15.3%	17.7%	<b>8.8%</b>	11.5%	14.8%	<b>4.3%</b>	7.2%	5.4%	<b>646</b>	719	713
<b>DHS</b>	<b>20.2%</b>	20.2%	20.5%	<b>45.5%</b>	46.1%	46.6%	<b>15.5%</b>	15.7%	16.0%	<b>12.5%</b>	12.4%	12.0%	<b>6.2%</b>	5.6%	5.0%	<b>42,977</b>	42,672	38,987
<b>DOC</b>	<b>30.3%</b>	29.8%	28.9%	<b>47.3%</b>	48.7%	49.8%	<b>13.1%</b>	12.4%	12.2%	<b>7.0%</b>	7.1%	6.7%	<b>2.3%</b>	2.1%	2.5%	<b>10,106</b>	9,859	9,428
<b>DOE</b>	<b>28.9%</b>	25.0%	26.7%	<b>48.3%</b>	50.0%	49.7%	<b>12.0%</b>	13.4%	12.9%	<b>7.6%</b>	8.6%	8.0%	<b>3.1%</b>	3.0%	2.8%	<b>8,453</b>	6,499	6,696
<b>DOI</b>	<b>24.6%</b>	23.4%	23.2%	<b>47.5%</b>	47.6%	48.2%	<b>14.3%</b>	14.9%	14.4%	<b>9.7%</b>	10.2%	10.2%	<b>3.8%</b>	3.9%	3.9%	<b>26,308</b>	18,343	18,337
<b>DOJ</b>	<b>26.6%</b>	24.9%	25.4%	<b>47.5%</b>	48.2%	48.1%	<b>14.3%</b>	14.2%	14.2%	<b>8.6%</b>	9.4%	9.1%	<b>3.0%</b>	3.3%	3.2%	<b>20,154</b>	17,156	16,942
<b>DOL</b>	<b>29.1%</b>	26.5%	25.8%	<b>47.0%</b>	47.1%	46.2%	<b>12.8%</b>	13.7%	15.1%	<b>7.7%</b>	9.1%	9.3%	<b>3.5%</b>	3.7%	3.8%	<b>11,323</b>	10,922	5,179
<b>DOT</b>	<b>28.5%</b>	27.2%	26.6%	<b>48.4%</b>	48.6%	50.1%	<b>12.5%</b>	12.9%	12.9%	<b>8.1%</b>	8.3%	8.1%	<b>2.5%</b>	2.9%	2.4%	<b>15,567</b>	11,644	23,148
<b>Educ</b>	<b>32.9%</b>	31.7%	29.2%	<b>47.2%</b>	47.2%	48.1%	<b>10.1%</b>	10.6%	11.6%	<b>7.6%</b>	7.5%	7.8%	<b>2.1%</b>	2.8%	3.3%	<b>2,690</b>	2,406	2,650
<b>EEOC</b>	<b>29.8%</b>	25.8%	26.5%	<b>42.1%</b>	44.1%	44.4%	<b>13.0%</b>	13.5%	14.0%	<b>10.1%</b>	11.0%	10.0%	<b>5.0%</b>	5.7%	5.1%	<b>1,240</b>	1,123	1,176
<b>EPA</b>	<b>28.0%</b>	26.8%	26.7%	<b>48.9%</b>	48.9%	50.7%	<b>11.9%</b>	12.6%	12.8%	<b>8.6%</b>	9.2%	7.6%	<b>2.5%</b>	2.5%	2.3%	<b>4,449</b>	3,852	3,912
<b>FCC</b>	<b>35.4%</b>	35.3%	33.2%	<b>43.4%</b>	44.1%	48.8%	<b>10.5%</b>	10.9%	10.8%	<b>6.4%</b>	7.2%	4.8%	<b>4.3%</b>	2.5%	2.3%	<b>569</b>	699	813
<b>FERC</b>	<b>42.3%</b>	34.4%	32.2%	<b>43.3%</b>	49.6%	50.3%	<b>9.2%</b>	7.3%	10.5%	<b>4.1%</b>	7.3%	5.3%	<b>1.1%</b>	1.4%	1.7%	<b>993</b>	893	890
<b>FTC</b>	<b>45.0%</b>	43.4%	40.1%	<b>41.9%</b>	42.1%	44.7%	<b>6.2%</b>	7.5%	7.0%	<b>4.5%</b>	5.1%	6.4%	<b>2.3%</b>	2.0%	1.8%	<b>624</b>	517	564

## Report by Agency

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>47.6%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>420,499</b>	<b>391,426</b>	<b>375,451</b>
<b>GSA</b>	<b>33.4%</b>	30.9%	30.7%	<b>46.0%</b>	47.4%	47.1%	<b>12.2%</b>	12.9%	12.9%	<b>6.1%</b>	6.6%	6.7%	<b>2.3%</b>	2.1%	2.5%	<b>7,857</b>	8,539	8,395
<b>HHS</b>	<b>29.5%</b>	27.8%	27.3%	<b>46.4%</b>	46.2%	46.7%	<b>12.9%</b>	13.6%	13.4%	<b>8.1%</b>	8.7%	9.2%	<b>3.1%</b>	3.6%	3.5%	<b>36,656</b>	32,687	32,220
<b>HUD</b>	<b>27.8%</b>	24.4%	23.2%	<b>45.2%</b>	45.3%	45.2%	<b>13.6%</b>	14.1%	16.5%	<b>9.3%</b>	10.5%	10.2%	<b>4.1%</b>	5.7%	4.9%	<b>5,360</b>	3,866	3,722
<b>NARA</b>	<b>29.9%</b>	26.7%	24.2%	<b>43.8%</b>	43.1%	43.2%	<b>13.4%</b>	13.6%	13.5%	<b>7.8%</b>	11.3%	13.3%	<b>5.1%</b>	5.3%	5.8%	<b>1,719</b>	1,679	1,612
<b>NASA</b>	<b>39.9%</b>	38.8%	37.6%	<b>46.4%</b>	47.0%	47.7%	<b>8.5%</b>	8.7%	9.1%	<b>4.1%</b>	4.5%	4.3%	<b>1.1%</b>	1.0%	1.3%	<b>9,917</b>	9,408	9,975
<b>NCUA</b>	<b>34.5%</b>	33.1%	34.1%	<b>50.6%</b>	51.4%	50.5%	<b>7.4%</b>	7.7%	7.8%	<b>6.0%</b>	6.4%	5.5%	<b>1.6%</b>	1.4%	2.1%	<b>775</b>	806	798
<b>NLRB</b>	<b>31.1%</b>	27.4%	26.9%	<b>46.4%</b>	45.5%	50.1%	<b>11.5%</b>	13.1%	11.4%	<b>8.7%</b>	10.0%	9.3%	<b>2.3%</b>	4.0%	2.2%	<b>900</b>	692	725
<b>NRC</b>	<b>37.6%</b>	35.3%	37.5%	<b>44.9%</b>	46.7%	45.6%	<b>9.0%</b>	10.1%	9.6%	<b>6.3%</b>	5.7%	5.6%	<b>2.2%</b>	2.2%	1.7%	<b>2,670</b>	2,465	2,503
<b>NSF</b>	<b>36.0%</b>	32.4%	28.5%	<b>44.3%</b>	46.5%	48.2%	<b>10.3%</b>	11.3%	8.8%	<b>6.9%</b>	7.0%	11.9%	<b>2.4%</b>	2.8%	2.7%	<b>896</b>	914	885
<b>OMB</b>	<b>49.3%</b>	46.2%	40.7%	<b>42.7%</b>	44.1%	46.2%	<b>5.7%</b>	6.2%	8.4%	<b>0.8%</b>	3.4%	2.5%	<b>1.4%</b>	0.0%	2.2%	<b>305</b>	304	313
<b>OPM</b>	<b>32.8%</b>	32.1%	32.0%	<b>46.8%</b>	48.2%	47.9%	<b>11.6%</b>	11.4%	11.7%	<b>6.3%</b>	6.2%	6.0%	<b>2.6%</b>	2.1%	2.4%	<b>3,367</b>	3,589	2,921
<b>PBGC</b>	<b>26.4%</b>	28.1%	27.2%	<b>51.1%</b>	45.2%	42.9%	<b>11.0%</b>	14.7%	15.8%	<b>8.1%</b>	9.5%	10.5%	<b>3.4%</b>	2.4%	3.6%	<b>629</b>	479	400
<b>RRB</b>	<b>26.1%</b>	25.6%	24.1%	<b>49.0%</b>	46.8%	52.6%	<b>14.1%</b>	15.1%	13.9%	<b>7.1%</b>	9.7%	8.2%	<b>3.6%</b>	2.8%	1.1%	<b>481</b>	526	610
<b>SBA</b>	<b>28.3%</b>	27.4%	26.2%	<b>41.9%</b>	44.6%	47.5%	<b>12.8%</b>	12.0%	13.4%	<b>10.7%</b>	11.6%	9.0%	<b>6.4%</b>	4.4%	4.0%	<b>1,297</b>	1,389	1,504
<b>SEC</b>	<b>27.7%</b>	26.4%	24.5%	<b>49.1%</b>	50.4%	50.7%	<b>12.5%</b>	12.6%	13.2%	<b>8.0%</b>	7.9%	8.1%	<b>2.8%</b>	2.7%	3.5%	<b>1,914</b>	2,463	2,418

## Report by Agency

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>47.6%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>420,499</b>	<b>391,426</b>	<b>375,451</b>
<b>SSA</b>	<b>22.9%</b>	20.7%	20.9%	<b>47.3%</b>	48.6%	47.9%	<b>15.6%</b>	16.0%	15.9%	<b>10.9%</b>	11.2%	11.3%	<b>3.3%</b>	3.5%	4.0%	<b>10,496</b>	9,512	8,325
<b>State</b>	<b>29.7%</b>	28.8%	28.9%	<b>49.6%</b>	50.7%	50.3%	<b>10.5%</b>	11.7%	12.1%	<b>7.9%</b>	6.9%	6.7%	<b>2.4%</b>	1.8%	2.0%	<b>4,051</b>	3,767	2,547
<b>Treas</b>	<b>31.2%</b>	30.9%	30.8%	<b>45.6%</b>	46.3%	46.7%	<b>11.9%</b>	11.5%	11.6%	<b>7.8%</b>	7.9%	7.6%	<b>3.5%</b>	3.3%	3.3%	<b>51,552</b>	50,874	49,852
<b>USAID</b>	<b>28.4%</b>	27.9%	26.5%	<b>48.9%</b>	50.2%	49.6%	<b>10.7%</b>	11.4%	12.6%	<b>9.5%</b>	7.7%	8.3%	<b>2.6%</b>	2.7%	3.0%	<b>1,997</b>	2,036	2,263
<b>USDA</b>	<b>27.0%</b>	24.8%	23.6%	<b>47.8%</b>	49.5%	49.4%	<b>13.2%</b>	13.3%	14.9%	<b>9.1%</b>	9.1%	9.0%	<b>3.0%</b>	3.3%	3.1%	<b>20,553</b>	20,099	13,229
<b>VA</b>	<b>23.1%</b>	23.0%	23.4%	<b>44.4%</b>	43.6%	44.6%	<b>15.8%</b>	15.6%	15.1%	<b>11.8%</b>	12.4%	12.0%	<b>5.0%</b>	5.4%	5.0%	<b>32,099</b>	27,438	29,768
<b>Small Agencies</b>	<b>32.8%</b>	31.5%	30.7%	<b>45.5%</b>	45.3%	45.9%	<b>11.1%</b>	11.6%	11.9%	<b>7.3%</b>	8.3%	8.1%	<b>3.3%</b>	3.4%	3.4%	<b>5,106</b>	4,745	5,062
<b>DOD</b>	<b>26.2%</b>	25.4%	25.0%	<b>48.0%</b>	47.9%	48.7%	<b>13.7%</b>	14.1%	14.3%	<b>8.7%</b>	9.2%	8.9%	<b>3.5%</b>	3.4%	3.1%	<b>72,706</b>	74,798	64,816
<b>USACE</b>	<b>24.5%</b>	22.6%	23.1%	<b>51.1%</b>	49.9%	49.8%	<b>13.9%</b>	14.2%	15.5%	<b>7.8%</b>	10.2%	9.2%	<b>2.7%</b>	3.0%	2.5%	<b>4,301</b>	2,424	2,217
<b>Air Force</b>	<b>27.3%</b>	27.0%	25.1%	<b>48.6%</b>	47.7%	49.3%	<b>12.5%</b>	13.5%	13.7%	<b>8.5%</b>	8.9%	9.0%	<b>3.1%</b>	2.9%	3.0%	<b>18,723</b>	19,122	12,102
<b>Army‡</b>	<b>25.0%</b>	24.5%	24.0%	<b>46.6%</b>	46.6%	47.5%	<b>14.6%</b>	14.9%	15.3%	<b>9.8%</b>	10.1%	9.6%	<b>4.0%</b>	3.9%	3.6%	<b>16,640</b>	19,912	19,826
<b>Navy‡</b>	<b>26.6%</b>	25.3%	25.8%	<b>49.5%</b>	50.0%	50.5%	<b>13.2%</b>	13.8%	13.6%	<b>7.8%</b>	8.0%	7.6%	<b>3.0%</b>	2.9%	2.5%	<b>16,157</b>	17,691	17,381
<b>Marine Corps</b>	<b>25.4%</b>	26.9%	25.3%	<b>47.3%</b>	45.9%	47.3%	<b>14.9%</b>	14.0%	14.2%	<b>8.5%</b>	9.2%	9.9%	<b>4.0%</b>	4.1%	3.4%	<b>1,678</b>	1,713	2,090
<b>DOD 4th Estate</b>	<b>27.0%</b>	25.7%	25.9%	<b>46.1%</b>	47.1%	46.8%	<b>14.0%</b>	13.6%	14.1%	<b>8.9%</b>	9.4%	9.2%	<b>4.0%</b>	4.2%	3.9%	<b>15,207</b>	13,936	11,200

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.5%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>32.6%</b>	<b>32.4%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.7%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>21.1%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>405,630</b>	<b>376,727</b>	<b>362,026</b>	<b>15,085</b>	<b>14,985</b>	<b>13,660</b>
<b>BBG</b>	<b>7.6%</b>	<b>6.2%</b>	<b>7.0%</b>	<b>27.7%</b>	<b>26.4%</b>	<b>27.6%</b>	<b>25.8%</b>	<b>25.9%</b>	<b>25.5%</b>	<b>21.7%</b>	<b>22.0%</b>	<b>21.4%</b>	<b>17.2%</b>	<b>19.4%</b>	<b>18.5%</b>	<b>1,062</b>	<b>1,023</b>	<b>1,114</b>	<b>32</b>	<b>24</b>	<b>38</b>
<b>CSOSA</b>	<b>11.9%</b>	<b>8.7%</b>	<b>8.7%</b>	<b>36.6%</b>	<b>36.1%</b>	<b>36.0%</b>	<b>28.0%</b>	<b>25.9%</b>	<b>27.9%</b>	<b>15.8%</b>	<b>18.3%</b>	<b>19.5%</b>	<b>7.6%</b>	<b>11.0%</b>	<b>7.9%</b>	<b>627</b>	<b>689</b>	<b>678</b>	<b>19</b>	<b>29</b>	<b>31</b>
<b>DHS</b>	<b>5.3%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>24.7%</b>	<b>25.0%</b>	<b>26.4%</b>	<b>27.2%</b>	<b>27.5%</b>	<b>28.7%</b>	<b>24.2%</b>	<b>24.1%</b>	<b>23.3%</b>	<b>18.6%</b>	<b>17.6%</b>	<b>16.0%</b>	<b>41,687</b>	<b>41,279</b>	<b>37,845</b>	<b>1,321</b>	<b>1,415</b>	<b>1,178</b>
<b>DOC</b>	<b>12.4%</b>	<b>12.7%</b>	<b>11.2%</b>	<b>38.7%</b>	<b>39.2%</b>	<b>37.4%</b>	<b>25.0%</b>	<b>24.4%</b>	<b>25.1%</b>	<b>15.3%</b>	<b>15.8%</b>	<b>16.7%</b>	<b>8.6%</b>	<b>7.9%</b>	<b>9.6%</b>	<b>9,617</b>	<b>9,375</b>	<b>8,964</b>	<b>482</b>	<b>487</b>	<b>460</b>
<b>DOE</b>	<b>8.0%</b>	<b>6.8%</b>	<b>7.4%</b>	<b>34.0%</b>	<b>30.1%</b>	<b>34.8%</b>	<b>23.5%</b>	<b>24.5%</b>	<b>25.3%</b>	<b>22.5%</b>	<b>24.4%</b>	<b>21.4%</b>	<b>12.0%</b>	<b>14.2%</b>	<b>11.1%</b>	<b>8,163</b>	<b>6,261</b>	<b>6,490</b>	<b>293</b>	<b>237</b>	<b>201</b>
<b>DOI</b>	<b>6.8%</b>	<b>6.2%</b>	<b>5.3%</b>	<b>31.7%</b>	<b>30.7%</b>	<b>30.2%</b>	<b>25.4%</b>	<b>25.7%</b>	<b>25.6%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>25.1%</b>	<b>13.1%</b>	<b>14.3%</b>	<b>13.8%</b>	<b>25,636</b>	<b>17,779</b>	<b>17,874</b>	<b>679</b>	<b>558</b>	<b>485</b>
<b>DOJ</b>	<b>10.4%</b>	<b>9.2%</b>	<b>8.9%</b>	<b>37.4%</b>	<b>36.6%</b>	<b>36.1%</b>	<b>26.6%</b>	<b>28.5%</b>	<b>28.0%</b>	<b>17.5%</b>	<b>18.0%</b>	<b>19.0%</b>	<b>8.0%</b>	<b>7.7%</b>	<b>8.1%</b>	<b>19,474</b>	<b>16,565</b>	<b>16,323</b>	<b>674</b>	<b>603</b>	<b>632</b>
<b>DOL</b>	<b>9.8%</b>	<b>9.0%</b>	<b>8.8%</b>	<b>34.9%</b>	<b>34.5%</b>	<b>33.5%</b>	<b>27.2%</b>	<b>27.9%</b>	<b>27.0%</b>	<b>17.6%</b>	<b>18.0%</b>	<b>19.0%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>11.7%</b>	<b>10,766</b>	<b>10,353</b>	<b>4,896</b>	<b>555</b>	<b>573</b>	<b>293</b>
<b>DOT</b>	<b>8.5%</b>	<b>7.8%</b>	<b>6.9%</b>	<b>32.8%</b>	<b>33.1%</b>	<b>30.8%</b>	<b>24.6%</b>	<b>25.2%</b>	<b>26.9%</b>	<b>21.3%</b>	<b>21.5%</b>	<b>22.5%</b>	<b>12.7%</b>	<b>12.3%</b>	<b>12.9%</b>	<b>15,050</b>	<b>11,183</b>	<b>22,338</b>	<b>520</b>	<b>459</b>	<b>813</b>
<b>Educ</b>	<b>13.9%</b>	<b>13.5%</b>	<b>12.8%</b>	<b>37.9%</b>	<b>35.8%</b>	<b>34.2%</b>	<b>23.5%</b>	<b>23.5%</b>	<b>23.1%</b>	<b>15.7%</b>	<b>16.8%</b>	<b>19.0%</b>	<b>9.0%</b>	<b>10.5%</b>	<b>10.8%</b>	<b>2,580</b>	<b>2,304</b>	<b>2,524</b>	<b>114</b>	<b>100</b>	<b>119</b>
<b>EEOC</b>	<b>11.9%</b>	<b>7.9%</b>	<b>5.6%</b>	<b>32.8%</b>	<b>29.0%</b>	<b>24.1%</b>	<b>26.1%</b>	<b>29.2%</b>	<b>26.4%</b>	<b>18.2%</b>	<b>19.2%</b>	<b>21.9%</b>	<b>10.9%</b>	<b>14.7%</b>	<b>22.0%</b>	<b>1,157</b>	<b>1,055</b>	<b>1,116</b>	<b>82</b>	<b>71</b>	<b>64</b>
<b>EPA</b>	<b>6.7%</b>	<b>5.4%</b>	<b>5.3%</b>	<b>29.9%</b>	<b>22.5%</b>	<b>24.7%</b>	<b>22.5%</b>	<b>23.7%</b>	<b>23.0%</b>	<b>25.8%</b>	<b>29.1%</b>	<b>28.3%</b>	<b>15.1%</b>	<b>19.3%</b>	<b>18.7%</b>	<b>4,274</b>	<b>3,700</b>	<b>3,778</b>	<b>169</b>	<b>155</b>	<b>139</b>
<b>FCC</b>	<b>9.2%</b>	<b>10.5%</b>	<b>9.9%</b>	<b>35.3%</b>	<b>36.5%</b>	<b>39.7%</b>	<b>19.6%</b>	<b>24.8%</b>	<b>26.3%</b>	<b>20.4%</b>	<b>16.3%</b>	<b>14.2%</b>	<b>15.5%</b>	<b>11.9%</b>	<b>10.0%</b>	<b>536</b>	<b>664</b>	<b>767</b>	<b>36</b>	<b>34</b>	<b>46</b>
<b>FERC</b>	<b>23.7%</b>	<b>21.7%</b>	<b>17.2%</b>	<b>45.3%</b>	<b>46.5%</b>	<b>46.8%</b>	<b>18.5%</b>	<b>17.8%</b>	<b>20.9%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>10.8%</b>	<b>2.8%</b>	<b>3.9%</b>	<b>4.4%</b>	<b>969</b>	<b>860</b>	<b>861</b>	<b>26</b>	<b>36</b>	<b>30</b>
<b>FTC</b>	<b>29.0%</b>	<b>32.2%</b>	<b>29.1%</b>	<b>44.4%</b>	<b>43.7%</b>	<b>43.3%</b>	<b>13.9%</b>	<b>13.2%</b>	<b>15.4%</b>	<b>9.4%</b>	<b>6.8%</b>	<b>10.0%</b>	<b>3.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>608</b>	<b>500</b>	<b>553</b>	<b>17</b>	<b>17</b>	<b>12</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.5%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>32.6%</b>	<b>32.4%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.7%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>21.1%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>405,630</b>	<b>376,727</b>	<b>362,026</b>	<b>15,085</b>	<b>14,985</b>	<b>13,660</b>
<b>GSA</b>	<b>13.2%</b>	<b>10.8%</b>	<b>10.0%</b>	<b>33.0%</b>	<b>33.3%</b>	<b>32.9%</b>	<b>25.2%</b>	<b>26.8%</b>	<b>27.0%</b>	<b>17.4%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>11.2%</b>	<b>10.8%</b>	<b>12.0%</b>	<b>7,534</b>	<b>8,180</b>	<b>8,068</b>	<b>315</b>	<b>350</b>	<b>340</b>
<b>HHS</b>	<b>11.3%</b>	<b>10.6%</b>	<b>10.0%</b>	<b>38.7%</b>	<b>38.5%</b>	<b>37.7%</b>	<b>23.6%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>17.3%</b>	<b>17.2%</b>	<b>18.2%</b>	<b>9.1%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>35,504</b>	<b>31,620</b>	<b>31,153</b>	<b>1,185</b>	<b>1,114</b>	<b>1,102</b>
<b>HUD</b>	<b>7.8%</b>	<b>5.2%</b>	<b>4.8%</b>	<b>26.6%</b>	<b>22.4%</b>	<b>20.6%</b>	<b>26.3%</b>	<b>26.0%</b>	<b>26.4%</b>	<b>22.4%</b>	<b>24.3%</b>	<b>24.4%</b>	<b>16.9%</b>	<b>22.1%</b>	<b>23.8%</b>	<b>5,076</b>	<b>3,663</b>	<b>3,506</b>	<b>315</b>	<b>214</b>	<b>223</b>
<b>NARA</b>	<b>10.1%</b>	<b>7.6%</b>	<b>6.9%</b>	<b>27.0%</b>	<b>27.6%</b>	<b>27.5%</b>	<b>25.3%</b>	<b>23.5%</b>	<b>25.1%</b>	<b>21.4%</b>	<b>23.8%</b>	<b>23.4%</b>	<b>16.2%</b>	<b>17.4%</b>	<b>17.1%</b>	<b>1,648</b>	<b>1,605</b>	<b>1,553</b>	<b>66</b>	<b>76</b>	<b>61</b>
<b>NASA</b>	<b>13.1%</b>	<b>12.9%</b>	<b>12.9%</b>	<b>37.4%</b>	<b>39.3%</b>	<b>39.2%</b>	<b>22.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>19.0%</b>	<b>18.2%</b>	<b>18.1%</b>	<b>8.2%</b>	<b>7.3%</b>	<b>7.2%</b>	<b>9,672</b>	<b>9,126</b>	<b>9,717</b>	<b>246</b>	<b>275</b>	<b>245</b>
<b>NCUA</b>	<b>13.1%</b>	<b>15.0%</b>	<b>13.5%</b>	<b>43.5%</b>	<b>43.3%</b>	<b>41.2%</b>	<b>20.0%</b>	<b>21.4%</b>	<b>21.4%</b>	<b>15.5%</b>	<b>14.7%</b>	<b>17.7%</b>	<b>7.9%</b>	<b>5.6%</b>	<b>6.2%</b>	<b>760</b>	<b>789</b>	<b>780</b>	<b>15</b>	<b>18</b>	<b>18</b>
<b>NLRB</b>	<b>12.9%</b>	<b>13.1%</b>	<b>12.2%</b>	<b>34.8%</b>	<b>35.3%</b>	<b>37.0%</b>	<b>23.8%</b>	<b>22.4%</b>	<b>25.4%</b>	<b>19.4%</b>	<b>20.3%</b>	<b>16.3%</b>	<b>9.1%</b>	<b>8.9%</b>	<b>9.0%</b>	<b>853</b>	<b>648</b>	<b>690</b>	<b>47</b>	<b>47</b>	<b>35</b>
<b>NRC</b>	<b>17.4%</b>	<b>18.5%</b>	<b>16.8%</b>	<b>44.1%</b>	<b>44.6%</b>	<b>42.2%</b>	<b>18.8%</b>	<b>18.5%</b>	<b>20.4%</b>	<b>13.9%</b>	<b>13.1%</b>	<b>15.4%</b>	<b>5.8%</b>	<b>5.3%</b>	<b>5.2%</b>	<b>2,583</b>	<b>2,394</b>	<b>2,430</b>	<b>91</b>	<b>68</b>	<b>75</b>
<b>NSF</b>	<b>16.7%</b>	<b>16.6%</b>	<b>13.1%</b>	<b>38.4%</b>	<b>40.9%</b>	<b>41.5%</b>	<b>21.4%</b>	<b>20.3%</b>	<b>19.7%</b>	<b>16.3%</b>	<b>14.8%</b>	<b>17.6%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>881</b>	<b>896</b>	<b>874</b>	<b>18</b>	<b>18</b>	<b>12</b>
<b>OMB</b>	<b>18.7%</b>	<b>14.0%</b>	<b>14.9%</b>	<b>49.5%</b>	<b>42.3%</b>	<b>36.6%</b>	<b>19.9%</b>	<b>18.4%</b>	<b>18.2%</b>	<b>9.0%</b>	<b>19.6%</b>	<b>18.3%</b>	<b>3.0%</b>	<b>5.6%</b>	<b>12.1%</b>	<b>300</b>	<b>300</b>	<b>302</b>	<b>5</b>	<b>4</b>	<b>11</b>
<b>OPM</b>	<b>12.3%</b>	<b>10.8%</b>	<b>11.5%</b>	<b>40.5%</b>	<b>38.0%</b>	<b>38.1%</b>	<b>25.7%</b>	<b>27.6%</b>	<b>28.2%</b>	<b>14.8%</b>	<b>15.3%</b>	<b>14.7%</b>	<b>6.8%</b>	<b>8.4%</b>	<b>7.4%</b>	<b>3,130</b>	<b>3,300</b>	<b>2,716</b>	<b>234</b>	<b>285</b>	<b>201</b>
<b>PBGC</b>	<b>11.4%</b>	<b>15.4%</b>	<b>13.0%</b>	<b>41.4%</b>	<b>37.6%</b>	<b>35.6%</b>	<b>25.2%</b>	<b>23.3%</b>	<b>26.1%</b>	<b>13.6%</b>	<b>14.7%</b>	<b>18.6%</b>	<b>8.4%</b>	<b>9.0%</b>	<b>6.7%</b>	<b>616</b>	<b>459</b>	<b>385</b>	<b>13</b>	<b>22</b>	<b>14</b>
<b>RRB</b>	<b>8.7%</b>	<b>9.3%</b>	<b>7.7%</b>	<b>40.1%</b>	<b>36.7%</b>	<b>33.8%</b>	<b>26.5%</b>	<b>30.5%</b>	<b>34.6%</b>	<b>16.6%</b>	<b>15.5%</b>	<b>17.0%</b>	<b>8.2%</b>	<b>8.0%</b>	<b>6.9%</b>	<b>446</b>	<b>493</b>	<b>573</b>	<b>35</b>	<b>31</b>	<b>37</b>
<b>SBA</b>	<b>7.6%</b>	<b>8.5%</b>	<b>9.7%</b>	<b>29.9%</b>	<b>28.4%</b>	<b>33.1%</b>	<b>26.5%</b>	<b>24.4%</b>	<b>26.7%</b>	<b>20.1%</b>	<b>21.8%</b>	<b>19.4%</b>	<b>15.9%</b>	<b>16.9%</b>	<b>11.0%</b>	<b>1,244</b>	<b>1,313</b>	<b>1,442</b>	<b>58</b>	<b>78</b>	<b>63</b>
<b>SEC</b>	<b>16.7%</b>	<b>15.7%</b>	<b>13.8%</b>	<b>46.8%</b>	<b>44.5%</b>	<b>46.7%</b>	<b>18.3%</b>	<b>19.9%</b>	<b>19.9%</b>	<b>11.3%</b>	<b>13.9%</b>	<b>13.5%</b>	<b>6.9%</b>	<b>6.0%</b>	<b>6.1%</b>	<b>1,825</b>	<b>2,335</b>	<b>2,284</b>	<b>91</b>	<b>131</b>	<b>131</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.5%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>32.6%</b>	<b>32.4%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.7%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>21.1%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>405,630</b>	<b>376,727</b>	<b>362,026</b>	<b>15,085</b>	<b>14,985</b>	<b>13,660</b>
<b>SSA</b>	<b>9.4%</b>	<b>7.2%</b>	<b>6.3%</b>	<b>32.5%</b>	<b>30.1%</b>	<b>26.2%</b>	<b>29.5%</b>	<b>31.5%</b>	<b>30.8%</b>	<b>18.5%</b>	<b>20.1%</b>	<b>23.2%</b>	<b>10.1%</b>	<b>11.1%</b>	<b>13.6%</b>	<b>9,970</b>	<b>9,006</b>	<b>7,882</b>	<b>533</b>	<b>496</b>	<b>438</b>
<b>State</b>	<b>10.8%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>42.8%</b>	<b>43.8%</b>	<b>44.9%</b>	<b>22.0%</b>	<b>24.1%</b>	<b>22.5%</b>	<b>17.1%</b>	<b>15.9%</b>	<b>15.4%</b>	<b>7.2%</b>	<b>5.2%</b>	<b>5.7%</b>	<b>3,965</b>	<b>3,660</b>	<b>2,453</b>	<b>86</b>	<b>107</b>	<b>89</b>
<b>Treas</b>	<b>7.4%</b>	<b>7.8%</b>	<b>7.9%</b>	<b>27.0%</b>	<b>29.9%</b>	<b>30.7%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.4%</b>	<b>22.2%</b>	<b>21.5%</b>	<b>21.0%</b>	<b>17.6%</b>	<b>14.4%</b>	<b>14.0%</b>	<b>48,759</b>	<b>48,112</b>	<b>47,425</b>	<b>2,803</b>	<b>2,770</b>	<b>2,444</b>
<b>USAID</b>	<b>10.5%</b>	<b>10.1%</b>	<b>9.4%</b>	<b>44.4%</b>	<b>43.9%</b>	<b>45.1%</b>	<b>18.5%</b>	<b>19.3%</b>	<b>19.8%</b>	<b>19.0%</b>	<b>19.8%</b>	<b>19.2%</b>	<b>7.6%</b>	<b>6.9%</b>	<b>6.5%</b>	<b>1,962</b>	<b>2,001</b>	<b>2,207</b>	<b>34</b>	<b>39</b>	<b>56</b>
<b>USDA</b>	<b>5.3%</b>	<b>4.9%</b>	<b>4.7%</b>	<b>29.8%</b>	<b>29.2%</b>	<b>27.3%</b>	<b>28.6%</b>	<b>27.8%</b>	<b>27.9%</b>	<b>23.2%</b>	<b>24.0%</b>	<b>25.5%</b>	<b>13.0%</b>	<b>14.0%</b>	<b>14.7%</b>	<b>19,917</b>	<b>19,456</b>	<b>12,757</b>	<b>652</b>	<b>666</b>	<b>480</b>
<b>VA</b>	<b>9.3%</b>	<b>9.8%</b>	<b>10.2%</b>	<b>35.1%</b>	<b>35.7%</b>	<b>37.5%</b>	<b>24.1%</b>	<b>24.3%</b>	<b>24.8%</b>	<b>19.7%</b>	<b>18.9%</b>	<b>17.6%</b>	<b>11.8%</b>	<b>11.3%</b>	<b>10.0%</b>	<b>31,254</b>	<b>26,855</b>	<b>29,088</b>	<b>879</b>	<b>702</b>	<b>731</b>
<b>Small Agencies</b>	<b>17.0%</b>	<b>15.7%</b>	<b>15.0%</b>	<b>42.0%</b>	<b>38.6%</b>	<b>40.8%</b>	<b>20.0%</b>	<b>21.2%</b>	<b>21.5%</b>	<b>12.9%</b>	<b>15.5%</b>	<b>14.5%</b>	<b>8.1%</b>	<b>9.1%</b>	<b>8.1%</b>	<b>4,952</b>	<b>4,563</b>	<b>4,877</b>	<b>157</b>	<b>184</b>	<b>193</b>
<b>DOD</b>	<b>8.0%</b>	<b>7.2%</b>	<b>6.8%</b>	<b>33.0%</b>	<b>31.7%</b>	<b>31.2%</b>	<b>26.3%</b>	<b>27.2%</b>	<b>27.3%</b>	<b>20.9%</b>	<b>21.7%</b>	<b>22.4%</b>	<b>11.9%</b>	<b>12.1%</b>	<b>12.4%</b>	<b>70,573</b>	<b>72,363</b>	<b>62,743</b>	<b>2,188</b>	<b>2,492</b>	<b>2,120</b>
<b>USACE</b>	<b>7.4%</b>	<b>6.2%</b>	<b>6.2%</b>	<b>37.3%</b>	<b>34.6%</b>	<b>34.0%</b>	<b>26.8%</b>	<b>26.9%</b>	<b>26.1%</b>	<b>19.6%</b>	<b>21.6%</b>	<b>22.9%</b>	<b>8.9%</b>	<b>10.7%</b>	<b>10.8%</b>	<b>4,195</b>	<b>2,373</b>	<b>2,145</b>	<b>101</b>	<b>58</b>	<b>72</b>
<b>Air Force</b>	<b>8.9%</b>	<b>7.4%</b>	<b>7.2%</b>	<b>34.7%</b>	<b>32.2%</b>	<b>32.6%</b>	<b>24.9%</b>	<b>27.5%</b>	<b>26.7%</b>	<b>20.8%</b>	<b>21.4%</b>	<b>22.1%</b>	<b>10.8%</b>	<b>11.5%</b>	<b>11.3%</b>	<b>18,148</b>	<b>18,539</b>	<b>11,759</b>	<b>588</b>	<b>601</b>	<b>352</b>
<b>Army‡</b>	<b>7.4%</b>	<b>6.8%</b>	<b>6.5%</b>	<b>31.2%</b>	<b>29.6%</b>	<b>29.0%</b>	<b>26.8%</b>	<b>27.4%</b>	<b>27.8%</b>	<b>21.2%</b>	<b>22.4%</b>	<b>22.6%</b>	<b>13.4%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>16,139</b>	<b>19,210</b>	<b>19,145</b>	<b>522</b>	<b>708</b>	<b>711</b>
<b>Navy‡</b>	<b>7.3%</b>	<b>6.7%</b>	<b>6.1%</b>	<b>32.6%</b>	<b>32.1%</b>	<b>31.3%</b>	<b>26.5%</b>	<b>26.9%</b>	<b>27.2%</b>	<b>21.8%</b>	<b>22.4%</b>	<b>23.1%</b>	<b>11.8%</b>	<b>11.9%</b>	<b>12.4%</b>	<b>15,743</b>	<b>17,186</b>	<b>16,860</b>	<b>431</b>	<b>528</b>	<b>528</b>
<b>Marine Corps</b>	<b>8.1%</b>	<b>9.2%</b>	<b>7.6%</b>	<b>29.0%</b>	<b>30.5%</b>	<b>34.2%</b>	<b>28.6%</b>	<b>28.5%</b>	<b>26.6%</b>	<b>20.3%</b>	<b>18.9%</b>	<b>20.6%</b>	<b>14.0%</b>	<b>12.9%</b>	<b>10.9%</b>	<b>1,631</b>	<b>1,668</b>	<b>2,020</b>	<b>46</b>	<b>47</b>	<b>67</b>
<b>DOD 4th Estate</b>	<b>9.1%</b>	<b>8.8%</b>	<b>7.9%</b>	<b>34.2%</b>	<b>33.7%</b>	<b>31.8%</b>	<b>26.4%</b>	<b>26.8%</b>	<b>27.4%</b>	<b>19.0%</b>	<b>20.2%</b>	<b>21.5%</b>	<b>11.3%</b>	<b>10.5%</b>	<b>11.2%</b>	<b>14,717</b>	<b>13,387</b>	<b>10,814</b>	<b>500</b>	<b>550</b>	<b>390</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.2%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>24.7%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>19.0%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>391,579</b>	<b>362,631</b>	<b>349,090</b>	<b>27,063</b>	<b>26,462</b>	<b>24,611</b>
<b>BBG</b>	<b>8.5%</b>	<b>7.2%</b>	<b>7.2%</b>	<b>20.9%</b>	<b>21.0%</b>	<b>21.3%</b>	<b>25.3%</b>	<b>24.9%</b>	<b>28.4%</b>	<b>17.4%</b>	<b>18.2%</b>	<b>16.9%</b>	<b>27.9%</b>	<b>28.8%</b>	<b>26.2%</b>	<b>1,036</b>	<b>975</b>	<b>1,080</b>	<b>54</b>	<b>66</b>	<b>68</b>
<b>CSOSA</b>	<b>10.3%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>19.7%</b>	<b>22.5%</b>	<b>22.8%</b>	<b>32.9%</b>	<b>30.9%</b>	<b>32.7%</b>	<b>18.5%</b>	<b>20.4%</b>	<b>18.5%</b>	<b>18.6%</b>	<b>18.6%</b>	<b>18.7%</b>	<b>608</b>	<b>662</b>	<b>651</b>	<b>33</b>	<b>50</b>	<b>52</b>
<b>DHS</b>	<b>4.7%</b>	<b>4.8%</b>	<b>4.6%</b>	<b>15.4%</b>	<b>15.9%</b>	<b>17.0%</b>	<b>23.1%</b>	<b>23.7%</b>	<b>25.4%</b>	<b>22.1%</b>	<b>22.0%</b>	<b>22.3%</b>	<b>34.7%</b>	<b>33.6%</b>	<b>30.7%</b>	<b>41,003</b>	<b>40,374</b>	<b>36,947</b>	<b>1,919</b>	<b>2,112</b>	<b>1,894</b>
<b>DOC</b>	<b>18.9%</b>	<b>19.4%</b>	<b>17.4%</b>	<b>32.9%</b>	<b>33.0%</b>	<b>33.9%</b>	<b>23.6%</b>	<b>23.9%</b>	<b>24.8%</b>	<b>13.1%</b>	<b>13.0%</b>	<b>13.3%</b>	<b>11.5%</b>	<b>10.7%</b>	<b>10.6%</b>	<b>9,346</b>	<b>9,144</b>	<b>8,770</b>	<b>706</b>	<b>669</b>	<b>612</b>
<b>DOE</b>	<b>8.6%</b>	<b>7.1%</b>	<b>8.2%</b>	<b>28.1%</b>	<b>27.3%</b>	<b>28.5%</b>	<b>27.1%</b>	<b>28.0%</b>	<b>28.3%</b>	<b>18.3%</b>	<b>19.2%</b>	<b>18.4%</b>	<b>17.9%</b>	<b>18.4%</b>	<b>16.7%</b>	<b>7,864</b>	<b>6,020</b>	<b>6,248</b>	<b>546</b>	<b>456</b>	<b>418</b>
<b>DOI</b>	<b>7.6%</b>	<b>7.7%</b>	<b>6.5%</b>	<b>27.7%</b>	<b>27.5%</b>	<b>27.1%</b>	<b>28.1%</b>	<b>28.3%</b>	<b>29.4%</b>	<b>18.6%</b>	<b>18.5%</b>	<b>19.6%</b>	<b>18.1%</b>	<b>18.1%</b>	<b>17.4%</b>	<b>24,665</b>	<b>16,987</b>	<b>17,154</b>	<b>1,527</b>	<b>1,209</b>	<b>1,094</b>
<b>DOJ</b>	<b>8.9%</b>	<b>8.0%</b>	<b>7.3%</b>	<b>26.3%</b>	<b>25.8%</b>	<b>26.2%</b>	<b>27.7%</b>	<b>28.8%</b>	<b>29.2%</b>	<b>19.9%</b>	<b>20.1%</b>	<b>20.8%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>16.5%</b>	<b>18,941</b>	<b>16,138</b>	<b>16,009</b>	<b>1,107</b>	<b>920</b>	<b>866</b>
<b>DOL</b>	<b>11.8%</b>	<b>10.7%</b>	<b>9.3%</b>	<b>27.8%</b>	<b>28.0%</b>	<b>27.2%</b>	<b>27.0%</b>	<b>26.5%</b>	<b>27.3%</b>	<b>15.9%</b>	<b>16.9%</b>	<b>17.0%</b>	<b>17.5%</b>	<b>17.8%</b>	<b>19.2%</b>	<b>10,539</b>	<b>10,052</b>	<b>4,741</b>	<b>718</b>	<b>778</b>	<b>407</b>
<b>DOT</b>	<b>7.7%</b>	<b>7.4%</b>	<b>6.4%</b>	<b>24.2%</b>	<b>24.0%</b>	<b>22.5%</b>	<b>27.8%</b>	<b>27.4%</b>	<b>29.0%</b>	<b>20.1%</b>	<b>19.5%</b>	<b>19.4%</b>	<b>20.1%</b>	<b>21.8%</b>	<b>22.6%</b>	<b>14,362</b>	<b>10,737</b>	<b>21,529</b>	<b>1,122</b>	<b>833</b>	<b>1,521</b>
<b>Educ</b>	<b>13.7%</b>	<b>12.9%</b>	<b>12.3%</b>	<b>29.6%</b>	<b>28.8%</b>	<b>26.4%</b>	<b>24.7%</b>	<b>25.3%</b>	<b>26.8%</b>	<b>15.0%</b>	<b>14.8%</b>	<b>15.4%</b>	<b>17.0%</b>	<b>18.1%</b>	<b>19.0%</b>	<b>2,449</b>	<b>2,198</b>	<b>2,388</b>	<b>235</b>	<b>193</b>	<b>242</b>
<b>EEOC</b>	<b>13.7%</b>	<b>10.4%</b>	<b>8.2%</b>	<b>24.1%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>28.1%</b>	<b>31.7%</b>	<b>31.5%</b>	<b>16.0%</b>	<b>13.5%</b>	<b>16.8%</b>	<b>18.1%</b>	<b>21.3%</b>	<b>20.1%</b>	<b>1,123</b>	<b>1,013</b>	<b>1,077</b>	<b>110</b>	<b>102</b>	<b>95</b>
<b>EPA</b>	<b>7.4%</b>	<b>7.0%</b>	<b>6.4%</b>	<b>27.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>26.4%</b>	<b>25.9%</b>	<b>28.9%</b>	<b>20.0%</b>	<b>21.2%</b>	<b>19.4%</b>	<b>19.1%</b>	<b>20.4%</b>	<b>17.5%</b>	<b>4,083</b>	<b>3,501</b>	<b>3,590</b>	<b>338</b>	<b>332</b>	<b>308</b>
<b>FCC</b>	<b>14.0%</b>	<b>11.6%</b>	<b>11.3%</b>	<b>28.3%</b>	<b>31.7%</b>	<b>33.5%</b>	<b>24.7%</b>	<b>29.7%</b>	<b>29.4%</b>	<b>15.6%</b>	<b>12.0%</b>	<b>13.0%</b>	<b>17.4%</b>	<b>15.0%</b>	<b>12.8%</b>	<b>517</b>	<b>638</b>	<b>731</b>	<b>51</b>	<b>52</b>	<b>74</b>
<b>FERC</b>	<b>19.8%</b>	<b>16.3%</b>	<b>12.8%</b>	<b>36.2%</b>	<b>33.9%</b>	<b>33.6%</b>	<b>21.1%</b>	<b>25.0%</b>	<b>25.3%</b>	<b>11.6%</b>	<b>13.3%</b>	<b>15.3%</b>	<b>11.2%</b>	<b>11.6%</b>	<b>13.0%</b>	<b>925</b>	<b>832</b>	<b>813</b>	<b>60</b>	<b>58</b>	<b>73</b>
<b>FTC</b>	<b>25.1%</b>	<b>28.1%</b>	<b>23.4%</b>	<b>31.9%</b>	<b>31.0%</b>	<b>32.2%</b>	<b>22.6%</b>	<b>21.6%</b>	<b>25.0%</b>	<b>12.6%</b>	<b>9.6%</b>	<b>11.5%</b>	<b>7.9%</b>	<b>9.6%</b>	<b>7.8%</b>	<b>557</b>	<b>454</b>	<b>501</b>	<b>64</b>	<b>62</b>	<b>57</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.2%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>24.7%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>19.0%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>391,579</b>	<b>362,631</b>	<b>349,090</b>	<b>27,063</b>	<b>26,462</b>	<b>24,611</b>
<b>GSA</b>	<b>13.7%</b>	<b>11.6%</b>	<b>10.9%</b>	<b>25.8%</b>	<b>26.6%</b>	<b>26.1%</b>	<b>29.2%</b>	<b>30.3%</b>	<b>30.8%</b>	<b>15.5%</b>	<b>15.9%</b>	<b>16.2%</b>	<b>15.8%</b>	<b>15.6%</b>	<b>16.0%</b>	<b>7,316</b>	<b>7,917</b>	<b>7,771</b>	<b>514</b>	<b>561</b>	<b>583</b>
<b>HHS</b>	<b>11.0%</b>	<b>10.1%</b>	<b>9.4%</b>	<b>30.4%</b>	<b>30.1%</b>	<b>29.1%</b>	<b>27.5%</b>	<b>27.7%</b>	<b>29.0%</b>	<b>16.2%</b>	<b>16.6%</b>	<b>17.2%</b>	<b>14.8%</b>	<b>15.5%</b>	<b>15.2%</b>	<b>33,638</b>	<b>29,835</b>	<b>29,387</b>	<b>2,867</b>	<b>2,660</b>	<b>2,676</b>
<b>HUD</b>	<b>8.5%</b>	<b>6.4%</b>	<b>5.3%</b>	<b>22.6%</b>	<b>20.1%</b>	<b>20.2%</b>	<b>28.8%</b>	<b>27.3%</b>	<b>30.2%</b>	<b>18.5%</b>	<b>19.5%</b>	<b>18.7%</b>	<b>21.7%</b>	<b>26.7%</b>	<b>25.6%</b>	<b>4,925</b>	<b>3,509</b>	<b>3,369</b>	<b>436</b>	<b>337</b>	<b>333</b>
<b>NARA</b>	<b>12.4%</b>	<b>11.0%</b>	<b>8.6%</b>	<b>22.7%</b>	<b>19.7%</b>	<b>21.5%</b>	<b>23.9%</b>	<b>22.9%</b>	<b>25.9%</b>	<b>17.0%</b>	<b>19.7%</b>	<b>18.4%</b>	<b>24.0%</b>	<b>26.7%</b>	<b>25.5%</b>	<b>1,596</b>	<b>1,536</b>	<b>1,496</b>	<b>112</b>	<b>130</b>	<b>111</b>
<b>NASA</b>	<b>16.7%</b>	<b>15.8%</b>	<b>14.9%</b>	<b>35.9%</b>	<b>36.3%</b>	<b>35.4%</b>	<b>25.0%</b>	<b>25.1%</b>	<b>26.4%</b>	<b>12.6%</b>	<b>13.2%</b>	<b>13.5%</b>	<b>9.8%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9,237</b>	<b>8,701</b>	<b>9,304</b>	<b>640</b>	<b>655</b>	<b>608</b>
<b>NCUA</b>	<b>14.3%</b>	<b>14.9%</b>	<b>14.3%</b>	<b>37.5%</b>	<b>37.3%</b>	<b>30.9%</b>	<b>22.9%</b>	<b>22.0%</b>	<b>25.0%</b>	<b>14.0%</b>	<b>15.2%</b>	<b>18.4%</b>	<b>11.3%</b>	<b>10.6%</b>	<b>11.3%</b>	<b>736</b>	<b>759</b>	<b>763</b>	<b>36</b>	<b>46</b>	<b>28</b>
<b>NLRB</b>	<b>13.5%</b>	<b>13.1%</b>	<b>11.8%</b>	<b>28.7%</b>	<b>27.5%</b>	<b>30.9%</b>	<b>25.4%</b>	<b>24.9%</b>	<b>23.2%</b>	<b>17.9%</b>	<b>19.5%</b>	<b>18.1%</b>	<b>14.5%</b>	<b>15.0%</b>	<b>16.0%</b>	<b>820</b>	<b>638</b>	<b>664</b>	<b>74</b>	<b>52</b>	<b>57</b>
<b>NRC</b>	<b>17.3%</b>	<b>16.6%</b>	<b>15.1%</b>	<b>30.7%</b>	<b>32.9%</b>	<b>33.9%</b>	<b>25.4%</b>	<b>26.1%</b>	<b>26.0%</b>	<b>14.5%</b>	<b>13.0%</b>	<b>14.1%</b>	<b>12.1%</b>	<b>11.3%</b>	<b>10.9%</b>	<b>2,437</b>	<b>2,252</b>	<b>2,310</b>	<b>216</b>	<b>199</b>	<b>188</b>
<b>NSF</b>	<b>15.7%</b>	<b>14.3%</b>	<b>11.4%</b>	<b>27.2%</b>	<b>29.2%</b>	<b>28.7%</b>	<b>27.0%</b>	<b>28.3%</b>	<b>27.4%</b>	<b>15.8%</b>	<b>12.2%</b>	<b>16.2%</b>	<b>14.3%</b>	<b>16.0%</b>	<b>16.4%</b>	<b>816</b>	<b>825</b>	<b>795</b>	<b>73</b>	<b>82</b>	<b>89</b>
<b>OMB</b>	<b>15.2%</b>	<b>18.9%</b>	<b>9.0%</b>	<b>38.7%</b>	<b>35.9%</b>	<b>35.7%</b>	<b>26.7%</b>	<b>25.7%</b>	<b>31.0%</b>	<b>15.8%</b>	<b>14.8%</b>	<b>15.7%</b>	<b>3.6%</b>	<b>4.6%</b>	<b>8.5%</b>	<b>270</b>	<b>270</b>	<b>281</b>	<b>32</b>	<b>31</b>	<b>30</b>
<b>OPM</b>	<b>13.2%</b>	<b>12.9%</b>	<b>12.3%</b>	<b>30.8%</b>	<b>33.5%</b>	<b>32.5%</b>	<b>29.4%</b>	<b>28.4%</b>	<b>30.0%</b>	<b>14.8%</b>	<b>13.5%</b>	<b>13.5%</b>	<b>11.8%</b>	<b>11.6%</b>	<b>11.6%</b>	<b>3,029</b>	<b>3,185</b>	<b>2,625</b>	<b>320</b>	<b>384</b>	<b>286</b>
<b>PBGC</b>	<b>13.4%</b>	<b>15.6%</b>	<b>12.4%</b>	<b>33.4%</b>	<b>29.3%</b>	<b>29.8%</b>	<b>24.6%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>15.3%</b>	<b>13.8%</b>	<b>16.7%</b>	<b>13.3%</b>	<b>14.7%</b>	<b>14.5%</b>	<b>580</b>	<b>445</b>	<b>364</b>	<b>45</b>	<b>34</b>	<b>32</b>
<b>RRB</b>	<b>10.9%</b>	<b>11.5%</b>	<b>10.3%</b>	<b>35.2%</b>	<b>30.3%</b>	<b>33.2%</b>	<b>28.3%</b>	<b>30.1%</b>	<b>28.4%</b>	<b>13.7%</b>	<b>15.9%</b>	<b>15.1%</b>	<b>12.0%</b>	<b>12.3%</b>	<b>13.0%</b>	<b>440</b>	<b>478</b>	<b>563</b>	<b>36</b>	<b>46</b>	<b>43</b>
<b>SBA</b>	<b>10.3%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>22.3%</b>	<b>25.5%</b>	<b>25.6%</b>	<b>26.5%</b>	<b>27.4%</b>	<b>28.1%</b>	<b>17.4%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>23.6%</b>	<b>19.1%</b>	<b>18.0%</b>	<b>1,196</b>	<b>1,260</b>	<b>1,380</b>	<b>99</b>	<b>124</b>	<b>115</b>
<b>SEC</b>	<b>12.5%</b>	<b>12.0%</b>	<b>10.3%</b>	<b>25.4%</b>	<b>24.9%</b>	<b>21.8%</b>	<b>21.6%</b>	<b>25.2%</b>	<b>25.8%</b>	<b>19.0%</b>	<b>17.9%</b>	<b>19.6%</b>	<b>21.5%</b>	<b>20.0%</b>	<b>22.6%</b>	<b>1,755</b>	<b>2,218</b>	<b>2,197</b>	<b>152</b>	<b>236</b>	<b>205</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.2%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>24.7%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>19.0%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>391,579</b>	<b>362,631</b>	<b>349,090</b>	<b>27,063</b>	<b>26,462</b>	<b>24,611</b>
<b>SSA</b>	<b>8.9%</b>	<b>7.7%</b>	<b>7.0%</b>	<b>25.9%</b>	<b>24.5%</b>	<b>23.4%</b>	<b>27.8%</b>	<b>29.4%</b>	<b>28.9%</b>	<b>19.1%</b>	<b>19.0%</b>	<b>19.9%</b>	<b>18.3%</b>	<b>19.4%</b>	<b>20.8%</b>	<b>9,791</b>	<b>8,912</b>	<b>7,790</b>	<b>679</b>	<b>540</b>	<b>506</b>
<b>State</b>	<b>8.2%</b>	<b>8.1%</b>	<b>9.2%</b>	<b>31.7%</b>	<b>33.3%</b>	<b>30.6%</b>	<b>27.4%</b>	<b>29.0%</b>	<b>29.2%</b>	<b>19.7%</b>	<b>17.5%</b>	<b>18.5%</b>	<b>13.0%</b>	<b>12.1%</b>	<b>12.5%</b>	<b>3,791</b>	<b>3,476</b>	<b>2,366</b>	<b>249</b>	<b>264</b>	<b>173</b>
<b>Treas</b>	<b>8.8%</b>	<b>8.9%</b>	<b>8.6%</b>	<b>26.5%</b>	<b>27.5%</b>	<b>28.0%</b>	<b>28.4%</b>	<b>29.4%</b>	<b>29.5%</b>	<b>17.8%</b>	<b>17.4%</b>	<b>17.3%</b>	<b>18.4%</b>	<b>16.8%</b>	<b>16.6%</b>	<b>47,131</b>	<b>46,340</b>	<b>45,998</b>	<b>4,089</b>	<b>4,212</b>	<b>3,635</b>
<b>USAID</b>	<b>8.2%</b>	<b>6.9%</b>	<b>7.3%</b>	<b>25.3%</b>	<b>26.5%</b>	<b>29.2%</b>	<b>26.4%</b>	<b>29.3%</b>	<b>28.1%</b>	<b>21.5%</b>	<b>20.5%</b>	<b>20.7%</b>	<b>18.6%</b>	<b>16.8%</b>	<b>14.7%</b>	<b>1,871</b>	<b>1,876</b>	<b>2,074</b>	<b>122</b>	<b>155</b>	<b>177</b>
<b>USDA</b>	<b>6.2%</b>	<b>5.8%</b>	<b>5.1%</b>	<b>27.1%</b>	<b>26.7%</b>	<b>24.9%</b>	<b>29.4%</b>	<b>29.6%</b>	<b>31.1%</b>	<b>20.5%</b>	<b>20.5%</b>	<b>21.1%</b>	<b>16.8%</b>	<b>17.4%</b>	<b>17.8%</b>	<b>19,437</b>	<b>18,843</b>	<b>12,395</b>	<b>1,051</b>	<b>1,133</b>	<b>758</b>
<b>VA</b>	<b>7.3%</b>	<b>7.5%</b>	<b>7.8%</b>	<b>23.1%</b>	<b>22.7%</b>	<b>22.8%</b>	<b>29.4%</b>	<b>30.1%</b>	<b>31.2%</b>	<b>19.6%</b>	<b>19.3%</b>	<b>19.5%</b>	<b>20.6%</b>	<b>20.5%</b>	<b>18.8%</b>	<b>29,809</b>	<b>25,516</b>	<b>27,726</b>	<b>2,092</b>	<b>1,774</b>	<b>1,924</b>
<b>Small Agencies</b>	<b>14.3%</b>	<b>14.0%</b>	<b>13.0%</b>	<b>29.2%</b>	<b>28.3%</b>	<b>29.3%</b>	<b>24.6%</b>	<b>24.8%</b>	<b>25.8%</b>	<b>14.8%</b>	<b>16.0%</b>	<b>15.3%</b>	<b>17.0%</b>	<b>16.9%</b>	<b>16.5%</b>	<b>4,684</b>	<b>4,294</b>	<b>4,585</b>	<b>405</b>	<b>427</b>	<b>466</b>
<b>DOD</b>	<b>8.0%</b>	<b>7.1%</b>	<b>6.7%</b>	<b>25.0%</b>	<b>24.0%</b>	<b>23.9%</b>	<b>28.8%</b>	<b>30.1%</b>	<b>30.4%</b>	<b>18.7%</b>	<b>19.2%</b>	<b>20.0%</b>	<b>19.5%</b>	<b>19.6%</b>	<b>19.1%</b>	<b>68,256</b>	<b>69,821</b>	<b>60,658</b>	<b>4,134</b>	<b>4,488</b>	<b>3,807</b>
<b>USACE</b>	<b>8.8%</b>	<b>7.6%</b>	<b>7.1%</b>	<b>31.3%</b>	<b>28.1%</b>	<b>28.5%</b>	<b>27.6%</b>	<b>29.2%</b>	<b>29.7%</b>	<b>17.9%</b>	<b>18.7%</b>	<b>19.0%</b>	<b>14.4%</b>	<b>16.4%</b>	<b>15.7%</b>	<b>4,078</b>	<b>2,308</b>	<b>2,088</b>	<b>207</b>	<b>102</b>	<b>114</b>
<b>Air Force</b>	<b>8.6%</b>	<b>6.9%</b>	<b>6.5%</b>	<b>25.2%</b>	<b>23.8%</b>	<b>23.4%</b>	<b>28.5%</b>	<b>30.3%</b>	<b>30.3%</b>	<b>19.0%</b>	<b>18.9%</b>	<b>20.1%</b>	<b>18.8%</b>	<b>20.1%</b>	<b>19.7%</b>	<b>17,467</b>	<b>17,829</b>	<b>11,361</b>	<b>1,158</b>	<b>1,157</b>	<b>668</b>
<b>Army‡</b>	<b>7.1%</b>	<b>6.1%</b>	<b>5.9%</b>	<b>22.3%</b>	<b>21.4%</b>	<b>21.5%</b>	<b>28.6%</b>	<b>30.7%</b>	<b>30.9%</b>	<b>19.9%</b>	<b>20.3%</b>	<b>20.6%</b>	<b>22.1%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>15,611</b>	<b>18,528</b>	<b>18,404</b>	<b>959</b>	<b>1,265</b>	<b>1,329</b>
<b>Navy‡</b>	<b>7.9%</b>	<b>7.4%</b>	<b>6.9%</b>	<b>27.2%</b>	<b>26.5%</b>	<b>25.9%</b>	<b>29.6%</b>	<b>29.9%</b>	<b>30.8%</b>	<b>17.5%</b>	<b>18.6%</b>	<b>19.5%</b>	<b>17.9%</b>	<b>17.6%</b>	<b>16.8%</b>	<b>15,267</b>	<b>16,609</b>	<b>16,467</b>	<b>826</b>	<b>982</b>	<b>841</b>
<b>Marine Corps</b>	<b>7.2%</b>	<b>8.4%</b>	<b>6.7%</b>	<b>21.8%</b>	<b>20.1%</b>	<b>23.6%</b>	<b>28.1%</b>	<b>31.3%</b>	<b>30.8%</b>	<b>18.5%</b>	<b>20.7%</b>	<b>19.9%</b>	<b>24.5%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>1,581</b>	<b>1,596</b>	<b>1,937</b>	<b>89</b>	<b>95</b>	<b>136</b>
<b>DOD 4th Estate</b>	<b>8.8%</b>	<b>8.4%</b>	<b>7.8%</b>	<b>24.2%</b>	<b>24.6%</b>	<b>24.2%</b>	<b>29.0%</b>	<b>28.7%</b>	<b>28.8%</b>	<b>18.4%</b>	<b>18.7%</b>	<b>19.7%</b>	<b>19.6%</b>	<b>19.7%</b>	<b>19.5%</b>	<b>14,252</b>	<b>12,951</b>	<b>10,401</b>	<b>895</b>	<b>887</b>	<b>719</b>

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>27.0%</b>	<b>26.9%</b>	<b>27.5%</b>	<b>22.3%</b>	<b>22.6%</b>	<b>22.7%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>21.8%</b>	<b>379,304</b>	<b>354,178</b>	<b>341,154</b>	<b>39,603</b>	<b>35,600</b>	<b>32,879</b>
<b>BBG</b>	<b>6.4%</b>	<b>5.1%</b>	<b>5.5%</b>	<b>19.9%</b>	<b>18.7%</b>	<b>19.8%</b>	<b>26.9%</b>	<b>28.3%</b>	<b>27.5%</b>	<b>19.9%</b>	<b>20.7%</b>	<b>22.4%</b>	<b>26.9%</b>	<b>27.2%</b>	<b>24.8%</b>	<b>1,007</b>	<b>978</b>	<b>1,060</b>	<b>83</b>	<b>59</b>	<b>76</b>
<b>CSOSA</b>	<b>8.6%</b>	<b>6.9%</b>	<b>5.2%</b>	<b>23.9%</b>	<b>23.5%</b>	<b>24.3%</b>	<b>30.1%</b>	<b>27.3%</b>	<b>27.3%</b>	<b>20.1%</b>	<b>22.2%</b>	<b>21.7%</b>	<b>17.4%</b>	<b>20.1%</b>	<b>21.5%</b>	<b>604</b>	<b>655</b>	<b>648</b>	<b>39</b>	<b>59</b>	<b>54</b>
<b>DHS</b>	<b>3.8%</b>	<b>4.3%</b>	<b>4.3%</b>	<b>16.5%</b>	<b>18.2%</b>	<b>19.4%</b>	<b>22.1%</b>	<b>21.5%</b>	<b>22.5%</b>	<b>23.6%</b>	<b>23.9%</b>	<b>24.1%</b>	<b>33.9%</b>	<b>32.0%</b>	<b>29.6%</b>	<b>40,527</b>	<b>40,164</b>	<b>36,742</b>	<b>2,416</b>	<b>2,340</b>	<b>2,116</b>
<b>DOC</b>	<b>10.8%</b>	<b>10.3%</b>	<b>9.8%</b>	<b>29.8%</b>	<b>31.5%</b>	<b>30.3%</b>	<b>26.8%</b>	<b>27.2%</b>	<b>28.2%</b>	<b>18.2%</b>	<b>17.1%</b>	<b>17.7%</b>	<b>14.3%</b>	<b>13.9%</b>	<b>14.2%</b>	<b>8,796</b>	<b>8,635</b>	<b>8,292</b>	<b>1,273</b>	<b>1,190</b>	<b>1,104</b>
<b>DOE</b>	<b>5.6%</b>	<b>5.3%</b>	<b>5.6%</b>	<b>24.9%</b>	<b>24.3%</b>	<b>25.8%</b>	<b>28.0%</b>	<b>27.7%</b>	<b>27.0%</b>	<b>22.2%</b>	<b>22.7%</b>	<b>22.1%</b>	<b>19.3%</b>	<b>19.9%</b>	<b>19.5%</b>	<b>7,565</b>	<b>5,865</b>	<b>6,055</b>	<b>860</b>	<b>613</b>	<b>611</b>
<b>DOI</b>	<b>4.9%</b>	<b>4.9%</b>	<b>4.1%</b>	<b>23.1%</b>	<b>23.7%</b>	<b>23.3%</b>	<b>27.7%</b>	<b>27.4%</b>	<b>27.8%</b>	<b>23.0%</b>	<b>22.8%</b>	<b>23.2%</b>	<b>21.3%</b>	<b>21.2%</b>	<b>21.7%</b>	<b>24,104</b>	<b>16,810</b>	<b>16,893</b>	<b>2,077</b>	<b>1,415</b>	<b>1,387</b>
<b>DOJ</b>	<b>6.1%</b>	<b>5.7%</b>	<b>5.1%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>21.9%</b>	<b>27.2%</b>	<b>26.9%</b>	<b>27.7%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>25.1%</b>	<b>20.1%</b>	<b>20.3%</b>	<b>20.1%</b>	<b>18,565</b>	<b>15,919</b>	<b>15,759</b>	<b>1,488</b>	<b>1,157</b>	<b>1,127</b>
<b>DOL</b>	<b>7.6%</b>	<b>6.8%</b>	<b>6.0%</b>	<b>25.1%</b>	<b>24.8%</b>	<b>24.3%</b>	<b>30.4%</b>	<b>29.4%</b>	<b>29.6%</b>	<b>18.6%</b>	<b>19.9%</b>	<b>19.8%</b>	<b>18.4%</b>	<b>19.2%</b>	<b>20.3%</b>	<b>10,060</b>	<b>9,679</b>	<b>4,562</b>	<b>1,211</b>	<b>1,189</b>	<b>599</b>
<b>DOT</b>	<b>5.4%</b>	<b>5.1%</b>	<b>5.0%</b>	<b>21.5%</b>	<b>21.9%</b>	<b>20.5%</b>	<b>27.3%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>23.5%</b>	<b>23.0%</b>	<b>24.3%</b>	<b>22.2%</b>	<b>23.5%</b>	<b>23.7%</b>	<b>13,988</b>	<b>10,505</b>	<b>21,161</b>	<b>1,518</b>	<b>1,095</b>	<b>1,903</b>
<b>Educ</b>	<b>10.0%</b>	<b>8.9%</b>	<b>8.9%</b>	<b>23.6%</b>	<b>23.4%</b>	<b>22.2%</b>	<b>28.4%</b>	<b>27.7%</b>	<b>26.5%</b>	<b>18.9%</b>	<b>19.1%</b>	<b>19.8%</b>	<b>19.2%</b>	<b>21.0%</b>	<b>22.5%</b>	<b>2,345</b>	<b>2,132</b>	<b>2,336</b>	<b>343</b>	<b>268</b>	<b>311</b>
<b>EEOC</b>	<b>10.9%</b>	<b>6.7%</b>	<b>7.3%</b>	<b>22.7%</b>	<b>23.9%</b>	<b>24.3%</b>	<b>29.0%</b>	<b>30.9%</b>	<b>29.1%</b>	<b>17.4%</b>	<b>19.7%</b>	<b>19.9%</b>	<b>20.0%</b>	<b>18.9%</b>	<b>19.5%</b>	<b>1,069</b>	<b>978</b>	<b>1,030</b>	<b>170</b>	<b>140</b>	<b>138</b>
<b>EPA</b>	<b>4.4%</b>	<b>3.7%</b>	<b>3.8%</b>	<b>19.5%</b>	<b>19.3%</b>	<b>21.0%</b>	<b>28.5%</b>	<b>28.7%</b>	<b>29.3%</b>	<b>24.8%</b>	<b>25.8%</b>	<b>24.9%</b>	<b>22.8%</b>	<b>22.5%</b>	<b>21.1%</b>	<b>3,877</b>	<b>3,382</b>	<b>3,451</b>	<b>547</b>	<b>461</b>	<b>451</b>
<b>FCC</b>	<b>6.1%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>25.1%</b>	<b>22.4%</b>	<b>23.6%</b>	<b>27.5%</b>	<b>35.0%</b>	<b>35.0%</b>	<b>21.9%</b>	<b>20.9%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>16.1%</b>	<b>16.8%</b>	<b>497</b>	<b>606</b>	<b>699</b>	<b>71</b>	<b>89</b>	<b>109</b>
<b>FERC</b>	<b>11.4%</b>	<b>11.4%</b>	<b>7.5%</b>	<b>30.9%</b>	<b>26.9%</b>	<b>26.5%</b>	<b>28.4%</b>	<b>29.8%</b>	<b>31.7%</b>	<b>17.4%</b>	<b>18.7%</b>	<b>20.5%</b>	<b>11.9%</b>	<b>13.1%</b>	<b>13.8%</b>	<b>856</b>	<b>768</b>	<b>777</b>	<b>137</b>	<b>126</b>	<b>111</b>
<b>FTC</b>	<b>6.1%</b>	<b>12.0%</b>	<b>8.3%</b>	<b>26.2%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>30.5%</b>	<b>28.6%</b>	<b>32.5%</b>	<b>22.5%</b>	<b>21.9%</b>	<b>22.0%</b>	<b>14.6%</b>	<b>13.9%</b>	<b>12.8%</b>	<b>507</b>	<b>441</b>	<b>469</b>	<b>117</b>	<b>72</b>	<b>95</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>27.0%</b>	<b>26.9%</b>	<b>27.5%</b>	<b>22.3%</b>	<b>22.6%</b>	<b>22.7%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>21.8%</b>	<b>379,304</b>	<b>354,178</b>	<b>341,154</b>	<b>39,603</b>	<b>35,600</b>	<b>32,879</b>
<b>GSA</b>	<b>10.4%</b>	<b>8.9%</b>	<b>8.6%</b>	<b>26.1%</b>	<b>26.6%</b>	<b>26.1%</b>	<b>31.5%</b>	<b>31.4%</b>	<b>30.2%</b>	<b>16.8%</b>	<b>17.9%</b>	<b>18.3%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>16.8%</b>	<b>7,029</b>	<b>7,702</b>	<b>7,646</b>	<b>799</b>	<b>791</b>	<b>719</b>
<b>HHS</b>	<b>7.3%</b>	<b>6.9%</b>	<b>6.2%</b>	<b>26.3%</b>	<b>26.1%</b>	<b>25.3%</b>	<b>28.9%</b>	<b>27.9%</b>	<b>28.8%</b>	<b>20.0%</b>	<b>21.0%</b>	<b>21.0%</b>	<b>17.6%</b>	<b>18.1%</b>	<b>18.7%</b>	<b>32,270</b>	<b>28,817</b>	<b>28,512</b>	<b>4,235</b>	<b>3,728</b>	<b>3,589</b>
<b>HUD</b>	<b>5.8%</b>	<b>4.4%</b>	<b>4.3%</b>	<b>20.2%</b>	<b>18.2%</b>	<b>17.9%</b>	<b>29.1%</b>	<b>25.9%</b>	<b>26.4%</b>	<b>21.8%</b>	<b>21.9%</b>	<b>21.5%</b>	<b>23.1%</b>	<b>29.6%</b>	<b>29.8%</b>	<b>4,778</b>	<b>3,474</b>	<b>3,327</b>	<b>584</b>	<b>384</b>	<b>370</b>
<b>NARA</b>	<b>8.8%</b>	<b>8.0%</b>	<b>5.7%</b>	<b>25.2%</b>	<b>23.5%</b>	<b>23.0%</b>	<b>25.7%</b>	<b>24.2%</b>	<b>25.8%</b>	<b>20.1%</b>	<b>20.4%</b>	<b>21.2%</b>	<b>20.1%</b>	<b>23.8%</b>	<b>24.3%</b>	<b>1,542</b>	<b>1,510</b>	<b>1,444</b>	<b>159</b>	<b>161</b>	<b>156</b>
<b>NASA</b>	<b>11.0%</b>	<b>10.2%</b>	<b>9.1%</b>	<b>30.5%</b>	<b>31.5%</b>	<b>30.3%</b>	<b>30.2%</b>	<b>30.7%</b>	<b>30.8%</b>	<b>17.3%</b>	<b>17.3%</b>	<b>18.6%</b>	<b>11.0%</b>	<b>10.4%</b>	<b>11.2%</b>	<b>8,743</b>	<b>8,253</b>	<b>8,862</b>	<b>1,129</b>	<b>1,114</b>	<b>1,050</b>
<b>NCUA</b>	<b>9.7%</b>	<b>10.1%</b>	<b>9.9%</b>	<b>30.9%</b>	<b>31.2%</b>	<b>32.3%</b>	<b>27.6%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>17.7%</b>	<b>18.1%</b>	<b>19.4%</b>	<b>14.2%</b>	<b>15.5%</b>	<b>13.0%</b>	<b>700</b>	<b>718</b>	<b>708</b>	<b>76</b>	<b>90</b>	<b>87</b>
<b>NLRB</b>	<b>5.8%</b>	<b>6.8%</b>	<b>4.4%</b>	<b>17.8%</b>	<b>18.9%</b>	<b>21.0%</b>	<b>26.6%</b>	<b>26.1%</b>	<b>25.6%</b>	<b>27.0%</b>	<b>27.1%</b>	<b>27.6%</b>	<b>22.7%</b>	<b>21.0%</b>	<b>21.4%</b>	<b>777</b>	<b>602</b>	<b>626</b>	<b>120</b>	<b>87</b>	<b>90</b>
<b>NRC</b>	<b>9.1%</b>	<b>9.4%</b>	<b>7.8%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>26.2%</b>	<b>28.8%</b>	<b>30.0%</b>	<b>30.5%</b>	<b>20.9%</b>	<b>20.3%</b>	<b>20.2%</b>	<b>16.2%</b>	<b>15.5%</b>	<b>15.2%</b>	<b>2,275</b>	<b>2,075</b>	<b>2,151</b>	<b>387</b>	<b>380</b>	<b>347</b>
<b>NSF</b>	<b>10.2%</b>	<b>9.0%</b>	<b>7.7%</b>	<b>22.5%</b>	<b>28.5%</b>	<b>23.3%</b>	<b>26.7%</b>	<b>25.4%</b>	<b>25.7%</b>	<b>23.2%</b>	<b>19.1%</b>	<b>24.0%</b>	<b>17.4%</b>	<b>18.1%</b>	<b>19.3%</b>	<b>809</b>	<b>832</b>	<b>805</b>	<b>85</b>	<b>75</b>	<b>77</b>
<b>OMB</b>	<b>9.6%</b>	<b>8.8%</b>	<b>4.0%</b>	<b>27.2%</b>	<b>27.7%</b>	<b>27.5%</b>	<b>32.4%</b>	<b>30.7%</b>	<b>30.8%</b>	<b>22.0%</b>	<b>24.0%</b>	<b>23.1%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>14.7%</b>	<b>252</b>	<b>263</b>	<b>275</b>	<b>52</b>	<b>40</b>	<b>38</b>
<b>OPM</b>	<b>11.6%</b>	<b>11.0%</b>	<b>10.4%</b>	<b>32.2%</b>	<b>32.5%</b>	<b>30.2%</b>	<b>28.8%</b>	<b>28.7%</b>	<b>29.1%</b>	<b>15.3%</b>	<b>16.0%</b>	<b>17.0%</b>	<b>12.1%</b>	<b>11.7%</b>	<b>13.3%</b>	<b>2,773</b>	<b>2,962</b>	<b>2,480</b>	<b>582</b>	<b>607</b>	<b>428</b>
<b>PBGC</b>	<b>9.2%</b>	<b>9.6%</b>	<b>6.8%</b>	<b>25.4%</b>	<b>26.6%</b>	<b>23.7%</b>	<b>29.5%</b>	<b>28.6%</b>	<b>33.1%</b>	<b>20.2%</b>	<b>19.8%</b>	<b>17.7%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>18.6%</b>	<b>539</b>	<b>412</b>	<b>341</b>	<b>89</b>	<b>68</b>	<b>56</b>
<b>RRB</b>	<b>7.5%</b>	<b>7.2%</b>	<b>6.5%</b>	<b>29.4%</b>	<b>29.1%</b>	<b>25.6%</b>	<b>27.9%</b>	<b>28.5%</b>	<b>33.7%</b>	<b>20.2%</b>	<b>20.7%</b>	<b>19.0%</b>	<b>15.0%</b>	<b>14.4%</b>	<b>15.2%</b>	<b>421</b>	<b>459</b>	<b>539</b>	<b>58</b>	<b>63</b>	<b>69</b>
<b>SBA</b>	<b>7.0%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>22.8%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>26.2%</b>	<b>28.4%</b>	<b>30.6%</b>	<b>19.0%</b>	<b>18.9%</b>	<b>18.8%</b>	<b>25.1%</b>	<b>20.9%</b>	<b>19.6%</b>	<b>1,158</b>	<b>1,258</b>	<b>1,396</b>	<b>132</b>	<b>129</b>	<b>106</b>
<b>SEC</b>	<b>6.5%</b>	<b>6.5%</b>	<b>5.9%</b>	<b>22.1%</b>	<b>21.9%</b>	<b>18.2%</b>	<b>27.3%</b>	<b>27.3%</b>	<b>29.4%</b>	<b>22.0%</b>	<b>23.9%</b>	<b>25.0%</b>	<b>22.1%</b>	<b>20.3%</b>	<b>21.5%</b>	<b>1,632</b>	<b>2,063</b>	<b>2,026</b>	<b>272</b>	<b>394</b>	<b>378</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>27.0%</b>	<b>26.9%</b>	<b>27.5%</b>	<b>22.3%</b>	<b>22.6%</b>	<b>22.7%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>21.8%</b>	<b>379,304</b>	<b>354,178</b>	<b>341,154</b>	<b>39,603</b>	<b>35,600</b>	<b>32,879</b>
<b>SSA</b>	<b>6.4%</b>	<b>4.8%</b>	<b>5.3%</b>	<b>22.4%</b>	<b>21.4%</b>	<b>21.9%</b>	<b>27.3%</b>	<b>27.7%</b>	<b>27.2%</b>	<b>22.0%</b>	<b>23.7%</b>	<b>23.2%</b>	<b>21.8%</b>	<b>22.3%</b>	<b>22.4%</b>	<b>9,452</b>	<b>8,662</b>	<b>7,667</b>	<b>998</b>	<b>795</b>	<b>639</b>
<b>State</b>	<b>5.8%</b>	<b>5.8%</b>	<b>5.6%</b>	<b>26.4%</b>	<b>28.5%</b>	<b>25.6%</b>	<b>25.7%</b>	<b>26.2%</b>	<b>24.8%</b>	<b>24.7%</b>	<b>23.9%</b>	<b>27.1%</b>	<b>17.4%</b>	<b>15.6%</b>	<b>16.9%</b>	<b>3,760</b>	<b>3,482</b>	<b>2,350</b>	<b>279</b>	<b>272</b>	<b>190</b>
<b>Treas</b>	<b>7.4%</b>	<b>7.5%</b>	<b>7.4%</b>	<b>27.2%</b>	<b>27.3%</b>	<b>27.7%</b>	<b>29.6%</b>	<b>30.0%</b>	<b>29.7%</b>	<b>17.8%</b>	<b>18.1%</b>	<b>18.0%</b>	<b>18.0%</b>	<b>17.1%</b>	<b>17.1%</b>	<b>43,880</b>	<b>43,537</b>	<b>43,332</b>	<b>7,442</b>	<b>7,082</b>	<b>6,315</b>
<b>USAID</b>	<b>5.3%</b>	<b>5.5%</b>	<b>4.0%</b>	<b>23.0%</b>	<b>23.1%</b>	<b>22.1%</b>	<b>22.9%</b>	<b>24.0%</b>	<b>23.9%</b>	<b>25.9%</b>	<b>26.2%</b>	<b>29.4%</b>	<b>22.9%</b>	<b>21.2%</b>	<b>20.6%</b>	<b>1,837</b>	<b>1,880</b>	<b>2,078</b>	<b>148</b>	<b>156</b>	<b>168</b>
<b>USDA</b>	<b>3.9%</b>	<b>3.6%</b>	<b>3.5%</b>	<b>21.3%</b>	<b>22.0%</b>	<b>20.0%</b>	<b>28.2%</b>	<b>28.2%</b>	<b>28.0%</b>	<b>24.2%</b>	<b>23.7%</b>	<b>25.5%</b>	<b>22.4%</b>	<b>22.5%</b>	<b>23.0%</b>	<b>18,999</b>	<b>18,690</b>	<b>12,212</b>	<b>1,493</b>	<b>1,369</b>	<b>947</b>
<b>VA</b>	<b>5.5%</b>	<b>5.9%</b>	<b>5.9%</b>	<b>21.9%</b>	<b>22.5%</b>	<b>23.1%</b>	<b>26.4%</b>	<b>25.5%</b>	<b>26.8%</b>	<b>22.7%</b>	<b>21.9%</b>	<b>22.2%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>22.0%</b>	<b>29,747</b>	<b>25,583</b>	<b>27,834</b>	<b>2,187</b>	<b>1,806</b>	<b>1,832</b>
<b>Small Agencies</b>	<b>10.0%</b>	<b>9.7%</b>	<b>8.9%</b>	<b>27.3%</b>	<b>27.0%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>27.8%</b>	<b>29.0%</b>	<b>17.8%</b>	<b>19.3%</b>	<b>18.7%</b>	<b>16.4%</b>	<b>16.3%</b>	<b>15.6%</b>	<b>4,416</b>	<b>4,120</b>	<b>4,413</b>	<b>669</b>	<b>607</b>	<b>643</b>
<b>DOD</b>	<b>5.6%</b>	<b>5.1%</b>	<b>4.9%</b>	<b>22.4%</b>	<b>22.1%</b>	<b>22.0%</b>	<b>27.6%</b>	<b>28.1%</b>	<b>28.5%</b>	<b>22.5%</b>	<b>23.4%</b>	<b>23.0%</b>	<b>21.9%</b>	<b>21.4%</b>	<b>21.6%</b>	<b>67,148</b>	<b>69,307</b>	<b>60,196</b>	<b>5,278</b>	<b>5,129</b>	<b>4,393</b>
<b>USACE</b>	<b>4.9%</b>	<b>3.5%</b>	<b>4.0%</b>	<b>22.9%</b>	<b>20.8%</b>	<b>22.4%</b>	<b>28.2%</b>	<b>28.9%</b>	<b>29.0%</b>	<b>25.0%</b>	<b>24.7%</b>	<b>24.0%</b>	<b>19.0%</b>	<b>22.2%</b>	<b>20.7%</b>	<b>3,938</b>	<b>2,241</b>	<b>2,018</b>	<b>340</b>	<b>175</b>	<b>193</b>
<b>Air Force</b>	<b>6.0%</b>	<b>5.3%</b>	<b>5.0%</b>	<b>23.5%</b>	<b>22.5%</b>	<b>22.1%</b>	<b>27.4%</b>	<b>28.2%</b>	<b>27.4%</b>	<b>22.6%</b>	<b>23.5%</b>	<b>24.0%</b>	<b>20.5%</b>	<b>20.5%</b>	<b>21.5%</b>	<b>17,356</b>	<b>17,769</b>	<b>11,299</b>	<b>1,295</b>	<b>1,278</b>	<b>750</b>
<b>Army‡</b>	<b>5.3%</b>	<b>4.8%</b>	<b>4.7%</b>	<b>21.0%</b>	<b>21.1%</b>	<b>21.1%</b>	<b>26.6%</b>	<b>27.4%</b>	<b>28.1%</b>	<b>22.5%</b>	<b>23.4%</b>	<b>23.0%</b>	<b>24.6%</b>	<b>23.3%</b>	<b>23.0%</b>	<b>15,445</b>	<b>18,520</b>	<b>18,391</b>	<b>1,117</b>	<b>1,286</b>	<b>1,387</b>
<b>Navy‡</b>	<b>5.0%</b>	<b>4.6%</b>	<b>4.9%</b>	<b>22.4%</b>	<b>22.2%</b>	<b>21.9%</b>	<b>28.5%</b>	<b>28.6%</b>	<b>30.1%</b>	<b>22.4%</b>	<b>24.3%</b>	<b>22.5%</b>	<b>21.6%</b>	<b>20.3%</b>	<b>20.6%</b>	<b>14,958</b>	<b>16,443</b>	<b>16,255</b>	<b>1,163</b>	<b>1,154</b>	<b>1,061</b>
<b>Marine Corps</b>	<b>6.6%</b>	<b>7.8%</b>	<b>6.0%</b>	<b>25.1%</b>	<b>22.9%</b>	<b>25.2%</b>	<b>27.7%</b>	<b>26.7%</b>	<b>27.0%</b>	<b>20.2%</b>	<b>23.8%</b>	<b>22.5%</b>	<b>20.3%</b>	<b>18.6%</b>	<b>19.4%</b>	<b>1,574</b>	<b>1,597</b>	<b>1,936</b>	<b>95</b>	<b>100</b>	<b>141</b>
<b>DOD 4th Estate</b>	<b>6.5%</b>	<b>6.1%</b>	<b>5.3%</b>	<b>22.7%</b>	<b>23.7%</b>	<b>23.0%</b>	<b>27.9%</b>	<b>28.3%</b>	<b>28.2%</b>	<b>22.4%</b>	<b>20.7%</b>	<b>22.0%</b>	<b>20.6%</b>	<b>21.2%</b>	<b>21.6%</b>	<b>13,877</b>	<b>12,737</b>	<b>10,297</b>	<b>1,268</b>	<b>1,136</b>	<b>861</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>6.8%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>26.0%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>22.6%</b>	<b>22.9%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>16.6%</b>	<b>395,142</b>	<b>368,267</b>	<b>353,920</b>	<b>24,411</b>	<b>22,310</b>	<b>20,703</b>
<b>BBG</b>	<b>7.2%</b>	<b>5.4%</b>	<b>6.1%</b>	<b>22.4%</b>	<b>20.8%</b>	<b>23.4%</b>	<b>25.5%</b>	<b>26.7%</b>	<b>25.7%</b>	<b>20.3%</b>	<b>21.2%</b>	<b>21.5%</b>	<b>24.6%</b>	<b>25.9%</b>	<b>23.3%</b>	<b>1,044</b>	<b>1,008</b>	<b>1,091</b>	<b>50</b>	<b>37</b>	<b>51</b>
<b>CSOSA</b>	<b>10.4%</b>	<b>7.2%</b>	<b>6.5%</b>	<b>21.4%</b>	<b>23.7%</b>	<b>25.5%</b>	<b>34.1%</b>	<b>28.7%</b>	<b>27.8%</b>	<b>21.0%</b>	<b>21.4%</b>	<b>21.8%</b>	<b>13.1%</b>	<b>19.0%</b>	<b>18.3%</b>	<b>617</b>	<b>679</b>	<b>677</b>	<b>28</b>	<b>38</b>	<b>33</b>
<b>DHS</b>	<b>4.6%</b>	<b>4.6%</b>	<b>4.5%</b>	<b>18.8%</b>	<b>19.4%</b>	<b>20.7%</b>	<b>23.9%</b>	<b>23.9%</b>	<b>25.8%</b>	<b>24.7%</b>	<b>25.5%</b>	<b>25.6%</b>	<b>28.0%</b>	<b>26.6%</b>	<b>23.5%</b>	<b>41,459</b>	<b>41,144</b>	<b>37,559</b>	<b>1,484</b>	<b>1,448</b>	<b>1,335</b>
<b>DOC</b>	<b>11.1%</b>	<b>11.7%</b>	<b>10.3%</b>	<b>30.4%</b>	<b>31.9%</b>	<b>32.8%</b>	<b>28.3%</b>	<b>28.0%</b>	<b>28.1%</b>	<b>18.9%</b>	<b>17.7%</b>	<b>18.6%</b>	<b>11.3%</b>	<b>10.7%</b>	<b>10.2%</b>	<b>9,292</b>	<b>9,111</b>	<b>8,750</b>	<b>793</b>	<b>727</b>	<b>665</b>
<b>DOE</b>	<b>6.2%</b>	<b>5.4%</b>	<b>4.9%</b>	<b>25.9%</b>	<b>23.2%</b>	<b>25.7%</b>	<b>28.0%</b>	<b>29.1%</b>	<b>28.4%</b>	<b>23.8%</b>	<b>25.5%</b>	<b>24.4%</b>	<b>16.1%</b>	<b>16.9%</b>	<b>16.6%</b>	<b>7,894</b>	<b>6,138</b>	<b>6,362</b>	<b>539</b>	<b>342</b>	<b>321</b>
<b>DOI</b>	<b>5.5%</b>	<b>5.2%</b>	<b>4.3%</b>	<b>26.5%</b>	<b>26.6%</b>	<b>25.4%</b>	<b>29.6%</b>	<b>29.0%</b>	<b>29.3%</b>	<b>22.3%</b>	<b>23.0%</b>	<b>24.2%</b>	<b>16.0%</b>	<b>16.1%</b>	<b>16.7%</b>	<b>24,814</b>	<b>17,228</b>	<b>17,339</b>	<b>1,400</b>	<b>1,026</b>	<b>955</b>
<b>DOJ</b>	<b>7.6%</b>	<b>6.8%</b>	<b>6.0%</b>	<b>28.2%</b>	<b>25.9%</b>	<b>26.1%</b>	<b>28.2%</b>	<b>29.6%</b>	<b>29.7%</b>	<b>21.9%</b>	<b>22.6%</b>	<b>24.4%</b>	<b>14.1%</b>	<b>15.1%</b>	<b>13.8%</b>	<b>19,095</b>	<b>16,316</b>	<b>16,115</b>	<b>997</b>	<b>798</b>	<b>777</b>
<b>DOL</b>	<b>8.4%</b>	<b>7.3%</b>	<b>5.8%</b>	<b>27.3%</b>	<b>26.2%</b>	<b>23.3%</b>	<b>29.2%</b>	<b>28.1%</b>	<b>29.1%</b>	<b>19.5%</b>	<b>21.9%</b>	<b>23.1%</b>	<b>15.5%</b>	<b>16.5%</b>	<b>18.7%</b>	<b>10,595</b>	<b>10,156</b>	<b>4,794</b>	<b>699</b>	<b>737</b>	<b>383</b>
<b>DOT</b>	<b>6.3%</b>	<b>5.9%</b>	<b>5.1%</b>	<b>25.3%</b>	<b>24.5%</b>	<b>23.0%</b>	<b>28.5%</b>	<b>27.2%</b>	<b>29.3%</b>	<b>23.2%</b>	<b>23.3%</b>	<b>24.6%</b>	<b>16.8%</b>	<b>19.1%</b>	<b>18.0%</b>	<b>14,614</b>	<b>10,950</b>	<b>21,934</b>	<b>926</b>	<b>677</b>	<b>1,165</b>
<b>Educ</b>	<b>11.4%</b>	<b>10.7%</b>	<b>9.0%</b>	<b>27.0%</b>	<b>27.1%</b>	<b>25.0%</b>	<b>25.6%</b>	<b>24.7%</b>	<b>24.8%</b>	<b>19.8%</b>	<b>21.0%</b>	<b>23.4%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>17.8%</b>	<b>2,491</b>	<b>2,256</b>	<b>2,461</b>	<b>203</b>	<b>143</b>	<b>178</b>
<b>EEOC</b>	<b>12.1%</b>	<b>7.7%</b>	<b>6.8%</b>	<b>25.2%</b>	<b>23.6%</b>	<b>23.7%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.8%</b>	<b>18.6%</b>	<b>23.2%</b>	<b>21.9%</b>	<b>17.4%</b>	<b>18.9%</b>	<b>19.9%</b>	<b>1,139</b>	<b>1,036</b>	<b>1,096</b>	<b>99</b>	<b>84</b>	<b>81</b>
<b>EPA</b>	<b>5.6%</b>	<b>5.1%</b>	<b>4.6%</b>	<b>25.5%</b>	<b>25.1%</b>	<b>25.7%</b>	<b>27.4%</b>	<b>26.8%</b>	<b>29.4%</b>	<b>24.8%</b>	<b>26.0%</b>	<b>24.7%</b>	<b>16.7%</b>	<b>17.1%</b>	<b>15.6%</b>	<b>4,079</b>	<b>3,533</b>	<b>3,634</b>	<b>358</b>	<b>315</b>	<b>279</b>
<b>FCC</b>	<b>8.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>26.2%</b>	<b>28.0%</b>	<b>33.3%</b>	<b>24.5%</b>	<b>32.6%</b>	<b>30.8%</b>	<b>23.0%</b>	<b>17.8%</b>	<b>17.1%</b>	<b>18.2%</b>	<b>14.9%</b>	<b>12.0%</b>	<b>513</b>	<b>644</b>	<b>755</b>	<b>54</b>	<b>49</b>	<b>58</b>
<b>FERC</b>	<b>13.1%</b>	<b>12.6%</b>	<b>8.8%</b>	<b>33.6%</b>	<b>30.3%</b>	<b>28.7%</b>	<b>25.8%</b>	<b>26.8%</b>	<b>29.7%</b>	<b>17.0%</b>	<b>16.9%</b>	<b>20.3%</b>	<b>10.5%</b>	<b>13.4%</b>	<b>12.5%</b>	<b>904</b>	<b>811</b>	<b>803</b>	<b>91</b>	<b>79</b>	<b>84</b>
<b>FTC</b>	<b>12.5%</b>	<b>13.0%</b>	<b>11.4%</b>	<b>31.5%</b>	<b>32.0%</b>	<b>27.7%</b>	<b>29.0%</b>	<b>24.6%</b>	<b>31.0%</b>	<b>17.4%</b>	<b>19.2%</b>	<b>19.1%</b>	<b>9.6%</b>	<b>11.1%</b>	<b>10.8%</b>	<b>557</b>	<b>465</b>	<b>489</b>	<b>66</b>	<b>49</b>	<b>72</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>6.8%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>26.0%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>22.6%</b>	<b>22.9%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>16.6%</b>	<b>395,142</b>	<b>368,267</b>	<b>353,920</b>	<b>24,411</b>	<b>22,310</b>	<b>20,703</b>
<b>GSA</b>	<b>10.7%</b>	<b>8.8%</b>	<b>8.5%</b>	<b>28.3%</b>	<b>27.0%</b>	<b>27.5%</b>	<b>29.6%</b>	<b>31.6%</b>	<b>30.2%</b>	<b>18.6%</b>	<b>19.0%</b>	<b>20.3%</b>	<b>12.8%</b>	<b>13.7%</b>	<b>13.6%</b>	<b>7,407</b>	<b>8,079</b>	<b>7,970</b>	<b>424</b>	<b>421</b>	<b>409</b>
<b>HHS</b>	<b>8.4%</b>	<b>7.5%</b>	<b>6.7%</b>	<b>29.6%</b>	<b>28.7%</b>	<b>26.5%</b>	<b>28.3%</b>	<b>27.9%</b>	<b>29.1%</b>	<b>20.0%</b>	<b>21.1%</b>	<b>22.5%</b>	<b>13.7%</b>	<b>14.8%</b>	<b>15.2%</b>	<b>34,037</b>	<b>30,448</b>	<b>29,939</b>	<b>2,541</b>	<b>2,177</b>	<b>2,219</b>
<b>HUD</b>	<b>7.6%</b>	<b>5.1%</b>	<b>4.9%</b>	<b>25.4%</b>	<b>21.0%</b>	<b>21.1%</b>	<b>28.0%</b>	<b>26.2%</b>	<b>26.6%</b>	<b>20.7%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>18.3%</b>	<b>24.6%</b>	<b>23.5%</b>	<b>4,998</b>	<b>3,606</b>	<b>3,457</b>	<b>373</b>	<b>258</b>	<b>257</b>
<b>NARA</b>	<b>10.0%</b>	<b>8.4%</b>	<b>6.4%</b>	<b>26.2%</b>	<b>23.7%</b>	<b>23.9%</b>	<b>27.6%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>18.4%</b>	<b>21.8%</b>	<b>23.8%</b>	<b>17.8%</b>	<b>21.0%</b>	<b>20.9%</b>	<b>1,614</b>	<b>1,573</b>	<b>1,506</b>	<b>93</b>	<b>93</b>	<b>98</b>
<b>NASA</b>	<b>13.3%</b>	<b>11.6%</b>	<b>10.3%</b>	<b>36.1%</b>	<b>35.2%</b>	<b>35.2%</b>	<b>28.1%</b>	<b>29.0%</b>	<b>29.9%</b>	<b>14.7%</b>	<b>16.2%</b>	<b>16.4%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>9,255</b>	<b>8,793</b>	<b>9,345</b>	<b>631</b>	<b>591</b>	<b>591</b>
<b>NCUA</b>	<b>11.8%</b>	<b>12.2%</b>	<b>10.5%</b>	<b>36.7%</b>	<b>36.6%</b>	<b>32.4%</b>	<b>24.8%</b>	<b>25.0%</b>	<b>26.3%</b>	<b>16.7%</b>	<b>17.0%</b>	<b>20.4%</b>	<b>9.9%</b>	<b>9.2%</b>	<b>10.5%</b>	<b>738</b>	<b>745</b>	<b>742</b>	<b>38</b>	<b>60</b>	<b>53</b>
<b>NLRB</b>	<b>7.7%</b>	<b>5.9%</b>	<b>5.3%</b>	<b>22.0%</b>	<b>22.9%</b>	<b>24.1%</b>	<b>24.1%</b>	<b>25.7%</b>	<b>24.4%</b>	<b>27.7%</b>	<b>27.9%</b>	<b>29.1%</b>	<b>18.6%</b>	<b>17.7%</b>	<b>17.1%</b>	<b>823</b>	<b>632</b>	<b>671</b>	<b>74</b>	<b>60</b>	<b>50</b>
<b>NRC</b>	<b>12.2%</b>	<b>12.4%</b>	<b>11.0%</b>	<b>31.2%</b>	<b>29.3%</b>	<b>32.7%</b>	<b>27.1%</b>	<b>29.7%</b>	<b>27.3%</b>	<b>18.5%</b>	<b>18.1%</b>	<b>18.6%</b>	<b>11.0%</b>	<b>10.5%</b>	<b>10.3%</b>	<b>2,460</b>	<b>2,258</b>	<b>2,313</b>	<b>205</b>	<b>200</b>	<b>188</b>
<b>NSF</b>	<b>11.4%</b>	<b>9.7%</b>	<b>7.9%</b>	<b>25.0%</b>	<b>25.2%</b>	<b>22.5%</b>	<b>25.4%</b>	<b>27.7%</b>	<b>26.8%</b>	<b>23.7%</b>	<b>21.9%</b>	<b>26.3%</b>	<b>14.4%</b>	<b>15.6%</b>	<b>16.6%</b>	<b>824</b>	<b>843</b>	<b>812</b>	<b>74</b>	<b>68</b>	<b>69</b>
<b>OMB</b>	<b>9.8%</b>	<b>10.7%</b>	<b>5.1%</b>	<b>36.0%</b>	<b>33.4%</b>	<b>29.3%</b>	<b>31.7%</b>	<b>32.4%</b>	<b>30.4%</b>	<b>16.8%</b>	<b>18.3%</b>	<b>25.2%</b>	<b>5.8%</b>	<b>5.2%</b>	<b>10.0%</b>	<b>285</b>	<b>282</b>	<b>296</b>	<b>18</b>	<b>20</b>	<b>18</b>
<b>OPM</b>	<b>11.7%</b>	<b>10.7%</b>	<b>10.2%</b>	<b>30.4%</b>	<b>32.7%</b>	<b>30.7%</b>	<b>29.4%</b>	<b>27.9%</b>	<b>30.2%</b>	<b>17.1%</b>	<b>18.0%</b>	<b>18.1%</b>	<b>11.4%</b>	<b>10.7%</b>	<b>10.8%</b>	<b>3,033</b>	<b>3,228</b>	<b>2,659</b>	<b>324</b>	<b>349</b>	<b>262</b>
<b>PBGC</b>	<b>9.2%</b>	<b>10.8%</b>	<b>8.0%</b>	<b>27.0%</b>	<b>23.3%</b>	<b>26.1%</b>	<b>29.1%</b>	<b>30.9%</b>	<b>31.3%</b>	<b>21.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>13.0%</b>	<b>13.8%</b>	<b>13.8%</b>	<b>590</b>	<b>441</b>	<b>371</b>	<b>37</b>	<b>35</b>	<b>25</b>
<b>RRB</b>	<b>8.5%</b>	<b>9.5%</b>	<b>6.0%</b>	<b>30.3%</b>	<b>25.6%</b>	<b>30.1%</b>	<b>29.9%</b>	<b>32.4%</b>	<b>32.3%</b>	<b>17.6%</b>	<b>19.8%</b>	<b>19.0%</b>	<b>13.6%</b>	<b>12.8%</b>	<b>12.7%</b>	<b>441</b>	<b>480</b>	<b>556</b>	<b>37</b>	<b>43</b>	<b>52</b>
<b>SBA</b>	<b>9.3%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>21.8%</b>	<b>27.9%</b>	<b>26.2%</b>	<b>25.4%</b>	<b>24.9%</b>	<b>28.1%</b>	<b>22.2%</b>	<b>21.2%</b>	<b>21.1%</b>	<b>21.3%</b>	<b>17.8%</b>	<b>16.3%</b>	<b>1,217</b>	<b>1,305</b>	<b>1,426</b>	<b>79</b>	<b>86</b>	<b>77</b>
<b>SEC</b>	<b>7.4%</b>	<b>6.8%</b>	<b>5.0%</b>	<b>22.3%</b>	<b>20.2%</b>	<b>18.6%</b>	<b>24.5%</b>	<b>24.6%</b>	<b>25.0%</b>	<b>23.4%</b>	<b>25.5%</b>	<b>26.5%</b>	<b>22.4%</b>	<b>22.9%</b>	<b>25.0%</b>	<b>1,738</b>	<b>2,214</b>	<b>2,173</b>	<b>172</b>	<b>247</b>	<b>230</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>6.8%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>26.0%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>22.6%</b>	<b>22.9%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>16.6%</b>	<b>395,142</b>	<b>368,267</b>	<b>353,920</b>	<b>24,411</b>	<b>22,310</b>	<b>20,703</b>
<b>SSA</b>	<b>8.0%</b>	<b>5.5%</b>	<b>5.8%</b>	<b>26.5%</b>	<b>23.5%</b>	<b>24.4%</b>	<b>28.2%</b>	<b>29.3%</b>	<b>28.4%</b>	<b>21.3%</b>	<b>24.5%</b>	<b>23.6%</b>	<b>16.0%</b>	<b>17.3%</b>	<b>17.8%</b>	<b>9,875</b>	<b>8,975</b>	<b>7,913</b>	<b>594</b>	<b>493</b>	<b>380</b>
<b>State</b>	<b>6.4%</b>	<b>6.0%</b>	<b>6.8%</b>	<b>30.5%</b>	<b>30.2%</b>	<b>27.5%</b>	<b>27.1%</b>	<b>30.5%</b>	<b>30.0%</b>	<b>24.5%</b>	<b>21.8%</b>	<b>24.6%</b>	<b>11.5%</b>	<b>11.5%</b>	<b>11.1%</b>	<b>3,880</b>	<b>3,576</b>	<b>2,405</b>	<b>165</b>	<b>176</b>	<b>135</b>
<b>Treas</b>	<b>7.9%</b>	<b>7.8%</b>	<b>7.7%</b>	<b>28.1%</b>	<b>28.3%</b>	<b>28.7%</b>	<b>29.9%</b>	<b>30.5%</b>	<b>29.6%</b>	<b>18.9%</b>	<b>19.1%</b>	<b>19.5%</b>	<b>15.2%</b>	<b>14.3%</b>	<b>14.5%</b>	<b>46,820</b>	<b>46,262</b>	<b>45,791</b>	<b>4,549</b>	<b>4,502</b>	<b>3,918</b>
<b>USAID</b>	<b>6.2%</b>	<b>5.7%</b>	<b>4.4%</b>	<b>27.4%</b>	<b>27.3%</b>	<b>26.2%</b>	<b>25.7%</b>	<b>24.7%</b>	<b>27.3%</b>	<b>25.5%</b>	<b>26.5%</b>	<b>28.3%</b>	<b>15.2%</b>	<b>15.8%</b>	<b>13.8%</b>	<b>1,913</b>	<b>1,934</b>	<b>2,146</b>	<b>75</b>	<b>93</b>	<b>110</b>
<b>USDA</b>	<b>4.9%</b>	<b>4.2%</b>	<b>4.0%</b>	<b>26.9%</b>	<b>25.1%</b>	<b>24.3%</b>	<b>30.0%</b>	<b>29.9%</b>	<b>30.6%</b>	<b>23.3%</b>	<b>24.8%</b>	<b>25.4%</b>	<b>14.9%</b>	<b>16.0%</b>	<b>15.7%</b>	<b>19,583</b>	<b>19,186</b>	<b>12,590</b>	<b>942</b>	<b>888</b>	<b>620</b>
<b>VA</b>	<b>6.3%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>24.9%</b>	<b>24.6%</b>	<b>25.7%</b>	<b>27.4%</b>	<b>27.8%</b>	<b>28.4%</b>	<b>23.0%</b>	<b>22.1%</b>	<b>22.2%</b>	<b>18.4%</b>	<b>18.8%</b>	<b>16.8%</b>	<b>30,551</b>	<b>26,215</b>	<b>28,459</b>	<b>1,496</b>	<b>1,274</b>	<b>1,275</b>
<b>Small Agencies</b>	<b>10.4%</b>	<b>9.6%</b>	<b>9.6%</b>	<b>28.7%</b>	<b>28.2%</b>	<b>27.3%</b>	<b>25.6%</b>	<b>25.7%</b>	<b>27.3%</b>	<b>20.0%</b>	<b>20.0%</b>	<b>20.5%</b>	<b>15.3%</b>	<b>16.5%</b>	<b>15.3%</b>	<b>4,696</b>	<b>4,343</b>	<b>4,658</b>	<b>405</b>	<b>382</b>	<b>399</b>
<b>DOD</b>	<b>6.8%</b>	<b>6.2%</b>	<b>5.6%</b>	<b>26.5%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>28.6%</b>	<b>29.4%</b>	<b>30.0%</b>	<b>21.8%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>16.3%</b>	<b>16.5%</b>	<b>16.0%</b>	<b>69,257</b>	<b>71,374</b>	<b>61,863</b>	<b>3,278</b>	<b>3,245</b>	<b>2,831</b>
<b>USACE</b>	<b>5.6%</b>	<b>4.6%</b>	<b>4.2%</b>	<b>27.5%</b>	<b>24.7%</b>	<b>25.4%</b>	<b>29.4%</b>	<b>30.5%</b>	<b>31.9%</b>	<b>23.8%</b>	<b>23.3%</b>	<b>22.9%</b>	<b>13.7%</b>	<b>16.9%</b>	<b>15.6%</b>	<b>4,057</b>	<b>2,306</b>	<b>2,081</b>	<b>230</b>	<b>115</b>	<b>132</b>
<b>Air Force</b>	<b>7.9%</b>	<b>6.5%</b>	<b>5.4%</b>	<b>28.4%</b>	<b>26.8%</b>	<b>26.0%</b>	<b>28.6%</b>	<b>29.7%</b>	<b>29.7%</b>	<b>20.6%</b>	<b>21.6%</b>	<b>23.4%</b>	<b>14.6%</b>	<b>15.4%</b>	<b>15.6%</b>	<b>17,888</b>	<b>18,295</b>	<b>11,635</b>	<b>764</b>	<b>794</b>	<b>429</b>
<b>Army‡</b>	<b>6.5%</b>	<b>5.9%</b>	<b>5.8%</b>	<b>24.5%</b>	<b>23.9%</b>	<b>24.1%</b>	<b>27.8%</b>	<b>28.6%</b>	<b>29.5%</b>	<b>22.7%</b>	<b>23.3%</b>	<b>22.9%</b>	<b>18.5%</b>	<b>18.3%</b>	<b>17.7%</b>	<b>15,890</b>	<b>19,028</b>	<b>18,875</b>	<b>726</b>	<b>834</b>	<b>936</b>
<b>Navy‡</b>	<b>5.9%</b>	<b>5.6%</b>	<b>5.4%</b>	<b>26.6%</b>	<b>24.9%</b>	<b>26.8%</b>	<b>29.8%</b>	<b>30.4%</b>	<b>31.1%</b>	<b>22.1%</b>	<b>23.7%</b>	<b>22.5%</b>	<b>15.7%</b>	<b>15.4%</b>	<b>14.2%</b>	<b>15,402</b>	<b>16,906</b>	<b>16,689</b>	<b>719</b>	<b>748</b>	<b>662</b>
<b>Marine Corps</b>	<b>7.8%</b>	<b>9.0%</b>	<b>6.6%</b>	<b>24.9%</b>	<b>23.2%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.5%</b>	<b>28.5%</b>	<b>20.4%</b>	<b>23.8%</b>	<b>22.2%</b>	<b>19.5%</b>	<b>15.4%</b>	<b>16.1%</b>	<b>1,621</b>	<b>1,635</b>	<b>1,975</b>	<b>47</b>	<b>70</b>	<b>103</b>
<b>DOD 4th Estate</b>	<b>7.9%</b>	<b>7.2%</b>	<b>6.3%</b>	<b>27.2%</b>	<b>26.6%</b>	<b>26.2%</b>	<b>28.2%</b>	<b>28.3%</b>	<b>29.4%</b>	<b>20.8%</b>	<b>21.3%</b>	<b>21.2%</b>	<b>16.0%</b>	<b>16.6%</b>	<b>16.9%</b>	<b>14,399</b>	<b>13,204</b>	<b>10,608</b>	<b>792</b>	<b>684</b>	<b>569</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.6%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>30.5%</b>	<b>29.1%</b>	<b>29.3%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>26.3%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>17.5%</b>	<b>18.4%</b>	<b>17.8%</b>	<b>390,970</b>	<b>364,099</b>	<b>350,157</b>	<b>27,677</b>	<b>25,833</b>	<b>23,879</b>
<b>BBG</b>	<b>9.0%</b>	<b>6.4%</b>	<b>7.8%</b>	<b>24.3%</b>	<b>24.5%</b>	<b>25.9%</b>	<b>25.3%</b>	<b>26.3%</b>	<b>24.3%</b>	<b>17.8%</b>	<b>16.1%</b>	<b>17.7%</b>	<b>23.6%</b>	<b>26.8%</b>	<b>24.2%</b>	<b>1,030</b>	<b>997</b>	<b>1,090</b>	<b>63</b>	<b>47</b>	<b>58</b>
<b>CSOSA</b>	<b>11.8%</b>	<b>7.7%</b>	<b>9.8%</b>	<b>31.3%</b>	<b>27.0%</b>	<b>29.0%</b>	<b>25.9%</b>	<b>26.8%</b>	<b>23.5%</b>	<b>16.3%</b>	<b>17.3%</b>	<b>20.0%</b>	<b>14.6%</b>	<b>21.2%</b>	<b>17.7%</b>	<b>617</b>	<b>676</b>	<b>680</b>	<b>25</b>	<b>40</b>	<b>30</b>
<b>DHS</b>	<b>6.1%</b>	<b>5.9%</b>	<b>6.2%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>23.8%</b>	<b>22.0%</b>	<b>22.9%</b>	<b>24.1%</b>	<b>20.8%</b>	<b>20.7%</b>	<b>20.8%</b>	<b>28.7%</b>	<b>28.1%</b>	<b>25.0%</b>	<b>40,985</b>	<b>40,531</b>	<b>37,034</b>	<b>1,908</b>	<b>1,970</b>	<b>1,783</b>
<b>DOC</b>	<b>18.2%</b>	<b>19.7%</b>	<b>17.0%</b>	<b>36.1%</b>	<b>36.4%</b>	<b>37.1%</b>	<b>22.0%</b>	<b>21.4%</b>	<b>23.3%</b>	<b>13.5%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>10.1%</b>	<b>10.1%</b>	<b>10.3%</b>	<b>9,281</b>	<b>9,142</b>	<b>8,764</b>	<b>781</b>	<b>672</b>	<b>637</b>
<b>DOE</b>	<b>8.7%</b>	<b>7.0%</b>	<b>7.1%</b>	<b>30.4%</b>	<b>27.8%</b>	<b>29.5%</b>	<b>25.9%</b>	<b>27.2%</b>	<b>26.8%</b>	<b>18.6%</b>	<b>19.7%</b>	<b>19.9%</b>	<b>16.4%</b>	<b>18.2%</b>	<b>16.7%</b>	<b>7,854</b>	<b>5,976</b>	<b>6,275</b>	<b>571</b>	<b>491</b>	<b>402</b>
<b>DOI</b>	<b>8.7%</b>	<b>8.7%</b>	<b>7.1%</b>	<b>33.9%</b>	<b>33.1%</b>	<b>32.3%</b>	<b>24.6%</b>	<b>24.7%</b>	<b>25.3%</b>	<b>16.8%</b>	<b>17.4%</b>	<b>18.0%</b>	<b>16.1%</b>	<b>16.2%</b>	<b>17.3%</b>	<b>24,523</b>	<b>17,034</b>	<b>17,132</b>	<b>1,646</b>	<b>1,175</b>	<b>1,106</b>
<b>DOJ</b>	<b>10.5%</b>	<b>9.6%</b>	<b>8.4%</b>	<b>31.9%</b>	<b>29.1%</b>	<b>30.0%</b>	<b>23.9%</b>	<b>25.4%</b>	<b>26.0%</b>	<b>17.6%</b>	<b>19.3%</b>	<b>19.1%</b>	<b>16.1%</b>	<b>16.7%</b>	<b>16.5%</b>	<b>18,819</b>	<b>16,081</b>	<b>15,963</b>	<b>1,265</b>	<b>1,023</b>	<b>925</b>
<b>DOL</b>	<b>11.2%</b>	<b>10.4%</b>	<b>8.3%</b>	<b>32.2%</b>	<b>31.8%</b>	<b>27.6%</b>	<b>26.8%</b>	<b>26.2%</b>	<b>27.6%</b>	<b>15.0%</b>	<b>15.8%</b>	<b>17.4%</b>	<b>14.7%</b>	<b>15.8%</b>	<b>19.1%</b>	<b>10,464</b>	<b>10,089</b>	<b>4,661</b>	<b>791</b>	<b>790</b>	<b>496</b>
<b>DOT</b>	<b>8.8%</b>	<b>7.8%</b>	<b>6.9%</b>	<b>30.0%</b>	<b>27.0%</b>	<b>26.3%</b>	<b>26.1%</b>	<b>26.5%</b>	<b>28.2%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>18.5%</b>	<b>17.2%</b>	<b>20.4%</b>	<b>20.2%</b>	<b>14,365</b>	<b>10,747</b>	<b>21,588</b>	<b>1,114</b>	<b>847</b>	<b>1,497</b>
<b>Educ</b>	<b>14.4%</b>	<b>13.5%</b>	<b>12.5%</b>	<b>32.5%</b>	<b>30.8%</b>	<b>29.5%</b>	<b>23.7%</b>	<b>24.8%</b>	<b>24.8%</b>	<b>14.0%</b>	<b>14.8%</b>	<b>15.6%</b>	<b>15.6%</b>	<b>16.2%</b>	<b>17.6%</b>	<b>2,410</b>	<b>2,169</b>	<b>2,381</b>	<b>277</b>	<b>224</b>	<b>253</b>
<b>EEOC</b>	<b>15.2%</b>	<b>11.0%</b>	<b>8.1%</b>	<b>29.0%</b>	<b>27.9%</b>	<b>27.3%</b>	<b>22.8%</b>	<b>23.9%</b>	<b>24.4%</b>	<b>15.6%</b>	<b>16.0%</b>	<b>18.8%</b>	<b>17.5%</b>	<b>21.1%</b>	<b>21.4%</b>	<b>1,124</b>	<b>1,017</b>	<b>1,081</b>	<b>114</b>	<b>104</b>	<b>89</b>
<b>EPA</b>	<b>8.7%</b>	<b>7.8%</b>	<b>7.7%</b>	<b>32.2%</b>	<b>31.5%</b>	<b>31.9%</b>	<b>24.9%</b>	<b>23.4%</b>	<b>26.4%</b>	<b>18.8%</b>	<b>20.2%</b>	<b>18.4%</b>	<b>15.4%</b>	<b>17.0%</b>	<b>15.7%</b>	<b>3,993</b>	<b>3,467</b>	<b>3,555</b>	<b>418</b>	<b>377</b>	<b>346</b>
<b>FCC</b>	<b>12.2%</b>	<b>8.7%</b>	<b>11.2%</b>	<b>32.8%</b>	<b>36.1%</b>	<b>39.1%</b>	<b>21.8%</b>	<b>26.2%</b>	<b>23.7%</b>	<b>16.3%</b>	<b>14.6%</b>	<b>15.5%</b>	<b>16.9%</b>	<b>14.4%</b>	<b>10.5%</b>	<b>511</b>	<b>642</b>	<b>735</b>	<b>57</b>	<b>57</b>	<b>76</b>
<b>FERC</b>	<b>18.1%</b>	<b>18.0%</b>	<b>13.2%</b>	<b>35.7%</b>	<b>33.0%</b>	<b>31.5%</b>	<b>22.3%</b>	<b>23.6%</b>	<b>27.2%</b>	<b>14.4%</b>	<b>13.1%</b>	<b>14.3%</b>	<b>9.4%</b>	<b>12.3%</b>	<b>13.8%</b>	<b>876</b>	<b>789</b>	<b>787</b>	<b>111</b>	<b>102</b>	<b>99</b>
<b>FTC</b>	<b>18.7%</b>	<b>18.7%</b>	<b>16.9%</b>	<b>35.5%</b>	<b>35.3%</b>	<b>35.3%</b>	<b>23.7%</b>	<b>22.5%</b>	<b>22.9%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>13.4%</b>	<b>9.8%</b>	<b>11.3%</b>	<b>11.4%</b>	<b>534</b>	<b>444</b>	<b>486</b>	<b>87</b>	<b>71</b>	<b>73</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.6%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>30.5%</b>	<b>29.1%</b>	<b>29.3%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>26.3%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>17.5%</b>	<b>18.4%</b>	<b>17.8%</b>	<b>390,970</b>	<b>364,099</b>	<b>350,157</b>	<b>27,677</b>	<b>25,833</b>	<b>23,879</b>
<b>GSA</b>	<b>12.7%</b>	<b>10.2%</b>	<b>10.1%</b>	<b>29.3%</b>	<b>28.2%</b>	<b>27.7%</b>	<b>29.6%</b>	<b>31.2%</b>	<b>30.8%</b>	<b>14.5%</b>	<b>15.2%</b>	<b>16.2%</b>	<b>13.9%</b>	<b>15.2%</b>	<b>15.3%</b>	<b>7,145</b>	<b>7,841</b>	<b>7,728</b>	<b>641</b>	<b>633</b>	<b>593</b>
<b>HHS</b>	<b>11.5%</b>	<b>10.3%</b>	<b>9.0%</b>	<b>34.7%</b>	<b>33.6%</b>	<b>30.9%</b>	<b>24.6%</b>	<b>25.2%</b>	<b>26.2%</b>	<b>15.5%</b>	<b>16.4%</b>	<b>17.5%</b>	<b>13.7%</b>	<b>14.5%</b>	<b>16.4%</b>	<b>33,765</b>	<b>30,113</b>	<b>29,532</b>	<b>2,720</b>	<b>2,457</b>	<b>2,575</b>
<b>HUD</b>	<b>10.4%</b>	<b>7.1%</b>	<b>7.0%</b>	<b>31.2%</b>	<b>27.3%</b>	<b>27.1%</b>	<b>25.7%</b>	<b>24.6%</b>	<b>26.4%</b>	<b>16.1%</b>	<b>18.1%</b>	<b>18.4%</b>	<b>16.6%</b>	<b>22.8%</b>	<b>21.1%</b>	<b>4,910</b>	<b>3,584</b>	<b>3,416</b>	<b>445</b>	<b>273</b>	<b>294</b>
<b>NARA</b>	<b>14.2%</b>	<b>12.5%</b>	<b>10.3%</b>	<b>33.7%</b>	<b>32.0%</b>	<b>31.7%</b>	<b>21.9%</b>	<b>21.4%</b>	<b>22.8%</b>	<b>14.2%</b>	<b>15.3%</b>	<b>16.1%</b>	<b>15.9%</b>	<b>18.8%</b>	<b>19.1%</b>	<b>1,604</b>	<b>1,539</b>	<b>1,495</b>	<b>99</b>	<b>127</b>	<b>105</b>
<b>NASA</b>	<b>18.2%</b>	<b>15.9%</b>	<b>14.3%</b>	<b>41.4%</b>	<b>39.6%</b>	<b>40.3%</b>	<b>22.5%</b>	<b>24.7%</b>	<b>24.6%</b>	<b>10.8%</b>	<b>11.9%</b>	<b>12.7%</b>	<b>7.1%</b>	<b>7.9%</b>	<b>8.1%</b>	<b>9,236</b>	<b>8,695</b>	<b>9,297</b>	<b>623</b>	<b>663</b>	<b>613</b>
<b>NCUA</b>	<b>16.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>37.1%</b>	<b>42.6%</b>	<b>38.8%</b>	<b>19.9%</b>	<b>18.5%</b>	<b>19.7%</b>	<b>14.5%</b>	<b>13.7%</b>	<b>14.9%</b>	<b>12.1%</b>	<b>10.4%</b>	<b>11.6%</b>	<b>733</b>	<b>763</b>	<b>761</b>	<b>39</b>	<b>40</b>	<b>34</b>
<b>NLRB</b>	<b>12.6%</b>	<b>10.0%</b>	<b>9.9%</b>	<b>28.9%</b>	<b>32.3%</b>	<b>28.7%</b>	<b>22.5%</b>	<b>19.4%</b>	<b>23.0%</b>	<b>18.7%</b>	<b>22.4%</b>	<b>20.7%</b>	<b>17.3%</b>	<b>15.9%</b>	<b>17.8%</b>	<b>814</b>	<b>624</b>	<b>654</b>	<b>83</b>	<b>61</b>	<b>63</b>
<b>NRC</b>	<b>16.0%</b>	<b>14.5%</b>	<b>13.9%</b>	<b>36.7%</b>	<b>35.5%</b>	<b>38.3%</b>	<b>22.4%</b>	<b>24.0%</b>	<b>21.6%</b>	<b>14.7%</b>	<b>15.8%</b>	<b>14.9%</b>	<b>10.2%</b>	<b>10.1%</b>	<b>11.2%</b>	<b>2,448</b>	<b>2,249</b>	<b>2,339</b>	<b>201</b>	<b>202</b>	<b>160</b>
<b>NSF</b>	<b>13.6%</b>	<b>10.8%</b>	<b>10.4%</b>	<b>31.6%</b>	<b>30.5%</b>	<b>24.5%</b>	<b>24.0%</b>	<b>26.2%</b>	<b>29.0%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>18.8%</b>	<b>14.6%</b>	<b>15.6%</b>	<b>17.3%</b>	<b>813</b>	<b>821</b>	<b>800</b>	<b>81</b>	<b>86</b>	<b>84</b>
<b>OMB</b>	<b>17.0%</b>	<b>17.0%</b>	<b>7.6%</b>	<b>43.0%</b>	<b>36.0%</b>	<b>39.1%</b>	<b>21.3%</b>	<b>25.6%</b>	<b>24.8%</b>	<b>14.0%</b>	<b>14.0%</b>	<b>18.3%</b>	<b>4.7%</b>	<b>7.4%</b>	<b>10.2%</b>	<b>265</b>	<b>282</b>	<b>292</b>	<b>37</b>	<b>21</b>	<b>22</b>
<b>OPM</b>	<b>13.8%</b>	<b>13.9%</b>	<b>12.9%</b>	<b>37.5%</b>	<b>37.0%</b>	<b>36.1%</b>	<b>25.5%</b>	<b>26.6%</b>	<b>27.0%</b>	<b>12.1%</b>	<b>12.4%</b>	<b>13.4%</b>	<b>11.1%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>3,030</b>	<b>3,216</b>	<b>2,638</b>	<b>323</b>	<b>358</b>	<b>273</b>
<b>PBGC</b>	<b>10.1%</b>	<b>13.6%</b>	<b>11.0%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>32.1%</b>	<b>26.3%</b>	<b>22.9%</b>	<b>26.3%</b>	<b>15.3%</b>	<b>14.4%</b>	<b>14.4%</b>	<b>14.4%</b>	<b>15.1%</b>	<b>16.1%</b>	<b>581</b>	<b>437</b>	<b>365</b>	<b>45</b>	<b>40</b>	<b>29</b>
<b>RRB</b>	<b>14.6%</b>	<b>13.3%</b>	<b>11.4%</b>	<b>39.5%</b>	<b>36.3%</b>	<b>37.2%</b>	<b>22.1%</b>	<b>27.1%</b>	<b>27.0%</b>	<b>13.3%</b>	<b>11.4%</b>	<b>13.8%</b>	<b>10.6%</b>	<b>11.9%</b>	<b>10.6%</b>	<b>432</b>	<b>486</b>	<b>558</b>	<b>47</b>	<b>36</b>	<b>50</b>
<b>SBA</b>	<b>10.1%</b>	<b>11.3%</b>	<b>11.8%</b>	<b>30.5%</b>	<b>32.9%</b>	<b>30.3%</b>	<b>21.9%</b>	<b>24.5%</b>	<b>26.1%</b>	<b>17.5%</b>	<b>14.8%</b>	<b>16.3%</b>	<b>20.0%</b>	<b>16.5%</b>	<b>15.5%</b>	<b>1,187</b>	<b>1,282</b>	<b>1,406</b>	<b>101</b>	<b>101</b>	<b>99</b>
<b>SEC</b>	<b>11.9%</b>	<b>10.0%</b>	<b>8.2%</b>	<b>30.4%</b>	<b>27.4%</b>	<b>24.7%</b>	<b>21.6%</b>	<b>23.9%</b>	<b>23.4%</b>	<b>16.2%</b>	<b>19.3%</b>	<b>21.8%</b>	<b>19.9%</b>	<b>19.4%</b>	<b>22.0%</b>	<b>1,712</b>	<b>2,174</b>	<b>2,136</b>	<b>189</b>	<b>283</b>	<b>267</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.6%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>30.5%</b>	<b>29.1%</b>	<b>29.3%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>26.3%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>17.5%</b>	<b>18.4%</b>	<b>17.8%</b>	<b>390,970</b>	<b>364,099</b>	<b>350,157</b>	<b>27,677</b>	<b>25,833</b>	<b>23,879</b>
<b>SSA</b>	<b>12.2%</b>	<b>8.2%</b>	<b>9.1%</b>	<b>32.8%</b>	<b>27.4%</b>	<b>29.1%</b>	<b>23.4%</b>	<b>28.3%</b>	<b>24.0%</b>	<b>16.0%</b>	<b>18.4%</b>	<b>19.2%</b>	<b>15.7%</b>	<b>17.7%</b>	<b>18.6%</b>	<b>9,660</b>	<b>8,738</b>	<b>7,821</b>	<b>792</b>	<b>738</b>	<b>472</b>
<b>State</b>	<b>10.1%</b>	<b>10.4%</b>	<b>10.2%</b>	<b>34.1%</b>	<b>35.8%</b>	<b>34.1%</b>	<b>25.3%</b>	<b>25.2%</b>	<b>23.6%</b>	<b>18.2%</b>	<b>16.3%</b>	<b>19.7%</b>	<b>12.3%</b>	<b>12.4%</b>	<b>12.3%</b>	<b>3,829</b>	<b>3,487</b>	<b>2,390</b>	<b>210</b>	<b>259</b>	<b>153</b>
<b>Treas</b>	<b>11.6%</b>	<b>11.5%</b>	<b>10.7%</b>	<b>35.4%</b>	<b>35.9%</b>	<b>33.3%</b>	<b>24.5%</b>	<b>24.3%</b>	<b>25.1%</b>	<b>14.2%</b>	<b>14.5%</b>	<b>14.9%</b>	<b>14.3%</b>	<b>13.7%</b>	<b>16.0%</b>	<b>46,905</b>	<b>46,483</b>	<b>45,797</b>	<b>4,400</b>	<b>4,207</b>	<b>3,841</b>
<b>USAID</b>	<b>9.8%</b>	<b>9.0%</b>	<b>8.3%</b>	<b>33.8%</b>	<b>34.2%</b>	<b>34.0%</b>	<b>23.6%</b>	<b>22.5%</b>	<b>23.8%</b>	<b>18.0%</b>	<b>19.0%</b>	<b>20.6%</b>	<b>14.9%</b>	<b>15.4%</b>	<b>13.2%</b>	<b>1,869</b>	<b>1,890</b>	<b>2,071</b>	<b>111</b>	<b>130</b>	<b>173</b>
<b>USDA</b>	<b>7.9%</b>	<b>6.7%</b>	<b>6.1%</b>	<b>33.6%</b>	<b>31.2%</b>	<b>31.0%</b>	<b>25.9%</b>	<b>25.8%</b>	<b>26.9%</b>	<b>17.7%</b>	<b>19.4%</b>	<b>19.5%</b>	<b>15.1%</b>	<b>16.9%</b>	<b>16.5%</b>	<b>19,420</b>	<b>18,962</b>	<b>12,518</b>	<b>1,047</b>	<b>1,092</b>	<b>678</b>
<b>VA</b>	<b>8.6%</b>	<b>9.0%</b>	<b>9.4%</b>	<b>27.8%</b>	<b>27.3%</b>	<b>28.2%</b>	<b>26.8%</b>	<b>26.4%</b>	<b>26.6%</b>	<b>18.3%</b>	<b>17.5%</b>	<b>17.9%</b>	<b>18.5%</b>	<b>19.7%</b>	<b>18.0%</b>	<b>29,876</b>	<b>25,690</b>	<b>28,034</b>	<b>2,099</b>	<b>1,740</b>	<b>1,661</b>
<b>Small Agencies</b>	<b>13.9%</b>	<b>13.7%</b>	<b>13.6%</b>	<b>33.4%</b>	<b>30.0%</b>	<b>30.3%</b>	<b>23.1%</b>	<b>24.2%</b>	<b>25.1%</b>	<b>14.1%</b>	<b>15.3%</b>	<b>15.0%</b>	<b>15.5%</b>	<b>16.7%</b>	<b>16.0%</b>	<b>4,586</b>	<b>4,233</b>	<b>4,562</b>	<b>490</b>	<b>484</b>	<b>494</b>
<b>DOD</b>	<b>9.4%</b>	<b>8.3%</b>	<b>7.7%</b>	<b>30.8%</b>	<b>29.1%</b>	<b>29.2%</b>	<b>25.6%</b>	<b>26.5%</b>	<b>27.3%</b>	<b>17.3%</b>	<b>18.2%</b>	<b>18.5%</b>	<b>16.9%</b>	<b>17.9%</b>	<b>17.4%</b>	<b>68,764</b>	<b>70,709</b>	<b>61,335</b>	<b>3,626</b>	<b>3,812</b>	<b>3,276</b>
<b>USACE</b>	<b>8.8%</b>	<b>7.4%</b>	<b>6.6%</b>	<b>32.9%</b>	<b>32.0%</b>	<b>29.8%</b>	<b>25.8%</b>	<b>25.9%</b>	<b>27.3%</b>	<b>18.3%</b>	<b>17.5%</b>	<b>19.7%</b>	<b>14.1%</b>	<b>17.2%</b>	<b>16.5%</b>	<b>4,048</b>	<b>2,304</b>	<b>2,074</b>	<b>241</b>	<b>118</b>	<b>138</b>
<b>Air Force</b>	<b>10.3%</b>	<b>8.9%</b>	<b>7.4%</b>	<b>32.2%</b>	<b>31.0%</b>	<b>29.2%</b>	<b>24.4%</b>	<b>25.8%</b>	<b>27.0%</b>	<b>17.4%</b>	<b>17.7%</b>	<b>19.1%</b>	<b>15.7%</b>	<b>16.6%</b>	<b>17.2%</b>	<b>17,912</b>	<b>18,302</b>	<b>11,596</b>	<b>720</b>	<b>768</b>	<b>465</b>
<b>Army‡</b>	<b>8.6%</b>	<b>7.5%</b>	<b>7.4%</b>	<b>27.7%</b>	<b>25.6%</b>	<b>26.5%</b>	<b>25.2%</b>	<b>26.6%</b>	<b>26.9%</b>	<b>18.2%</b>	<b>19.4%</b>	<b>19.4%</b>	<b>20.2%</b>	<b>20.8%</b>	<b>19.8%</b>	<b>15,736</b>	<b>18,763</b>	<b>18,652</b>	<b>830</b>	<b>1,051</b>	<b>1,123</b>
<b>Navy‡</b>	<b>8.6%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>32.1%</b>	<b>30.6%</b>	<b>31.5%</b>	<b>27.3%</b>	<b>27.8%</b>	<b>28.8%</b>	<b>17.1%</b>	<b>17.8%</b>	<b>17.3%</b>	<b>14.9%</b>	<b>16.1%</b>	<b>14.8%</b>	<b>15,289</b>	<b>16,737</b>	<b>16,563</b>	<b>810</b>	<b>882</b>	<b>765</b>
<b>Marine Corps</b>	<b>10.6%</b>	<b>11.6%</b>	<b>9.0%</b>	<b>30.9%</b>	<b>26.0%</b>	<b>30.2%</b>	<b>23.5%</b>	<b>26.9%</b>	<b>25.6%</b>	<b>15.4%</b>	<b>19.2%</b>	<b>17.5%</b>	<b>19.7%</b>	<b>16.2%</b>	<b>17.7%</b>	<b>1,612</b>	<b>1,625</b>	<b>1,975</b>	<b>62</b>	<b>84</b>	<b>98</b>
<b>DOD 4th Estate</b>	<b>11.1%</b>	<b>10.0%</b>	<b>9.3%</b>	<b>31.6%</b>	<b>30.1%</b>	<b>29.9%</b>	<b>25.2%</b>	<b>25.4%</b>	<b>26.0%</b>	<b>16.0%</b>	<b>17.1%</b>	<b>17.3%</b>	<b>16.0%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>14,167</b>	<b>12,978</b>	<b>10,475</b>	<b>963</b>	<b>909</b>	<b>687</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(26) Employees in my work unit share job knowledge with each other.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.9%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>50.8%</b>	<b>50.9%</b>	<b>51.3%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>417,688</b>	<b>389,041</b>	<b>373,151</b>	<b>1,762</b>	<b>1,704</b>	<b>1,576</b>
<b>BBG</b>	<b>19.1%</b>	<b>15.2%</b>	<b>16.0%</b>	<b>48.0%</b>	<b>48.8%</b>	<b>48.6%</b>	<b>15.1%</b>	<b>16.9%</b>	<b>17.8%</b>	<b>10.0%</b>	<b>11.0%</b>	<b>10.5%</b>	<b>7.9%</b>	<b>8.0%</b>	<b>7.1%</b>	<b>1,082</b>	<b>1,035</b>	<b>1,142</b>	<b>8</b>	<b>9</b>	<b>8</b>
<b>CSOSA</b>	<b>22.5%</b>	<b>21.9%</b>	<b>19.9%</b>	<b>50.9%</b>	<b>50.1%</b>	<b>47.6%</b>	<b>13.9%</b>	<b>13.1%</b>	<b>15.3%</b>	<b>8.2%</b>	<b>8.6%</b>	<b>10.2%</b>	<b>4.5%</b>	<b>6.4%</b>	<b>7.0%</b>	<b>635</b>	<b>716</b>	<b>704</b>	<b>4</b>	<b>1</b>	<b>2</b>
<b>DHS</b>	<b>16.7%</b>	<b>17.3%</b>	<b>17.1%</b>	<b>51.0%</b>	<b>51.6%</b>	<b>51.2%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>15.9%</b>	<b>8.8%</b>	<b>8.5%</b>	<b>9.0%</b>	<b>8.0%</b>	<b>7.2%</b>	<b>6.8%</b>	<b>42,761</b>	<b>42,477</b>	<b>38,778</b>	<b>142</b>	<b>127</b>	<b>135</b>
<b>DOC</b>	<b>25.0%</b>	<b>25.5%</b>	<b>24.0%</b>	<b>49.6%</b>	<b>49.5%</b>	<b>51.2%</b>	<b>14.1%</b>	<b>13.6%</b>	<b>13.1%</b>	<b>7.3%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>4.2%</b>	<b>10,027</b>	<b>9,776</b>	<b>9,344</b>	<b>50</b>	<b>53</b>	<b>54</b>
<b>DOE</b>	<b>23.7%</b>	<b>21.3%</b>	<b>21.6%</b>	<b>51.4%</b>	<b>51.5%</b>	<b>51.7%</b>	<b>12.9%</b>	<b>13.7%</b>	<b>14.1%</b>	<b>7.5%</b>	<b>8.4%</b>	<b>8.0%</b>	<b>4.5%</b>	<b>5.0%</b>	<b>4.5%</b>	<b>8,400</b>	<b>6,463</b>	<b>6,655</b>	<b>29</b>	<b>22</b>	<b>21</b>
<b>DOI</b>	<b>20.0%</b>	<b>19.5%</b>	<b>18.3%</b>	<b>51.0%</b>	<b>50.9%</b>	<b>51.2%</b>	<b>14.7%</b>	<b>15.0%</b>	<b>15.5%</b>	<b>8.6%</b>	<b>8.9%</b>	<b>9.5%</b>	<b>5.6%</b>	<b>5.7%</b>	<b>5.5%</b>	<b>26,095</b>	<b>18,198</b>	<b>18,220</b>	<b>109</b>	<b>74</b>	<b>61</b>
<b>DOJ</b>	<b>23.1%</b>	<b>21.2%</b>	<b>20.6%</b>	<b>51.7%</b>	<b>51.3%</b>	<b>51.8%</b>	<b>13.7%</b>	<b>15.0%</b>	<b>15.3%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>4.4%</b>	<b>5.0%</b>	<b>4.5%</b>	<b>20,015</b>	<b>17,051</b>	<b>16,836</b>	<b>97</b>	<b>76</b>	<b>68</b>
<b>DOL</b>	<b>27.7%</b>	<b>25.6%</b>	<b>24.6%</b>	<b>48.6%</b>	<b>48.6%</b>	<b>48.2%</b>	<b>12.4%</b>	<b>12.7%</b>	<b>13.2%</b>	<b>6.3%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>5.0%</b>	<b>5.3%</b>	<b>6.3%</b>	<b>11,233</b>	<b>10,841</b>	<b>5,163</b>	<b>60</b>	<b>61</b>	<b>15</b>
<b>DOT</b>	<b>24.6%</b>	<b>22.8%</b>	<b>23.6%</b>	<b>53.3%</b>	<b>53.5%</b>	<b>53.3%</b>	<b>11.8%</b>	<b>12.8%</b>	<b>13.2%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>5.7%</b>	<b>3.6%</b>	<b>4.0%</b>	<b>4.1%</b>	<b>15,486</b>	<b>11,571</b>	<b>23,024</b>	<b>50</b>	<b>46</b>	<b>93</b>
<b>Educ</b>	<b>28.6%</b>	<b>27.8%</b>	<b>26.4%</b>	<b>49.3%</b>	<b>49.1%</b>	<b>48.1%</b>	<b>11.3%</b>	<b>10.4%</b>	<b>12.1%</b>	<b>6.2%</b>	<b>7.0%</b>	<b>7.8%</b>	<b>4.6%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>2,678</b>	<b>2,392</b>	<b>2,635</b>	<b>13</b>	<b>11</b>	<b>12</b>
<b>EEOC</b>	<b>30.7%</b>	<b>25.6%</b>	<b>24.2%</b>	<b>44.6%</b>	<b>48.0%</b>	<b>49.3%</b>	<b>11.0%</b>	<b>12.6%</b>	<b>12.0%</b>	<b>7.5%</b>	<b>7.9%</b>	<b>8.4%</b>	<b>6.2%</b>	<b>5.8%</b>	<b>6.1%</b>	<b>1,228</b>	<b>1,118</b>	<b>1,166</b>	<b>9</b>	<b>4</b>	<b>7</b>
<b>EPA</b>	<b>23.3%</b>	<b>22.0%</b>	<b>20.7%</b>	<b>52.0%</b>	<b>52.4%</b>	<b>53.7%</b>	<b>12.1%</b>	<b>12.4%</b>	<b>13.4%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>4.7%</b>	<b>5.3%</b>	<b>4.5%</b>	<b>4,417</b>	<b>3,836</b>	<b>3,887</b>	<b>13</b>	<b>19</b>	<b>25</b>
<b>FCC</b>	<b>24.6%</b>	<b>23.4%</b>	<b>22.6%</b>	<b>47.6%</b>	<b>48.5%</b>	<b>50.8%</b>	<b>13.1%</b>	<b>13.8%</b>	<b>14.7%</b>	<b>7.4%</b>	<b>9.0%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>5.3%</b>	<b>4.2%</b>	<b>563</b>	<b>694</b>	<b>810</b>	<b>2</b>	<b>4</b>	<b>2</b>
<b>FERC</b>	<b>38.1%</b>	<b>37.4%</b>	<b>27.5%</b>	<b>47.1%</b>	<b>44.7%</b>	<b>51.4%</b>	<b>7.9%</b>	<b>10.1%</b>	<b>11.4%</b>	<b>5.3%</b>	<b>4.5%</b>	<b>6.6%</b>	<b>1.7%</b>	<b>3.3%</b>	<b>3.1%</b>	<b>989</b>	<b>886</b>	<b>882</b>	<b>1</b>	<b>4</b>	<b>6</b>
<b>FTC</b>	<b>45.4%</b>	<b>46.0%</b>	<b>39.3%</b>	<b>39.5%</b>	<b>38.7%</b>	<b>44.7%</b>	<b>7.0%</b>	<b>7.9%</b>	<b>7.6%</b>	<b>4.4%</b>	<b>3.7%</b>	<b>4.6%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.9%</b>	<b>622</b>	<b>514</b>	<b>561</b>	<b>2</b>	<b>2</b>	<b>1</b>

## Report by Agency

**(26) Employees in my work unit share job knowledge with each other.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.9%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>50.8%</b>	<b>50.9%</b>	<b>51.3%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>417,688</b>	<b>389,041</b>	<b>373,151</b>	<b>1,762</b>	<b>1,704</b>	<b>1,576</b>
<b>GSA</b>	<b>30.3%</b>	<b>28.7%</b>	<b>28.8%</b>	<b>49.4%</b>	<b>49.9%</b>	<b>49.2%</b>	<b>11.4%</b>	<b>12.3%</b>	<b>12.3%</b>	<b>5.2%</b>	<b>5.6%</b>	<b>6.1%</b>	<b>3.6%</b>	<b>3.5%</b>	<b>3.7%</b>	<b>7,790</b>	<b>8,472</b>	<b>8,342</b>	<b>34</b>	<b>34</b>	<b>30</b>
<b>HHS</b>	<b>24.1%</b>	<b>22.8%</b>	<b>21.6%</b>	<b>49.0%</b>	<b>48.7%</b>	<b>49.1%</b>	<b>13.8%</b>	<b>14.6%</b>	<b>14.7%</b>	<b>7.8%</b>	<b>8.3%</b>	<b>8.9%</b>	<b>5.3%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>36,356</b>	<b>32,460</b>	<b>32,013</b>	<b>201</b>	<b>182</b>	<b>160</b>
<b>HUD</b>	<b>24.9%</b>	<b>20.1%</b>	<b>19.5%</b>	<b>47.5%</b>	<b>48.5%</b>	<b>48.4%</b>	<b>13.3%</b>	<b>14.1%</b>	<b>14.8%</b>	<b>8.0%</b>	<b>8.4%</b>	<b>9.5%</b>	<b>6.4%</b>	<b>8.9%</b>	<b>7.8%</b>	<b>5,346</b>	<b>3,852</b>	<b>3,695</b>	<b>30</b>	<b>10</b>	<b>22</b>
<b>NARA</b>	<b>26.9%</b>	<b>23.5%</b>	<b>20.3%</b>	<b>45.5%</b>	<b>44.9%</b>	<b>44.0%</b>	<b>12.5%</b>	<b>14.0%</b>	<b>15.0%</b>	<b>7.7%</b>	<b>10.4%</b>	<b>11.2%</b>	<b>7.4%</b>	<b>7.2%</b>	<b>9.5%</b>	<b>1,692</b>	<b>1,667</b>	<b>1,600</b>	<b>12</b>	<b>7</b>	<b>6</b>
<b>NASA</b>	<b>34.3%</b>	<b>31.8%</b>	<b>30.1%</b>	<b>48.5%</b>	<b>50.6%</b>	<b>51.3%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>11.3%</b>	<b>4.4%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>2.3%</b>	<b>2.1%</b>	<b>2.3%</b>	<b>9,875</b>	<b>9,357</b>	<b>9,901</b>	<b>22</b>	<b>36</b>	<b>37</b>
<b>NCUA</b>	<b>32.2%</b>	<b>33.2%</b>	<b>34.0%</b>	<b>50.8%</b>	<b>48.9%</b>	<b>50.3%</b>	<b>9.3%</b>	<b>8.5%</b>	<b>7.9%</b>	<b>4.9%</b>	<b>6.7%</b>	<b>5.4%</b>	<b>2.7%</b>	<b>2.7%</b>	<b>2.3%</b>	<b>770</b>	<b>803</b>	<b>796</b>	<b>0</b>	<b>3</b>	<b>0</b>
<b>NLRB</b>	<b>34.6%</b>	<b>28.2%</b>	<b>29.7%</b>	<b>47.7%</b>	<b>51.2%</b>	<b>48.4%</b>	<b>9.0%</b>	<b>10.8%</b>	<b>11.7%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>6.7%</b>	<b>2.4%</b>	<b>3.5%</b>	<b>3.5%</b>	<b>889</b>	<b>691</b>	<b>720</b>	<b>10</b>	<b>3</b>	<b>2</b>
<b>NRC</b>	<b>35.5%</b>	<b>34.1%</b>	<b>31.6%</b>	<b>46.1%</b>	<b>48.3%</b>	<b>50.0%</b>	<b>9.1%</b>	<b>9.4%</b>	<b>10.2%</b>	<b>6.0%</b>	<b>5.1%</b>	<b>5.5%</b>	<b>3.3%</b>	<b>3.1%</b>	<b>2.7%</b>	<b>2,659</b>	<b>2,449</b>	<b>2,492</b>	<b>7</b>	<b>10</b>	<b>12</b>
<b>NSF</b>	<b>30.1%</b>	<b>26.9%</b>	<b>22.1%</b>	<b>45.3%</b>	<b>48.0%</b>	<b>50.6%</b>	<b>12.4%</b>	<b>12.2%</b>	<b>13.3%</b>	<b>7.5%</b>	<b>7.6%</b>	<b>8.9%</b>	<b>4.7%</b>	<b>5.4%</b>	<b>5.2%</b>	<b>893</b>	<b>907</b>	<b>880</b>	<b>3</b>	<b>4</b>	<b>3</b>
<b>OMB</b>	<b>42.6%</b>	<b>36.3%</b>	<b>32.5%</b>	<b>45.0%</b>	<b>51.1%</b>	<b>52.8%</b>	<b>8.6%</b>	<b>6.9%</b>	<b>6.7%</b>	<b>2.6%</b>	<b>3.4%</b>	<b>5.5%</b>	<b>1.3%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>304</b>	<b>303</b>	<b>313</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>OPM</b>	<b>31.1%</b>	<b>30.0%</b>	<b>28.6%</b>	<b>48.7%</b>	<b>49.9%</b>	<b>50.2%</b>	<b>10.4%</b>	<b>10.3%</b>	<b>11.1%</b>	<b>6.4%</b>	<b>6.2%</b>	<b>6.6%</b>	<b>3.4%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>3,350</b>	<b>3,567</b>	<b>2,902</b>	<b>15</b>	<b>14</b>	<b>12</b>
<b>PBGC</b>	<b>26.6%</b>	<b>26.0%</b>	<b>23.2%</b>	<b>49.3%</b>	<b>47.9%</b>	<b>47.3%</b>	<b>10.7%</b>	<b>13.0%</b>	<b>14.3%</b>	<b>8.8%</b>	<b>9.2%</b>	<b>8.4%</b>	<b>4.7%</b>	<b>4.0%</b>	<b>6.8%</b>	<b>624</b>	<b>478</b>	<b>394</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>RRB</b>	<b>26.5%</b>	<b>25.9%</b>	<b>22.2%</b>	<b>49.7%</b>	<b>49.2%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.1%</b>	<b>12.5%</b>	<b>4.8%</b>	<b>7.1%</b>	<b>6.3%</b>	<b>5.3%</b>	<b>4.8%</b>	<b>4.3%</b>	<b>473</b>	<b>520</b>	<b>606</b>	<b>5</b>	<b>2</b>	<b>2</b>
<b>SBA</b>	<b>22.8%</b>	<b>23.5%</b>	<b>23.2%</b>	<b>45.6%</b>	<b>46.1%</b>	<b>48.2%</b>	<b>13.4%</b>	<b>13.1%</b>	<b>13.3%</b>	<b>10.5%</b>	<b>9.6%</b>	<b>8.3%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.0%</b>	<b>1,296</b>	<b>1,380</b>	<b>1,500</b>	<b>5</b>	<b>9</b>	<b>9</b>
<b>SEC</b>	<b>27.1%</b>	<b>24.4%</b>	<b>23.0%</b>	<b>49.3%</b>	<b>51.0%</b>	<b>50.2%</b>	<b>12.4%</b>	<b>11.5%</b>	<b>12.7%</b>	<b>5.9%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>5.4%</b>	<b>4.6%</b>	<b>5.3%</b>	<b>1,891</b>	<b>2,454</b>	<b>2,397</b>	<b>11</b>	<b>11</b>	<b>9</b>

## Report by Agency

**(26) Employees in my work unit share job knowledge with each other.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.9%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>50.8%</b>	<b>50.9%</b>	<b>51.3%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>417,688</b>	<b>389,041</b>	<b>373,151</b>	<b>1,762</b>	<b>1,704</b>	<b>1,576</b>
<b>SSA</b>	<b>27.9%</b>	<b>25.1%</b>	<b>24.8%</b>	<b>51.5%</b>	<b>53.3%</b>	<b>53.1%</b>	<b>11.3%</b>	<b>11.9%</b>	<b>11.9%</b>	<b>6.1%</b>	<b>6.1%</b>	<b>6.1%</b>	<b>3.2%</b>	<b>3.7%</b>	<b>4.1%</b>	<b>10,430</b>	<b>9,439</b>	<b>8,261</b>	<b>47</b>	<b>44</b>	<b>38</b>
<b>State</b>	<b>26.9%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>51.7%</b>	<b>53.9%</b>	<b>53.2%</b>	<b>12.0%</b>	<b>11.8%</b>	<b>12.3%</b>	<b>6.3%</b>	<b>6.6%</b>	<b>6.9%</b>	<b>3.1%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>4,032</b>	<b>3,735</b>	<b>2,531</b>	<b>14</b>	<b>23</b>	<b>10</b>
<b>Treas</b>	<b>30.3%</b>	<b>30.4%</b>	<b>29.9%</b>	<b>49.5%</b>	<b>49.9%</b>	<b>50.2%</b>	<b>10.3%</b>	<b>10.2%</b>	<b>10.2%</b>	<b>5.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>4.3%</b>	<b>4.0%</b>	<b>4.2%</b>	<b>51,192</b>	<b>50,526</b>	<b>49,513</b>	<b>215</b>	<b>248</b>	<b>225</b>
<b>USAID</b>	<b>21.2%</b>	<b>20.4%</b>	<b>18.7%</b>	<b>54.6%</b>	<b>55.1%</b>	<b>55.8%</b>	<b>12.5%</b>	<b>12.7%</b>	<b>12.4%</b>	<b>7.1%</b>	<b>8.0%</b>	<b>7.9%</b>	<b>4.6%</b>	<b>3.8%</b>	<b>5.2%</b>	<b>1,987</b>	<b>2,029</b>	<b>2,243</b>	<b>7</b>	<b>8</b>	<b>10</b>
<b>USDA</b>	<b>20.0%</b>	<b>18.4%</b>	<b>17.1%</b>	<b>54.4%</b>	<b>54.4%</b>	<b>54.8%</b>	<b>13.6%</b>	<b>14.4%</b>	<b>15.1%</b>	<b>7.7%</b>	<b>8.2%</b>	<b>8.2%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.8%</b>	<b>20,448</b>	<b>20,007</b>	<b>13,145</b>	<b>68</b>	<b>79</b>	<b>63</b>
<b>VA</b>	<b>20.5%</b>	<b>19.8%</b>	<b>20.4%</b>	<b>49.5%</b>	<b>49.3%</b>	<b>49.6%</b>	<b>15.2%</b>	<b>15.7%</b>	<b>15.2%</b>	<b>8.6%</b>	<b>8.7%</b>	<b>8.6%</b>	<b>6.2%</b>	<b>6.5%</b>	<b>6.2%</b>	<b>31,864</b>	<b>27,315</b>	<b>29,619</b>	<b>146</b>	<b>139</b>	<b>125</b>
<b>Small Agencies</b>	<b>29.4%</b>	<b>28.1%</b>	<b>27.3%</b>	<b>47.2%</b>	<b>46.6%</b>	<b>47.4%</b>	<b>11.5%</b>	<b>12.5%</b>	<b>12.7%</b>	<b>6.5%</b>	<b>7.5%</b>	<b>7.3%</b>	<b>5.3%</b>	<b>5.3%</b>	<b>5.4%</b>	<b>5,071</b>	<b>4,716</b>	<b>5,028</b>	<b>32</b>	<b>27</b>	<b>35</b>
<b>DOD</b>	<b>20.4%</b>	<b>19.5%</b>	<b>18.6%</b>	<b>51.3%</b>	<b>51.3%</b>	<b>51.8%</b>	<b>14.8%</b>	<b>15.4%</b>	<b>15.8%</b>	<b>8.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>5.3%</b>	<b>72,225</b>	<b>74,346</b>	<b>64,453</b>	<b>287</b>	<b>296</b>	<b>253</b>
<b>USACE</b>	<b>21.8%</b>	<b>18.4%</b>	<b>18.9%</b>	<b>52.7%</b>	<b>52.8%</b>	<b>54.2%</b>	<b>13.2%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>7.8%</b>	<b>9.4%</b>	<b>8.6%</b>	<b>4.5%</b>	<b>4.9%</b>	<b>4.0%</b>	<b>4,277</b>	<b>2,417</b>	<b>2,201</b>	<b>11</b>	<b>7</b>	<b>7</b>
<b>Air Force</b>	<b>20.8%</b>	<b>20.2%</b>	<b>18.5%</b>	<b>52.5%</b>	<b>52.6%</b>	<b>53.0%</b>	<b>14.3%</b>	<b>14.8%</b>	<b>15.3%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>8.3%</b>	<b>4.8%</b>	<b>4.5%</b>	<b>4.9%</b>	<b>18,557</b>	<b>18,995</b>	<b>12,035</b>	<b>84</b>	<b>87</b>	<b>51</b>
<b>Army‡</b>	<b>18.3%</b>	<b>17.2%</b>	<b>16.3%</b>	<b>49.8%</b>	<b>49.7%</b>	<b>50.6%</b>	<b>16.0%</b>	<b>17.0%</b>	<b>17.6%</b>	<b>9.1%</b>	<b>9.4%</b>	<b>9.2%</b>	<b>6.8%</b>	<b>6.6%</b>	<b>6.3%</b>	<b>16,530</b>	<b>19,751</b>	<b>19,725</b>	<b>78</b>	<b>105</b>	<b>83</b>
<b>Navy‡</b>	<b>21.1%</b>	<b>20.3%</b>	<b>20.5%</b>	<b>52.6%</b>	<b>52.9%</b>	<b>53.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>14.6%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.5%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>16,066</b>	<b>17,611</b>	<b>17,297</b>	<b>59</b>	<b>53</b>	<b>59</b>
<b>Marine Corps</b>	<b>18.3%</b>	<b>22.1%</b>	<b>18.6%</b>	<b>52.1%</b>	<b>47.1%</b>	<b>51.5%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>14.8%</b>	<b>7.6%</b>	<b>8.9%</b>	<b>9.0%</b>	<b>5.7%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>1,662</b>	<b>1,706</b>	<b>2,068</b>	<b>10</b>	<b>3</b>	<b>11</b>
<b>DOD 4th Estate</b>	<b>22.5%</b>	<b>21.4%</b>	<b>20.0%</b>	<b>49.4%</b>	<b>49.9%</b>	<b>49.4%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>15.6%</b>	<b>8.2%</b>	<b>8.5%</b>	<b>8.7%</b>	<b>6.0%</b>	<b>6.1%</b>	<b>6.3%</b>	<b>15,133</b>	<b>13,866</b>	<b>11,127</b>	<b>45</b>	<b>41</b>	<b>42</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.4%</b>	<b>14.0%</b>	<b>14.4%</b>	<b>37.1%</b>	<b>36.8%</b>	<b>37.9%</b>	<b>29.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>10.9%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>403,364</b>	<b>375,813</b>	<b>360,810</b>	<b>16,549</b>	<b>15,161</b>	<b>14,051</b>
<b>BBG</b>	<b>15.2%</b>	<b>11.5%</b>	<b>15.1%</b>	<b>36.1%</b>	<b>36.6%</b>	<b>39.0%</b>	<b>26.1%</b>	<b>30.3%</b>	<b>26.0%</b>	<b>11.5%</b>	<b>11.5%</b>	<b>11.0%</b>	<b>11.1%</b>	<b>10.2%</b>	<b>8.9%</b>	<b>1,054</b>	<b>1,021</b>	<b>1,107</b>	<b>41</b>	<b>24</b>	<b>39</b>
<b>CSOSA</b>	<b>17.1%</b>	<b>13.7%</b>	<b>13.5%</b>	<b>37.3%</b>	<b>35.8%</b>	<b>36.2%</b>	<b>29.0%</b>	<b>30.3%</b>	<b>30.8%</b>	<b>10.8%</b>	<b>10.2%</b>	<b>10.8%</b>	<b>5.9%</b>	<b>9.9%</b>	<b>8.9%</b>	<b>617</b>	<b>686</b>	<b>685</b>	<b>22</b>	<b>29</b>	<b>25</b>
<b>DHS</b>	<b>11.7%</b>	<b>11.9%</b>	<b>12.0%</b>	<b>32.0%</b>	<b>33.1%</b>	<b>35.8%</b>	<b>30.9%</b>	<b>30.8%</b>	<b>30.3%</b>	<b>13.4%</b>	<b>13.0%</b>	<b>12.3%</b>	<b>12.1%</b>	<b>11.2%</b>	<b>9.6%</b>	<b>41,689</b>	<b>41,557</b>	<b>37,890</b>	<b>1,213</b>	<b>1,048</b>	<b>1,030</b>
<b>DOC</b>	<b>18.3%</b>	<b>17.9%</b>	<b>17.0%</b>	<b>38.5%</b>	<b>38.1%</b>	<b>39.1%</b>	<b>29.3%</b>	<b>30.0%</b>	<b>29.9%</b>	<b>9.1%</b>	<b>9.5%</b>	<b>9.2%</b>	<b>4.8%</b>	<b>4.4%</b>	<b>4.9%</b>	<b>9,515</b>	<b>9,298</b>	<b>8,915</b>	<b>586</b>	<b>549</b>	<b>498</b>
<b>DOE</b>	<b>14.7%</b>	<b>12.6%</b>	<b>13.4%</b>	<b>37.4%</b>	<b>36.5%</b>	<b>39.1%</b>	<b>29.8%</b>	<b>30.4%</b>	<b>28.9%</b>	<b>11.7%</b>	<b>12.9%</b>	<b>12.4%</b>	<b>6.4%</b>	<b>7.6%</b>	<b>6.2%</b>	<b>8,155</b>	<b>6,273</b>	<b>6,460</b>	<b>286</b>	<b>221</b>	<b>223</b>
<b>DOI</b>	<b>13.9%</b>	<b>12.5%</b>	<b>11.9%</b>	<b>37.9%</b>	<b>36.9%</b>	<b>37.6%</b>	<b>29.2%</b>	<b>30.6%</b>	<b>30.8%</b>	<b>11.5%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>7.2%</b>	<b>25,516</b>	<b>17,781</b>	<b>17,825</b>	<b>775</b>	<b>510</b>	<b>494</b>
<b>DOJ</b>	<b>17.3%</b>	<b>14.7%</b>	<b>14.3%</b>	<b>37.8%</b>	<b>36.2%</b>	<b>37.6%</b>	<b>29.3%</b>	<b>31.9%</b>	<b>31.7%</b>	<b>9.8%</b>	<b>10.8%</b>	<b>10.8%</b>	<b>5.7%</b>	<b>6.3%</b>	<b>5.7%</b>	<b>19,422</b>	<b>16,572</b>	<b>16,331</b>	<b>690</b>	<b>566</b>	<b>590</b>
<b>DOL</b>	<b>17.9%</b>	<b>15.9%</b>	<b>15.1%</b>	<b>38.2%</b>	<b>37.3%</b>	<b>37.6%</b>	<b>28.7%</b>	<b>29.7%</b>	<b>29.2%</b>	<b>9.0%</b>	<b>10.8%</b>	<b>10.7%</b>	<b>6.2%</b>	<b>6.2%</b>	<b>7.5%</b>	<b>10,754</b>	<b>10,415</b>	<b>4,884</b>	<b>540</b>	<b>486</b>	<b>290</b>
<b>DOT</b>	<b>16.0%</b>	<b>13.0%</b>	<b>14.0%</b>	<b>36.9%</b>	<b>36.9%</b>	<b>37.0%</b>	<b>29.4%</b>	<b>30.0%</b>	<b>28.5%</b>	<b>10.5%</b>	<b>12.1%</b>	<b>12.1%</b>	<b>7.2%</b>	<b>8.0%</b>	<b>8.4%</b>	<b>14,950</b>	<b>11,198</b>	<b>22,335</b>	<b>585</b>	<b>430</b>	<b>792</b>
<b>Educ</b>	<b>19.3%</b>	<b>16.9%</b>	<b>18.8%</b>	<b>39.5%</b>	<b>37.1%</b>	<b>36.4%</b>	<b>25.6%</b>	<b>28.0%</b>	<b>26.5%</b>	<b>8.9%</b>	<b>10.9%</b>	<b>11.0%</b>	<b>6.7%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>2,536</b>	<b>2,267</b>	<b>2,515</b>	<b>159</b>	<b>138</b>	<b>131</b>
<b>EEOC</b>	<b>21.7%</b>	<b>15.9%</b>	<b>14.4%</b>	<b>34.3%</b>	<b>33.5%</b>	<b>36.6%</b>	<b>29.1%</b>	<b>30.5%</b>	<b>32.0%</b>	<b>8.0%</b>	<b>11.5%</b>	<b>9.4%</b>	<b>6.9%</b>	<b>8.6%</b>	<b>7.7%</b>	<b>1,148</b>	<b>1,046</b>	<b>1,100</b>	<b>96</b>	<b>75</b>	<b>73</b>
<b>EPA</b>	<b>12.1%</b>	<b>9.7%</b>	<b>10.7%</b>	<b>33.7%</b>	<b>31.9%</b>	<b>34.7%</b>	<b>31.6%</b>	<b>33.6%</b>	<b>34.1%</b>	<b>14.9%</b>	<b>15.8%</b>	<b>12.8%</b>	<b>7.7%</b>	<b>9.1%</b>	<b>7.8%</b>	<b>4,224</b>	<b>3,675</b>	<b>3,736</b>	<b>217</b>	<b>181</b>	<b>177</b>
<b>FCC</b>	<b>16.0%</b>	<b>13.4%</b>	<b>14.9%</b>	<b>39.0%</b>	<b>39.3%</b>	<b>42.3%</b>	<b>26.4%</b>	<b>31.4%</b>	<b>31.5%</b>	<b>9.8%</b>	<b>9.2%</b>	<b>7.0%</b>	<b>8.8%</b>	<b>6.7%</b>	<b>4.4%</b>	<b>533</b>	<b>664</b>	<b>766</b>	<b>39</b>	<b>36</b>	<b>47</b>
<b>FERC</b>	<b>25.9%</b>	<b>21.9%</b>	<b>18.3%</b>	<b>40.0%</b>	<b>40.0%</b>	<b>39.9%</b>	<b>24.9%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>6.3%</b>	<b>6.8%</b>	<b>10.3%</b>	<b>3.0%</b>	<b>3.8%</b>	<b>4.1%</b>	<b>949</b>	<b>852</b>	<b>845</b>	<b>43</b>	<b>43</b>	<b>46</b>
<b>FTC</b>	<b>26.7%</b>	<b>29.6%</b>	<b>23.9%</b>	<b>38.0%</b>	<b>34.3%</b>	<b>37.6%</b>	<b>24.1%</b>	<b>24.8%</b>	<b>28.4%</b>	<b>7.4%</b>	<b>7.1%</b>	<b>7.0%</b>	<b>3.9%</b>	<b>4.1%</b>	<b>3.1%</b>	<b>585</b>	<b>479</b>	<b>526</b>	<b>40</b>	<b>38</b>	<b>38</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.4%</b>	<b>14.0%</b>	<b>14.4%</b>	<b>37.1%</b>	<b>36.8%</b>	<b>37.9%</b>	<b>29.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>10.9%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>403,364</b>	<b>375,813</b>	<b>360,810</b>	<b>16,549</b>	<b>15,161</b>	<b>14,051</b>
<b>GSA</b>	<b>20.4%</b>	<b>18.1%</b>	<b>18.9%</b>	<b>39.4%</b>	<b>39.1%</b>	<b>39.1%</b>	<b>26.9%</b>	<b>28.5%</b>	<b>27.0%</b>	<b>8.0%</b>	<b>8.4%</b>	<b>9.3%</b>	<b>5.2%</b>	<b>5.8%</b>	<b>5.7%</b>	<b>7,590</b>	<b>8,248</b>	<b>8,132</b>	<b>266</b>	<b>290</b>	<b>257</b>
<b>HHS</b>	<b>17.9%</b>	<b>15.8%</b>	<b>16.5%</b>	<b>39.6%</b>	<b>39.0%</b>	<b>39.7%</b>	<b>27.6%</b>	<b>29.0%</b>	<b>28.4%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>9.5%</b>	<b>5.7%</b>	<b>6.3%</b>	<b>5.9%</b>	<b>35,043</b>	<b>31,264</b>	<b>30,767</b>	<b>1,567</b>	<b>1,371</b>	<b>1,407</b>
<b>HUD</b>	<b>16.5%</b>	<b>10.6%</b>	<b>11.5%</b>	<b>35.1%</b>	<b>34.5%</b>	<b>36.2%</b>	<b>30.0%</b>	<b>31.1%</b>	<b>29.8%</b>	<b>11.0%</b>	<b>12.1%</b>	<b>12.2%</b>	<b>7.5%</b>	<b>11.7%</b>	<b>10.3%</b>	<b>5,098</b>	<b>3,719</b>	<b>3,557</b>	<b>266</b>	<b>146</b>	<b>165</b>
<b>NARA</b>	<b>17.7%</b>	<b>15.2%</b>	<b>12.6%</b>	<b>33.7%</b>	<b>33.0%</b>	<b>33.5%</b>	<b>28.2%</b>	<b>28.7%</b>	<b>30.1%</b>	<b>11.3%</b>	<b>13.0%</b>	<b>13.4%</b>	<b>9.0%</b>	<b>10.1%</b>	<b>10.4%</b>	<b>1,640</b>	<b>1,608</b>	<b>1,536</b>	<b>75</b>	<b>68</b>	<b>74</b>
<b>NASA</b>	<b>23.2%</b>	<b>20.8%</b>	<b>20.6%</b>	<b>38.6%</b>	<b>40.3%</b>	<b>39.9%</b>	<b>27.3%</b>	<b>27.7%</b>	<b>27.7%</b>	<b>7.7%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>3.2%</b>	<b>3.2%</b>	<b>3.4%</b>	<b>9,541</b>	<b>9,022</b>	<b>9,566</b>	<b>358</b>	<b>375</b>	<b>376</b>
<b>NCUA</b>	<b>25.2%</b>	<b>22.8%</b>	<b>21.2%</b>	<b>38.6%</b>	<b>41.6%</b>	<b>40.9%</b>	<b>22.9%</b>	<b>22.6%</b>	<b>23.0%</b>	<b>9.5%</b>	<b>8.9%</b>	<b>10.6%</b>	<b>3.8%</b>	<b>4.0%</b>	<b>4.3%</b>	<b>745</b>	<b>781</b>	<b>774</b>	<b>27</b>	<b>26</b>	<b>24</b>
<b>NLRB</b>	<b>18.0%</b>	<b>13.0%</b>	<b>13.6%</b>	<b>37.7%</b>	<b>34.5%</b>	<b>36.2%</b>	<b>29.1%</b>	<b>33.9%</b>	<b>33.5%</b>	<b>9.6%</b>	<b>13.1%</b>	<b>10.7%</b>	<b>5.6%</b>	<b>5.5%</b>	<b>6.0%</b>	<b>819</b>	<b>643</b>	<b>674</b>	<b>78</b>	<b>48</b>	<b>49</b>
<b>NRC</b>	<b>22.0%</b>	<b>20.2%</b>	<b>19.6%</b>	<b>37.7%</b>	<b>37.1%</b>	<b>38.4%</b>	<b>26.0%</b>	<b>27.1%</b>	<b>27.8%</b>	<b>9.7%</b>	<b>10.2%</b>	<b>9.3%</b>	<b>4.6%</b>	<b>5.4%</b>	<b>4.9%</b>	<b>2,549</b>	<b>2,338</b>	<b>2,383</b>	<b>117</b>	<b>122</b>	<b>119</b>
<b>NSF</b>	<b>20.5%</b>	<b>19.7%</b>	<b>16.3%</b>	<b>35.5%</b>	<b>32.2%</b>	<b>35.0%</b>	<b>27.9%</b>	<b>30.0%</b>	<b>29.8%</b>	<b>9.9%</b>	<b>10.0%</b>	<b>12.0%</b>	<b>6.2%</b>	<b>8.1%</b>	<b>6.9%</b>	<b>854</b>	<b>871</b>	<b>852</b>	<b>43</b>	<b>42</b>	<b>33</b>
<b>OMB</b>	<b>26.3%</b>	<b>19.0%</b>	<b>13.1%</b>	<b>39.6%</b>	<b>41.4%</b>	<b>40.0%</b>	<b>25.4%</b>	<b>28.4%</b>	<b>26.7%</b>	<b>6.0%</b>	<b>9.6%</b>	<b>14.9%</b>	<b>2.7%</b>	<b>1.6%</b>	<b>5.2%</b>	<b>291</b>	<b>296</b>	<b>301</b>	<b>14</b>	<b>8</b>	<b>12</b>
<b>OPM</b>	<b>20.9%</b>	<b>18.6%</b>	<b>19.1%</b>	<b>38.6%</b>	<b>40.4%</b>	<b>40.6%</b>	<b>28.5%</b>	<b>29.1%</b>	<b>29.6%</b>	<b>7.9%</b>	<b>7.7%</b>	<b>6.5%</b>	<b>4.1%</b>	<b>4.2%</b>	<b>4.1%</b>	<b>3,103</b>	<b>3,262</b>	<b>2,721</b>	<b>253</b>	<b>318</b>	<b>199</b>
<b>PBGC</b>	<b>17.3%</b>	<b>19.6%</b>	<b>18.6%</b>	<b>41.8%</b>	<b>35.5%</b>	<b>37.6%</b>	<b>24.0%</b>	<b>28.7%</b>	<b>29.9%</b>	<b>10.8%</b>	<b>9.5%</b>	<b>7.7%</b>	<b>6.0%</b>	<b>6.8%</b>	<b>6.3%</b>	<b>609</b>	<b>454</b>	<b>388</b>	<b>18</b>	<b>26</b>	<b>10</b>
<b>RRB</b>	<b>18.0%</b>	<b>16.1%</b>	<b>16.1%</b>	<b>41.8%</b>	<b>39.4%</b>	<b>40.1%</b>	<b>26.7%</b>	<b>28.4%</b>	<b>30.7%</b>	<b>9.9%</b>	<b>11.2%</b>	<b>8.8%</b>	<b>3.7%</b>	<b>4.8%</b>	<b>4.3%</b>	<b>449</b>	<b>492</b>	<b>566</b>	<b>30</b>	<b>29</b>	<b>40</b>
<b>SBA</b>	<b>16.1%</b>	<b>15.8%</b>	<b>16.8%</b>	<b>34.2%</b>	<b>37.2%</b>	<b>37.9%</b>	<b>29.2%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>10.0%</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>8.6%</b>	<b>7.2%</b>	<b>1,258</b>	<b>1,334</b>	<b>1,454</b>	<b>40</b>	<b>55</b>	<b>52</b>
<b>SEC</b>	<b>18.8%</b>	<b>16.3%</b>	<b>15.3%</b>	<b>38.1%</b>	<b>39.4%</b>	<b>38.2%</b>	<b>28.8%</b>	<b>30.3%</b>	<b>31.8%</b>	<b>8.5%</b>	<b>9.4%</b>	<b>9.0%</b>	<b>5.7%</b>	<b>4.6%</b>	<b>5.7%</b>	<b>1,804</b>	<b>2,276</b>	<b>2,244</b>	<b>107</b>	<b>187</b>	<b>171</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.4%</b>	<b>14.0%</b>	<b>14.4%</b>	<b>37.1%</b>	<b>36.8%</b>	<b>37.9%</b>	<b>29.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>10.9%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>403,364</b>	<b>375,813</b>	<b>360,810</b>	<b>16,549</b>	<b>15,161</b>	<b>14,051</b>
<b>SSA</b>	<b>18.4%</b>	<b>15.4%</b>	<b>16.7%</b>	<b>38.0%</b>	<b>39.2%</b>	<b>39.4%</b>	<b>28.9%</b>	<b>29.0%</b>	<b>28.3%</b>	<b>9.3%</b>	<b>10.6%</b>	<b>9.7%</b>	<b>5.4%</b>	<b>5.9%</b>	<b>6.0%</b>	<b>9,954</b>	<b>9,085</b>	<b>7,999</b>	<b>538</b>	<b>400</b>	<b>311</b>
<b>State</b>	<b>19.7%</b>	<b>18.7%</b>	<b>18.5%</b>	<b>43.0%</b>	<b>42.8%</b>	<b>42.8%</b>	<b>25.9%</b>	<b>28.0%</b>	<b>27.2%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>8.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.6%</b>	<b>3,882</b>	<b>3,575</b>	<b>2,422</b>	<b>166</b>	<b>192</b>	<b>119</b>
<b>Treas</b>	<b>16.9%</b>	<b>16.5%</b>	<b>17.9%</b>	<b>37.4%</b>	<b>38.2%</b>	<b>38.6%</b>	<b>28.1%</b>	<b>28.4%</b>	<b>27.5%</b>	<b>10.3%</b>	<b>10.2%</b>	<b>9.6%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>6.4%</b>	<b>48,247</b>	<b>47,601</b>	<b>46,992</b>	<b>3,214</b>	<b>3,183</b>	<b>2,747</b>
<b>USAID</b>	<b>16.9%</b>	<b>15.9%</b>	<b>16.6%</b>	<b>45.0%</b>	<b>42.6%</b>	<b>44.5%</b>	<b>24.6%</b>	<b>26.7%</b>	<b>25.1%</b>	<b>9.1%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>4.5%</b>	<b>5.2%</b>	<b>4.7%</b>	<b>1,901</b>	<b>1,940</b>	<b>2,142</b>	<b>95</b>	<b>98</b>	<b>114</b>
<b>USDA</b>	<b>12.1%</b>	<b>10.4%</b>	<b>10.3%</b>	<b>38.5%</b>	<b>37.5%</b>	<b>36.6%</b>	<b>30.9%</b>	<b>32.5%</b>	<b>32.7%</b>	<b>12.0%</b>	<b>12.6%</b>	<b>13.7%</b>	<b>6.5%</b>	<b>7.0%</b>	<b>6.7%</b>	<b>19,910</b>	<b>19,520</b>	<b>12,817</b>	<b>631</b>	<b>562</b>	<b>392</b>
<b>VA</b>	<b>15.9%</b>	<b>15.0%</b>	<b>16.2%</b>	<b>37.1%</b>	<b>36.9%</b>	<b>38.2%</b>	<b>28.1%</b>	<b>29.4%</b>	<b>27.7%</b>	<b>10.8%</b>	<b>10.5%</b>	<b>10.3%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>7.6%</b>	<b>31,028</b>	<b>26,541</b>	<b>28,854</b>	<b>1,030</b>	<b>948</b>	<b>861</b>
<b>Small Agencies</b>	<b>21.8%</b>	<b>18.8%</b>	<b>18.6%</b>	<b>38.8%</b>	<b>36.6%</b>	<b>38.2%</b>	<b>25.1%</b>	<b>28.4%</b>	<b>28.2%</b>	<b>8.2%</b>	<b>9.8%</b>	<b>9.1%</b>	<b>6.1%</b>	<b>6.5%</b>	<b>5.9%</b>	<b>4,893</b>	<b>4,539</b>	<b>4,835</b>	<b>211</b>	<b>200</b>	<b>224</b>
<b>DOD</b>	<b>14.6%</b>	<b>13.1%</b>	<b>13.3%</b>	<b>37.4%</b>	<b>36.8%</b>	<b>38.1%</b>	<b>29.5%</b>	<b>30.6%</b>	<b>30.2%</b>	<b>11.3%</b>	<b>12.1%</b>	<b>11.7%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>6.8%</b>	<b>70,509</b>	<b>72,620</b>	<b>62,914</b>	<b>2,073</b>	<b>2,093</b>	<b>1,802</b>
<b>USACE</b>	<b>14.4%</b>	<b>11.1%</b>	<b>11.7%</b>	<b>40.6%</b>	<b>39.5%</b>	<b>38.6%</b>	<b>29.4%</b>	<b>29.4%</b>	<b>32.1%</b>	<b>9.7%</b>	<b>13.0%</b>	<b>12.0%</b>	<b>5.9%</b>	<b>6.9%</b>	<b>5.5%</b>	<b>4,172</b>	<b>2,360</b>	<b>2,148</b>	<b>121</b>	<b>65</b>	<b>69</b>
<b>Air Force</b>	<b>14.7%</b>	<b>12.6%</b>	<b>12.4%</b>	<b>36.7%</b>	<b>35.8%</b>	<b>36.3%</b>	<b>28.9%</b>	<b>31.1%</b>	<b>31.8%</b>	<b>12.3%</b>	<b>13.0%</b>	<b>12.7%</b>	<b>7.3%</b>	<b>7.5%</b>	<b>6.8%</b>	<b>18,105</b>	<b>18,506</b>	<b>11,742</b>	<b>578</b>	<b>593</b>	<b>342</b>
<b>Army‡</b>	<b>13.7%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>35.5%</b>	<b>35.3%</b>	<b>37.2%</b>	<b>30.9%</b>	<b>31.1%</b>	<b>30.4%</b>	<b>11.9%</b>	<b>12.7%</b>	<b>11.9%</b>	<b>8.0%</b>	<b>8.4%</b>	<b>7.8%</b>	<b>16,190</b>	<b>19,346</b>	<b>19,226</b>	<b>433</b>	<b>525</b>	<b>566</b>
<b>Navy‡</b>	<b>14.5%</b>	<b>12.8%</b>	<b>13.8%</b>	<b>39.1%</b>	<b>38.3%</b>	<b>40.0%</b>	<b>29.4%</b>	<b>31.2%</b>	<b>29.4%</b>	<b>10.8%</b>	<b>11.5%</b>	<b>11.1%</b>	<b>6.2%</b>	<b>6.3%</b>	<b>5.7%</b>	<b>15,704</b>	<b>17,219</b>	<b>16,944</b>	<b>409</b>	<b>470</b>	<b>416</b>
<b>Marine Corps</b>	<b>14.2%</b>	<b>15.8%</b>	<b>14.5%</b>	<b>36.1%</b>	<b>35.5%</b>	<b>38.1%</b>	<b>29.6%</b>	<b>28.7%</b>	<b>29.1%</b>	<b>11.6%</b>	<b>11.7%</b>	<b>11.0%</b>	<b>8.4%</b>	<b>8.2%</b>	<b>7.3%</b>	<b>1,644</b>	<b>1,680</b>	<b>2,031</b>	<b>35</b>	<b>32</b>	<b>44</b>
<b>DOD 4th Estate</b>	<b>16.5%</b>	<b>15.8%</b>	<b>15.4%</b>	<b>38.4%</b>	<b>38.3%</b>	<b>38.9%</b>	<b>27.9%</b>	<b>28.1%</b>	<b>28.3%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>10.6%</b>	<b>7.1%</b>	<b>7.5%</b>	<b>6.9%</b>	<b>14,694</b>	<b>13,509</b>	<b>10,823</b>	<b>497</b>	<b>408</b>	<b>365</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

(28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>40.4%</b>	<b>39.7%</b>	<b>40.2%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.3%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>419,817</b>	<b>390,716</b>	<b>374,621</b>
<b>BBG</b>	<b>39.3%</b>	<b>36.4%</b>	<b>37.6%</b>	<b>35.2%</b>	<b>38.3%</b>	<b>39.0%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>17.4%</b>	<b>5.6%</b>	<b>5.6%</b>	<b>3.9%</b>	<b>2.3%</b>	<b>2.2%</b>	<b>2.1%</b>	<b>1,098</b>	<b>1,050</b>	<b>1,152</b>
<b>CSOSA</b>	<b>37.7%</b>	<b>35.6%</b>	<b>33.7%</b>	<b>44.8%</b>	<b>41.0%</b>	<b>44.0%</b>	<b>14.7%</b>	<b>19.7%</b>	<b>18.3%</b>	<b>1.5%</b>	<b>2.5%</b>	<b>3.1%</b>	<b>1.2%</b>	<b>1.3%</b>	<b>1.0%</b>	<b>645</b>	<b>721</b>	<b>713</b>
<b>DHS</b>	<b>31.0%</b>	<b>31.9%</b>	<b>32.1%</b>	<b>41.8%</b>	<b>41.9%</b>	<b>43.2%</b>	<b>20.6%</b>	<b>20.3%</b>	<b>19.5%</b>	<b>4.3%</b>	<b>4.0%</b>	<b>3.5%</b>	<b>2.4%</b>	<b>1.9%</b>	<b>1.6%</b>	<b>42,900</b>	<b>42,534</b>	<b>38,878</b>
<b>DOC</b>	<b>46.6%</b>	<b>46.5%</b>	<b>46.4%</b>	<b>41.1%</b>	<b>41.5%</b>	<b>41.7%</b>	<b>10.2%</b>	<b>9.8%</b>	<b>9.9%</b>	<b>1.6%</b>	<b>1.7%</b>	<b>1.5%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>10,092</b>	<b>9,852</b>	<b>9,396</b>
<b>DOE</b>	<b>43.9%</b>	<b>40.7%</b>	<b>42.8%</b>	<b>41.3%</b>	<b>42.8%</b>	<b>42.1%</b>	<b>12.0%</b>	<b>13.9%</b>	<b>12.1%</b>	<b>2.0%</b>	<b>1.5%</b>	<b>2.1%</b>	<b>0.8%</b>	<b>1.1%</b>	<b>0.8%</b>	<b>8,443</b>	<b>6,490</b>	<b>6,683</b>
<b>DOI</b>	<b>40.6%</b>	<b>40.1%</b>	<b>39.8%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.7%</b>	<b>14.2%</b>	<b>14.2%</b>	<b>14.2%</b>	<b>2.6%</b>	<b>2.8%</b>	<b>2.2%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>26,272</b>	<b>18,319</b>	<b>18,325</b>
<b>DOJ</b>	<b>44.2%</b>	<b>42.2%</b>	<b>43.3%</b>	<b>40.1%</b>	<b>40.8%</b>	<b>41.3%</b>	<b>12.8%</b>	<b>13.9%</b>	<b>12.8%</b>	<b>2.1%</b>	<b>2.3%</b>	<b>1.8%</b>	<b>0.7%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>20,105</b>	<b>17,117</b>	<b>16,911</b>
<b>DOL</b>	<b>43.5%</b>	<b>40.9%</b>	<b>40.1%</b>	<b>41.8%</b>	<b>42.5%</b>	<b>43.0%</b>	<b>11.9%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>2.1%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>0.7%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>11,318</b>	<b>10,905</b>	<b>5,172</b>
<b>DOT</b>	<b>41.4%</b>	<b>38.9%</b>	<b>39.8%</b>	<b>42.7%</b>	<b>43.3%</b>	<b>42.0%</b>	<b>13.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>2.0%</b>	<b>2.5%</b>	<b>3.1%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.6%</b>	<b>15,537</b>	<b>11,623</b>	<b>23,101</b>
<b>Educ</b>	<b>47.6%</b>	<b>47.1%</b>	<b>45.9%</b>	<b>39.2%</b>	<b>38.9%</b>	<b>40.2%</b>	<b>11.6%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>0.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>1.0%</b>	<b>2,693</b>	<b>2,406</b>	<b>2,647</b>
<b>EEOC</b>	<b>46.4%</b>	<b>43.6%</b>	<b>45.7%</b>	<b>39.3%</b>	<b>39.5%</b>	<b>39.6%</b>	<b>11.5%</b>	<b>13.3%</b>	<b>12.3%</b>	<b>1.8%</b>	<b>2.2%</b>	<b>1.7%</b>	<b>1.0%</b>	<b>1.4%</b>	<b>0.8%</b>	<b>1,239</b>	<b>1,119</b>	<b>1,177</b>
<b>EPA</b>	<b>45.7%</b>	<b>42.9%</b>	<b>43.6%</b>	<b>40.5%</b>	<b>41.9%</b>	<b>43.2%</b>	<b>11.9%</b>	<b>13.2%</b>	<b>11.0%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>1.7%</b>	<b>0.6%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>4,444</b>	<b>3,851</b>	<b>3,912</b>
<b>FCC</b>	<b>51.2%</b>	<b>48.5%</b>	<b>49.6%</b>	<b>34.1%</b>	<b>37.5%</b>	<b>37.6%</b>	<b>11.8%</b>	<b>11.9%</b>	<b>10.8%</b>	<b>1.3%</b>	<b>1.1%</b>	<b>1.7%</b>	<b>1.6%</b>	<b>1.0%</b>	<b>0.3%</b>	<b>569</b>	<b>699</b>	<b>810</b>
<b>FERC</b>	<b>53.2%</b>	<b>51.7%</b>	<b>47.4%</b>	<b>37.2%</b>	<b>37.9%</b>	<b>40.4%</b>	<b>7.9%</b>	<b>8.6%</b>	<b>10.6%</b>	<b>1.4%</b>	<b>1.6%</b>	<b>1.1%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>995</b>	<b>892</b>	<b>889</b>
<b>FTC</b>	<b>64.9%</b>	<b>63.8%</b>	<b>65.1%</b>	<b>27.1%</b>	<b>28.4%</b>	<b>25.0%</b>	<b>5.8%</b>	<b>6.4%</b>	<b>8.9%</b>	<b>1.4%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>624</b>	<b>516</b>	<b>564</b>

## Report by Agency

(28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>40.4%</b>	<b>39.7%</b>	<b>40.2%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.3%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>419,817</b>	<b>390,716</b>	<b>374,621</b>
<b>GSA</b>	<b>48.4%</b>	<b>46.9%</b>	<b>45.9%</b>	<b>38.4%</b>	<b>39.1%</b>	<b>40.1%</b>	<b>10.9%</b>	<b>11.5%</b>	<b>11.3%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>2.0%</b>	<b>0.8%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>7,854</b>	<b>8,541</b>	<b>8,402</b>
<b>HHS</b>	<b>46.9%</b>	<b>45.7%</b>	<b>45.4%</b>	<b>38.0%</b>	<b>38.4%</b>	<b>39.1%</b>	<b>12.2%</b>	<b>12.9%</b>	<b>12.6%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>36,621</b>	<b>32,641</b>	<b>32,174</b>
<b>HUD</b>	<b>43.0%</b>	<b>41.1%</b>	<b>39.0%</b>	<b>39.8%</b>	<b>38.9%</b>	<b>40.9%</b>	<b>14.0%</b>	<b>16.4%</b>	<b>16.2%</b>	<b>2.2%</b>	<b>2.4%</b>	<b>2.8%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>5,375</b>	<b>3,874</b>	<b>3,708</b>
<b>NARA</b>	<b>49.7%</b>	<b>44.5%</b>	<b>42.5%</b>	<b>35.0%</b>	<b>38.7%</b>	<b>37.7%</b>	<b>11.4%</b>	<b>12.6%</b>	<b>14.9%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>3.5%</b>	<b>1.4%</b>	<b>1.5%</b>	<b>1.3%</b>	<b>1,719</b>	<b>1,685</b>	<b>1,611</b>
<b>NASA</b>	<b>59.5%</b>	<b>58.2%</b>	<b>57.2%</b>	<b>32.2%</b>	<b>33.4%</b>	<b>33.6%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>7.8%</b>	<b>1.1%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>9,908</b>	<b>9,405</b>	<b>9,954</b>
<b>NCUA</b>	<b>45.1%</b>	<b>45.7%</b>	<b>44.0%</b>	<b>43.9%</b>	<b>43.2%</b>	<b>45.0%</b>	<b>9.8%</b>	<b>10.0%</b>	<b>9.7%</b>	<b>1.1%</b>	<b>0.9%</b>	<b>1.1%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>774</b>	<b>807</b>	<b>798</b>
<b>NLRB</b>	<b>51.2%</b>	<b>48.4%</b>	<b>46.4%</b>	<b>39.5%</b>	<b>40.7%</b>	<b>41.2%</b>	<b>8.1%</b>	<b>9.8%</b>	<b>10.7%</b>	<b>0.8%</b>	<b>0.6%</b>	<b>1.5%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.2%</b>	<b>895</b>	<b>691</b>	<b>721</b>
<b>NRC</b>	<b>52.9%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>36.1%</b>	<b>36.8%</b>	<b>37.7%</b>	<b>9.3%</b>	<b>9.5%</b>	<b>7.6%</b>	<b>1.3%</b>	<b>1.4%</b>	<b>1.4%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>2,670</b>	<b>2,466</b>	<b>2,499</b>
<b>NSF</b>	<b>60.3%</b>	<b>57.8%</b>	<b>53.1%</b>	<b>29.2%</b>	<b>31.1%</b>	<b>35.4%</b>	<b>8.8%</b>	<b>9.0%</b>	<b>9.8%</b>	<b>1.0%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.5%</b>	<b>895</b>	<b>915</b>	<b>884</b>
<b>OMB</b>	<b>59.6%</b>	<b>57.9%</b>	<b>52.6%</b>	<b>35.7%</b>	<b>35.9%</b>	<b>37.1%</b>	<b>3.6%</b>	<b>5.6%</b>	<b>9.1%</b>	<b>0.3%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.7%</b>	<b>305</b>	<b>304</b>	<b>312</b>
<b>OPM</b>	<b>50.9%</b>	<b>51.2%</b>	<b>51.3%</b>	<b>38.6%</b>	<b>39.4%</b>	<b>38.8%</b>	<b>9.0%</b>	<b>8.0%</b>	<b>8.5%</b>	<b>0.9%</b>	<b>1.1%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>0.3%</b>	<b>0.6%</b>	<b>3,366</b>	<b>3,584</b>	<b>2,914</b>
<b>PBGC</b>	<b>46.2%</b>	<b>44.7%</b>	<b>44.2%</b>	<b>38.7%</b>	<b>37.8%</b>	<b>37.4%</b>	<b>11.9%</b>	<b>14.4%</b>	<b>14.1%</b>	<b>2.2%</b>	<b>1.3%</b>	<b>3.2%</b>	<b>1.0%</b>	<b>1.7%</b>	<b>1.1%</b>	<b>627</b>	<b>479</b>	<b>397</b>
<b>RRB</b>	<b>41.7%</b>	<b>41.1%</b>	<b>44.7%</b>	<b>45.3%</b>	<b>43.2%</b>	<b>44.2%</b>	<b>9.9%</b>	<b>13.3%</b>	<b>9.9%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.5%</b>	<b>0.2%</b>	<b>479</b>	<b>523</b>	<b>605</b>
<b>SBA</b>	<b>44.9%</b>	<b>44.0%</b>	<b>47.9%</b>	<b>34.5%</b>	<b>36.7%</b>	<b>36.0%</b>	<b>16.4%</b>	<b>15.5%</b>	<b>13.1%</b>	<b>2.4%</b>	<b>2.8%</b>	<b>2.0%</b>	<b>1.9%</b>	<b>1.1%</b>	<b>1.0%</b>	<b>1,297</b>	<b>1,391</b>	<b>1,506</b>
<b>SEC</b>	<b>49.2%</b>	<b>46.6%</b>	<b>42.9%</b>	<b>37.5%</b>	<b>40.1%</b>	<b>42.3%</b>	<b>11.2%</b>	<b>10.9%</b>	<b>12.1%</b>	<b>1.4%</b>	<b>1.5%</b>	<b>1.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>1,906</b>	<b>2,455</b>	<b>2,411</b>

## Report by Agency

(28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>40.4%</b>	<b>39.7%</b>	<b>40.2%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.3%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>419,817</b>	<b>390,716</b>	<b>374,621</b>
<b>SSA</b>	<b>34.6%</b>	34.1%	34.0%	<b>46.9%</b>	47.2%	46.8%	<b>15.7%</b>	15.8%	16.6%	<b>2.1%</b>	2.3%	2.1%	<b>0.7%</b>	0.6%	0.5%	<b>10,462</b>	9,468	8,297
<b>State</b>	<b>48.0%</b>	45.8%	45.2%	<b>39.4%</b>	43.2%	43.2%	<b>11.1%</b>	9.6%	9.9%	<b>1.1%</b>	1.0%	1.2%	<b>0.4%</b>	0.4%	0.5%	<b>4,043</b>	3,755	2,536
<b>Treas</b>	<b>44.3%</b>	44.7%	45.2%	<b>40.9%</b>	41.2%	41.3%	<b>11.9%</b>	11.5%	10.9%	<b>1.8%</b>	1.7%	1.6%	<b>1.0%</b>	0.9%	1.0%	<b>51,407</b>	50,707	49,661
<b>USAID</b>	<b>40.5%</b>	41.5%	38.7%	<b>43.0%</b>	41.7%	43.7%	<b>13.6%</b>	14.0%	14.7%	<b>2.2%</b>	1.9%	2.2%	<b>0.7%</b>	0.9%	0.6%	<b>2,001</b>	2,042	2,263
<b>USDA</b>	<b>39.0%</b>	38.5%	37.5%	<b>44.4%</b>	44.1%	45.1%	<b>13.7%</b>	14.5%	14.7%	<b>2.2%</b>	2.3%	2.0%	<b>0.7%</b>	0.7%	0.7%	<b>20,548</b>	20,103	13,204
<b>VA</b>	<b>40.3%</b>	40.3%	42.2%	<b>40.3%</b>	40.4%	39.9%	<b>15.5%</b>	15.0%	14.4%	<b>2.7%</b>	2.9%	2.4%	<b>1.2%</b>	1.3%	1.1%	<b>32,041</b>	27,436	29,699
<b>Small Agencies</b>	<b>51.8%</b>	51.3%	51.6%	<b>35.6%</b>	35.0%	35.7%	<b>9.8%</b>	11.2%	10.1%	<b>1.8%</b>	1.4%	1.7%	<b>1.0%</b>	1.1%	0.8%	<b>5,108</b>	4,742	5,065
<b>DOD</b>	<b>39.3%</b>	38.5%	39.0%	<b>42.9%</b>	43.5%	43.6%	<b>14.5%</b>	14.6%	14.4%	<b>2.4%</b>	2.5%	2.2%	<b>0.9%</b>	0.9%	0.8%	<b>72,542</b>	74,608	64,670
<b>USACE</b>	<b>38.7%</b>	36.2%	36.7%	<b>45.9%</b>	46.0%	45.0%	<b>13.3%</b>	14.6%	15.6%	<b>1.5%</b>	2.6%	2.1%	<b>0.6%</b>	0.6%	0.5%	<b>4,295</b>	2,421	2,217
<b>Air Force</b>	<b>39.6%</b>	38.4%	38.4%	<b>43.3%</b>	44.2%	44.3%	<b>13.9%</b>	13.9%	14.4%	<b>2.4%</b>	2.7%	2.1%	<b>0.8%</b>	0.8%	0.7%	<b>18,676</b>	19,056	12,072
<b>Army‡</b>	<b>38.2%</b>	37.4%	37.3%	<b>42.7%</b>	43.0%	44.0%	<b>15.5%</b>	15.9%	15.3%	<b>2.6%</b>	2.7%	2.5%	<b>1.0%</b>	1.0%	0.8%	<b>16,610</b>	19,849	19,792
<b>Navy‡</b>	<b>40.5%</b>	39.6%	41.6%	<b>42.6%</b>	43.6%	43.1%	<b>14.0%</b>	13.8%	12.9%	<b>2.2%</b>	2.1%	1.8%	<b>0.6%</b>	0.8%	0.6%	<b>16,105</b>	17,670	17,344
<b>Marine Corps</b>	<b>38.4%</b>	41.4%	39.7%	<b>43.0%</b>	39.2%	41.4%	<b>15.0%</b>	15.5%	14.7%	<b>2.8%</b>	2.5%	3.2%	<b>0.9%</b>	1.4%	1.1%	<b>1,673</b>	1,708	2,083
<b>DOD 4th Estate</b>	<b>39.5%</b>	39.2%	39.0%	<b>41.7%</b>	42.9%	42.6%	<b>15.0%</b>	14.5%	15.0%	<b>2.6%</b>	2.5%	2.4%	<b>1.2%</b>	1.0%	1.0%	<b>15,183</b>	13,904	11,162

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.6%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>54.4%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>406,662</b>	<b>377,647</b>	<b>362,785</b>	<b>7,091</b>	<b>7,045</b>	<b>5,883</b>
<b>BBG</b>	<b>12.1%</b>	<b>9.9%</b>	<b>8.1%</b>	<b>43.1%</b>	<b>43.1%</b>	<b>46.8%</b>	<b>22.2%</b>	<b>24.2%</b>	<b>23.2%</b>	<b>12.9%</b>	<b>14.5%</b>	<b>14.9%</b>	<b>9.7%</b>	<b>8.4%</b>	<b>7.0%</b>	<b>1,068</b>	<b>1,015</b>	<b>1,119</b>	<b>19</b>	<b>23</b>	<b>22</b>
<b>CSOSA</b>	<b>18.3%</b>	<b>14.2%</b>	<b>17.2%</b>	<b>55.0%</b>	<b>59.5%</b>	<b>59.6%</b>	<b>17.8%</b>	<b>16.1%</b>	<b>15.2%</b>	<b>7.0%</b>	<b>6.2%</b>	<b>5.9%</b>	<b>1.9%</b>	<b>3.9%</b>	<b>2.1%</b>	<b>628</b>	<b>695</b>	<b>690</b>	<b>9</b>	<b>11</b>	<b>11</b>
<b>DHS</b>	<b>10.4%</b>	<b>10.7%</b>	<b>11.1%</b>	<b>50.8%</b>	<b>51.9%</b>	<b>53.6%</b>	<b>19.1%</b>	<b>18.9%</b>	<b>18.9%</b>	<b>12.8%</b>	<b>12.5%</b>	<b>11.4%</b>	<b>7.0%</b>	<b>6.0%</b>	<b>5.0%</b>	<b>41,653</b>	<b>41,140</b>	<b>37,681</b>	<b>524</b>	<b>536</b>	<b>421</b>
<b>DOC</b>	<b>19.1%</b>	<b>19.6%</b>	<b>18.9%</b>	<b>55.0%</b>	<b>56.4%</b>	<b>56.4%</b>	<b>15.8%</b>	<b>14.4%</b>	<b>15.7%</b>	<b>7.7%</b>	<b>7.6%</b>	<b>6.9%</b>	<b>2.5%</b>	<b>2.0%</b>	<b>2.1%</b>	<b>9,736</b>	<b>9,495</b>	<b>9,127</b>	<b>227</b>	<b>249</b>	<b>185</b>
<b>DOE</b>	<b>14.3%</b>	<b>12.7%</b>	<b>13.6%</b>	<b>56.2%</b>	<b>55.8%</b>	<b>57.6%</b>	<b>16.3%</b>	<b>17.8%</b>	<b>16.9%</b>	<b>9.7%</b>	<b>10.3%</b>	<b>9.1%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>2.8%</b>	<b>8,207</b>	<b>6,299</b>	<b>6,479</b>	<b>170</b>	<b>135</b>	<b>115</b>
<b>DOI</b>	<b>12.2%</b>	<b>11.3%</b>	<b>11.3%</b>	<b>54.4%</b>	<b>54.0%</b>	<b>56.5%</b>	<b>18.9%</b>	<b>20.1%</b>	<b>18.9%</b>	<b>10.8%</b>	<b>10.9%</b>	<b>10.3%</b>	<b>3.7%</b>	<b>3.7%</b>	<b>3.1%</b>	<b>25,515</b>	<b>17,749</b>	<b>17,802</b>	<b>416</b>	<b>324</b>	<b>271</b>
<b>DOJ</b>	<b>17.8%</b>	<b>15.6%</b>	<b>16.3%</b>	<b>57.9%</b>	<b>58.5%</b>	<b>58.4%</b>	<b>15.7%</b>	<b>17.0%</b>	<b>16.5%</b>	<b>6.3%</b>	<b>7.0%</b>	<b>6.9%</b>	<b>2.3%</b>	<b>1.9%</b>	<b>2.0%</b>	<b>19,436</b>	<b>16,536</b>	<b>16,302</b>	<b>248</b>	<b>213</b>	<b>212</b>
<b>DOL</b>	<b>15.8%</b>	<b>13.7%</b>	<b>14.8%</b>	<b>55.5%</b>	<b>55.4%</b>	<b>55.6%</b>	<b>16.9%</b>	<b>18.1%</b>	<b>17.5%</b>	<b>8.5%</b>	<b>9.2%</b>	<b>8.7%</b>	<b>3.3%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>11,043</b>	<b>10,582</b>	<b>4,960</b>	<b>202</b>	<b>239</b>	<b>99</b>
<b>DOT</b>	<b>15.9%</b>	<b>13.9%</b>	<b>14.9%</b>	<b>56.4%</b>	<b>56.6%</b>	<b>56.7%</b>	<b>16.0%</b>	<b>16.8%</b>	<b>17.1%</b>	<b>8.9%</b>	<b>9.5%</b>	<b>8.7%</b>	<b>2.8%</b>	<b>3.1%</b>	<b>2.5%</b>	<b>15,127</b>	<b>11,322</b>	<b>22,523</b>	<b>262</b>	<b>186</b>	<b>314</b>
<b>Educ</b>	<b>18.1%</b>	<b>15.8%</b>	<b>15.4%</b>	<b>52.4%</b>	<b>53.8%</b>	<b>53.5%</b>	<b>16.8%</b>	<b>17.0%</b>	<b>16.9%</b>	<b>9.6%</b>	<b>8.7%</b>	<b>10.3%</b>	<b>3.1%</b>	<b>4.8%</b>	<b>4.0%</b>	<b>2,598</b>	<b>2,308</b>	<b>2,541</b>	<b>77</b>	<b>71</b>	<b>86</b>
<b>EEOC</b>	<b>17.8%</b>	<b>17.0%</b>	<b>14.9%</b>	<b>53.2%</b>	<b>53.2%</b>	<b>54.8%</b>	<b>15.5%</b>	<b>15.7%</b>	<b>16.9%</b>	<b>9.2%</b>	<b>10.2%</b>	<b>9.7%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>3.7%</b>	<b>1,196</b>	<b>1,095</b>	<b>1,145</b>	<b>35</b>	<b>19</b>	<b>22</b>
<b>EPA</b>	<b>12.7%</b>	<b>10.5%</b>	<b>12.8%</b>	<b>54.6%</b>	<b>52.8%</b>	<b>55.4%</b>	<b>17.5%</b>	<b>18.9%</b>	<b>18.5%</b>	<b>11.5%</b>	<b>14.1%</b>	<b>10.2%</b>	<b>3.7%</b>	<b>3.8%</b>	<b>3.1%</b>	<b>4,289</b>	<b>3,684</b>	<b>3,771</b>	<b>112</b>	<b>111</b>	<b>100</b>
<b>FCC</b>	<b>16.9%</b>	<b>18.0%</b>	<b>18.3%</b>	<b>53.8%</b>	<b>55.7%</b>	<b>59.8%</b>	<b>17.2%</b>	<b>15.6%</b>	<b>13.5%</b>	<b>7.8%</b>	<b>7.9%</b>	<b>6.0%</b>	<b>4.3%</b>	<b>2.8%</b>	<b>2.3%</b>	<b>542</b>	<b>670</b>	<b>788</b>	<b>17</b>	<b>20</b>	<b>18</b>
<b>FERC</b>	<b>29.9%</b>	<b>26.2%</b>	<b>22.2%</b>	<b>55.2%</b>	<b>57.8%</b>	<b>59.9%</b>	<b>9.2%</b>	<b>9.0%</b>	<b>12.1%</b>	<b>4.0%</b>	<b>5.1%</b>	<b>5.1%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>0.6%</b>	<b>976</b>	<b>872</b>	<b>866</b>	<b>11</b>	<b>15</b>	<b>13</b>
<b>FTC</b>	<b>37.6%</b>	<b>38.4%</b>	<b>35.5%</b>	<b>47.9%</b>	<b>45.6%</b>	<b>50.0%</b>	<b>8.7%</b>	<b>11.3%</b>	<b>10.0%</b>	<b>4.6%</b>	<b>2.9%</b>	<b>3.8%</b>	<b>1.2%</b>	<b>1.9%</b>	<b>0.7%</b>	<b>608</b>	<b>498</b>	<b>551</b>	<b>7</b>	<b>13</b>	<b>5</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.6%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>54.4%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>406,662</b>	<b>377,647</b>	<b>362,785</b>	<b>7,091</b>	<b>7,045</b>	<b>5,883</b>
<b>GSA</b>	<b>16.9%</b>	<b>15.6%</b>	<b>15.9%</b>	<b>52.4%</b>	<b>53.6%</b>	<b>53.4%</b>	<b>17.9%</b>	<b>17.9%</b>	<b>18.0%</b>	<b>9.2%</b>	<b>9.1%</b>	<b>9.3%</b>	<b>3.6%</b>	<b>3.8%</b>	<b>3.4%</b>	<b>7,610</b>	<b>8,270</b>	<b>8,123</b>	<b>143</b>	<b>149</b>	<b>134</b>
<b>HHS</b>	<b>18.1%</b>	<b>16.7%</b>	<b>16.0%</b>	<b>55.4%</b>	<b>55.2%</b>	<b>56.2%</b>	<b>16.0%</b>	<b>17.0%</b>	<b>17.0%</b>	<b>7.6%</b>	<b>8.0%</b>	<b>8.0%</b>	<b>2.8%</b>	<b>3.1%</b>	<b>2.8%</b>	<b>35,305</b>	<b>31,339</b>	<b>30,997</b>	<b>703</b>	<b>705</b>	<b>649</b>
<b>HUD</b>	<b>12.0%</b>	<b>9.3%</b>	<b>9.7%</b>	<b>47.4%</b>	<b>45.2%</b>	<b>45.2%</b>	<b>21.1%</b>	<b>23.0%</b>	<b>23.2%</b>	<b>13.6%</b>	<b>15.1%</b>	<b>14.6%</b>	<b>5.9%</b>	<b>7.5%</b>	<b>7.3%</b>	<b>5,162</b>	<b>3,688</b>	<b>3,529</b>	<b>162</b>	<b>124</b>	<b>103</b>
<b>NARA</b>	<b>13.9%</b>	<b>12.1%</b>	<b>11.3%</b>	<b>46.9%</b>	<b>46.3%</b>	<b>46.7%</b>	<b>20.3%</b>	<b>20.4%</b>	<b>21.3%</b>	<b>12.1%</b>	<b>14.1%</b>	<b>13.8%</b>	<b>6.8%</b>	<b>7.2%</b>	<b>7.0%</b>	<b>1,641</b>	<b>1,602</b>	<b>1,548</b>	<b>58</b>	<b>58</b>	<b>56</b>
<b>NASA</b>	<b>28.8%</b>	<b>26.9%</b>	<b>26.5%</b>	<b>53.9%</b>	<b>55.2%</b>	<b>55.3%</b>	<b>10.5%</b>	<b>11.2%</b>	<b>11.3%</b>	<b>5.4%</b>	<b>5.3%</b>	<b>5.5%</b>	<b>1.4%</b>	<b>1.4%</b>	<b>1.5%</b>	<b>9,660</b>	<b>9,189</b>	<b>9,707</b>	<b>132</b>	<b>126</b>	<b>136</b>
<b>NCUA</b>	<b>17.5%</b>	<b>18.0%</b>	<b>16.5%</b>	<b>54.9%</b>	<b>55.0%</b>	<b>54.3%</b>	<b>13.8%</b>	<b>16.5%</b>	<b>16.5%</b>	<b>10.5%</b>	<b>7.9%</b>	<b>10.7%</b>	<b>3.2%</b>	<b>2.5%</b>	<b>2.0%</b>	<b>759</b>	<b>793</b>	<b>785</b>	<b>7</b>	<b>8</b>	<b>5</b>
<b>NLRB</b>	<b>24.3%</b>	<b>21.3%</b>	<b>20.1%</b>	<b>56.1%</b>	<b>59.3%</b>	<b>63.0%</b>	<b>11.6%</b>	<b>12.5%</b>	<b>10.4%</b>	<b>6.5%</b>	<b>4.6%</b>	<b>4.6%</b>	<b>1.5%</b>	<b>2.4%</b>	<b>1.9%</b>	<b>873</b>	<b>672</b>	<b>698</b>	<b>14</b>	<b>10</b>	<b>15</b>
<b>NRC</b>	<b>25.7%</b>	<b>25.6%</b>	<b>25.2%</b>	<b>54.4%</b>	<b>55.2%</b>	<b>56.4%</b>	<b>11.5%</b>	<b>10.7%</b>	<b>11.4%</b>	<b>6.0%</b>	<b>6.5%</b>	<b>4.9%</b>	<b>2.4%</b>	<b>2.1%</b>	<b>2.1%</b>	<b>2,601</b>	<b>2,415</b>	<b>2,451</b>	<b>47</b>	<b>32</b>	<b>30</b>
<b>NSF</b>	<b>22.5%</b>	<b>22.8%</b>	<b>19.0%</b>	<b>54.3%</b>	<b>53.8%</b>	<b>56.7%</b>	<b>14.0%</b>	<b>14.9%</b>	<b>13.3%</b>	<b>7.4%</b>	<b>5.2%</b>	<b>8.3%</b>	<b>1.8%</b>	<b>3.4%</b>	<b>2.7%</b>	<b>882</b>	<b>887</b>	<b>869</b>	<b>9</b>	<b>20</b>	<b>6</b>
<b>OMB</b>	<b>27.3%</b>	<b>22.5%</b>	<b>22.7%</b>	<b>54.9%</b>	<b>57.2%</b>	<b>58.9%</b>	<b>12.0%</b>	<b>14.8%</b>	<b>9.3%</b>	<b>5.0%</b>	<b>5.2%</b>	<b>7.8%</b>	<b>0.8%</b>	<b>0.3%</b>	<b>1.3%</b>	<b>302</b>	<b>298</b>	<b>303</b>	<b>1</b>	<b>1</b>	<b>4</b>
<b>OPM</b>	<b>15.8%</b>	<b>15.8%</b>	<b>15.2%</b>	<b>55.6%</b>	<b>55.6%</b>	<b>58.2%</b>	<b>16.5%</b>	<b>17.0%</b>	<b>16.0%</b>	<b>8.8%</b>	<b>8.7%</b>	<b>8.2%</b>	<b>3.3%</b>	<b>2.9%</b>	<b>2.5%</b>	<b>3,236</b>	<b>3,436</b>	<b>2,803</b>	<b>98</b>	<b>119</b>	<b>75</b>
<b>PBGC</b>	<b>16.4%</b>	<b>17.7%</b>	<b>15.0%</b>	<b>55.5%</b>	<b>53.9%</b>	<b>51.7%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>20.8%</b>	<b>7.3%</b>	<b>7.9%</b>	<b>8.5%</b>	<b>3.9%</b>	<b>3.7%</b>	<b>4.0%</b>	<b>608</b>	<b>462</b>	<b>378</b>	<b>11</b>	<b>5</b>	<b>9</b>
<b>RRB</b>	<b>13.4%</b>	<b>13.4%</b>	<b>16.2%</b>	<b>56.1%</b>	<b>55.4%</b>	<b>58.7%</b>	<b>17.8%</b>	<b>20.4%</b>	<b>17.2%</b>	<b>9.3%</b>	<b>8.6%</b>	<b>7.0%</b>	<b>3.4%</b>	<b>2.2%</b>	<b>0.8%</b>	<b>460</b>	<b>504</b>	<b>579</b>	<b>12</b>	<b>17</b>	<b>17</b>
<b>SBA</b>	<b>13.1%</b>	<b>13.6%</b>	<b>13.6%</b>	<b>46.0%</b>	<b>49.6%</b>	<b>51.4%</b>	<b>21.5%</b>	<b>20.1%</b>	<b>20.2%</b>	<b>13.0%</b>	<b>11.4%</b>	<b>10.5%</b>	<b>6.4%</b>	<b>5.3%</b>	<b>4.3%</b>	<b>1,245</b>	<b>1,335</b>	<b>1,462</b>	<b>33</b>	<b>34</b>	<b>26</b>
<b>SEC</b>	<b>20.6%</b>	<b>18.1%</b>	<b>15.0%</b>	<b>59.2%</b>	<b>57.6%</b>	<b>59.2%</b>	<b>12.4%</b>	<b>14.6%</b>	<b>15.8%</b>	<b>5.6%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>2.2%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>1,848</b>	<b>2,372</b>	<b>2,328</b>	<b>47</b>	<b>69</b>	<b>58</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.6%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>54.4%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>406,662</b>	<b>377,647</b>	<b>362,785</b>	<b>7,091</b>	<b>7,045</b>	<b>5,883</b>
<b>SSA</b>	<b>15.0%</b>	<b>13.1%</b>	<b>12.5%</b>	<b>56.5%</b>	<b>57.3%</b>	<b>56.7%</b>	<b>17.2%</b>	<b>18.1%</b>	<b>18.8%</b>	<b>8.6%</b>	<b>8.9%</b>	<b>9.0%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>3.0%</b>	<b>10,064</b>	<b>9,144</b>	<b>7,987</b>	<b>184</b>	<b>163</b>	<b>124</b>
<b>State</b>	<b>16.1%</b>	<b>16.1%</b>	<b>17.8%</b>	<b>60.2%</b>	<b>61.2%</b>	<b>57.4%</b>	<b>14.0%</b>	<b>13.5%</b>	<b>15.0%</b>	<b>8.1%</b>	<b>7.6%</b>	<b>8.0%</b>	<b>1.5%</b>	<b>1.6%</b>	<b>1.7%</b>	<b>3,932</b>	<b>3,628</b>	<b>2,426</b>	<b>41</b>	<b>37</b>	<b>22</b>
<b>Treas</b>	<b>12.4%</b>	<b>12.2%</b>	<b>13.3%</b>	<b>51.4%</b>	<b>52.7%</b>	<b>54.2%</b>	<b>18.7%</b>	<b>18.7%</b>	<b>18.1%</b>	<b>12.1%</b>	<b>11.6%</b>	<b>9.9%</b>	<b>5.5%</b>	<b>4.8%</b>	<b>4.5%</b>	<b>49,642</b>	<b>48,871</b>	<b>48,042</b>	<b>1,281</b>	<b>1,333</b>	<b>1,029</b>
<b>USAID</b>	<b>11.7%</b>	<b>11.3%</b>	<b>11.1%</b>	<b>55.9%</b>	<b>54.7%</b>	<b>54.4%</b>	<b>17.3%</b>	<b>17.7%</b>	<b>19.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>2.9%</b>	<b>3.7%</b>	<b>2.8%</b>	<b>1,951</b>	<b>1,968</b>	<b>2,185</b>	<b>14</b>	<b>24</b>	<b>33</b>
<b>USDA</b>	<b>11.0%</b>	<b>9.6%</b>	<b>9.8%</b>	<b>54.9%</b>	<b>54.2%</b>	<b>55.7%</b>	<b>19.4%</b>	<b>21.0%</b>	<b>19.9%</b>	<b>11.2%</b>	<b>11.8%</b>	<b>11.3%</b>	<b>3.5%</b>	<b>3.4%</b>	<b>3.3%</b>	<b>20,043</b>	<b>19,609</b>	<b>12,849</b>	<b>332</b>	<b>349</b>	<b>215</b>
<b>VA</b>	<b>13.8%</b>	<b>14.3%</b>	<b>15.2%</b>	<b>53.4%</b>	<b>53.0%</b>	<b>54.1%</b>	<b>19.6%</b>	<b>19.5%</b>	<b>18.6%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>8.7%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>3.5%</b>	<b>30,771</b>	<b>26,291</b>	<b>28,650</b>	<b>466</b>	<b>399</b>	<b>398</b>
<b>Small Agencies</b>	<b>21.8%</b>	<b>19.6%</b>	<b>20.7%</b>	<b>53.6%</b>	<b>52.9%</b>	<b>54.7%</b>	<b>13.2%</b>	<b>14.9%</b>	<b>13.9%</b>	<b>7.8%</b>	<b>8.9%</b>	<b>6.9%</b>	<b>3.7%</b>	<b>3.7%</b>	<b>3.8%</b>	<b>4,978</b>	<b>4,602</b>	<b>4,932</b>	<b>87</b>	<b>94</b>	<b>89</b>
<b>DOD</b>	<b>14.9%</b>	<b>13.9%</b>	<b>13.9%</b>	<b>55.2%</b>	<b>55.3%</b>	<b>56.1%</b>	<b>17.6%</b>	<b>18.4%</b>	<b>18.4%</b>	<b>9.2%</b>	<b>9.4%</b>	<b>8.8%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>2.8%</b>	<b>70,467</b>	<b>72,312</b>	<b>62,809</b>	<b>873</b>	<b>1,004</b>	<b>756</b>
<b>USACE</b>	<b>13.6%</b>	<b>12.7%</b>	<b>12.9%</b>	<b>61.4%</b>	<b>60.0%</b>	<b>58.3%</b>	<b>15.4%</b>	<b>16.7%</b>	<b>18.7%</b>	<b>7.7%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>1.9%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>4,188</b>	<b>2,335</b>	<b>2,143</b>	<b>56</b>	<b>40</b>	<b>37</b>
<b>Air Force</b>	<b>15.3%</b>	<b>14.4%</b>	<b>13.8%</b>	<b>56.1%</b>	<b>55.7%</b>	<b>57.3%</b>	<b>16.8%</b>	<b>18.0%</b>	<b>18.1%</b>	<b>8.9%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>2.4%</b>	<b>18,091</b>	<b>18,433</b>	<b>11,737</b>	<b>235</b>	<b>256</b>	<b>121</b>
<b>Army‡</b>	<b>15.5%</b>	<b>14.1%</b>	<b>13.9%</b>	<b>54.6%</b>	<b>55.3%</b>	<b>55.1%</b>	<b>17.8%</b>	<b>18.4%</b>	<b>19.0%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>8.9%</b>	<b>3.4%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>16,105</b>	<b>19,195</b>	<b>19,165</b>	<b>192</b>	<b>272</b>	<b>254</b>
<b>Navy‡</b>	<b>14.0%</b>	<b>12.7%</b>	<b>14.1%</b>	<b>54.9%</b>	<b>55.1%</b>	<b>57.1%</b>	<b>18.1%</b>	<b>19.2%</b>	<b>17.6%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>8.7%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>2.5%</b>	<b>15,699</b>	<b>17,195</b>	<b>16,872</b>	<b>175</b>	<b>209</b>	<b>187</b>
<b>Marine Corps</b>	<b>15.1%</b>	<b>18.5%</b>	<b>15.5%</b>	<b>55.7%</b>	<b>51.0%</b>	<b>55.0%</b>	<b>16.7%</b>	<b>18.4%</b>	<b>17.1%</b>	<b>9.6%</b>	<b>7.7%</b>	<b>9.2%</b>	<b>3.0%</b>	<b>4.4%</b>	<b>3.2%</b>	<b>1,636</b>	<b>1,675</b>	<b>2,026</b>	<b>15</b>	<b>14</b>	<b>25</b>
<b>DOD 4th Estate</b>	<b>15.1%</b>	<b>14.3%</b>	<b>14.0%</b>	<b>53.3%</b>	<b>54.4%</b>	<b>53.9%</b>	<b>18.3%</b>	<b>17.8%</b>	<b>18.9%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.5%</b>	<b>3.6%</b>	<b>14,748</b>	<b>13,479</b>	<b>10,866</b>	<b>200</b>	<b>213</b>	<b>132</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>33.8%</b>	<b>33.4%</b>	<b>34.4%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>26.0%</b>	<b>20.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>404,200</b>	<b>375,805</b>	<b>360,361</b>	<b>9,417</b>	<b>8,728</b>	<b>8,232</b>
<b>BBG</b>	<b>8.6%</b>	<b>5.5%</b>	<b>5.9%</b>	<b>27.1%</b>	<b>27.5%</b>	<b>28.8%</b>	<b>25.0%</b>	<b>25.9%</b>	<b>27.3%</b>	<b>21.1%</b>	<b>24.5%</b>	<b>23.7%</b>	<b>18.1%</b>	<b>16.7%</b>	<b>14.4%</b>	<b>1,053</b>	<b>1,012</b>	<b>1,104</b>	<b>32</b>	<b>31</b>	<b>34</b>
<b>CSOSA</b>	<b>10.6%</b>	<b>7.1%</b>	<b>8.7%</b>	<b>33.6%</b>	<b>33.6%</b>	<b>33.8%</b>	<b>26.9%</b>	<b>24.6%</b>	<b>26.3%</b>	<b>20.7%</b>	<b>20.7%</b>	<b>21.4%</b>	<b>8.2%</b>	<b>14.0%</b>	<b>9.8%</b>	<b>614</b>	<b>686</b>	<b>685</b>	<b>19</b>	<b>21</b>	<b>16</b>
<b>DHS</b>	<b>5.2%</b>	<b>5.5%</b>	<b>5.7%</b>	<b>23.3%</b>	<b>24.8%</b>	<b>27.3%</b>	<b>24.7%</b>	<b>24.6%</b>	<b>25.0%</b>	<b>26.9%</b>	<b>26.3%</b>	<b>25.6%</b>	<b>19.8%</b>	<b>18.8%</b>	<b>16.4%</b>	<b>41,501</b>	<b>40,948</b>	<b>37,434</b>	<b>696</b>	<b>747</b>	<b>663</b>
<b>DOC</b>	<b>12.3%</b>	<b>13.6%</b>	<b>12.6%</b>	<b>36.4%</b>	<b>38.5%</b>	<b>40.0%</b>	<b>25.0%</b>	<b>24.3%</b>	<b>24.1%</b>	<b>17.8%</b>	<b>16.5%</b>	<b>15.9%</b>	<b>8.4%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>9,665</b>	<b>9,458</b>	<b>9,018</b>	<b>297</b>	<b>291</b>	<b>281</b>
<b>DOE</b>	<b>7.8%</b>	<b>7.0%</b>	<b>7.4%</b>	<b>33.5%</b>	<b>31.5%</b>	<b>34.7%</b>	<b>24.8%</b>	<b>24.5%</b>	<b>24.8%</b>	<b>22.3%</b>	<b>24.2%</b>	<b>22.7%</b>	<b>11.5%</b>	<b>12.8%</b>	<b>10.4%</b>	<b>8,178</b>	<b>6,297</b>	<b>6,471</b>	<b>189</b>	<b>124</b>	<b>126</b>
<b>DOI</b>	<b>7.7%</b>	<b>7.0%</b>	<b>6.8%</b>	<b>34.4%</b>	<b>34.3%</b>	<b>35.4%</b>	<b>26.3%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>21.0%</b>	<b>21.6%</b>	<b>21.5%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.6%</b>	<b>25,307</b>	<b>17,596</b>	<b>17,628</b>	<b>594</b>	<b>452</b>	<b>430</b>
<b>DOJ</b>	<b>11.2%</b>	<b>9.3%</b>	<b>9.0%</b>	<b>38.2%</b>	<b>36.5%</b>	<b>37.0%</b>	<b>26.4%</b>	<b>27.5%</b>	<b>27.8%</b>	<b>17.2%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>7.1%</b>	<b>7.6%</b>	<b>7.1%</b>	<b>19,196</b>	<b>16,337</b>	<b>16,113</b>	<b>488</b>	<b>408</b>	<b>381</b>
<b>DOL</b>	<b>10.4%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>34.9%</b>	<b>32.7%</b>	<b>32.2%</b>	<b>25.6%</b>	<b>25.4%</b>	<b>25.7%</b>	<b>18.6%</b>	<b>20.9%</b>	<b>20.5%</b>	<b>10.5%</b>	<b>12.5%</b>	<b>13.1%</b>	<b>10,927</b>	<b>10,505</b>	<b>4,910</b>	<b>297</b>	<b>298</b>	<b>152</b>
<b>DOT</b>	<b>10.1%</b>	<b>8.6%</b>	<b>9.0%</b>	<b>37.7%</b>	<b>36.2%</b>	<b>36.4%</b>	<b>25.4%</b>	<b>26.4%</b>	<b>27.1%</b>	<b>18.6%</b>	<b>19.7%</b>	<b>19.7%</b>	<b>8.3%</b>	<b>9.2%</b>	<b>7.7%</b>	<b>15,029</b>	<b>11,219</b>	<b>22,353</b>	<b>348</b>	<b>274</b>	<b>477</b>
<b>Educ</b>	<b>11.0%</b>	<b>9.7%</b>	<b>9.7%</b>	<b>32.3%</b>	<b>32.0%</b>	<b>30.2%</b>	<b>23.0%</b>	<b>22.1%</b>	<b>22.4%</b>	<b>21.1%</b>	<b>21.4%</b>	<b>23.4%</b>	<b>12.5%</b>	<b>14.8%</b>	<b>14.2%</b>	<b>2,577</b>	<b>2,303</b>	<b>2,558</b>	<b>100</b>	<b>73</b>	<b>74</b>
<b>EEOC</b>	<b>12.9%</b>	<b>11.0%</b>	<b>7.6%</b>	<b>30.7%</b>	<b>30.7%</b>	<b>33.3%</b>	<b>23.2%</b>	<b>23.0%</b>	<b>23.5%</b>	<b>22.1%</b>	<b>20.5%</b>	<b>19.9%</b>	<b>11.1%</b>	<b>14.9%</b>	<b>15.7%</b>	<b>1,192</b>	<b>1,089</b>	<b>1,125</b>	<b>42</b>	<b>28</b>	<b>42</b>
<b>EPA</b>	<b>7.0%</b>	<b>6.4%</b>	<b>6.8%</b>	<b>31.9%</b>	<b>30.3%</b>	<b>33.8%</b>	<b>23.9%</b>	<b>24.6%</b>	<b>24.9%</b>	<b>24.2%</b>	<b>25.6%</b>	<b>22.5%</b>	<b>12.9%</b>	<b>13.1%</b>	<b>12.0%</b>	<b>4,273</b>	<b>3,697</b>	<b>3,747</b>	<b>128</b>	<b>101</b>	<b>122</b>
<b>FCC</b>	<b>11.8%</b>	<b>9.1%</b>	<b>10.6%</b>	<b>32.9%</b>	<b>33.8%</b>	<b>38.2%</b>	<b>21.1%</b>	<b>27.5%</b>	<b>26.2%</b>	<b>20.3%</b>	<b>19.0%</b>	<b>16.8%</b>	<b>13.8%</b>	<b>10.7%</b>	<b>8.3%</b>	<b>531</b>	<b>670</b>	<b>776</b>	<b>25</b>	<b>21</b>	<b>30</b>
<b>FERC</b>	<b>17.3%</b>	<b>13.7%</b>	<b>12.3%</b>	<b>40.7%</b>	<b>41.5%</b>	<b>40.4%</b>	<b>21.5%</b>	<b>20.9%</b>	<b>24.7%</b>	<b>13.4%</b>	<b>16.0%</b>	<b>15.5%</b>	<b>7.0%</b>	<b>7.9%</b>	<b>7.2%</b>	<b>964</b>	<b>857</b>	<b>850</b>	<b>27</b>	<b>30</b>	<b>30</b>
<b>FTC</b>	<b>24.2%</b>	<b>22.5%</b>	<b>20.0%</b>	<b>42.3%</b>	<b>40.5%</b>	<b>38.5%</b>	<b>17.2%</b>	<b>17.0%</b>	<b>21.3%</b>	<b>11.2%</b>	<b>12.2%</b>	<b>13.6%</b>	<b>5.1%</b>	<b>7.8%</b>	<b>6.6%</b>	<b>606</b>	<b>481</b>	<b>542</b>	<b>7</b>	<b>28</b>	<b>15</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>33.8%</b>	<b>33.4%</b>	<b>34.4%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>26.0%</b>	<b>20.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>404,200</b>	<b>375,805</b>	<b>360,361</b>	<b>9,417</b>	<b>8,728</b>	<b>8,232</b>
<b>GSA</b>	<b>12.8%</b>	<b>11.8%</b>	<b>11.7%</b>	<b>35.3%</b>	<b>35.3%</b>	<b>36.7%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>24.1%</b>	<b>18.2%</b>	<b>18.4%</b>	<b>18.0%</b>	<b>9.9%</b>	<b>10.2%</b>	<b>9.4%</b>	<b>7,572</b>	<b>8,246</b>	<b>8,101</b>	<b>172</b>	<b>158</b>	<b>160</b>
<b>HHS</b>	<b>11.0%</b>	<b>9.9%</b>	<b>9.2%</b>	<b>37.2%</b>	<b>36.7%</b>	<b>36.2%</b>	<b>24.7%</b>	<b>24.5%</b>	<b>25.8%</b>	<b>18.1%</b>	<b>19.3%</b>	<b>19.5%</b>	<b>9.0%</b>	<b>9.6%</b>	<b>9.2%</b>	<b>34,984</b>	<b>31,158</b>	<b>30,721</b>	<b>1,007</b>	<b>903</b>	<b>912</b>
<b>HUD</b>	<b>7.9%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>28.2%</b>	<b>24.3%</b>	<b>25.5%</b>	<b>25.9%</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.1%</b>	<b>25.3%</b>	<b>26.7%</b>	<b>13.9%</b>	<b>19.0%</b>	<b>17.2%</b>	<b>5,185</b>	<b>3,709</b>	<b>3,526</b>	<b>149</b>	<b>96</b>	<b>102</b>
<b>NARA</b>	<b>9.9%</b>	<b>6.8%</b>	<b>6.1%</b>	<b>27.0%</b>	<b>25.6%</b>	<b>26.4%</b>	<b>25.6%</b>	<b>24.8%</b>	<b>23.2%</b>	<b>22.0%</b>	<b>24.7%</b>	<b>26.9%</b>	<b>15.5%</b>	<b>18.1%</b>	<b>17.4%</b>	<b>1,659</b>	<b>1,618</b>	<b>1,559</b>	<b>44</b>	<b>41</b>	<b>45</b>
<b>NASA</b>	<b>21.7%</b>	<b>19.8%</b>	<b>18.7%</b>	<b>45.0%</b>	<b>44.8%</b>	<b>44.6%</b>	<b>18.1%</b>	<b>19.6%</b>	<b>20.1%</b>	<b>11.3%</b>	<b>11.6%</b>	<b>12.5%</b>	<b>4.0%</b>	<b>4.2%</b>	<b>4.1%</b>	<b>9,602</b>	<b>9,121</b>	<b>9,624</b>	<b>190</b>	<b>181</b>	<b>217</b>
<b>NCUA</b>	<b>14.5%</b>	<b>14.9%</b>	<b>14.9%</b>	<b>43.3%</b>	<b>41.6%</b>	<b>39.7%</b>	<b>20.7%</b>	<b>23.1%</b>	<b>21.6%</b>	<b>15.8%</b>	<b>15.4%</b>	<b>16.3%</b>	<b>5.8%</b>	<b>5.0%</b>	<b>7.5%</b>	<b>753</b>	<b>782</b>	<b>771</b>	<b>15</b>	<b>20</b>	<b>19</b>
<b>NLRB</b>	<b>9.2%</b>	<b>7.9%</b>	<b>8.0%</b>	<b>28.5%</b>	<b>27.7%</b>	<b>26.7%</b>	<b>23.4%</b>	<b>20.3%</b>	<b>24.2%</b>	<b>25.3%</b>	<b>28.7%</b>	<b>26.1%</b>	<b>13.5%</b>	<b>15.4%</b>	<b>14.9%</b>	<b>859</b>	<b>661</b>	<b>693</b>	<b>33</b>	<b>20</b>	<b>20</b>
<b>NRC</b>	<b>15.6%</b>	<b>16.4%</b>	<b>16.0%</b>	<b>41.9%</b>	<b>41.1%</b>	<b>42.1%</b>	<b>20.2%</b>	<b>21.4%</b>	<b>21.8%</b>	<b>15.8%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.4%</b>	<b>6.6%</b>	<b>5.4%</b>	<b>2,565</b>	<b>2,372</b>	<b>2,416</b>	<b>76</b>	<b>71</b>	<b>68</b>
<b>NSF</b>	<b>14.8%</b>	<b>14.4%</b>	<b>11.1%</b>	<b>38.7%</b>	<b>35.9%</b>	<b>35.0%</b>	<b>21.9%</b>	<b>23.0%</b>	<b>22.7%</b>	<b>17.0%</b>	<b>18.5%</b>	<b>22.1%</b>	<b>7.7%</b>	<b>8.1%</b>	<b>9.1%</b>	<b>863</b>	<b>866</b>	<b>852</b>	<b>31</b>	<b>37</b>	<b>22</b>
<b>OMB</b>	<b>17.6%</b>	<b>13.3%</b>	<b>10.6%</b>	<b>45.3%</b>	<b>39.2%</b>	<b>31.6%</b>	<b>19.6%</b>	<b>21.7%</b>	<b>20.3%</b>	<b>15.0%</b>	<b>21.7%</b>	<b>24.1%</b>	<b>2.4%</b>	<b>4.1%</b>	<b>13.5%</b>	<b>301</b>	<b>299</b>	<b>303</b>	<b>3</b>	<b>2</b>	<b>5</b>
<b>OPM</b>	<b>12.2%</b>	<b>11.8%</b>	<b>11.9%</b>	<b>36.4%</b>	<b>38.5%</b>	<b>38.9%</b>	<b>25.2%</b>	<b>23.7%</b>	<b>25.0%</b>	<b>17.0%</b>	<b>17.9%</b>	<b>16.9%</b>	<b>9.2%</b>	<b>8.0%</b>	<b>7.3%</b>	<b>3,207</b>	<b>3,410</b>	<b>2,766</b>	<b>128</b>	<b>150</b>	<b>112</b>
<b>PBGC</b>	<b>10.0%</b>	<b>12.2%</b>	<b>8.3%</b>	<b>32.5%</b>	<b>30.3%</b>	<b>31.1%</b>	<b>27.3%</b>	<b>25.7%</b>	<b>24.9%</b>	<b>20.7%</b>	<b>22.1%</b>	<b>24.9%</b>	<b>9.5%</b>	<b>9.6%</b>	<b>10.8%</b>	<b>602</b>	<b>457</b>	<b>371</b>	<b>14</b>	<b>14</b>	<b>16</b>
<b>RRB</b>	<b>10.5%</b>	<b>8.8%</b>	<b>8.4%</b>	<b>37.3%</b>	<b>37.5%</b>	<b>41.1%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>28.8%</b>	<b>17.9%</b>	<b>19.3%</b>	<b>14.7%</b>	<b>9.0%</b>	<b>8.7%</b>	<b>7.0%</b>	<b>444</b>	<b>492</b>	<b>565</b>	<b>28</b>	<b>28</b>	<b>32</b>
<b>SBA</b>	<b>9.5%</b>	<b>9.6%</b>	<b>9.1%</b>	<b>30.1%</b>	<b>32.0%</b>	<b>34.7%</b>	<b>23.9%</b>	<b>24.7%</b>	<b>25.6%</b>	<b>20.2%</b>	<b>20.9%</b>	<b>19.6%</b>	<b>16.3%</b>	<b>12.9%</b>	<b>11.0%</b>	<b>1,244</b>	<b>1,325</b>	<b>1,449</b>	<b>38</b>	<b>44</b>	<b>39</b>
<b>SEC</b>	<b>11.3%</b>	<b>8.7%</b>	<b>7.5%</b>	<b>32.6%</b>	<b>30.3%</b>	<b>26.6%</b>	<b>21.8%</b>	<b>25.1%</b>	<b>25.3%</b>	<b>22.3%</b>	<b>23.0%</b>	<b>25.9%</b>	<b>12.1%</b>	<b>12.8%</b>	<b>14.7%</b>	<b>1,839</b>	<b>2,357</b>	<b>2,307</b>	<b>66</b>	<b>81</b>	<b>82</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>33.8%</b>	<b>33.4%</b>	<b>34.4%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>26.0%</b>	<b>20.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>404,200</b>	<b>375,805</b>	<b>360,361</b>	<b>9,417</b>	<b>8,728</b>	<b>8,232</b>
<b>SSA</b>	<b>9.2%</b>	<b>7.1%</b>	<b>7.6%</b>	<b>35.1%</b>	<b>34.5%</b>	<b>33.4%</b>	<b>27.4%</b>	<b>27.5%</b>	<b>28.4%</b>	<b>19.9%</b>	<b>21.4%</b>	<b>20.9%</b>	<b>8.4%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9,969</b>	<b>9,072</b>	<b>7,907</b>	<b>290</b>	<b>237</b>	<b>203</b>
<b>State</b>	<b>10.4%</b>	<b>10.6%</b>	<b>10.1%</b>	<b>39.7%</b>	<b>40.3%</b>	<b>40.6%</b>	<b>24.6%</b>	<b>24.6%</b>	<b>23.6%</b>	<b>18.8%</b>	<b>18.5%</b>	<b>19.7%</b>	<b>6.6%</b>	<b>6.1%</b>	<b>6.0%</b>	<b>3,902</b>	<b>3,603</b>	<b>2,408</b>	<b>62</b>	<b>57</b>	<b>45</b>
<b>Treas</b>	<b>8.1%</b>	<b>7.6%</b>	<b>8.5%</b>	<b>31.1%</b>	<b>31.3%</b>	<b>32.4%</b>	<b>23.5%</b>	<b>23.7%</b>	<b>23.6%</b>	<b>23.4%</b>	<b>24.0%</b>	<b>22.1%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>13.4%</b>	<b>49,521</b>	<b>48,977</b>	<b>47,915</b>	<b>1,381</b>	<b>1,222</b>	<b>1,186</b>
<b>USAID</b>	<b>8.3%</b>	<b>7.2%</b>	<b>6.7%</b>	<b>36.1%</b>	<b>33.1%</b>	<b>35.1%</b>	<b>22.6%</b>	<b>23.7%</b>	<b>24.9%</b>	<b>23.9%</b>	<b>24.1%</b>	<b>23.9%</b>	<b>9.2%</b>	<b>11.9%</b>	<b>9.4%</b>	<b>1,940</b>	<b>1,968</b>	<b>2,196</b>	<b>25</b>	<b>31</b>	<b>26</b>
<b>USDA</b>	<b>6.5%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>34.9%</b>	<b>32.2%</b>	<b>32.4%</b>	<b>27.3%</b>	<b>28.2%</b>	<b>28.4%</b>	<b>22.0%</b>	<b>24.2%</b>	<b>23.8%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.8%</b>	<b>19,907</b>	<b>19,482</b>	<b>12,783</b>	<b>442</b>	<b>454</b>	<b>276</b>
<b>VA</b>	<b>8.2%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>31.3%</b>	<b>31.3%</b>	<b>32.5%</b>	<b>25.2%</b>	<b>25.4%</b>	<b>25.1%</b>	<b>22.2%</b>	<b>21.4%</b>	<b>21.5%</b>	<b>13.1%</b>	<b>13.3%</b>	<b>12.1%</b>	<b>30,695</b>	<b>26,229</b>	<b>28,599</b>	<b>536</b>	<b>460</b>	<b>427</b>
<b>Small Agencies</b>	<b>12.7%</b>	<b>11.6%</b>	<b>12.2%</b>	<b>34.1%</b>	<b>32.4%</b>	<b>33.7%</b>	<b>21.6%</b>	<b>22.0%</b>	<b>23.4%</b>	<b>19.2%</b>	<b>21.2%</b>	<b>19.9%</b>	<b>12.4%</b>	<b>12.9%</b>	<b>10.9%</b>	<b>4,926</b>	<b>4,555</b>	<b>4,867</b>	<b>140</b>	<b>139</b>	<b>157</b>
<b>DOD</b>	<b>9.8%</b>	<b>8.9%</b>	<b>8.8%</b>	<b>36.0%</b>	<b>35.3%</b>	<b>36.2%</b>	<b>25.4%</b>	<b>26.2%</b>	<b>26.7%</b>	<b>19.5%</b>	<b>20.1%</b>	<b>19.5%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>8.7%</b>	<b>70,048</b>	<b>71,891</b>	<b>62,348</b>	<b>1,258</b>	<b>1,355</b>	<b>1,188</b>
<b>USACE</b>	<b>8.2%</b>	<b>7.3%</b>	<b>7.1%</b>	<b>38.3%</b>	<b>36.7%</b>	<b>34.8%</b>	<b>26.2%</b>	<b>26.7%</b>	<b>29.1%</b>	<b>19.6%</b>	<b>20.4%</b>	<b>21.2%</b>	<b>7.7%</b>	<b>8.9%</b>	<b>7.6%</b>	<b>4,178</b>	<b>2,324</b>	<b>2,111</b>	<b>66</b>	<b>49</b>	<b>65</b>
<b>Air Force</b>	<b>11.4%</b>	<b>9.9%</b>	<b>9.1%</b>	<b>38.4%</b>	<b>36.8%</b>	<b>37.5%</b>	<b>23.5%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>18.3%</b>	<b>19.4%</b>	<b>19.5%</b>	<b>8.4%</b>	<b>9.0%</b>	<b>8.2%</b>	<b>17,980</b>	<b>18,344</b>	<b>11,669</b>	<b>336</b>	<b>332</b>	<b>191</b>
<b>Army‡</b>	<b>9.8%</b>	<b>9.0%</b>	<b>8.8%</b>	<b>34.9%</b>	<b>34.9%</b>	<b>36.0%</b>	<b>25.6%</b>	<b>26.4%</b>	<b>26.8%</b>	<b>19.7%</b>	<b>19.9%</b>	<b>19.3%</b>	<b>10.0%</b>	<b>9.8%</b>	<b>9.1%</b>	<b>16,017</b>	<b>19,057</b>	<b>18,998</b>	<b>282</b>	<b>384</b>	<b>413</b>
<b>Navy‡</b>	<b>8.8%</b>	<b>7.8%</b>	<b>8.9%</b>	<b>35.3%</b>	<b>34.8%</b>	<b>36.2%</b>	<b>27.2%</b>	<b>27.4%</b>	<b>27.6%</b>	<b>19.7%</b>	<b>20.8%</b>	<b>19.2%</b>	<b>9.0%</b>	<b>9.3%</b>	<b>8.1%</b>	<b>15,590</b>	<b>17,090</b>	<b>16,763</b>	<b>261</b>	<b>287</b>	<b>288</b>
<b>Marine Corps</b>	<b>9.7%</b>	<b>11.1%</b>	<b>9.2%</b>	<b>33.4%</b>	<b>33.9%</b>	<b>37.2%</b>	<b>26.2%</b>	<b>26.1%</b>	<b>26.2%</b>	<b>20.7%</b>	<b>19.8%</b>	<b>18.5%</b>	<b>10.1%</b>	<b>9.1%</b>	<b>8.9%</b>	<b>1,633</b>	<b>1,668</b>	<b>2,020</b>	<b>18</b>	<b>23</b>	<b>31</b>
<b>DOD 4th Estate</b>	<b>9.9%</b>	<b>9.1%</b>	<b>8.9%</b>	<b>35.2%</b>	<b>34.5%</b>	<b>34.9%</b>	<b>24.3%</b>	<b>25.1%</b>	<b>25.7%</b>	<b>20.0%</b>	<b>20.8%</b>	<b>20.0%</b>	<b>10.7%</b>	<b>10.4%</b>	<b>10.5%</b>	<b>14,650</b>	<b>13,408</b>	<b>10,787</b>	<b>295</b>	<b>280</b>	<b>200</b>

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(31) Employees are recognized for providing high quality products and services.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>35.6%</b>	<b>34.5%</b>	<b>35.5%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>403,880</b>	<b>375,902</b>	<b>360,183</b>	<b>8,603</b>	<b>7,530</b>	<b>7,290</b>
<b>BBG</b>	<b>9.7%</b>	<b>7.1%</b>	<b>7.6%</b>	<b>27.8%</b>	<b>26.8%</b>	<b>32.9%</b>	<b>24.5%</b>	<b>24.6%</b>	<b>21.9%</b>	<b>19.6%</b>	<b>22.2%</b>	<b>21.5%</b>	<b>18.4%</b>	<b>19.3%</b>	<b>16.1%</b>	<b>1,061</b>	<b>1,012</b>	<b>1,111</b>	<b>26</b>	<b>23</b>	<b>25</b>
<b>CSOSA</b>	<b>13.1%</b>	<b>9.2%</b>	<b>10.6%</b>	<b>38.8%</b>	<b>33.6%</b>	<b>38.3%</b>	<b>22.9%</b>	<b>22.0%</b>	<b>23.6%</b>	<b>17.3%</b>	<b>20.4%</b>	<b>18.0%</b>	<b>7.9%</b>	<b>14.8%</b>	<b>9.5%</b>	<b>627</b>	<b>695</b>	<b>690</b>	<b>5</b>	<b>14</b>	<b>7</b>
<b>DHS</b>	<b>6.3%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>24.4%</b>	<b>25.8%</b>	<b>28.3%</b>	<b>23.3%</b>	<b>23.1%</b>	<b>24.3%</b>	<b>25.1%</b>	<b>25.1%</b>	<b>24.0%</b>	<b>20.9%</b>	<b>19.7%</b>	<b>16.8%</b>	<b>41,486</b>	<b>40,953</b>	<b>37,329</b>	<b>660</b>	<b>635</b>	<b>623</b>
<b>DOC</b>	<b>14.8%</b>	<b>16.4%</b>	<b>15.8%</b>	<b>39.5%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>22.1%</b>	<b>21.4%</b>	<b>20.9%</b>	<b>15.6%</b>	<b>13.9%</b>	<b>15.0%</b>	<b>8.0%</b>	<b>6.9%</b>	<b>6.8%</b>	<b>9,730</b>	<b>9,508</b>	<b>9,088</b>	<b>214</b>	<b>211</b>	<b>201</b>
<b>DOE</b>	<b>9.8%</b>	<b>8.2%</b>	<b>9.1%</b>	<b>35.8%</b>	<b>33.7%</b>	<b>37.0%</b>	<b>24.9%</b>	<b>24.8%</b>	<b>24.5%</b>	<b>19.3%</b>	<b>22.0%</b>	<b>19.4%</b>	<b>10.2%</b>	<b>11.3%</b>	<b>10.1%</b>	<b>8,178</b>	<b>6,277</b>	<b>6,484</b>	<b>169</b>	<b>137</b>	<b>95</b>
<b>DOI</b>	<b>9.9%</b>	<b>8.8%</b>	<b>8.4%</b>	<b>37.3%</b>	<b>36.6%</b>	<b>36.8%</b>	<b>23.7%</b>	<b>24.3%</b>	<b>25.3%</b>	<b>18.5%</b>	<b>19.8%</b>	<b>19.4%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>10.2%</b>	<b>25,282</b>	<b>17,691</b>	<b>17,674</b>	<b>518</b>	<b>300</b>	<b>299</b>
<b>DOJ</b>	<b>12.9%</b>	<b>10.7%</b>	<b>10.1%</b>	<b>37.5%</b>	<b>36.3%</b>	<b>36.6%</b>	<b>24.2%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>17.5%</b>	<b>19.2%</b>	<b>19.3%</b>	<b>7.9%</b>	<b>8.7%</b>	<b>8.2%</b>	<b>19,234</b>	<b>16,372</b>	<b>16,171</b>	<b>389</b>	<b>318</b>	<b>294</b>
<b>DOL</b>	<b>12.7%</b>	<b>10.4%</b>	<b>9.9%</b>	<b>37.4%</b>	<b>35.9%</b>	<b>33.4%</b>	<b>22.6%</b>	<b>23.4%</b>	<b>25.3%</b>	<b>16.9%</b>	<b>18.6%</b>	<b>19.0%</b>	<b>10.4%</b>	<b>11.7%</b>	<b>12.3%</b>	<b>10,950</b>	<b>10,539</b>	<b>4,923</b>	<b>243</b>	<b>246</b>	<b>134</b>
<b>DOT</b>	<b>11.4%</b>	<b>9.4%</b>	<b>9.0%</b>	<b>35.5%</b>	<b>33.5%</b>	<b>35.0%</b>	<b>24.1%</b>	<b>24.5%</b>	<b>25.3%</b>	<b>18.5%</b>	<b>20.4%</b>	<b>19.4%</b>	<b>10.5%</b>	<b>12.2%</b>	<b>11.2%</b>	<b>14,999</b>	<b>11,225</b>	<b>22,349</b>	<b>328</b>	<b>236</b>	<b>420</b>
<b>Educ</b>	<b>14.5%</b>	<b>13.6%</b>	<b>12.0%</b>	<b>38.0%</b>	<b>37.5%</b>	<b>35.7%</b>	<b>21.7%</b>	<b>19.7%</b>	<b>21.8%</b>	<b>15.4%</b>	<b>17.6%</b>	<b>18.8%</b>	<b>10.4%</b>	<b>11.5%</b>	<b>11.7%</b>	<b>2,591</b>	<b>2,297</b>	<b>2,536</b>	<b>82</b>	<b>73</b>	<b>79</b>
<b>EEOC</b>	<b>14.7%</b>	<b>12.5%</b>	<b>9.5%</b>	<b>34.7%</b>	<b>32.2%</b>	<b>34.5%</b>	<b>19.4%</b>	<b>22.6%</b>	<b>21.5%</b>	<b>20.0%</b>	<b>18.0%</b>	<b>19.1%</b>	<b>11.2%</b>	<b>14.6%</b>	<b>15.4%</b>	<b>1,179</b>	<b>1,084</b>	<b>1,144</b>	<b>49</b>	<b>27</b>	<b>24</b>
<b>EPA</b>	<b>10.1%</b>	<b>8.3%</b>	<b>9.7%</b>	<b>40.5%</b>	<b>40.3%</b>	<b>41.0%</b>	<b>23.9%</b>	<b>23.0%</b>	<b>23.7%</b>	<b>16.2%</b>	<b>18.6%</b>	<b>16.9%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>8.8%</b>	<b>4,279</b>	<b>3,701</b>	<b>3,774</b>	<b>117</b>	<b>76</b>	<b>88</b>
<b>FCC</b>	<b>15.1%</b>	<b>12.9%</b>	<b>14.0%</b>	<b>36.4%</b>	<b>41.6%</b>	<b>47.4%</b>	<b>21.4%</b>	<b>23.8%</b>	<b>21.5%</b>	<b>16.2%</b>	<b>13.1%</b>	<b>11.2%</b>	<b>10.8%</b>	<b>8.6%</b>	<b>5.8%</b>	<b>535</b>	<b>670</b>	<b>783</b>	<b>22</b>	<b>20</b>	<b>23</b>
<b>FERC</b>	<b>21.7%</b>	<b>17.9%</b>	<b>14.2%</b>	<b>43.4%</b>	<b>43.4%</b>	<b>42.8%</b>	<b>18.9%</b>	<b>17.5%</b>	<b>23.0%</b>	<b>11.3%</b>	<b>14.6%</b>	<b>13.6%</b>	<b>4.7%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>959</b>	<b>858</b>	<b>847</b>	<b>31</b>	<b>26</b>	<b>28</b>
<b>FTC</b>	<b>27.2%</b>	<b>30.5%</b>	<b>23.9%</b>	<b>43.8%</b>	<b>38.5%</b>	<b>43.3%</b>	<b>16.1%</b>	<b>14.4%</b>	<b>15.2%</b>	<b>7.6%</b>	<b>9.8%</b>	<b>12.0%</b>	<b>5.3%</b>	<b>6.8%</b>	<b>5.5%</b>	<b>595</b>	<b>493</b>	<b>540</b>	<b>16</b>	<b>16</b>	<b>11</b>

## Report by Agency

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>35.6%</b>	<b>34.5%</b>	<b>35.5%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>403,880</b>	<b>375,902</b>	<b>360,183</b>	<b>8,603</b>	<b>7,530</b>	<b>7,290</b>
<b>GSA</b>	<b>14.4%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>37.7%</b>	<b>36.7%</b>	<b>37.3%</b>	<b>24.2%</b>	<b>25.3%</b>	<b>24.6%</b>	<b>14.2%</b>	<b>16.5%</b>	<b>16.5%</b>	<b>9.4%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>7,573</b>	<b>8,222</b>	<b>8,054</b>	<b>154</b>	<b>149</b>	<b>158</b>
<b>HHS</b>	<b>13.7%</b>	<b>11.9%</b>	<b>10.9%</b>	<b>39.5%</b>	<b>38.7%</b>	<b>37.4%</b>	<b>22.6%</b>	<b>23.3%</b>	<b>23.8%</b>	<b>15.6%</b>	<b>16.4%</b>	<b>17.7%</b>	<b>8.6%</b>	<b>9.6%</b>	<b>10.2%</b>	<b>35,066</b>	<b>31,282</b>	<b>30,769</b>	<b>815</b>	<b>692</b>	<b>766</b>
<b>HUD</b>	<b>10.7%</b>	<b>6.9%</b>	<b>7.0%</b>	<b>33.8%</b>	<b>30.2%</b>	<b>29.1%</b>	<b>23.8%</b>	<b>24.6%</b>	<b>24.9%</b>	<b>19.2%</b>	<b>20.6%</b>	<b>22.7%</b>	<b>12.6%</b>	<b>17.7%</b>	<b>16.2%</b>	<b>5,155</b>	<b>3,693</b>	<b>3,496</b>	<b>154</b>	<b>99</b>	<b>114</b>
<b>NARA</b>	<b>13.4%</b>	<b>10.8%</b>	<b>8.5%</b>	<b>35.5%</b>	<b>30.9%</b>	<b>32.1%</b>	<b>21.4%</b>	<b>21.3%</b>	<b>21.6%</b>	<b>16.0%</b>	<b>20.8%</b>	<b>20.8%</b>	<b>13.6%</b>	<b>16.3%</b>	<b>17.0%</b>	<b>1,661</b>	<b>1,617</b>	<b>1,549</b>	<b>30</b>	<b>35</b>	<b>42</b>
<b>NASA</b>	<b>25.9%</b>	<b>23.1%</b>	<b>22.7%</b>	<b>46.8%</b>	<b>46.2%</b>	<b>47.1%</b>	<b>16.3%</b>	<b>17.8%</b>	<b>17.6%</b>	<b>7.6%</b>	<b>9.3%</b>	<b>8.8%</b>	<b>3.4%</b>	<b>3.6%</b>	<b>3.7%</b>	<b>9,612</b>	<b>9,163</b>	<b>9,684</b>	<b>148</b>	<b>129</b>	<b>129</b>
<b>NCUA</b>	<b>15.4%</b>	<b>17.2%</b>	<b>14.1%</b>	<b>47.4%</b>	<b>44.1%</b>	<b>41.8%</b>	<b>18.9%</b>	<b>20.9%</b>	<b>21.4%</b>	<b>13.2%</b>	<b>12.4%</b>	<b>14.8%</b>	<b>5.0%</b>	<b>5.4%</b>	<b>7.9%</b>	<b>756</b>	<b>786</b>	<b>770</b>	<b>14</b>	<b>12</b>	<b>15</b>
<b>NLRB</b>	<b>12.7%</b>	<b>10.3%</b>	<b>9.4%</b>	<b>37.3%</b>	<b>33.2%</b>	<b>34.5%</b>	<b>18.5%</b>	<b>21.8%</b>	<b>21.0%</b>	<b>19.4%</b>	<b>22.9%</b>	<b>23.5%</b>	<b>12.1%</b>	<b>11.8%</b>	<b>11.6%</b>	<b>868</b>	<b>666</b>	<b>699</b>	<b>23</b>	<b>12</b>	<b>13</b>
<b>NRC</b>	<b>20.4%</b>	<b>20.3%</b>	<b>19.5%</b>	<b>44.1%</b>	<b>43.6%</b>	<b>45.6%</b>	<b>17.7%</b>	<b>17.6%</b>	<b>18.2%</b>	<b>11.1%</b>	<b>11.7%</b>	<b>11.6%</b>	<b>6.8%</b>	<b>6.8%</b>	<b>5.2%</b>	<b>2,602</b>	<b>2,399</b>	<b>2,435</b>	<b>42</b>	<b>38</b>	<b>38</b>
<b>NSF</b>	<b>17.6%</b>	<b>15.3%</b>	<b>12.3%</b>	<b>38.2%</b>	<b>38.6%</b>	<b>37.0%</b>	<b>19.9%</b>	<b>21.8%</b>	<b>22.1%</b>	<b>16.7%</b>	<b>15.4%</b>	<b>19.7%</b>	<b>7.6%</b>	<b>8.9%</b>	<b>8.9%</b>	<b>866</b>	<b>879</b>	<b>856</b>	<b>25</b>	<b>23</b>	<b>16</b>
<b>OMB</b>	<b>24.3%</b>	<b>18.1%</b>	<b>13.2%</b>	<b>48.3%</b>	<b>47.2%</b>	<b>46.0%</b>	<b>15.8%</b>	<b>21.4%</b>	<b>16.3%</b>	<b>10.0%</b>	<b>11.5%</b>	<b>17.4%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>7.2%</b>	<b>298</b>	<b>295</b>	<b>303</b>	<b>5</b>	<b>4</b>	<b>5</b>
<b>OPM</b>	<b>13.8%</b>	<b>13.9%</b>	<b>13.7%</b>	<b>40.4%</b>	<b>40.8%</b>	<b>42.7%</b>	<b>21.4%</b>	<b>21.0%</b>	<b>21.5%</b>	<b>15.1%</b>	<b>15.7%</b>	<b>14.4%</b>	<b>9.3%</b>	<b>8.6%</b>	<b>7.7%</b>	<b>3,193</b>	<b>3,436</b>	<b>2,751</b>	<b>146</b>	<b>116</b>	<b>117</b>
<b>PBGC</b>	<b>11.9%</b>	<b>13.8%</b>	<b>10.7%</b>	<b>37.9%</b>	<b>39.1%</b>	<b>36.3%</b>	<b>23.2%</b>	<b>20.3%</b>	<b>22.5%</b>	<b>18.0%</b>	<b>17.0%</b>	<b>17.8%</b>	<b>9.0%</b>	<b>9.8%</b>	<b>12.6%</b>	<b>600</b>	<b>459</b>	<b>372</b>	<b>14</b>	<b>9</b>	<b>12</b>
<b>RRB</b>	<b>12.7%</b>	<b>12.3%</b>	<b>11.7%</b>	<b>40.7%</b>	<b>40.2%</b>	<b>40.7%</b>	<b>21.3%</b>	<b>23.2%</b>	<b>26.9%</b>	<b>15.4%</b>	<b>15.0%</b>	<b>12.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>8.0%</b>	<b>451</b>	<b>502</b>	<b>569</b>	<b>19</b>	<b>17</b>	<b>28</b>
<b>SBA</b>	<b>10.0%</b>	<b>11.1%</b>	<b>11.1%</b>	<b>30.3%</b>	<b>32.0%</b>	<b>32.5%</b>	<b>22.1%</b>	<b>22.9%</b>	<b>25.3%</b>	<b>21.4%</b>	<b>20.5%</b>	<b>19.2%</b>	<b>16.0%</b>	<b>13.6%</b>	<b>11.9%</b>	<b>1,238</b>	<b>1,324</b>	<b>1,447</b>	<b>34</b>	<b>36</b>	<b>34</b>
<b>SEC</b>	<b>13.9%</b>	<b>11.5%</b>	<b>8.7%</b>	<b>38.7%</b>	<b>35.8%</b>	<b>32.9%</b>	<b>19.3%</b>	<b>23.4%</b>	<b>24.5%</b>	<b>16.3%</b>	<b>18.6%</b>	<b>20.4%</b>	<b>11.8%</b>	<b>10.7%</b>	<b>13.4%</b>	<b>1,840</b>	<b>2,349</b>	<b>2,311</b>	<b>55</b>	<b>81</b>	<b>73</b>

## Report by Agency

**(31) Employees are recognized for providing high quality products and services.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>35.6%</b>	<b>34.5%</b>	<b>35.5%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>403,880</b>	<b>375,902</b>	<b>360,183</b>	<b>8,603</b>	<b>7,530</b>	<b>7,290</b>
<b>SSA</b>	<b>12.9%</b>	<b>9.7%</b>	<b>10.2%</b>	<b>40.2%</b>	<b>35.4%</b>	<b>36.6%</b>	<b>21.3%</b>	<b>24.1%</b>	<b>23.3%</b>	<b>16.8%</b>	<b>20.0%</b>	<b>18.9%</b>	<b>8.9%</b>	<b>10.8%</b>	<b>11.0%</b>	<b>9,987</b>	<b>9,110</b>	<b>7,969</b>	<b>232</b>	<b>169</b>	<b>130</b>
<b>State</b>	<b>13.3%</b>	<b>12.7%</b>	<b>12.2%</b>	<b>43.5%</b>	<b>44.2%</b>	<b>43.0%</b>	<b>22.2%</b>	<b>22.1%</b>	<b>24.7%</b>	<b>14.8%</b>	<b>15.4%</b>	<b>14.5%</b>	<b>6.2%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>3,914</b>	<b>3,611</b>	<b>2,413</b>	<b>42</b>	<b>47</b>	<b>32</b>
<b>Treas</b>	<b>10.7%</b>	<b>10.3%</b>	<b>11.0%</b>	<b>37.2%</b>	<b>37.0%</b>	<b>36.9%</b>	<b>22.4%</b>	<b>22.9%</b>	<b>22.4%</b>	<b>17.8%</b>	<b>18.8%</b>	<b>17.7%</b>	<b>11.8%</b>	<b>11.1%</b>	<b>12.0%</b>	<b>49,249</b>	<b>48,683</b>	<b>47,766</b>	<b>1,514</b>	<b>1,394</b>	<b>1,246</b>
<b>USAID</b>	<b>10.3%</b>	<b>9.3%</b>	<b>8.4%</b>	<b>44.0%</b>	<b>40.3%</b>	<b>44.3%</b>	<b>22.1%</b>	<b>23.7%</b>	<b>21.7%</b>	<b>15.4%</b>	<b>17.8%</b>	<b>18.7%</b>	<b>8.1%</b>	<b>8.9%</b>	<b>7.0%</b>	<b>1,942</b>	<b>1,964</b>	<b>2,181</b>	<b>16</b>	<b>24</b>	<b>35</b>
<b>USDA</b>	<b>8.1%</b>	<b>6.9%</b>	<b>6.9%</b>	<b>36.8%</b>	<b>34.3%</b>	<b>35.5%</b>	<b>26.6%</b>	<b>26.7%</b>	<b>27.1%</b>	<b>19.2%</b>	<b>22.0%</b>	<b>20.9%</b>	<b>9.4%</b>	<b>10.1%</b>	<b>9.6%</b>	<b>19,933</b>	<b>19,540</b>	<b>12,775</b>	<b>380</b>	<b>363</b>	<b>241</b>
<b>VA</b>	<b>9.4%</b>	<b>9.4%</b>	<b>10.2%</b>	<b>31.9%</b>	<b>31.7%</b>	<b>32.7%</b>	<b>24.1%</b>	<b>24.0%</b>	<b>23.8%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>20.4%</b>	<b>13.7%</b>	<b>14.4%</b>	<b>13.0%</b>	<b>30,578</b>	<b>26,113</b>	<b>28,478</b>	<b>560</b>	<b>481</b>	<b>475</b>
<b>Small Agencies</b>	<b>15.7%</b>	<b>13.8%</b>	<b>14.3%</b>	<b>37.4%</b>	<b>36.4%</b>	<b>36.5%</b>	<b>19.9%</b>	<b>21.4%</b>	<b>22.0%</b>	<b>15.4%</b>	<b>17.0%</b>	<b>16.5%</b>	<b>11.5%</b>	<b>11.4%</b>	<b>10.7%</b>	<b>4,941</b>	<b>4,563</b>	<b>4,876</b>	<b>119</b>	<b>115</b>	<b>133</b>
<b>DOD</b>	<b>11.5%</b>	<b>10.5%</b>	<b>10.4%</b>	<b>37.6%</b>	<b>35.7%</b>	<b>36.8%</b>	<b>23.7%</b>	<b>25.2%</b>	<b>25.5%</b>	<b>17.5%</b>	<b>18.5%</b>	<b>17.8%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.5%</b>	<b>69,872</b>	<b>71,871</b>	<b>62,217</b>	<b>1,193</b>	<b>1,127</b>	<b>1,087</b>
<b>USACE</b>	<b>11.1%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>40.5%</b>	<b>39.3%</b>	<b>38.9%</b>	<b>23.6%</b>	<b>26.2%</b>	<b>26.2%</b>	<b>17.4%</b>	<b>17.2%</b>	<b>17.9%</b>	<b>7.5%</b>	<b>8.5%</b>	<b>8.2%</b>	<b>4,166</b>	<b>2,316</b>	<b>2,128</b>	<b>67</b>	<b>45</b>	<b>47</b>
<b>Air Force</b>	<b>12.9%</b>	<b>11.4%</b>	<b>11.0%</b>	<b>39.9%</b>	<b>37.3%</b>	<b>37.1%</b>	<b>22.6%</b>	<b>24.7%</b>	<b>25.2%</b>	<b>16.6%</b>	<b>16.9%</b>	<b>17.7%</b>	<b>8.1%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>17,978</b>	<b>18,362</b>	<b>11,637</b>	<b>284</b>	<b>243</b>	<b>167</b>
<b>Army‡</b>	<b>11.1%</b>	<b>9.9%</b>	<b>9.9%</b>	<b>34.5%</b>	<b>33.2%</b>	<b>34.9%</b>	<b>24.0%</b>	<b>25.2%</b>	<b>25.5%</b>	<b>19.2%</b>	<b>20.1%</b>	<b>19.1%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>10.6%</b>	<b>15,955</b>	<b>19,050</b>	<b>18,966</b>	<b>278</b>	<b>328</b>	<b>376</b>
<b>Navy‡</b>	<b>10.5%</b>	<b>9.7%</b>	<b>10.3%</b>	<b>39.0%</b>	<b>36.7%</b>	<b>39.1%</b>	<b>24.8%</b>	<b>25.9%</b>	<b>25.8%</b>	<b>16.7%</b>	<b>18.7%</b>	<b>16.4%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.4%</b>	<b>15,576</b>	<b>17,085</b>	<b>16,737</b>	<b>238</b>	<b>236</b>	<b>245</b>
<b>Marine Corps</b>	<b>11.2%</b>	<b>13.1%</b>	<b>11.0%</b>	<b>33.6%</b>	<b>33.2%</b>	<b>34.5%</b>	<b>25.3%</b>	<b>25.2%</b>	<b>26.1%</b>	<b>17.5%</b>	<b>19.5%</b>	<b>18.6%</b>	<b>12.4%</b>	<b>8.9%</b>	<b>9.8%</b>	<b>1,617</b>	<b>1,654</b>	<b>2,006</b>	<b>28</b>	<b>32</b>	<b>36</b>
<b>DOD 4th Estate</b>	<b>12.4%</b>	<b>11.5%</b>	<b>11.0%</b>	<b>37.6%</b>	<b>35.7%</b>	<b>36.2%</b>	<b>22.8%</b>	<b>24.5%</b>	<b>24.7%</b>	<b>16.9%</b>	<b>17.8%</b>	<b>17.5%</b>	<b>10.2%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>14,580</b>	<b>13,404</b>	<b>10,743</b>	<b>298</b>	<b>243</b>	<b>216</b>

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(32) Creativity and innovation are rewarded.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>27.6%</b>	<b>26.5%</b>	<b>27.2%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>29.9%</b>	<b>20.7%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>398,504</b>	<b>371,008</b>	<b>355,365</b>	<b>13,352</b>	<b>12,026</b>	<b>11,534</b>
<b>BBG</b>	<b>9.2%</b>	<b>6.0%</b>	<b>7.4%</b>	<b>22.1%</b>	<b>22.5%</b>	<b>22.7%</b>	<b>26.4%</b>	<b>28.4%</b>	<b>27.2%</b>	<b>21.3%</b>	<b>21.9%</b>	<b>24.2%</b>	<b>21.0%</b>	<b>21.2%</b>	<b>18.4%</b>	<b>1,056</b>	<b>1,016</b>	<b>1,102</b>	<b>30</b>	<b>23</b>	<b>31</b>
<b>CSOSA</b>	<b>12.4%</b>	<b>6.5%</b>	<b>10.3%</b>	<b>25.5%</b>	<b>27.2%</b>	<b>28.9%</b>	<b>32.3%</b>	<b>27.0%</b>	<b>28.7%</b>	<b>19.8%</b>	<b>23.2%</b>	<b>19.4%</b>	<b>9.9%</b>	<b>16.0%</b>	<b>12.8%</b>	<b>611</b>	<b>675</b>	<b>677</b>	<b>14</b>	<b>28</b>	<b>17</b>
<b>DHS</b>	<b>5.4%</b>	<b>5.3%</b>	<b>5.4%</b>	<b>18.4%</b>	<b>19.1%</b>	<b>20.6%</b>	<b>25.3%</b>	<b>26.0%</b>	<b>27.4%</b>	<b>26.3%</b>	<b>25.8%</b>	<b>25.7%</b>	<b>24.6%</b>	<b>23.7%</b>	<b>20.9%</b>	<b>41,051</b>	<b>40,592</b>	<b>36,978</b>	<b>999</b>	<b>921</b>	<b>940</b>
<b>DOC</b>	<b>11.3%</b>	<b>11.9%</b>	<b>11.3%</b>	<b>30.7%</b>	<b>32.8%</b>	<b>32.9%</b>	<b>29.5%</b>	<b>30.1%</b>	<b>28.8%</b>	<b>17.7%</b>	<b>15.8%</b>	<b>17.4%</b>	<b>10.9%</b>	<b>9.4%</b>	<b>9.6%</b>	<b>9,562</b>	<b>9,372</b>	<b>8,923</b>	<b>361</b>	<b>351</b>	<b>336</b>
<b>DOE</b>	<b>7.7%</b>	<b>6.4%</b>	<b>7.4%</b>	<b>27.3%</b>	<b>25.6%</b>	<b>28.3%</b>	<b>29.9%</b>	<b>29.5%</b>	<b>29.6%</b>	<b>21.9%</b>	<b>24.4%</b>	<b>21.7%</b>	<b>13.2%</b>	<b>14.1%</b>	<b>13.0%</b>	<b>8,069</b>	<b>6,241</b>	<b>6,437</b>	<b>260</b>	<b>168</b>	<b>151</b>
<b>DOI</b>	<b>8.0%</b>	<b>7.4%</b>	<b>7.0%</b>	<b>29.1%</b>	<b>27.3%</b>	<b>28.0%</b>	<b>29.4%</b>	<b>30.4%</b>	<b>30.3%</b>	<b>20.5%</b>	<b>21.8%</b>	<b>22.3%</b>	<b>13.0%</b>	<b>13.1%</b>	<b>12.5%</b>	<b>25,034</b>	<b>17,492</b>	<b>17,483</b>	<b>733</b>	<b>484</b>	<b>480</b>
<b>DOJ</b>	<b>10.6%</b>	<b>8.5%</b>	<b>8.6%</b>	<b>30.1%</b>	<b>28.1%</b>	<b>28.7%</b>	<b>29.7%</b>	<b>30.7%</b>	<b>30.5%</b>	<b>19.7%</b>	<b>21.7%</b>	<b>21.6%</b>	<b>9.9%</b>	<b>11.0%</b>	<b>10.6%</b>	<b>18,963</b>	<b>16,204</b>	<b>15,958</b>	<b>622</b>	<b>481</b>	<b>461</b>
<b>DOL</b>	<b>10.7%</b>	<b>8.5%</b>	<b>8.0%</b>	<b>26.9%</b>	<b>24.9%</b>	<b>22.4%</b>	<b>29.6%</b>	<b>29.6%</b>	<b>30.8%</b>	<b>19.4%</b>	<b>21.4%</b>	<b>21.2%</b>	<b>13.4%</b>	<b>15.7%</b>	<b>17.6%</b>	<b>10,803</b>	<b>10,377</b>	<b>4,825</b>	<b>390</b>	<b>400</b>	<b>223</b>
<b>DOT</b>	<b>9.0%</b>	<b>7.7%</b>	<b>7.2%</b>	<b>26.7%</b>	<b>26.3%</b>	<b>24.7%</b>	<b>29.4%</b>	<b>28.8%</b>	<b>31.7%</b>	<b>21.6%</b>	<b>22.5%</b>	<b>22.7%</b>	<b>13.2%</b>	<b>14.7%</b>	<b>13.7%</b>	<b>14,763</b>	<b>11,080</b>	<b>22,038</b>	<b>551</b>	<b>383</b>	<b>694</b>
<b>Educ</b>	<b>11.9%</b>	<b>11.1%</b>	<b>10.2%</b>	<b>29.8%</b>	<b>30.6%</b>	<b>28.8%</b>	<b>26.8%</b>	<b>24.9%</b>	<b>26.4%</b>	<b>18.0%</b>	<b>18.8%</b>	<b>19.4%</b>	<b>13.5%</b>	<b>14.5%</b>	<b>15.2%</b>	<b>2,557</b>	<b>2,280</b>	<b>2,504</b>	<b>110</b>	<b>100</b>	<b>105</b>
<b>EEOC</b>	<b>12.9%</b>	<b>9.3%</b>	<b>7.4%</b>	<b>24.1%</b>	<b>24.4%</b>	<b>24.5%</b>	<b>25.8%</b>	<b>26.3%</b>	<b>27.4%</b>	<b>21.7%</b>	<b>22.1%</b>	<b>21.3%</b>	<b>15.4%</b>	<b>17.9%</b>	<b>19.4%</b>	<b>1,156</b>	<b>1,064</b>	<b>1,103</b>	<b>64</b>	<b>43</b>	<b>58</b>
<b>EPA</b>	<b>9.0%</b>	<b>7.2%</b>	<b>8.9%</b>	<b>32.8%</b>	<b>33.3%</b>	<b>31.6%</b>	<b>26.1%</b>	<b>26.5%</b>	<b>28.5%</b>	<b>19.4%</b>	<b>19.8%</b>	<b>19.3%</b>	<b>12.7%</b>	<b>13.2%</b>	<b>11.7%</b>	<b>4,261</b>	<b>3,665</b>	<b>3,757</b>	<b>136</b>	<b>108</b>	<b>101</b>
<b>FCC</b>	<b>12.3%</b>	<b>11.0%</b>	<b>11.9%</b>	<b>31.3%</b>	<b>30.4%</b>	<b>38.3%</b>	<b>23.8%</b>	<b>29.8%</b>	<b>26.7%</b>	<b>17.5%</b>	<b>15.9%</b>	<b>13.9%</b>	<b>15.1%</b>	<b>12.9%</b>	<b>9.2%</b>	<b>528</b>	<b>667</b>	<b>765</b>	<b>25</b>	<b>18</b>	<b>30</b>
<b>FERC</b>	<b>15.6%</b>	<b>12.6%</b>	<b>10.5%</b>	<b>32.1%</b>	<b>28.5%</b>	<b>28.5%</b>	<b>27.2%</b>	<b>28.6%</b>	<b>31.4%</b>	<b>15.6%</b>	<b>18.1%</b>	<b>17.2%</b>	<b>9.5%</b>	<b>12.2%</b>	<b>12.4%</b>	<b>941</b>	<b>849</b>	<b>839</b>	<b>43</b>	<b>33</b>	<b>36</b>
<b>FTC</b>	<b>23.9%</b>	<b>22.8%</b>	<b>18.7%</b>	<b>33.5%</b>	<b>32.6%</b>	<b>35.5%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>22.7%</b>	<b>13.2%</b>	<b>13.2%</b>	<b>15.5%</b>	<b>7.9%</b>	<b>10.2%</b>	<b>7.6%</b>	<b>595</b>	<b>491</b>	<b>537</b>	<b>16</b>	<b>18</b>	<b>16</b>

## Report by Agency

**(32) Creativity and innovation are rewarded.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>27.6%</b>	<b>26.5%</b>	<b>27.2%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>29.9%</b>	<b>20.7%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>398,504</b>	<b>371,008</b>	<b>355,365</b>	<b>13,352</b>	<b>12,026</b>	<b>11,534</b>
<b>GSA</b>	<b>13.3%</b>	<b>11.4%</b>	<b>10.9%</b>	<b>29.8%</b>	<b>29.7%</b>	<b>30.3%</b>	<b>29.2%</b>	<b>30.0%</b>	<b>29.8%</b>	<b>16.8%</b>	<b>17.7%</b>	<b>18.2%</b>	<b>10.9%</b>	<b>11.2%</b>	<b>10.9%</b>	<b>7,488</b>	<b>8,117</b>	<b>7,966</b>	<b>224</b>	<b>226</b>	<b>238</b>
<b>HHS</b>	<b>12.3%</b>	<b>10.4%</b>	<b>9.7%</b>	<b>32.4%</b>	<b>31.7%</b>	<b>29.9%</b>	<b>27.7%</b>	<b>28.3%</b>	<b>28.7%</b>	<b>17.0%</b>	<b>18.0%</b>	<b>19.8%</b>	<b>10.6%</b>	<b>11.6%</b>	<b>11.9%</b>	<b>34,563</b>	<b>30,874</b>	<b>30,319</b>	<b>1,259</b>	<b>1,042</b>	<b>1,182</b>
<b>HUD</b>	<b>9.6%</b>	<b>6.3%</b>	<b>6.4%</b>	<b>25.8%</b>	<b>23.8%</b>	<b>21.8%</b>	<b>28.8%</b>	<b>26.9%</b>	<b>29.5%</b>	<b>20.5%</b>	<b>22.7%</b>	<b>22.8%</b>	<b>15.3%</b>	<b>20.3%</b>	<b>19.4%</b>	<b>5,104</b>	<b>3,663</b>	<b>3,446</b>	<b>204</b>	<b>131</b>	<b>151</b>
<b>NARA</b>	<b>10.4%</b>	<b>7.8%</b>	<b>6.6%</b>	<b>25.4%</b>	<b>21.5%</b>	<b>23.7%</b>	<b>26.9%</b>	<b>26.6%</b>	<b>25.2%</b>	<b>19.5%</b>	<b>23.4%</b>	<b>24.1%</b>	<b>17.8%</b>	<b>20.7%</b>	<b>20.5%</b>	<b>1,636</b>	<b>1,598</b>	<b>1,529</b>	<b>51</b>	<b>48</b>	<b>60</b>
<b>NASA</b>	<b>25.2%</b>	<b>21.6%</b>	<b>20.4%</b>	<b>41.1%</b>	<b>41.1%</b>	<b>41.2%</b>	<b>20.7%</b>	<b>22.9%</b>	<b>22.6%</b>	<b>8.5%</b>	<b>9.6%</b>	<b>11.0%</b>	<b>4.4%</b>	<b>4.7%</b>	<b>4.9%</b>	<b>9,534</b>	<b>9,079</b>	<b>9,600</b>	<b>230</b>	<b>210</b>	<b>205</b>
<b>NCUA</b>	<b>14.0%</b>	<b>15.5%</b>	<b>12.2%</b>	<b>34.9%</b>	<b>32.9%</b>	<b>30.4%</b>	<b>27.4%</b>	<b>28.1%</b>	<b>29.1%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>18.0%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>10.3%</b>	<b>743</b>	<b>774</b>	<b>763</b>	<b>23</b>	<b>23</b>	<b>28</b>
<b>NLRB</b>	<b>8.0%</b>	<b>7.3%</b>	<b>5.5%</b>	<b>22.4%</b>	<b>19.8%</b>	<b>21.9%</b>	<b>24.8%</b>	<b>25.1%</b>	<b>24.6%</b>	<b>25.7%</b>	<b>27.9%</b>	<b>28.0%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>20.0%</b>	<b>859</b>	<b>656</b>	<b>674</b>	<b>31</b>	<b>23</b>	<b>28</b>
<b>NRC</b>	<b>14.2%</b>	<b>15.2%</b>	<b>14.0%</b>	<b>34.2%</b>	<b>32.6%</b>	<b>35.1%</b>	<b>27.4%</b>	<b>27.0%</b>	<b>26.3%</b>	<b>14.8%</b>	<b>16.0%</b>	<b>15.9%</b>	<b>9.4%</b>	<b>9.2%</b>	<b>8.6%</b>	<b>2,544</b>	<b>2,339</b>	<b>2,379</b>	<b>87</b>	<b>97</b>	<b>96</b>
<b>NSF</b>	<b>17.4%</b>	<b>14.3%</b>	<b>11.3%</b>	<b>30.6%</b>	<b>29.8%</b>	<b>32.9%</b>	<b>24.3%</b>	<b>29.8%</b>	<b>24.1%</b>	<b>19.0%</b>	<b>15.5%</b>	<b>21.3%</b>	<b>8.8%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>857</b>	<b>875</b>	<b>843</b>	<b>32</b>	<b>30</b>	<b>31</b>
<b>OMB</b>	<b>22.8%</b>	<b>13.5%</b>	<b>10.9%</b>	<b>38.0%</b>	<b>44.4%</b>	<b>37.9%</b>	<b>24.4%</b>	<b>24.1%</b>	<b>26.2%</b>	<b>12.7%</b>	<b>13.8%</b>	<b>15.3%</b>	<b>2.1%</b>	<b>4.2%</b>	<b>9.7%</b>	<b>297</b>	<b>296</b>	<b>301</b>	<b>7</b>	<b>5</b>	<b>8</b>
<b>OPM</b>	<b>11.7%</b>	<b>11.2%</b>	<b>11.0%</b>	<b>29.8%</b>	<b>30.7%</b>	<b>32.0%</b>	<b>31.1%</b>	<b>30.5%</b>	<b>31.6%</b>	<b>17.0%</b>	<b>18.0%</b>	<b>16.1%</b>	<b>10.4%</b>	<b>9.7%</b>	<b>9.3%</b>	<b>3,111</b>	<b>3,321</b>	<b>2,690</b>	<b>216</b>	<b>234</b>	<b>170</b>
<b>PBGC</b>	<b>10.6%</b>	<b>13.5%</b>	<b>9.0%</b>	<b>29.1%</b>	<b>30.0%</b>	<b>28.5%</b>	<b>29.9%</b>	<b>26.2%</b>	<b>26.0%</b>	<b>18.5%</b>	<b>18.9%</b>	<b>23.3%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>13.2%</b>	<b>593</b>	<b>449</b>	<b>364</b>	<b>24</b>	<b>22</b>	<b>22</b>
<b>RRB</b>	<b>9.5%</b>	<b>9.0%</b>	<b>8.1%</b>	<b>27.9%</b>	<b>25.1%</b>	<b>27.4%</b>	<b>32.6%</b>	<b>35.5%</b>	<b>36.8%</b>	<b>17.9%</b>	<b>19.0%</b>	<b>18.6%</b>	<b>12.3%</b>	<b>11.4%</b>	<b>9.1%</b>	<b>445</b>	<b>490</b>	<b>553</b>	<b>26</b>	<b>26</b>	<b>43</b>
<b>SBA</b>	<b>8.3%</b>	<b>10.6%</b>	<b>9.5%</b>	<b>24.1%</b>	<b>24.7%</b>	<b>27.3%</b>	<b>27.7%</b>	<b>25.9%</b>	<b>28.4%</b>	<b>20.6%</b>	<b>22.9%</b>	<b>20.6%</b>	<b>19.3%</b>	<b>15.8%</b>	<b>14.1%</b>	<b>1,226</b>	<b>1,312</b>	<b>1,430</b>	<b>51</b>	<b>53</b>	<b>56</b>
<b>SEC</b>	<b>12.4%</b>	<b>10.2%</b>	<b>8.1%</b>	<b>28.7%</b>	<b>27.4%</b>	<b>24.7%</b>	<b>26.1%</b>	<b>26.9%</b>	<b>26.7%</b>	<b>17.9%</b>	<b>20.8%</b>	<b>22.6%</b>	<b>14.9%</b>	<b>14.6%</b>	<b>17.9%</b>	<b>1,829</b>	<b>2,331</b>	<b>2,288</b>	<b>64</b>	<b>99</b>	<b>92</b>

## Report by Agency

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>27.6%</b>	<b>26.5%</b>	<b>27.2%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>29.9%</b>	<b>20.7%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>398,504</b>	<b>371,008</b>	<b>355,365</b>	<b>13,352</b>	<b>12,026</b>	<b>11,534</b>
<b>SSA</b>	<b>10.3%</b>	<b>7.5%</b>	<b>7.8%</b>	<b>29.5%</b>	<b>26.4%</b>	<b>26.9%</b>	<b>29.6%</b>	<b>32.1%</b>	<b>30.6%</b>	<b>19.4%</b>	<b>21.6%</b>	<b>21.4%</b>	<b>11.2%</b>	<b>12.4%</b>	<b>13.4%</b>	<b>9,822</b>	<b>8,957</b>	<b>7,829</b>	<b>403</b>	<b>312</b>	<b>267</b>
<b>State</b>	<b>11.9%</b>	<b>11.0%</b>	<b>10.3%</b>	<b>35.0%</b>	<b>35.8%</b>	<b>34.7%</b>	<b>26.1%</b>	<b>27.2%</b>	<b>27.7%</b>	<b>17.7%</b>	<b>17.0%</b>	<b>18.2%</b>	<b>9.3%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>3,878</b>	<b>3,587</b>	<b>2,385</b>	<b>78</b>	<b>72</b>	<b>50</b>
<b>Treas</b>	<b>8.7%</b>	<b>8.2%</b>	<b>8.7%</b>	<b>27.8%</b>	<b>27.2%</b>	<b>27.5%</b>	<b>28.7%</b>	<b>29.3%</b>	<b>28.9%</b>	<b>20.5%</b>	<b>21.6%</b>	<b>20.4%</b>	<b>14.2%</b>	<b>13.8%</b>	<b>14.5%</b>	<b>48,367</b>	<b>47,730</b>	<b>46,879</b>	<b>2,307</b>	<b>2,275</b>	<b>1,987</b>
<b>USAID</b>	<b>10.7%</b>	<b>9.1%</b>	<b>7.9%</b>	<b>35.5%</b>	<b>32.8%</b>	<b>34.8%</b>	<b>26.6%</b>	<b>26.8%</b>	<b>26.9%</b>	<b>18.3%</b>	<b>21.4%</b>	<b>21.3%</b>	<b>9.0%</b>	<b>10.0%</b>	<b>9.2%</b>	<b>1,923</b>	<b>1,953</b>	<b>2,169</b>	<b>33</b>	<b>35</b>	<b>51</b>
<b>USDA</b>	<b>6.7%</b>	<b>5.4%</b>	<b>5.6%</b>	<b>27.5%</b>	<b>25.2%</b>	<b>26.0%</b>	<b>31.8%</b>	<b>32.8%</b>	<b>32.9%</b>	<b>22.6%</b>	<b>24.2%</b>	<b>23.4%</b>	<b>11.5%</b>	<b>12.5%</b>	<b>12.1%</b>	<b>19,722</b>	<b>19,322</b>	<b>12,649</b>	<b>540</b>	<b>540</b>	<b>355</b>
<b>VA</b>	<b>7.9%</b>	<b>8.1%</b>	<b>8.5%</b>	<b>24.6%</b>	<b>24.5%</b>	<b>25.8%</b>	<b>28.8%</b>	<b>28.5%</b>	<b>28.4%</b>	<b>22.5%</b>	<b>22.2%</b>	<b>22.1%</b>	<b>16.2%</b>	<b>16.6%</b>	<b>15.3%</b>	<b>30,161</b>	<b>25,772</b>	<b>28,156</b>	<b>944</b>	<b>786</b>	<b>752</b>
<b>Small Agencies</b>	<b>13.1%</b>	<b>12.0%</b>	<b>11.8%</b>	<b>28.9%</b>	<b>27.7%</b>	<b>29.1%</b>	<b>25.8%</b>	<b>25.9%</b>	<b>27.3%</b>	<b>18.3%</b>	<b>20.0%</b>	<b>18.8%</b>	<b>14.0%</b>	<b>14.3%</b>	<b>13.0%</b>	<b>4,871</b>	<b>4,510</b>	<b>4,824</b>	<b>176</b>	<b>165</b>	<b>184</b>
<b>DOD</b>	<b>9.4%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>29.4%</b>	<b>27.3%</b>	<b>28.2%</b>	<b>29.5%</b>	<b>30.8%</b>	<b>31.4%</b>	<b>19.7%</b>	<b>20.9%</b>	<b>19.9%</b>	<b>12.0%</b>	<b>12.5%</b>	<b>12.0%</b>	<b>68,981</b>	<b>70,938</b>	<b>61,403</b>	<b>1,988</b>	<b>2,013</b>	<b>1,799</b>
<b>USACE</b>	<b>8.6%</b>	<b>6.9%</b>	<b>7.4%</b>	<b>31.3%</b>	<b>29.7%</b>	<b>28.7%</b>	<b>30.6%</b>	<b>32.5%</b>	<b>32.5%</b>	<b>19.5%</b>	<b>20.5%</b>	<b>20.6%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>4,103</b>	<b>2,291</b>	<b>2,087</b>	<b>125</b>	<b>72</b>	<b>85</b>
<b>Air Force</b>	<b>11.4%</b>	<b>9.7%</b>	<b>9.2%</b>	<b>31.1%</b>	<b>29.3%</b>	<b>29.2%</b>	<b>28.9%</b>	<b>30.3%</b>	<b>30.8%</b>	<b>18.2%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>10.4%</b>	<b>11.9%</b>	<b>11.2%</b>	<b>17,781</b>	<b>18,139</b>	<b>11,496</b>	<b>476</b>	<b>457</b>	<b>294</b>
<b>Army‡</b>	<b>8.9%</b>	<b>8.2%</b>	<b>8.0%</b>	<b>27.2%</b>	<b>25.0%</b>	<b>26.5%</b>	<b>28.9%</b>	<b>30.4%</b>	<b>31.3%</b>	<b>21.5%</b>	<b>22.7%</b>	<b>21.2%</b>	<b>13.5%</b>	<b>13.8%</b>	<b>13.0%</b>	<b>15,752</b>	<b>18,802</b>	<b>18,670</b>	<b>467</b>	<b>564</b>	<b>629</b>
<b>Navy‡</b>	<b>8.5%</b>	<b>7.7%</b>	<b>8.5%</b>	<b>30.4%</b>	<b>27.8%</b>	<b>29.5%</b>	<b>30.9%</b>	<b>31.8%</b>	<b>32.5%</b>	<b>19.2%</b>	<b>20.8%</b>	<b>18.8%</b>	<b>11.1%</b>	<b>11.8%</b>	<b>10.7%</b>	<b>15,373</b>	<b>16,884</b>	<b>16,551</b>	<b>392</b>	<b>437</b>	<b>395</b>
<b>Marine Corps</b>	<b>9.5%</b>	<b>10.7%</b>	<b>8.9%</b>	<b>24.9%</b>	<b>24.8%</b>	<b>25.7%</b>	<b>30.4%</b>	<b>30.6%</b>	<b>31.8%</b>	<b>20.1%</b>	<b>22.0%</b>	<b>20.6%</b>	<b>15.1%</b>	<b>11.9%</b>	<b>13.1%</b>	<b>1,602</b>	<b>1,633</b>	<b>1,966</b>	<b>35</b>	<b>48</b>	<b>70</b>
<b>DOD 4th Estate</b>	<b>9.5%</b>	<b>9.1%</b>	<b>8.4%</b>	<b>29.2%</b>	<b>27.8%</b>	<b>28.6%</b>	<b>28.8%</b>	<b>29.8%</b>	<b>29.8%</b>	<b>19.5%</b>	<b>20.5%</b>	<b>19.5%</b>	<b>13.0%</b>	<b>12.9%</b>	<b>13.7%</b>	<b>14,370</b>	<b>13,189</b>	<b>10,633</b>	<b>493</b>	<b>435</b>	<b>326</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>25.8%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>383,014</b>	<b>356,757</b>	<b>341,941</b>	<b>27,671</b>	<b>25,095</b>	<b>24,285</b>
<b>BBG</b>	<b>5.0%</b>	<b>3.1%</b>	<b>3.7%</b>	<b>12.3%</b>	<b>11.5%</b>	<b>11.7%</b>	<b>24.8%</b>	<b>26.0%</b>	<b>24.4%</b>	<b>27.2%</b>	<b>25.0%</b>	<b>26.5%</b>	<b>30.6%</b>	<b>34.4%</b>	<b>33.7%</b>	<b>1,001</b>	<b>974</b>	<b>1,065</b>	<b>75</b>	<b>56</b>	<b>71</b>
<b>CSOSA</b>	<b>7.9%</b>	<b>4.5%</b>	<b>5.8%</b>	<b>22.6%</b>	<b>20.6%</b>	<b>20.7%</b>	<b>27.5%</b>	<b>28.8%</b>	<b>30.0%</b>	<b>26.8%</b>	<b>25.2%</b>	<b>24.1%</b>	<b>15.2%</b>	<b>20.8%</b>	<b>19.4%</b>	<b>591</b>	<b>656</b>	<b>657</b>	<b>36</b>	<b>43</b>	<b>35</b>
<b>DHS</b>	<b>3.2%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>10.9%</b>	<b>10.6%</b>	<b>10.1%</b>	<b>20.8%</b>	<b>21.5%</b>	<b>23.0%</b>	<b>25.5%</b>	<b>26.0%</b>	<b>26.9%</b>	<b>39.6%</b>	<b>38.9%</b>	<b>37.1%</b>	<b>40,085</b>	<b>39,267</b>	<b>35,748</b>	<b>2,013</b>	<b>2,128</b>	<b>2,078</b>
<b>DOC</b>	<b>12.7%</b>	<b>14.1%</b>	<b>12.5%</b>	<b>27.2%</b>	<b>27.4%</b>	<b>25.7%</b>	<b>24.3%</b>	<b>25.0%</b>	<b>25.4%</b>	<b>19.2%</b>	<b>18.1%</b>	<b>19.5%</b>	<b>16.5%</b>	<b>15.5%</b>	<b>17.0%</b>	<b>9,215</b>	<b>9,040</b>	<b>8,634</b>	<b>674</b>	<b>648</b>	<b>619</b>
<b>DOE</b>	<b>4.2%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>17.1%</b>	<b>15.8%</b>	<b>15.6%</b>	<b>28.1%</b>	<b>27.1%</b>	<b>28.7%</b>	<b>27.1%</b>	<b>28.3%</b>	<b>25.9%</b>	<b>23.5%</b>	<b>25.5%</b>	<b>26.4%</b>	<b>7,743</b>	<b>5,982</b>	<b>6,140</b>	<b>562</b>	<b>402</b>	<b>425</b>
<b>DOI</b>	<b>3.8%</b>	<b>3.3%</b>	<b>3.1%</b>	<b>15.5%</b>	<b>15.7%</b>	<b>14.4%</b>	<b>29.0%</b>	<b>29.2%</b>	<b>29.1%</b>	<b>27.1%</b>	<b>27.2%</b>	<b>27.6%</b>	<b>24.6%</b>	<b>24.6%</b>	<b>25.8%</b>	<b>23,994</b>	<b>16,758</b>	<b>16,683</b>	<b>1,699</b>	<b>1,199</b>	<b>1,236</b>
<b>DOJ</b>	<b>5.7%</b>	<b>4.6%</b>	<b>4.2%</b>	<b>17.2%</b>	<b>16.1%</b>	<b>15.0%</b>	<b>28.3%</b>	<b>27.7%</b>	<b>28.6%</b>	<b>27.2%</b>	<b>28.2%</b>	<b>28.0%</b>	<b>21.7%</b>	<b>23.4%</b>	<b>24.2%</b>	<b>18,210</b>	<b>15,582</b>	<b>15,444</b>	<b>1,339</b>	<b>1,058</b>	<b>952</b>
<b>DOL</b>	<b>6.1%</b>	<b>5.5%</b>	<b>4.7%</b>	<b>20.1%</b>	<b>19.5%</b>	<b>15.2%</b>	<b>29.6%</b>	<b>27.9%</b>	<b>27.3%</b>	<b>23.8%</b>	<b>25.6%</b>	<b>26.3%</b>	<b>20.4%</b>	<b>21.5%</b>	<b>26.5%</b>	<b>10,350</b>	<b>9,968</b>	<b>4,611</b>	<b>799</b>	<b>763</b>	<b>423</b>
<b>DOT</b>	<b>4.8%</b>	<b>3.9%</b>	<b>3.5%</b>	<b>13.4%</b>	<b>13.0%</b>	<b>11.5%</b>	<b>24.0%</b>	<b>23.6%</b>	<b>22.9%</b>	<b>25.3%</b>	<b>26.2%</b>	<b>27.0%</b>	<b>32.6%</b>	<b>33.4%</b>	<b>35.1%</b>	<b>14,134</b>	<b>10,653</b>	<b>21,270</b>	<b>1,116</b>	<b>756</b>	<b>1,421</b>
<b>Educ</b>	<b>8.2%</b>	<b>7.6%</b>	<b>6.3%</b>	<b>20.9%</b>	<b>20.3%</b>	<b>18.2%</b>	<b>29.2%</b>	<b>28.7%</b>	<b>27.7%</b>	<b>22.2%</b>	<b>22.3%</b>	<b>24.2%</b>	<b>19.5%</b>	<b>21.1%</b>	<b>23.5%</b>	<b>2,366</b>	<b>2,138</b>	<b>2,385</b>	<b>286</b>	<b>225</b>	<b>231</b>
<b>EEOC</b>	<b>10.2%</b>	<b>5.4%</b>	<b>2.8%</b>	<b>17.2%</b>	<b>15.8%</b>	<b>15.2%</b>	<b>28.2%</b>	<b>29.3%</b>	<b>29.6%</b>	<b>22.5%</b>	<b>24.7%</b>	<b>24.5%</b>	<b>22.0%</b>	<b>24.8%</b>	<b>27.9%</b>	<b>1,090</b>	<b>1,000</b>	<b>1,062</b>	<b>144</b>	<b>106</b>	<b>94</b>
<b>EPA</b>	<b>3.0%</b>	<b>2.5%</b>	<b>2.8%</b>	<b>14.2%</b>	<b>12.9%</b>	<b>13.4%</b>	<b>26.8%</b>	<b>25.3%</b>	<b>27.5%</b>	<b>29.7%</b>	<b>30.8%</b>	<b>28.7%</b>	<b>26.3%</b>	<b>28.5%</b>	<b>27.6%</b>	<b>4,011</b>	<b>3,462</b>	<b>3,512</b>	<b>363</b>	<b>308</b>	<b>337</b>
<b>FCC</b>	<b>7.2%</b>	<b>4.8%</b>	<b>5.6%</b>	<b>17.2%</b>	<b>21.2%</b>	<b>19.0%</b>	<b>25.0%</b>	<b>29.9%</b>	<b>31.3%</b>	<b>26.6%</b>	<b>22.6%</b>	<b>24.9%</b>	<b>23.9%</b>	<b>21.4%</b>	<b>19.3%</b>	<b>492</b>	<b>619</b>	<b>716</b>	<b>59</b>	<b>64</b>	<b>89</b>
<b>FERC</b>	<b>10.3%</b>	<b>10.1%</b>	<b>6.8%</b>	<b>26.2%</b>	<b>25.2%</b>	<b>22.3%</b>	<b>29.1%</b>	<b>28.3%</b>	<b>30.0%</b>	<b>20.5%</b>	<b>20.3%</b>	<b>23.1%</b>	<b>13.9%</b>	<b>16.1%</b>	<b>17.9%</b>	<b>884</b>	<b>808</b>	<b>776</b>	<b>92</b>	<b>78</b>	<b>99</b>
<b>FTC</b>	<b>10.4%</b>	<b>14.5%</b>	<b>11.2%</b>	<b>27.4%</b>	<b>27.3%</b>	<b>24.6%</b>	<b>29.8%</b>	<b>25.5%</b>	<b>29.8%</b>	<b>18.7%</b>	<b>18.2%</b>	<b>18.8%</b>	<b>13.6%</b>	<b>14.4%</b>	<b>15.7%</b>	<b>517</b>	<b>432</b>	<b>477</b>	<b>96</b>	<b>76</b>	<b>73</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>25.8%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>383,014</b>	<b>356,757</b>	<b>341,941</b>	<b>27,671</b>	<b>25,095</b>	<b>24,285</b>
<b>GSA</b>	<b>6.8%</b>	<b>5.6%</b>	<b>5.0%</b>	<b>17.0%</b>	<b>16.4%</b>	<b>14.7%</b>	<b>29.7%</b>	<b>30.6%</b>	<b>30.3%</b>	<b>23.9%</b>	<b>24.4%</b>	<b>25.6%</b>	<b>22.5%</b>	<b>22.9%</b>	<b>24.4%</b>	<b>7,179</b>	<b>7,824</b>	<b>7,676</b>	<b>490</b>	<b>511</b>	<b>520</b>
<b>HHS</b>	<b>6.9%</b>	<b>5.9%</b>	<b>5.0%</b>	<b>22.7%</b>	<b>20.8%</b>	<b>18.0%</b>	<b>29.6%</b>	<b>29.4%</b>	<b>29.8%</b>	<b>22.8%</b>	<b>24.1%</b>	<b>24.7%</b>	<b>18.0%</b>	<b>19.8%</b>	<b>22.6%</b>	<b>32,361</b>	<b>28,890</b>	<b>28,418</b>	<b>3,364</b>	<b>2,937</b>	<b>3,013</b>
<b>HUD</b>	<b>4.8%</b>	<b>3.5%</b>	<b>2.9%</b>	<b>15.6%</b>	<b>14.1%</b>	<b>12.1%</b>	<b>28.4%</b>	<b>25.2%</b>	<b>25.6%</b>	<b>26.6%</b>	<b>27.0%</b>	<b>27.7%</b>	<b>24.5%</b>	<b>30.3%</b>	<b>31.7%</b>	<b>4,842</b>	<b>3,501</b>	<b>3,311</b>	<b>444</b>	<b>284</b>	<b>286</b>
<b>NARA</b>	<b>6.0%</b>	<b>4.3%</b>	<b>2.9%</b>	<b>15.5%</b>	<b>15.1%</b>	<b>14.0%</b>	<b>24.3%</b>	<b>22.4%</b>	<b>25.2%</b>	<b>26.9%</b>	<b>25.9%</b>	<b>27.5%</b>	<b>27.3%</b>	<b>32.3%</b>	<b>30.4%</b>	<b>1,585</b>	<b>1,534</b>	<b>1,469</b>	<b>102</b>	<b>120</b>	<b>115</b>
<b>NASA</b>	<b>8.9%</b>	<b>7.8%</b>	<b>6.9%</b>	<b>23.5%</b>	<b>21.7%</b>	<b>21.2%</b>	<b>30.7%</b>	<b>31.3%</b>	<b>31.0%</b>	<b>21.4%</b>	<b>23.5%</b>	<b>22.9%</b>	<b>15.5%</b>	<b>15.8%</b>	<b>18.0%</b>	<b>9,025</b>	<b>8,557</b>	<b>9,110</b>	<b>699</b>	<b>689</b>	<b>679</b>
<b>NCUA</b>	<b>14.8%</b>	<b>13.9%</b>	<b>6.2%</b>	<b>38.7%</b>	<b>37.1%</b>	<b>19.1%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>24.2%</b>	<b>17.3%</b>	<b>17.7%</b>	<b>20.7%</b>	<b>8.7%</b>	<b>10.6%</b>	<b>29.8%</b>	<b>741</b>	<b>776</b>	<b>742</b>	<b>20</b>	<b>23</b>	<b>48</b>
<b>NLRB</b>	<b>4.5%</b>	<b>5.4%</b>	<b>3.2%</b>	<b>14.3%</b>	<b>16.3%</b>	<b>16.2%</b>	<b>29.7%</b>	<b>22.2%</b>	<b>26.5%</b>	<b>27.4%</b>	<b>30.7%</b>	<b>30.2%</b>	<b>24.1%</b>	<b>25.3%</b>	<b>23.9%</b>	<b>807</b>	<b>634</b>	<b>652</b>	<b>79</b>	<b>46</b>	<b>56</b>
<b>NRC</b>	<b>6.2%</b>	<b>6.7%</b>	<b>5.6%</b>	<b>17.6%</b>	<b>17.8%</b>	<b>17.2%</b>	<b>30.5%</b>	<b>29.0%</b>	<b>30.5%</b>	<b>24.1%</b>	<b>24.6%</b>	<b>23.5%</b>	<b>21.6%</b>	<b>22.0%</b>	<b>23.2%</b>	<b>2,426</b>	<b>2,241</b>	<b>2,285</b>	<b>204</b>	<b>192</b>	<b>182</b>
<b>NSF</b>	<b>9.9%</b>	<b>7.5%</b>	<b>5.0%</b>	<b>22.2%</b>	<b>20.3%</b>	<b>16.0%</b>	<b>27.3%</b>	<b>29.7%</b>	<b>28.2%</b>	<b>21.8%</b>	<b>21.9%</b>	<b>26.2%</b>	<b>18.8%</b>	<b>20.7%</b>	<b>24.7%</b>	<b>782</b>	<b>804</b>	<b>763</b>	<b>104</b>	<b>95</b>	<b>100</b>
<b>OMB</b>	<b>4.7%</b>	<b>5.9%</b>	<b>2.5%</b>	<b>24.0%</b>	<b>23.1%</b>	<b>21.4%</b>	<b>33.5%</b>	<b>31.8%</b>	<b>28.6%</b>	<b>28.3%</b>	<b>28.9%</b>	<b>31.0%</b>	<b>9.5%</b>	<b>10.3%</b>	<b>16.5%</b>	<b>273</b>	<b>269</b>	<b>281</b>	<b>30</b>	<b>31</b>	<b>27</b>
<b>OPM</b>	<b>9.1%</b>	<b>8.8%</b>	<b>8.3%</b>	<b>29.3%</b>	<b>29.1%</b>	<b>28.4%</b>	<b>29.5%</b>	<b>28.0%</b>	<b>30.6%</b>	<b>18.5%</b>	<b>20.4%</b>	<b>18.2%</b>	<b>13.5%</b>	<b>13.7%</b>	<b>14.5%</b>	<b>2,990</b>	<b>3,218</b>	<b>2,604</b>	<b>326</b>	<b>317</b>	<b>254</b>
<b>PBGC</b>	<b>4.8%</b>	<b>7.1%</b>	<b>5.3%</b>	<b>15.3%</b>	<b>18.1%</b>	<b>15.5%</b>	<b>32.5%</b>	<b>30.7%</b>	<b>29.0%</b>	<b>28.3%</b>	<b>24.6%</b>	<b>25.8%</b>	<b>19.2%</b>	<b>19.5%</b>	<b>24.4%</b>	<b>566</b>	<b>433</b>	<b>358</b>	<b>47</b>	<b>35</b>	<b>26</b>
<b>RRB</b>	<b>7.5%</b>	<b>7.6%</b>	<b>5.8%</b>	<b>27.6%</b>	<b>25.2%</b>	<b>25.3%</b>	<b>29.4%</b>	<b>27.6%</b>	<b>29.5%</b>	<b>19.2%</b>	<b>24.4%</b>	<b>22.4%</b>	<b>16.4%</b>	<b>15.3%</b>	<b>16.9%</b>	<b>437</b>	<b>478</b>	<b>558</b>	<b>32</b>	<b>37</b>	<b>39</b>
<b>SBA</b>	<b>5.4%</b>	<b>6.2%</b>	<b>5.5%</b>	<b>15.0%</b>	<b>16.1%</b>	<b>17.5%</b>	<b>28.3%</b>	<b>27.8%</b>	<b>28.7%</b>	<b>25.5%</b>	<b>26.2%</b>	<b>27.0%</b>	<b>25.8%</b>	<b>23.6%</b>	<b>21.2%</b>	<b>1,173</b>	<b>1,243</b>	<b>1,375</b>	<b>95</b>	<b>116</b>	<b>109</b>
<b>SEC</b>	<b>4.6%</b>	<b>4.4%</b>	<b>3.9%</b>	<b>12.5%</b>	<b>11.9%</b>	<b>11.9%</b>	<b>22.0%</b>	<b>23.3%</b>	<b>22.1%</b>	<b>28.2%</b>	<b>27.0%</b>	<b>26.7%</b>	<b>32.7%</b>	<b>33.5%</b>	<b>35.4%</b>	<b>1,752</b>	<b>2,253</b>	<b>2,206</b>	<b>141</b>	<b>175</b>	<b>170</b>

## Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>25.8%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>383,014</b>	<b>356,757</b>	<b>341,941</b>	<b>27,671</b>	<b>25,095</b>	<b>24,285</b>
<b>SSA</b>	<b>5.2%</b>	<b>3.1%</b>	<b>3.6%</b>	<b>16.1%</b>	<b>12.8%</b>	<b>12.3%</b>	<b>28.7%</b>	<b>28.6%</b>	<b>27.3%</b>	<b>27.1%</b>	<b>30.4%</b>	<b>29.7%</b>	<b>22.9%</b>	<b>25.1%</b>	<b>27.0%</b>	<b>9,444</b>	<b>8,650</b>	<b>7,565</b>	<b>761</b>	<b>583</b>	<b>509</b>
<b>State</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.9%</b>	<b>13.9%</b>	<b>13.2%</b>	<b>15.0%</b>	<b>27.8%</b>	<b>29.2%</b>	<b>25.6%</b>	<b>31.5%</b>	<b>31.0%</b>	<b>31.2%</b>	<b>23.3%</b>	<b>23.3%</b>	<b>24.3%</b>	<b>3,700</b>	<b>3,378</b>	<b>2,280</b>	<b>242</b>	<b>271</b>	<b>163</b>
<b>Treas</b>	<b>5.4%</b>	<b>4.9%</b>	<b>4.7%</b>	<b>18.6%</b>	<b>18.3%</b>	<b>16.5%</b>	<b>26.7%</b>	<b>27.6%</b>	<b>26.7%</b>	<b>24.8%</b>	<b>25.5%</b>	<b>24.7%</b>	<b>24.4%</b>	<b>23.7%</b>	<b>27.4%</b>	<b>47,331</b>	<b>46,641</b>	<b>45,811</b>	<b>3,135</b>	<b>3,147</b>	<b>2,960</b>
<b>USAID</b>	<b>3.5%</b>	<b>3.1%</b>	<b>2.3%</b>	<b>13.4%</b>	<b>11.4%</b>	<b>12.9%</b>	<b>23.4%</b>	<b>23.6%</b>	<b>26.0%</b>	<b>31.6%</b>	<b>32.9%</b>	<b>33.0%</b>	<b>28.1%</b>	<b>29.0%</b>	<b>25.8%</b>	<b>1,813</b>	<b>1,849</b>	<b>2,055</b>	<b>131</b>	<b>134</b>	<b>162</b>
<b>USDA</b>	<b>3.2%</b>	<b>2.7%</b>	<b>2.4%</b>	<b>14.2%</b>	<b>13.7%</b>	<b>13.1%</b>	<b>28.1%</b>	<b>27.1%</b>	<b>28.0%</b>	<b>29.5%</b>	<b>30.4%</b>	<b>29.4%</b>	<b>25.0%</b>	<b>26.0%</b>	<b>27.1%</b>	<b>19,111</b>	<b>18,738</b>	<b>12,293</b>	<b>1,110</b>	<b>1,075</b>	<b>689</b>
<b>VA</b>	<b>4.8%</b>	<b>4.9%</b>	<b>4.8%</b>	<b>15.8%</b>	<b>15.5%</b>	<b>15.3%</b>	<b>24.8%</b>	<b>25.4%</b>	<b>26.1%</b>	<b>26.8%</b>	<b>26.5%</b>	<b>26.6%</b>	<b>27.8%</b>	<b>27.6%</b>	<b>27.3%</b>	<b>28,952</b>	<b>24,808</b>	<b>27,110</b>	<b>2,016</b>	<b>1,659</b>	<b>1,765</b>
<b>Small Agencies</b>	<b>7.1%</b>	<b>6.4%</b>	<b>6.7%</b>	<b>21.7%</b>	<b>18.6%</b>	<b>19.1%</b>	<b>25.8%</b>	<b>27.1%</b>	<b>26.7%</b>	<b>22.8%</b>	<b>25.1%</b>	<b>24.0%</b>	<b>22.6%</b>	<b>22.8%</b>	<b>23.4%</b>	<b>4,577</b>	<b>4,207</b>	<b>4,502</b>	<b>465</b>	<b>455</b>	<b>483</b>
<b>DOD</b>	<b>4.9%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>15.8%</b>	<b>14.2%</b>	<b>13.8%</b>	<b>27.7%</b>	<b>27.2%</b>	<b>27.1%</b>	<b>25.4%</b>	<b>26.4%</b>	<b>26.6%</b>	<b>26.2%</b>	<b>28.1%</b>	<b>28.6%</b>	<b>66,464</b>	<b>68,492</b>	<b>59,337</b>	<b>4,281</b>	<b>4,253</b>	<b>3,747</b>
<b>USACE</b>	<b>4.1%</b>	<b>3.3%</b>	<b>3.4%</b>	<b>16.2%</b>	<b>13.3%</b>	<b>14.8%</b>	<b>30.1%</b>	<b>27.2%</b>	<b>26.9%</b>	<b>27.1%</b>	<b>29.7%</b>	<b>27.9%</b>	<b>22.5%</b>	<b>26.6%</b>	<b>27.0%</b>	<b>3,975</b>	<b>2,238</b>	<b>2,037</b>	<b>236</b>	<b>124</b>	<b>130</b>
<b>Air Force</b>	<b>5.4%</b>	<b>4.2%</b>	<b>3.5%</b>	<b>15.6%</b>	<b>13.2%</b>	<b>11.3%</b>	<b>27.4%</b>	<b>27.5%</b>	<b>26.2%</b>	<b>25.0%</b>	<b>25.9%</b>	<b>27.5%</b>	<b>26.6%</b>	<b>29.3%</b>	<b>31.5%</b>	<b>16,996</b>	<b>17,411</b>	<b>11,107</b>	<b>1,212</b>	<b>1,135</b>	<b>668</b>
<b>Army‡</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>15.6%</b>	<b>14.1%</b>	<b>13.9%</b>	<b>26.9%</b>	<b>27.0%</b>	<b>27.2%</b>	<b>25.6%</b>	<b>25.9%</b>	<b>26.1%</b>	<b>27.0%</b>	<b>28.4%</b>	<b>28.6%</b>	<b>15,127</b>	<b>18,120</b>	<b>18,013</b>	<b>1,005</b>	<b>1,183</b>	<b>1,244</b>
<b>Navy‡</b>	<b>4.5%</b>	<b>3.8%</b>	<b>3.8%</b>	<b>16.9%</b>	<b>15.3%</b>	<b>15.5%</b>	<b>27.7%</b>	<b>26.6%</b>	<b>27.9%</b>	<b>25.0%</b>	<b>26.6%</b>	<b>26.4%</b>	<b>25.9%</b>	<b>27.6%</b>	<b>26.4%</b>	<b>14,930</b>	<b>16,404</b>	<b>16,033</b>	<b>827</b>	<b>874</b>	<b>898</b>
<b>Marine Corps</b>	<b>4.6%</b>	<b>5.7%</b>	<b>5.4%</b>	<b>13.1%</b>	<b>12.9%</b>	<b>14.3%</b>	<b>27.0%</b>	<b>28.4%</b>	<b>27.6%</b>	<b>24.8%</b>	<b>25.0%</b>	<b>26.7%</b>	<b>30.4%</b>	<b>28.0%</b>	<b>26.0%</b>	<b>1,539</b>	<b>1,578</b>	<b>1,900</b>	<b>97</b>	<b>102</b>	<b>140</b>
<b>DOD 4th Estate</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>14.9%</b>	<b>14.4%</b>	<b>13.5%</b>	<b>29.1%</b>	<b>27.9%</b>	<b>26.8%</b>	<b>26.0%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>25.0%</b>	<b>26.7%</b>	<b>28.9%</b>	<b>13,897</b>	<b>12,741</b>	<b>10,247</b>	<b>904</b>	<b>835</b>	<b>667</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

### (34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>14.6%</b>	<b>40.6%</b>	<b>40.5%</b>	<b>40.6%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>29.8%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>381,978</b>	<b>354,225</b>	<b>340,531</b>	<b>30,877</b>	<b>29,633</b>	<b>27,416</b>
<b>BBG</b>	<b>12.4%</b>	<b>10.6%</b>	<b>9.5%</b>	<b>33.7%</b>	<b>35.9%</b>	<b>39.6%</b>	<b>34.0%</b>	<b>35.0%</b>	<b>32.6%</b>	<b>9.1%</b>	<b>9.6%</b>	<b>9.0%</b>	<b>10.7%</b>	<b>9.0%</b>	<b>9.3%</b>	<b>1,007</b>	<b>966</b>	<b>1,046</b>	<b>75</b>	<b>74</b>	<b>98</b>
<b>CSOSA</b>	<b>20.2%</b>	<b>17.9%</b>	<b>18.7%</b>	<b>41.7%</b>	<b>46.2%</b>	<b>44.5%</b>	<b>23.6%</b>	<b>22.6%</b>	<b>23.6%</b>	<b>8.8%</b>	<b>6.6%</b>	<b>5.4%</b>	<b>5.8%</b>	<b>6.7%</b>	<b>7.9%</b>	<b>606</b>	<b>681</b>	<b>670</b>	<b>23</b>	<b>27</b>	<b>32</b>
<b>DHS</b>	<b>11.7%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>34.2%</b>	<b>35.6%</b>	<b>36.9%</b>	<b>31.4%</b>	<b>31.7%</b>	<b>32.1%</b>	<b>9.8%</b>	<b>8.7%</b>	<b>9.2%</b>	<b>12.9%</b>	<b>11.9%</b>	<b>9.8%</b>	<b>38,513</b>	<b>37,965</b>	<b>35,053</b>	<b>3,599</b>	<b>3,646</b>	<b>2,966</b>
<b>DOC</b>	<b>20.7%</b>	<b>20.9%</b>	<b>19.6%</b>	<b>43.1%</b>	<b>42.9%</b>	<b>44.8%</b>	<b>24.0%</b>	<b>26.1%</b>	<b>25.2%</b>	<b>6.7%</b>	<b>5.8%</b>	<b>5.9%</b>	<b>5.5%</b>	<b>4.4%</b>	<b>4.5%</b>	<b>9,083</b>	<b>8,854</b>	<b>8,519</b>	<b>864</b>	<b>888</b>	<b>770</b>
<b>DOE</b>	<b>14.9%</b>	<b>13.5%</b>	<b>15.9%</b>	<b>41.4%</b>	<b>41.0%</b>	<b>43.0%</b>	<b>27.0%</b>	<b>28.3%</b>	<b>26.4%</b>	<b>9.0%</b>	<b>8.8%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>8.5%</b>	<b>7.4%</b>	<b>7,679</b>	<b>5,917</b>	<b>6,178</b>	<b>676</b>	<b>497</b>	<b>418</b>
<b>DOI</b>	<b>13.8%</b>	<b>13.0%</b>	<b>12.7%</b>	<b>40.3%</b>	<b>40.2%</b>	<b>41.4%</b>	<b>28.3%</b>	<b>29.3%</b>	<b>29.6%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>9.0%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>7.3%</b>	<b>24,284</b>	<b>16,861</b>	<b>16,964</b>	<b>1,564</b>	<b>1,176</b>	<b>1,094</b>
<b>DOJ</b>	<b>19.0%</b>	<b>18.2%</b>	<b>16.5%</b>	<b>44.5%</b>	<b>44.1%</b>	<b>44.2%</b>	<b>25.5%</b>	<b>26.6%</b>	<b>27.8%</b>	<b>5.8%</b>	<b>6.0%</b>	<b>6.3%</b>	<b>5.1%</b>	<b>5.1%</b>	<b>5.2%</b>	<b>18,366</b>	<b>15,577</b>	<b>15,335</b>	<b>1,258</b>	<b>1,133</b>	<b>1,148</b>
<b>DOL</b>	<b>16.4%</b>	<b>14.9%</b>	<b>14.8%</b>	<b>38.0%</b>	<b>37.5%</b>	<b>37.7%</b>	<b>27.0%</b>	<b>28.3%</b>	<b>27.9%</b>	<b>8.7%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>9.7%</b>	<b>9.8%</b>	<b>10.3%</b>	<b>10,329</b>	<b>9,818</b>	<b>4,614</b>	<b>874</b>	<b>974</b>	<b>446</b>
<b>DOT</b>	<b>17.6%</b>	<b>15.4%</b>	<b>15.9%</b>	<b>38.6%</b>	<b>40.7%</b>	<b>37.7%</b>	<b>29.2%</b>	<b>29.2%</b>	<b>30.9%</b>	<b>7.3%</b>	<b>6.8%</b>	<b>8.1%</b>	<b>7.3%</b>	<b>7.8%</b>	<b>7.4%</b>	<b>14,060</b>	<b>10,479</b>	<b>20,907</b>	<b>1,285</b>	<b>998</b>	<b>1,878</b>
<b>Educ</b>	<b>19.4%</b>	<b>18.0%</b>	<b>17.8%</b>	<b>39.0%</b>	<b>39.9%</b>	<b>40.2%</b>	<b>25.0%</b>	<b>25.4%</b>	<b>25.1%</b>	<b>8.6%</b>	<b>8.2%</b>	<b>8.0%</b>	<b>8.0%</b>	<b>8.5%</b>	<b>8.9%</b>	<b>2,435</b>	<b>2,166</b>	<b>2,397</b>	<b>241</b>	<b>212</b>	<b>227</b>
<b>EEOC</b>	<b>24.3%</b>	<b>18.4%</b>	<b>17.0%</b>	<b>35.4%</b>	<b>38.4%</b>	<b>37.3%</b>	<b>22.3%</b>	<b>23.5%</b>	<b>25.7%</b>	<b>8.4%</b>	<b>9.6%</b>	<b>9.8%</b>	<b>9.7%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>1,156</b>	<b>1,031</b>	<b>1,096</b>	<b>74</b>	<b>83</b>	<b>72</b>
<b>EPA</b>	<b>17.1%</b>	<b>16.1%</b>	<b>17.4%</b>	<b>42.1%</b>	<b>43.1%</b>	<b>45.2%</b>	<b>24.1%</b>	<b>23.8%</b>	<b>22.6%</b>	<b>7.7%</b>	<b>8.8%</b>	<b>8.2%</b>	<b>8.9%</b>	<b>8.2%</b>	<b>6.5%</b>	<b>4,113</b>	<b>3,558</b>	<b>3,591</b>	<b>295</b>	<b>238</b>	<b>266</b>
<b>FCC</b>	<b>15.1%</b>	<b>14.6%</b>	<b>15.7%</b>	<b>40.7%</b>	<b>38.8%</b>	<b>40.7%</b>	<b>25.2%</b>	<b>30.1%</b>	<b>32.2%</b>	<b>8.4%</b>	<b>8.1%</b>	<b>6.0%</b>	<b>10.6%</b>	<b>8.4%</b>	<b>5.5%</b>	<b>476</b>	<b>608</b>	<b>696</b>	<b>79</b>	<b>81</b>	<b>107</b>
<b>FERC</b>	<b>25.8%</b>	<b>21.6%</b>	<b>20.4%</b>	<b>43.8%</b>	<b>42.8%</b>	<b>46.6%</b>	<b>22.2%</b>	<b>24.0%</b>	<b>22.2%</b>	<b>5.1%</b>	<b>6.4%</b>	<b>6.3%</b>	<b>3.1%</b>	<b>5.1%</b>	<b>4.5%</b>	<b>913</b>	<b>795</b>	<b>790</b>	<b>73</b>	<b>89</b>	<b>87</b>
<b>FTC</b>	<b>22.3%</b>	<b>26.6%</b>	<b>22.5%</b>	<b>41.8%</b>	<b>37.5%</b>	<b>42.0%</b>	<b>21.7%</b>	<b>20.7%</b>	<b>22.3%</b>	<b>7.7%</b>	<b>8.5%</b>	<b>7.7%</b>	<b>6.5%</b>	<b>6.8%</b>	<b>5.4%</b>	<b>562</b>	<b>451</b>	<b>509</b>	<b>51</b>	<b>59</b>	<b>47</b>

## Report by Agency

**(34) Policies and programs promote diversity in the workplace.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>14.6%</b>	<b>40.6%</b>	<b>40.5%</b>	<b>40.6%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>29.8%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>381,978</b>	<b>354,225</b>	<b>340,531</b>	<b>30,877</b>	<b>29,633</b>	<b>27,416</b>
<b>GSA</b>	<b>18.5%</b>	<b>15.9%</b>	<b>15.7%</b>	<b>38.6%</b>	<b>39.1%</b>	<b>39.5%</b>	<b>28.5%</b>	<b>30.3%</b>	<b>29.0%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>8.0%</b>	<b>7.0%</b>	<b>7.1%</b>	<b>7.7%</b>	<b>7,024</b>	<b>7,665</b>	<b>7,532</b>	<b>708</b>	<b>730</b>	<b>710</b>
<b>HHS</b>	<b>16.6%</b>	<b>15.4%</b>	<b>14.7%</b>	<b>41.9%</b>	<b>42.4%</b>	<b>42.0%</b>	<b>26.7%</b>	<b>26.9%</b>	<b>28.2%</b>	<b>8.2%</b>	<b>8.2%</b>	<b>8.3%</b>	<b>6.6%</b>	<b>7.1%</b>	<b>6.8%</b>	<b>33,193</b>	<b>29,428</b>	<b>29,166</b>	<b>2,727</b>	<b>2,565</b>	<b>2,414</b>
<b>HUD</b>	<b>13.4%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>35.8%</b>	<b>32.2%</b>	<b>32.9%</b>	<b>29.2%</b>	<b>31.1%</b>	<b>31.5%</b>	<b>10.0%</b>	<b>11.8%</b>	<b>10.9%</b>	<b>11.6%</b>	<b>14.8%</b>	<b>14.2%</b>	<b>4,841</b>	<b>3,450</b>	<b>3,225</b>	<b>482</b>	<b>352</b>	<b>376</b>
<b>NARA</b>	<b>15.3%</b>	<b>12.8%</b>	<b>10.8%</b>	<b>35.3%</b>	<b>33.6%</b>	<b>34.3%</b>	<b>27.0%</b>	<b>29.9%</b>	<b>28.4%</b>	<b>11.0%</b>	<b>11.5%</b>	<b>12.3%</b>	<b>11.4%</b>	<b>12.2%</b>	<b>14.3%</b>	<b>1,583</b>	<b>1,518</b>	<b>1,454</b>	<b>117</b>	<b>142</b>	<b>136</b>
<b>NASA</b>	<b>33.5%</b>	<b>32.0%</b>	<b>30.8%</b>	<b>44.5%</b>	<b>44.9%</b>	<b>45.8%</b>	<b>15.6%</b>	<b>16.6%</b>	<b>17.1%</b>	<b>3.8%</b>	<b>3.8%</b>	<b>3.5%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>2.7%</b>	<b>9,338</b>	<b>8,918</b>	<b>9,401</b>	<b>438</b>	<b>386</b>	<b>431</b>
<b>NCUA</b>	<b>27.8%</b>	<b>25.8%</b>	<b>21.5%</b>	<b>46.1%</b>	<b>46.0%</b>	<b>49.4%</b>	<b>17.6%</b>	<b>20.7%</b>	<b>20.2%</b>	<b>4.4%</b>	<b>3.4%</b>	<b>5.0%</b>	<b>4.1%</b>	<b>4.1%</b>	<b>3.9%</b>	<b>724</b>	<b>747</b>	<b>731</b>	<b>44</b>	<b>50</b>	<b>61</b>
<b>NLRB</b>	<b>18.8%</b>	<b>16.4%</b>	<b>15.2%</b>	<b>41.1%</b>	<b>37.0%</b>	<b>41.9%</b>	<b>20.3%</b>	<b>24.4%</b>	<b>23.8%</b>	<b>11.1%</b>	<b>12.4%</b>	<b>11.2%</b>	<b>8.7%</b>	<b>9.9%</b>	<b>7.9%</b>	<b>840</b>	<b>634</b>	<b>667</b>	<b>55</b>	<b>47</b>	<b>41</b>
<b>NRC</b>	<b>29.9%</b>	<b>29.9%</b>	<b>26.8%</b>	<b>44.1%</b>	<b>45.5%</b>	<b>47.3%</b>	<b>17.3%</b>	<b>15.9%</b>	<b>17.8%</b>	<b>4.7%</b>	<b>5.0%</b>	<b>4.9%</b>	<b>4.0%</b>	<b>3.7%</b>	<b>3.3%</b>	<b>2,521</b>	<b>2,321</b>	<b>2,381</b>	<b>118</b>	<b>117</b>	<b>98</b>
<b>NSF</b>	<b>21.9%</b>	<b>20.0%</b>	<b>18.7%</b>	<b>40.7%</b>	<b>42.9%</b>	<b>42.7%</b>	<b>21.2%</b>	<b>21.5%</b>	<b>21.5%</b>	<b>9.1%</b>	<b>7.0%</b>	<b>9.8%</b>	<b>7.1%</b>	<b>8.6%</b>	<b>7.4%</b>	<b>856</b>	<b>872</b>	<b>828</b>	<b>37</b>	<b>34</b>	<b>46</b>
<b>OMB</b>	<b>9.6%</b>	<b>9.6%</b>	<b>8.6%</b>	<b>37.1%</b>	<b>34.0%</b>	<b>36.9%</b>	<b>28.3%</b>	<b>32.2%</b>	<b>32.8%</b>	<b>17.0%</b>	<b>16.0%</b>	<b>13.6%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>287</b>	<b>285</b>	<b>294</b>	<b>18</b>	<b>17</b>	<b>15</b>
<b>OPM</b>	<b>18.9%</b>	<b>18.1%</b>	<b>17.6%</b>	<b>41.2%</b>	<b>42.6%</b>	<b>41.9%</b>	<b>27.8%</b>	<b>28.3%</b>	<b>29.5%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>5.5%</b>	<b>5.8%</b>	<b>4.6%</b>	<b>5.4%</b>	<b>2,912</b>	<b>3,091</b>	<b>2,564</b>	<b>423</b>	<b>461</b>	<b>309</b>
<b>PBGC</b>	<b>20.0%</b>	<b>22.8%</b>	<b>23.2%</b>	<b>48.4%</b>	<b>43.5%</b>	<b>42.7%</b>	<b>17.8%</b>	<b>20.5%</b>	<b>21.9%</b>	<b>6.4%</b>	<b>6.8%</b>	<b>5.2%</b>	<b>7.4%</b>	<b>6.3%</b>	<b>6.9%</b>	<b>581</b>	<b>442</b>	<b>356</b>	<b>37</b>	<b>28</b>	<b>28</b>
<b>RRB</b>	<b>22.2%</b>	<b>18.2%</b>	<b>18.7%</b>	<b>41.8%</b>	<b>43.4%</b>	<b>45.2%</b>	<b>26.8%</b>	<b>28.8%</b>	<b>27.8%</b>	<b>6.0%</b>	<b>4.3%</b>	<b>4.5%</b>	<b>3.2%</b>	<b>5.3%</b>	<b>3.8%</b>	<b>421</b>	<b>474</b>	<b>540</b>	<b>49</b>	<b>45</b>	<b>59</b>
<b>SBA</b>	<b>14.7%</b>	<b>14.0%</b>	<b>13.0%</b>	<b>34.2%</b>	<b>36.5%</b>	<b>37.7%</b>	<b>31.8%</b>	<b>30.6%</b>	<b>31.6%</b>	<b>8.8%</b>	<b>9.4%</b>	<b>10.1%</b>	<b>10.6%</b>	<b>9.6%</b>	<b>7.5%</b>	<b>1,172</b>	<b>1,235</b>	<b>1,358</b>	<b>107</b>	<b>131</b>	<b>129</b>
<b>SEC</b>	<b>21.8%</b>	<b>18.6%</b>	<b>16.2%</b>	<b>41.6%</b>	<b>41.2%</b>	<b>36.8%</b>	<b>20.6%</b>	<b>22.5%</b>	<b>27.1%</b>	<b>7.2%</b>	<b>9.0%</b>	<b>9.0%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>10.8%</b>	<b>1,744</b>	<b>2,207</b>	<b>2,131</b>	<b>151</b>	<b>227</b>	<b>258</b>

## Report by Agency

### (34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>14.6%</b>	<b>40.6%</b>	<b>40.5%</b>	<b>40.6%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>29.8%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>381,978</b>	<b>354,225</b>	<b>340,531</b>	<b>30,877</b>	<b>29,633</b>	<b>27,416</b>
<b>SSA</b>	<b>17.7%</b>	<b>15.8%</b>	<b>14.3%</b>	<b>43.5%</b>	<b>43.6%</b>	<b>42.0%</b>	<b>25.4%</b>	<b>26.3%</b>	<b>29.2%</b>	<b>7.0%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>7.0%</b>	<b>9,671</b>	<b>8,730</b>	<b>7,565</b>	<b>570</b>	<b>545</b>	<b>544</b>
<b>State</b>	<b>16.0%</b>	<b>15.8%</b>	<b>16.4%</b>	<b>43.3%</b>	<b>43.9%</b>	<b>46.7%</b>	<b>25.9%</b>	<b>27.0%</b>	<b>26.2%</b>	<b>9.6%</b>	<b>7.6%</b>	<b>6.5%</b>	<b>5.2%</b>	<b>5.7%</b>	<b>4.2%</b>	<b>3,729</b>	<b>3,415</b>	<b>2,264</b>	<b>233</b>	<b>239</b>	<b>182</b>
<b>Treas</b>	<b>16.7%</b>	<b>16.6%</b>	<b>16.8%</b>	<b>40.1%</b>	<b>41.4%</b>	<b>40.9%</b>	<b>28.1%</b>	<b>27.9%</b>	<b>28.2%</b>	<b>7.2%</b>	<b>6.7%</b>	<b>6.7%</b>	<b>7.9%</b>	<b>7.3%</b>	<b>7.3%</b>	<b>45,897</b>	<b>45,444</b>	<b>44,654</b>	<b>4,885</b>	<b>4,605</b>	<b>4,311</b>
<b>USAID</b>	<b>15.6%</b>	<b>15.5%</b>	<b>14.1%</b>	<b>46.7%</b>	<b>41.4%</b>	<b>46.2%</b>	<b>22.6%</b>	<b>25.9%</b>	<b>24.6%</b>	<b>9.3%</b>	<b>10.3%</b>	<b>9.3%</b>	<b>5.9%</b>	<b>6.9%</b>	<b>5.8%</b>	<b>1,819</b>	<b>1,879</b>	<b>2,086</b>	<b>139</b>	<b>114</b>	<b>136</b>
<b>USDA</b>	<b>18.3%</b>	<b>18.0%</b>	<b>16.9%</b>	<b>47.3%</b>	<b>46.1%</b>	<b>46.5%</b>	<b>23.0%</b>	<b>24.2%</b>	<b>24.2%</b>	<b>6.3%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>5.2%</b>	<b>5.2%</b>	<b>6.0%</b>	<b>19,686</b>	<b>19,163</b>	<b>12,567</b>	<b>658</b>	<b>761</b>	<b>468</b>
<b>VA</b>	<b>13.5%</b>	<b>13.3%</b>	<b>13.7%</b>	<b>40.3%</b>	<b>41.2%</b>	<b>41.3%</b>	<b>29.1%</b>	<b>28.9%</b>	<b>29.7%</b>	<b>8.4%</b>	<b>8.1%</b>	<b>7.7%</b>	<b>8.8%</b>	<b>8.6%</b>	<b>7.7%</b>	<b>29,018</b>	<b>24,879</b>	<b>27,223</b>	<b>2,172</b>	<b>1,753</b>	<b>1,778</b>
<b>Small Agencies</b>	<b>18.7%</b>	<b>16.7%</b>	<b>16.6%</b>	<b>39.9%</b>	<b>38.8%</b>	<b>39.8%</b>	<b>23.7%</b>	<b>26.1%</b>	<b>26.0%</b>	<b>8.6%</b>	<b>9.1%</b>	<b>9.2%</b>	<b>9.1%</b>	<b>9.4%</b>	<b>8.4%</b>	<b>4,668</b>	<b>4,288</b>	<b>4,586</b>	<b>392</b>	<b>399</b>	<b>436</b>
<b>DOD</b>	<b>16.0%</b>	<b>14.3%</b>	<b>13.8%</b>	<b>40.4%</b>	<b>39.3%</b>	<b>39.3%</b>	<b>29.3%</b>	<b>31.5%</b>	<b>32.0%</b>	<b>7.4%</b>	<b>7.8%</b>	<b>7.7%</b>	<b>6.9%</b>	<b>7.1%</b>	<b>7.2%</b>	<b>65,871</b>	<b>67,413</b>	<b>58,593</b>	<b>5,286</b>	<b>5,710</b>	<b>4,794</b>
<b>USACE</b>	<b>15.5%</b>	<b>12.9%</b>	<b>12.9%</b>	<b>43.3%</b>	<b>41.4%</b>	<b>41.9%</b>	<b>28.2%</b>	<b>30.1%</b>	<b>31.7%</b>	<b>7.4%</b>	<b>9.0%</b>	<b>7.9%</b>	<b>5.7%</b>	<b>6.5%</b>	<b>5.6%</b>	<b>3,946</b>	<b>2,200</b>	<b>1,987</b>	<b>295</b>	<b>168</b>	<b>184</b>
<b>Air Force</b>	<b>16.0%</b>	<b>13.3%</b>	<b>12.7%</b>	<b>38.9%</b>	<b>36.9%</b>	<b>36.0%</b>	<b>30.9%</b>	<b>34.7%</b>	<b>35.6%</b>	<b>7.7%</b>	<b>7.6%</b>	<b>8.4%</b>	<b>6.5%</b>	<b>7.5%</b>	<b>7.3%</b>	<b>16,643</b>	<b>16,851</b>	<b>10,815</b>	<b>1,647</b>	<b>1,786</b>	<b>1,017</b>
<b>Army‡</b>	<b>14.7%</b>	<b>13.3%</b>	<b>12.9%</b>	<b>38.0%</b>	<b>37.8%</b>	<b>37.6%</b>	<b>30.7%</b>	<b>32.1%</b>	<b>33.1%</b>	<b>8.3%</b>	<b>8.5%</b>	<b>8.4%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>8.0%</b>	<b>14,987</b>	<b>17,858</b>	<b>17,745</b>	<b>1,254</b>	<b>1,558</b>	<b>1,614</b>
<b>Navy‡</b>	<b>16.7%</b>	<b>15.4%</b>	<b>14.9%</b>	<b>43.5%</b>	<b>42.5%</b>	<b>42.6%</b>	<b>27.7%</b>	<b>29.5%</b>	<b>29.7%</b>	<b>6.2%</b>	<b>7.1%</b>	<b>6.7%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>6.1%</b>	<b>14,895</b>	<b>16,258</b>	<b>15,959</b>	<b>936</b>	<b>1,101</b>	<b>1,055</b>
<b>Marine Corps</b>	<b>14.6%</b>	<b>15.1%</b>	<b>12.7%</b>	<b>35.9%</b>	<b>34.6%</b>	<b>36.4%</b>	<b>33.8%</b>	<b>36.2%</b>	<b>34.1%</b>	<b>7.3%</b>	<b>6.9%</b>	<b>8.4%</b>	<b>8.4%</b>	<b>7.1%</b>	<b>8.4%</b>	<b>1,511</b>	<b>1,545</b>	<b>1,883</b>	<b>128</b>	<b>144</b>	<b>161</b>
<b>DOD 4th Estate</b>	<b>17.4%</b>	<b>16.4%</b>	<b>15.7%</b>	<b>41.4%</b>	<b>40.3%</b>	<b>41.0%</b>	<b>26.6%</b>	<b>28.2%</b>	<b>28.7%</b>	<b>7.2%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>7.4%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>13,889</b>	<b>12,701</b>	<b>10,204</b>	<b>1,026</b>	<b>953</b>	<b>763</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(35) Employees are protected from health and safety hazards on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.6%</b>	<b>21.8%</b>	<b>21.4%</b>	<b>53.4%</b>	<b>54.1%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>406,232</b>	<b>377,670</b>	<b>362,330</b>	<b>6,356</b>	<b>5,777</b>	<b>5,220</b>
<b>BBG</b>	<b>12.8%</b>	<b>10.1%</b>	<b>10.8%</b>	<b>44.3%</b>	<b>44.4%</b>	<b>48.7%</b>	<b>23.0%</b>	<b>24.0%</b>	<b>21.6%</b>	<b>10.7%</b>	<b>12.3%</b>	<b>11.7%</b>	<b>9.2%</b>	<b>9.3%</b>	<b>7.2%</b>	<b>1,056</b>	<b>1,013</b>	<b>1,107</b>	<b>32</b>	<b>31</b>	<b>32</b>
<b>CSOSA</b>	<b>16.1%</b>	<b>13.4%</b>	<b>14.6%</b>	<b>45.4%</b>	<b>42.0%</b>	<b>41.2%</b>	<b>16.5%</b>	<b>18.6%</b>	<b>19.1%</b>	<b>14.1%</b>	<b>12.6%</b>	<b>14.6%</b>	<b>7.9%</b>	<b>13.3%</b>	<b>10.6%</b>	<b>623</b>	<b>691</b>	<b>695</b>	<b>10</b>	<b>12</b>	<b>7</b>
<b>DHS</b>	<b>13.4%</b>	<b>14.1%</b>	<b>13.9%</b>	<b>45.3%</b>	<b>46.9%</b>	<b>48.2%</b>	<b>17.9%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>12.2%</b>	<b>11.1%</b>	<b>11.1%</b>	<b>11.1%</b>	<b>10.0%</b>	<b>8.4%</b>	<b>41,572</b>	<b>41,008</b>	<b>37,453</b>	<b>585</b>	<b>560</b>	<b>473</b>
<b>DOC</b>	<b>28.2%</b>	<b>28.7%</b>	<b>27.5%</b>	<b>52.5%</b>	<b>52.8%</b>	<b>54.1%</b>	<b>12.6%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>4.5%</b>	<b>4.1%</b>	<b>4.0%</b>	<b>2.3%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>9,731</b>	<b>9,515</b>	<b>9,102</b>	<b>222</b>	<b>211</b>	<b>181</b>
<b>DOE</b>	<b>29.2%</b>	<b>26.5%</b>	<b>31.0%</b>	<b>53.3%</b>	<b>54.4%</b>	<b>54.5%</b>	<b>10.5%</b>	<b>11.8%</b>	<b>9.5%</b>	<b>4.3%</b>	<b>4.6%</b>	<b>3.1%</b>	<b>2.7%</b>	<b>2.7%</b>	<b>1.9%</b>	<b>8,251</b>	<b>6,319</b>	<b>6,521</b>	<b>107</b>	<b>86</b>	<b>70</b>
<b>DOI</b>	<b>21.3%</b>	<b>20.6%</b>	<b>20.1%</b>	<b>56.8%</b>	<b>57.1%</b>	<b>58.0%</b>	<b>13.3%</b>	<b>13.8%</b>	<b>13.7%</b>	<b>5.1%</b>	<b>5.2%</b>	<b>5.3%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>2.9%</b>	<b>25,512</b>	<b>17,831</b>	<b>17,826</b>	<b>292</b>	<b>190</b>	<b>189</b>
<b>DOJ</b>	<b>20.6%</b>	<b>20.1%</b>	<b>18.1%</b>	<b>54.5%</b>	<b>55.4%</b>	<b>55.7%</b>	<b>14.8%</b>	<b>14.9%</b>	<b>15.4%</b>	<b>6.5%</b>	<b>6.2%</b>	<b>6.9%</b>	<b>3.5%</b>	<b>3.5%</b>	<b>3.9%</b>	<b>19,314</b>	<b>16,482</b>	<b>16,251</b>	<b>288</b>	<b>226</b>	<b>219</b>
<b>DOL</b>	<b>26.9%</b>	<b>24.9%</b>	<b>23.8%</b>	<b>51.9%</b>	<b>53.4%</b>	<b>54.6%</b>	<b>13.2%</b>	<b>13.8%</b>	<b>13.8%</b>	<b>4.8%</b>	<b>4.7%</b>	<b>4.6%</b>	<b>3.2%</b>	<b>3.2%</b>	<b>3.2%</b>	<b>11,055</b>	<b>10,631</b>	<b>4,987</b>	<b>151</b>	<b>162</b>	<b>69</b>
<b>DOT</b>	<b>26.4%</b>	<b>24.5%</b>	<b>21.6%</b>	<b>55.5%</b>	<b>57.5%</b>	<b>56.8%</b>	<b>11.3%</b>	<b>10.7%</b>	<b>13.6%</b>	<b>4.7%</b>	<b>4.3%</b>	<b>5.1%</b>	<b>2.2%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>15,095</b>	<b>11,269</b>	<b>22,505</b>	<b>228</b>	<b>196</b>	<b>253</b>
<b>Educ</b>	<b>28.7%</b>	<b>26.8%</b>	<b>25.9%</b>	<b>54.2%</b>	<b>56.0%</b>	<b>54.9%</b>	<b>11.5%</b>	<b>11.7%</b>	<b>13.0%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>3.6%</b>	<b>2.4%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>2,581</b>	<b>2,296</b>	<b>2,550</b>	<b>89</b>	<b>81</b>	<b>75</b>
<b>EEOC</b>	<b>26.9%</b>	<b>21.7%</b>	<b>20.0%</b>	<b>48.8%</b>	<b>51.9%</b>	<b>52.6%</b>	<b>13.8%</b>	<b>15.9%</b>	<b>15.6%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.9%</b>	<b>4.3%</b>	<b>4.5%</b>	<b>4.9%</b>	<b>1,199</b>	<b>1,074</b>	<b>1,133</b>	<b>32</b>	<b>31</b>	<b>33</b>
<b>EPA</b>	<b>26.9%</b>	<b>26.7%</b>	<b>27.0%</b>	<b>55.6%</b>	<b>56.6%</b>	<b>58.0%</b>	<b>11.3%</b>	<b>11.6%</b>	<b>10.4%</b>	<b>3.9%</b>	<b>3.4%</b>	<b>3.0%</b>	<b>2.2%</b>	<b>1.7%</b>	<b>1.7%</b>	<b>4,304</b>	<b>3,709</b>	<b>3,773</b>	<b>95</b>	<b>83</b>	<b>90</b>
<b>FCC</b>	<b>29.7%</b>	<b>24.5%</b>	<b>25.6%</b>	<b>51.2%</b>	<b>60.4%</b>	<b>60.1%</b>	<b>13.6%</b>	<b>10.4%</b>	<b>11.5%</b>	<b>2.3%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>3.1%</b>	<b>2.3%</b>	<b>0.6%</b>	<b>530</b>	<b>665</b>	<b>776</b>	<b>27</b>	<b>23</b>	<b>28</b>
<b>FERC</b>	<b>42.6%</b>	<b>38.4%</b>	<b>35.3%</b>	<b>45.4%</b>	<b>51.5%</b>	<b>53.5%</b>	<b>9.6%</b>	<b>7.2%</b>	<b>7.9%</b>	<b>1.3%</b>	<b>1.5%</b>	<b>2.6%</b>	<b>1.1%</b>	<b>1.5%</b>	<b>0.7%</b>	<b>966</b>	<b>866</b>	<b>858</b>	<b>21</b>	<b>19</b>	<b>21</b>
<b>FTC</b>	<b>36.9%</b>	<b>43.2%</b>	<b>39.1%</b>	<b>51.2%</b>	<b>41.6%</b>	<b>47.6%</b>	<b>8.9%</b>	<b>11.4%</b>	<b>9.6%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>0.6%</b>	<b>1.5%</b>	<b>1.3%</b>	<b>576</b>	<b>479</b>	<b>536</b>	<b>36</b>	<b>31</b>	<b>21</b>

## Report by Agency

**(35) Employees are protected from health and safety hazards on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.6%</b>	<b>21.8%</b>	<b>21.4%</b>	<b>53.4%</b>	<b>54.1%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>406,232</b>	<b>377,670</b>	<b>362,330</b>	<b>6,356</b>	<b>5,777</b>	<b>5,220</b>
<b>GSA</b>	<b>28.2%</b>	<b>25.7%</b>	<b>27.0%</b>	<b>52.6%</b>	<b>54.5%</b>	<b>53.4%</b>	<b>13.6%</b>	<b>14.1%</b>	<b>13.7%</b>	<b>3.1%</b>	<b>3.4%</b>	<b>3.6%</b>	<b>2.6%</b>	<b>2.3%</b>	<b>2.2%</b>	<b>7,536</b>	<b>8,170</b>	<b>8,046</b>	<b>191</b>	<b>222</b>	<b>181</b>
<b>HHS</b>	<b>25.3%</b>	<b>24.7%</b>	<b>23.6%</b>	<b>54.7%</b>	<b>55.1%</b>	<b>55.5%</b>	<b>13.2%</b>	<b>13.1%</b>	<b>13.3%</b>	<b>4.3%</b>	<b>4.5%</b>	<b>4.7%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.9%</b>	<b>35,150</b>	<b>31,232</b>	<b>30,842</b>	<b>769</b>	<b>732</b>	<b>701</b>
<b>HUD</b>	<b>19.1%</b>	<b>15.1%</b>	<b>15.3%</b>	<b>50.6%</b>	<b>52.4%</b>	<b>51.3%</b>	<b>17.3%</b>	<b>18.4%</b>	<b>18.8%</b>	<b>7.9%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>5.1%</b>	<b>6.7%</b>	<b>7.2%</b>	<b>5,166</b>	<b>3,687</b>	<b>3,525</b>	<b>156</b>	<b>103</b>	<b>86</b>
<b>NARA</b>	<b>23.6%</b>	<b>20.8%</b>	<b>17.7%</b>	<b>49.6%</b>	<b>51.7%</b>	<b>53.0%</b>	<b>15.9%</b>	<b>14.3%</b>	<b>14.9%</b>	<b>6.3%</b>	<b>7.3%</b>	<b>8.2%</b>	<b>4.6%</b>	<b>5.9%</b>	<b>6.3%</b>	<b>1,666</b>	<b>1,624</b>	<b>1,552</b>	<b>28</b>	<b>31</b>	<b>38</b>
<b>NASA</b>	<b>48.9%</b>	<b>47.5%</b>	<b>46.3%</b>	<b>44.7%</b>	<b>45.8%</b>	<b>46.9%</b>	<b>4.5%</b>	<b>5.0%</b>	<b>4.8%</b>	<b>1.3%</b>	<b>1.1%</b>	<b>1.4%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>9,692</b>	<b>9,244</b>	<b>9,762</b>	<b>76</b>	<b>45</b>	<b>66</b>
<b>NCUA</b>	<b>21.0%</b>	<b>22.5%</b>	<b>21.7%</b>	<b>47.8%</b>	<b>49.1%</b>	<b>48.6%</b>	<b>18.7%</b>	<b>17.4%</b>	<b>19.6%</b>	<b>8.4%</b>	<b>7.3%</b>	<b>7.3%</b>	<b>4.1%</b>	<b>3.7%</b>	<b>2.8%</b>	<b>753</b>	<b>777</b>	<b>773</b>	<b>14</b>	<b>22</b>	<b>18</b>
<b>NLRB</b>	<b>24.1%</b>	<b>20.4%</b>	<b>20.9%</b>	<b>50.8%</b>	<b>54.6%</b>	<b>52.9%</b>	<b>16.4%</b>	<b>17.6%</b>	<b>17.3%</b>	<b>6.9%</b>	<b>5.1%</b>	<b>6.2%</b>	<b>1.7%</b>	<b>2.4%</b>	<b>2.8%</b>	<b>863</b>	<b>653</b>	<b>691</b>	<b>29</b>	<b>25</b>	<b>20</b>
<b>NRC</b>	<b>41.7%</b>	<b>40.9%</b>	<b>41.0%</b>	<b>48.6%</b>	<b>49.8%</b>	<b>50.7%</b>	<b>6.0%</b>	<b>6.1%</b>	<b>5.7%</b>	<b>2.6%</b>	<b>2.2%</b>	<b>1.9%</b>	<b>1.2%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>2,602</b>	<b>2,415</b>	<b>2,459</b>	<b>36</b>	<b>25</b>	<b>20</b>
<b>NSF</b>	<b>31.9%</b>	<b>30.4%</b>	<b>31.9%</b>	<b>55.5%</b>	<b>55.6%</b>	<b>53.1%</b>	<b>10.2%</b>	<b>10.8%</b>	<b>10.6%</b>	<b>1.5%</b>	<b>2.2%</b>	<b>2.8%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>1.6%</b>	<b>855</b>	<b>879</b>	<b>852</b>	<b>32</b>	<b>23</b>	<b>24</b>
<b>OMB</b>	<b>12.6%</b>	<b>13.5%</b>	<b>11.3%</b>	<b>41.2%</b>	<b>38.9%</b>	<b>50.6%</b>	<b>31.0%</b>	<b>24.6%</b>	<b>21.1%</b>	<b>12.7%</b>	<b>16.4%</b>	<b>9.2%</b>	<b>2.5%</b>	<b>6.6%</b>	<b>7.8%</b>	<b>292</b>	<b>290</b>	<b>298</b>	<b>12</b>	<b>12</b>	<b>11</b>
<b>OPM</b>	<b>18.7%</b>	<b>18.6%</b>	<b>18.2%</b>	<b>46.8%</b>	<b>47.4%</b>	<b>49.9%</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.7%</b>	<b>8.4%</b>	<b>9.4%</b>	<b>7.7%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>4.6%</b>	<b>3,210</b>	<b>3,398</b>	<b>2,767</b>	<b>123</b>	<b>149</b>	<b>99</b>
<b>PBGC</b>	<b>31.0%</b>	<b>34.6%</b>	<b>33.7%</b>	<b>55.6%</b>	<b>52.3%</b>	<b>53.0%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>10.6%</b>	<b>2.0%</b>	<b>1.0%</b>	<b>1.3%</b>	<b>2.1%</b>	<b>2.5%</b>	<b>1.4%</b>	<b>607</b>	<b>465</b>	<b>377</b>	<b>11</b>	<b>7</b>	<b>7</b>
<b>RRB</b>	<b>17.9%</b>	<b>21.6%</b>	<b>20.5%</b>	<b>56.5%</b>	<b>55.6%</b>	<b>55.2%</b>	<b>15.9%</b>	<b>14.2%</b>	<b>16.3%</b>	<b>7.5%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>2.3%</b>	<b>2.7%</b>	<b>2.4%</b>	<b>454</b>	<b>510</b>	<b>580</b>	<b>15</b>	<b>10</b>	<b>15</b>
<b>SBA</b>	<b>21.5%</b>	<b>23.2%</b>	<b>22.0%</b>	<b>53.1%</b>	<b>55.4%</b>	<b>55.2%</b>	<b>16.8%</b>	<b>14.2%</b>	<b>15.6%</b>	<b>4.6%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>4.1%</b>	<b>2.7%</b>	<b>2.8%</b>	<b>1,244</b>	<b>1,329</b>	<b>1,456</b>	<b>30</b>	<b>32</b>	<b>30</b>
<b>SEC</b>	<b>33.1%</b>	<b>30.7%</b>	<b>30.3%</b>	<b>54.7%</b>	<b>54.6%</b>	<b>55.6%</b>	<b>9.5%</b>	<b>10.8%</b>	<b>11.0%</b>	<b>1.8%</b>	<b>2.4%</b>	<b>1.7%</b>	<b>0.8%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>1,816</b>	<b>2,367</b>	<b>2,321</b>	<b>75</b>	<b>65</b>	<b>72</b>

## Report by Agency

**(35) Employees are protected from health and safety hazards on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.6%</b>	<b>21.8%</b>	<b>21.4%</b>	<b>53.4%</b>	<b>54.1%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>406,232</b>	<b>377,670</b>	<b>362,330</b>	<b>6,356</b>	<b>5,777</b>	<b>5,220</b>
<b>SSA</b>	<b>24.9%</b>	<b>22.1%</b>	<b>21.1%</b>	<b>51.1%</b>	<b>52.4%</b>	<b>52.6%</b>	<b>13.1%</b>	<b>13.5%</b>	<b>14.3%</b>	<b>6.8%</b>	<b>7.4%</b>	<b>7.2%</b>	<b>4.2%</b>	<b>4.5%</b>	<b>4.8%</b>	<b>10,103</b>	<b>9,150</b>	<b>8,008</b>	<b>124</b>	<b>117</b>	<b>92</b>
<b>State</b>	<b>23.7%</b>	<b>22.0%</b>	<b>20.6%</b>	<b>55.1%</b>	<b>56.5%</b>	<b>54.7%</b>	<b>12.6%</b>	<b>13.5%</b>	<b>14.9%</b>	<b>5.8%</b>	<b>5.4%</b>	<b>6.7%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>3.1%</b>	<b>3,885</b>	<b>3,590</b>	<b>2,404</b>	<b>74</b>	<b>60</b>	<b>40</b>
<b>Treas</b>	<b>21.3%</b>	<b>21.2%</b>	<b>21.9%</b>	<b>53.9%</b>	<b>55.0%</b>	<b>54.5%</b>	<b>14.3%</b>	<b>14.1%</b>	<b>13.9%</b>	<b>6.0%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>4.5%</b>	<b>4.0%</b>	<b>4.2%</b>	<b>49,795</b>	<b>49,195</b>	<b>48,176</b>	<b>997</b>	<b>876</b>	<b>793</b>
<b>USAID</b>	<b>21.3%</b>	<b>21.6%</b>	<b>21.2%</b>	<b>53.4%</b>	<b>53.7%</b>	<b>56.5%</b>	<b>13.7%</b>	<b>14.8%</b>	<b>13.8%</b>	<b>7.5%</b>	<b>6.7%</b>	<b>6.2%</b>	<b>4.1%</b>	<b>3.2%</b>	<b>2.4%</b>	<b>1,919</b>	<b>1,946</b>	<b>2,144</b>	<b>41</b>	<b>46</b>	<b>70</b>
<b>USDA</b>	<b>20.6%</b>	<b>19.6%</b>	<b>19.3%</b>	<b>58.3%</b>	<b>59.3%</b>	<b>59.2%</b>	<b>13.4%</b>	<b>13.0%</b>	<b>14.1%</b>	<b>5.0%</b>	<b>5.5%</b>	<b>4.9%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.5%</b>	<b>20,115</b>	<b>19,713</b>	<b>12,918</b>	<b>207</b>	<b>197</b>	<b>115</b>
<b>VA</b>	<b>19.0%</b>	<b>18.9%</b>	<b>19.6%</b>	<b>52.1%</b>	<b>52.8%</b>	<b>53.2%</b>	<b>15.2%</b>	<b>15.0%</b>	<b>14.8%</b>	<b>8.0%</b>	<b>7.7%</b>	<b>7.5%</b>	<b>5.7%</b>	<b>5.7%</b>	<b>4.9%</b>	<b>30,781</b>	<b>26,278</b>	<b>28,675</b>	<b>343</b>	<b>282</b>	<b>273</b>
<b>Small Agencies</b>	<b>30.2%</b>	<b>27.8%</b>	<b>26.8%</b>	<b>50.1%</b>	<b>51.1%</b>	<b>51.4%</b>	<b>12.0%</b>	<b>13.3%</b>	<b>13.0%</b>	<b>4.1%</b>	<b>4.3%</b>	<b>5.1%</b>	<b>3.5%</b>	<b>3.6%</b>	<b>3.7%</b>	<b>4,928</b>	<b>4,576</b>	<b>4,908</b>	<b>122</b>	<b>101</b>	<b>112</b>
<b>DOD</b>	<b>25.0%</b>	<b>23.9%</b>	<b>23.1%</b>	<b>55.5%</b>	<b>55.9%</b>	<b>56.7%</b>	<b>12.0%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>4.8%</b>	<b>4.9%</b>	<b>4.8%</b>	<b>2.7%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>70,435</b>	<b>72,334</b>	<b>62,723</b>	<b>636</b>	<b>653</b>	<b>576</b>
<b>USACE</b>	<b>27.4%</b>	<b>24.8%</b>	<b>23.7%</b>	<b>57.7%</b>	<b>59.3%</b>	<b>61.1%</b>	<b>9.8%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>3.4%</b>	<b>3.7%</b>	<b>3.1%</b>	<b>1.7%</b>	<b>2.1%</b>	<b>1.8%</b>	<b>4,203</b>	<b>2,345</b>	<b>2,147</b>	<b>33</b>	<b>22</b>	<b>25</b>
<b>Air Force</b>	<b>26.7%</b>	<b>24.7%</b>	<b>23.7%</b>	<b>56.1%</b>	<b>56.7%</b>	<b>57.6%</b>	<b>10.8%</b>	<b>11.6%</b>	<b>11.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.7%</b>	<b>2.0%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>18,144</b>	<b>18,484</b>	<b>11,743</b>	<b>119</b>	<b>120</b>	<b>70</b>
<b>Army‡</b>	<b>23.3%</b>	<b>22.1%</b>	<b>21.4%</b>	<b>55.1%</b>	<b>55.5%</b>	<b>55.9%</b>	<b>13.2%</b>	<b>13.7%</b>	<b>14.0%</b>	<b>5.2%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>3.3%</b>	<b>3.3%</b>	<b>3.3%</b>	<b>16,068</b>	<b>19,165</b>	<b>19,144</b>	<b>158</b>	<b>202</b>	<b>194</b>
<b>Navy‡</b>	<b>23.7%</b>	<b>23.7%</b>	<b>23.4%</b>	<b>55.9%</b>	<b>55.0%</b>	<b>56.0%</b>	<b>12.4%</b>	<b>12.7%</b>	<b>12.5%</b>	<b>5.2%</b>	<b>5.4%</b>	<b>5.1%</b>	<b>2.8%</b>	<b>3.1%</b>	<b>3.0%</b>	<b>15,706</b>	<b>17,190</b>	<b>16,864</b>	<b>123</b>	<b>131</b>	<b>127</b>
<b>Marine Corps</b>	<b>25.4%</b>	<b>26.1%</b>	<b>22.8%</b>	<b>52.4%</b>	<b>53.1%</b>	<b>54.1%</b>	<b>13.3%</b>	<b>10.8%</b>	<b>14.2%</b>	<b>5.1%</b>	<b>6.8%</b>	<b>5.2%</b>	<b>3.7%</b>	<b>3.2%</b>	<b>3.8%</b>	<b>1,631</b>	<b>1,670</b>	<b>2,008</b>	<b>9</b>	<b>13</b>	<b>23</b>
<b>DOD 4th Estate</b>	<b>27.5%</b>	<b>25.9%</b>	<b>25.3%</b>	<b>54.5%</b>	<b>56.4%</b>	<b>57.0%</b>	<b>11.1%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>3.3%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>14,683</b>	<b>13,480</b>	<b>10,817</b>	<b>194</b>	<b>165</b>	<b>137</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(36) My organization has prepared employees for potential security threats.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.5%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>54.4%</b>	<b>55.3%</b>	<b>55.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>406,396</b>	<b>377,944</b>	<b>361,939</b>	<b>5,444</b>	<b>5,237</b>	<b>5,179</b>
<b>BBG</b>	<b>12.1%</b>	<b>9.7%</b>	<b>12.4%</b>	<b>48.5%</b>	<b>45.4%</b>	<b>47.9%</b>	<b>22.3%</b>	<b>26.1%</b>	<b>22.5%</b>	<b>9.2%</b>	<b>9.7%</b>	<b>10.4%</b>	<b>7.9%</b>	<b>9.1%</b>	<b>6.8%</b>	<b>1,056</b>	<b>1,005</b>	<b>1,096</b>	<b>27</b>	<b>33</b>	<b>43</b>
<b>CSOSA</b>	<b>17.3%</b>	<b>15.9%</b>	<b>14.8%</b>	<b>51.8%</b>	<b>52.5%</b>	<b>46.1%</b>	<b>17.0%</b>	<b>16.3%</b>	<b>19.2%</b>	<b>8.4%</b>	<b>9.1%</b>	<b>12.2%</b>	<b>5.5%</b>	<b>6.2%</b>	<b>7.6%</b>	<b>623</b>	<b>695</b>	<b>689</b>	<b>8</b>	<b>7</b>	<b>11</b>
<b>DHS</b>	<b>14.2%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>48.6%</b>	<b>50.5%</b>	<b>51.6%</b>	<b>17.4%</b>	<b>17.1%</b>	<b>17.0%</b>	<b>10.6%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>9.1%</b>	<b>7.9%</b>	<b>6.8%</b>	<b>41,604</b>	<b>41,150</b>	<b>37,607</b>	<b>405</b>	<b>372</b>	<b>322</b>
<b>DOC</b>	<b>23.2%</b>	<b>25.8%</b>	<b>23.5%</b>	<b>53.0%</b>	<b>54.1%</b>	<b>53.9%</b>	<b>14.5%</b>	<b>13.5%</b>	<b>15.2%</b>	<b>6.1%</b>	<b>4.5%</b>	<b>5.3%</b>	<b>3.0%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>9,763</b>	<b>9,545</b>	<b>9,096</b>	<b>164</b>	<b>180</b>	<b>164</b>
<b>DOE</b>	<b>24.6%</b>	<b>18.6%</b>	<b>22.4%</b>	<b>56.9%</b>	<b>56.0%</b>	<b>56.4%</b>	<b>11.3%</b>	<b>15.3%</b>	<b>14.2%</b>	<b>4.5%</b>	<b>7.2%</b>	<b>5.0%</b>	<b>2.6%</b>	<b>3.0%</b>	<b>1.9%</b>	<b>8,277</b>	<b>6,311</b>	<b>6,502</b>	<b>67</b>	<b>95</b>	<b>73</b>
<b>DOI</b>	<b>14.1%</b>	<b>14.0%</b>	<b>12.3%</b>	<b>51.2%</b>	<b>52.3%</b>	<b>51.8%</b>	<b>20.0%</b>	<b>20.0%</b>	<b>21.4%</b>	<b>9.7%</b>	<b>9.2%</b>	<b>10.1%</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>25,258</b>	<b>17,643</b>	<b>17,592</b>	<b>519</b>	<b>344</b>	<b>394</b>
<b>DOJ</b>	<b>22.7%</b>	<b>22.5%</b>	<b>21.4%</b>	<b>55.9%</b>	<b>58.3%</b>	<b>58.3%</b>	<b>13.0%</b>	<b>12.1%</b>	<b>12.6%</b>	<b>5.4%</b>	<b>4.8%</b>	<b>5.1%</b>	<b>3.0%</b>	<b>2.3%</b>	<b>2.6%</b>	<b>19,428</b>	<b>16,562</b>	<b>16,295</b>	<b>171</b>	<b>116</b>	<b>140</b>
<b>DOL</b>	<b>21.3%</b>	<b>20.1%</b>	<b>19.2%</b>	<b>53.8%</b>	<b>55.2%</b>	<b>54.9%</b>	<b>15.3%</b>	<b>15.4%</b>	<b>16.8%</b>	<b>5.9%</b>	<b>6.0%</b>	<b>5.5%</b>	<b>3.7%</b>	<b>3.3%</b>	<b>3.6%</b>	<b>11,012</b>	<b>10,602</b>	<b>4,963</b>	<b>167</b>	<b>159</b>	<b>75</b>
<b>DOT</b>	<b>20.6%</b>	<b>19.3%</b>	<b>17.5%</b>	<b>55.4%</b>	<b>56.8%</b>	<b>56.5%</b>	<b>14.8%</b>	<b>15.2%</b>	<b>17.1%</b>	<b>6.0%</b>	<b>5.8%</b>	<b>5.4%</b>	<b>3.2%</b>	<b>2.9%</b>	<b>3.5%</b>	<b>15,124</b>	<b>11,296</b>	<b>22,465</b>	<b>189</b>	<b>165</b>	<b>283</b>
<b>Educ</b>	<b>22.4%</b>	<b>21.2%</b>	<b>20.5%</b>	<b>51.9%</b>	<b>53.0%</b>	<b>51.8%</b>	<b>15.0%</b>	<b>16.2%</b>	<b>16.9%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>7.8%</b>	<b>3.6%</b>	<b>2.6%</b>	<b>3.0%</b>	<b>2,594</b>	<b>2,315</b>	<b>2,575</b>	<b>68</b>	<b>55</b>	<b>46</b>
<b>EEOC</b>	<b>25.2%</b>	<b>21.0%</b>	<b>18.2%</b>	<b>49.7%</b>	<b>54.5%</b>	<b>51.2%</b>	<b>13.2%</b>	<b>12.7%</b>	<b>16.5%</b>	<b>6.8%</b>	<b>6.4%</b>	<b>7.4%</b>	<b>5.1%</b>	<b>5.4%</b>	<b>6.8%</b>	<b>1,202</b>	<b>1,086</b>	<b>1,140</b>	<b>23</b>	<b>18</b>	<b>21</b>
<b>EPA</b>	<b>19.2%</b>	<b>19.0%</b>	<b>20.2%</b>	<b>57.1%</b>	<b>56.5%</b>	<b>58.3%</b>	<b>16.5%</b>	<b>16.5%</b>	<b>14.1%</b>	<b>5.1%</b>	<b>6.0%</b>	<b>5.4%</b>	<b>2.0%</b>	<b>2.0%</b>	<b>2.1%</b>	<b>4,317</b>	<b>3,726</b>	<b>3,797</b>	<b>72</b>	<b>62</b>	<b>60</b>
<b>FCC</b>	<b>25.7%</b>	<b>25.3%</b>	<b>28.9%</b>	<b>51.2%</b>	<b>59.6%</b>	<b>61.7%</b>	<b>15.2%</b>	<b>10.0%</b>	<b>6.9%</b>	<b>4.7%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>3.2%</b>	<b>2.6%</b>	<b>0.2%</b>	<b>541</b>	<b>686</b>	<b>784</b>	<b>11</b>	<b>6</b>	<b>13</b>
<b>FERC</b>	<b>33.0%</b>	<b>29.0%</b>	<b>25.6%</b>	<b>50.6%</b>	<b>55.0%</b>	<b>56.9%</b>	<b>12.4%</b>	<b>12.3%</b>	<b>12.1%</b>	<b>3.0%</b>	<b>2.6%</b>	<b>3.8%</b>	<b>1.0%</b>	<b>1.1%</b>	<b>1.7%</b>	<b>962</b>	<b>872</b>	<b>859</b>	<b>21</b>	<b>11</b>	<b>20</b>
<b>FTC</b>	<b>24.0%</b>	<b>29.7%</b>	<b>25.8%</b>	<b>47.7%</b>	<b>46.9%</b>	<b>50.3%</b>	<b>17.0%</b>	<b>13.6%</b>	<b>16.5%</b>	<b>8.0%</b>	<b>7.9%</b>	<b>6.5%</b>	<b>3.2%</b>	<b>1.9%</b>	<b>0.9%</b>	<b>582</b>	<b>489</b>	<b>534</b>	<b>26</b>	<b>20</b>	<b>20</b>

## Report by Agency

**(36) My organization has prepared employees for potential security threats.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.5%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>54.4%</b>	<b>55.3%</b>	<b>55.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>406,396</b>	<b>377,944</b>	<b>361,939</b>	<b>5,444</b>	<b>5,237</b>	<b>5,179</b>
<b>GSA</b>	<b>25.1%</b>	<b>21.2%</b>	<b>21.6%</b>	<b>52.8%</b>	<b>53.8%</b>	<b>51.4%</b>	<b>14.3%</b>	<b>16.9%</b>	<b>17.7%</b>	<b>5.1%</b>	<b>5.5%</b>	<b>6.8%</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.5%</b>	<b>7,572</b>	<b>8,223</b>	<b>8,061</b>	<b>136</b>	<b>160</b>	<b>150</b>
<b>HHS</b>	<b>20.3%</b>	<b>18.8%</b>	<b>17.4%</b>	<b>51.9%</b>	<b>52.5%</b>	<b>52.1%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>19.0%</b>	<b>7.2%</b>	<b>7.7%</b>	<b>8.0%</b>	<b>3.1%</b>	<b>3.4%</b>	<b>3.5%</b>	<b>34,994</b>	<b>31,084</b>	<b>30,622</b>	<b>828</b>	<b>861</b>	<b>884</b>
<b>HUD</b>	<b>17.8%</b>	<b>15.0%</b>	<b>14.2%</b>	<b>52.3%</b>	<b>55.9%</b>	<b>52.4%</b>	<b>18.0%</b>	<b>17.2%</b>	<b>18.6%</b>	<b>8.0%</b>	<b>7.2%</b>	<b>8.9%</b>	<b>3.9%</b>	<b>4.7%</b>	<b>6.0%</b>	<b>5,189</b>	<b>3,698</b>	<b>3,524</b>	<b>116</b>	<b>90</b>	<b>78</b>
<b>NARA</b>	<b>25.2%</b>	<b>22.2%</b>	<b>17.6%</b>	<b>55.3%</b>	<b>54.5%</b>	<b>56.5%</b>	<b>12.2%</b>	<b>12.8%</b>	<b>14.6%</b>	<b>4.1%</b>	<b>5.9%</b>	<b>6.6%</b>	<b>3.2%</b>	<b>4.6%</b>	<b>4.7%</b>	<b>1,672</b>	<b>1,630</b>	<b>1,561</b>	<b>18</b>	<b>20</b>	<b>30</b>
<b>NASA</b>	<b>35.3%</b>	<b>34.5%</b>	<b>31.3%</b>	<b>50.3%</b>	<b>50.7%</b>	<b>52.7%</b>	<b>10.4%</b>	<b>10.8%</b>	<b>11.6%</b>	<b>3.1%</b>	<b>3.0%</b>	<b>3.4%</b>	<b>0.8%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>9,633</b>	<b>9,170</b>	<b>9,698</b>	<b>118</b>	<b>113</b>	<b>125</b>
<b>NCUA</b>	<b>20.8%</b>	<b>15.8%</b>	<b>13.4%</b>	<b>55.3%</b>	<b>46.7%</b>	<b>46.4%</b>	<b>13.8%</b>	<b>20.8%</b>	<b>23.3%</b>	<b>6.3%</b>	<b>11.2%</b>	<b>10.6%</b>	<b>3.8%</b>	<b>5.5%</b>	<b>6.4%</b>	<b>759</b>	<b>782</b>	<b>762</b>	<b>7</b>	<b>17</b>	<b>24</b>
<b>NLRB</b>	<b>18.7%</b>	<b>14.7%</b>	<b>18.5%</b>	<b>51.6%</b>	<b>56.2%</b>	<b>51.1%</b>	<b>16.8%</b>	<b>17.8%</b>	<b>17.7%</b>	<b>8.4%</b>	<b>8.6%</b>	<b>8.4%</b>	<b>4.6%</b>	<b>2.6%</b>	<b>4.3%</b>	<b>867</b>	<b>657</b>	<b>696</b>	<b>26</b>	<b>18</b>	<b>10</b>
<b>NRC</b>	<b>32.0%</b>	<b>30.4%</b>	<b>31.5%</b>	<b>53.6%</b>	<b>53.7%</b>	<b>53.2%</b>	<b>10.3%</b>	<b>10.3%</b>	<b>10.6%</b>	<b>3.0%</b>	<b>4.0%</b>	<b>3.3%</b>	<b>1.3%</b>	<b>1.7%</b>	<b>1.3%</b>	<b>2,616</b>	<b>2,405</b>	<b>2,452</b>	<b>19</b>	<b>24</b>	<b>25</b>
<b>NSF</b>	<b>25.4%</b>	<b>24.8%</b>	<b>23.0%</b>	<b>51.5%</b>	<b>48.0%</b>	<b>52.6%</b>	<b>15.1%</b>	<b>17.0%</b>	<b>14.1%</b>	<b>5.9%</b>	<b>7.1%</b>	<b>8.2%</b>	<b>2.2%</b>	<b>3.1%</b>	<b>2.1%</b>	<b>865</b>	<b>881</b>	<b>851</b>	<b>21</b>	<b>27</b>	<b>19</b>
<b>OMB</b>	<b>15.9%</b>	<b>16.8%</b>	<b>7.0%</b>	<b>53.8%</b>	<b>50.9%</b>	<b>52.1%</b>	<b>18.0%</b>	<b>18.0%</b>	<b>20.0%</b>	<b>9.4%</b>	<b>10.0%</b>	<b>15.4%</b>	<b>2.9%</b>	<b>4.2%</b>	<b>5.6%</b>	<b>301</b>	<b>299</b>	<b>304</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>OPM</b>	<b>21.1%</b>	<b>21.1%</b>	<b>20.4%</b>	<b>52.2%</b>	<b>54.8%</b>	<b>55.6%</b>	<b>16.1%</b>	<b>14.7%</b>	<b>14.8%</b>	<b>6.8%</b>	<b>6.0%</b>	<b>5.8%</b>	<b>3.8%</b>	<b>3.4%</b>	<b>3.3%</b>	<b>3,277</b>	<b>3,489</b>	<b>2,817</b>	<b>51</b>	<b>64</b>	<b>51</b>
<b>PBGC</b>	<b>22.2%</b>	<b>26.7%</b>	<b>21.8%</b>	<b>55.5%</b>	<b>57.3%</b>	<b>58.9%</b>	<b>13.1%</b>	<b>11.1%</b>	<b>15.6%</b>	<b>5.8%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>3.5%</b>	<b>2.4%</b>	<b>1.3%</b>	<b>606</b>	<b>458</b>	<b>373</b>	<b>12</b>	<b>8</b>	<b>11</b>
<b>RRB</b>	<b>20.7%</b>	<b>19.1%</b>	<b>20.1%</b>	<b>58.6%</b>	<b>53.7%</b>	<b>52.0%</b>	<b>12.4%</b>	<b>15.1%</b>	<b>18.2%</b>	<b>5.6%</b>	<b>8.8%</b>	<b>5.6%</b>	<b>2.7%</b>	<b>3.3%</b>	<b>4.1%</b>	<b>462</b>	<b>511</b>	<b>582</b>	<b>8</b>	<b>9</b>	<b>14</b>
<b>SBA</b>	<b>19.2%</b>	<b>21.9%</b>	<b>18.4%</b>	<b>55.3%</b>	<b>57.5%</b>	<b>56.6%</b>	<b>15.6%</b>	<b>13.4%</b>	<b>16.4%</b>	<b>5.8%</b>	<b>4.9%</b>	<b>5.2%</b>	<b>4.1%</b>	<b>2.3%</b>	<b>3.3%</b>	<b>1,262</b>	<b>1,340</b>	<b>1,462</b>	<b>12</b>	<b>19</b>	<b>21</b>
<b>SEC</b>	<b>21.0%</b>	<b>20.6%</b>	<b>19.4%</b>	<b>54.2%</b>	<b>56.3%</b>	<b>56.0%</b>	<b>16.9%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>6.0%</b>	<b>2.3%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>1,827</b>	<b>2,368</b>	<b>2,323</b>	<b>60</b>	<b>70</b>	<b>55</b>

## Report by Agency

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.5%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>54.4%</b>	<b>55.3%</b>	<b>55.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>406,396</b>	<b>377,944</b>	<b>361,939</b>	<b>5,444</b>	<b>5,237</b>	<b>5,179</b>
<b>SSA</b>	<b>27.5%</b>	<b>25.3%</b>	<b>25.1%</b>	<b>57.5%</b>	<b>59.2%</b>	<b>58.6%</b>	<b>9.1%</b>	<b>9.6%</b>	<b>9.8%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>4.1%</b>	<b>2.1%</b>	<b>2.0%</b>	<b>2.4%</b>	<b>10,149</b>	<b>9,184</b>	<b>8,044</b>	<b>67</b>	<b>65</b>	<b>47</b>
<b>State</b>	<b>28.6%</b>	<b>27.9%</b>	<b>25.4%</b>	<b>54.4%</b>	<b>53.6%</b>	<b>55.7%</b>	<b>9.9%</b>	<b>11.5%</b>	<b>10.0%</b>	<b>4.8%</b>	<b>4.7%</b>	<b>6.2%</b>	<b>2.3%</b>	<b>2.3%</b>	<b>2.6%</b>	<b>3,926</b>	<b>3,612</b>	<b>2,433</b>	<b>28</b>	<b>38</b>	<b>14</b>
<b>Treas</b>	<b>20.6%</b>	<b>20.9%</b>	<b>21.4%</b>	<b>56.3%</b>	<b>57.8%</b>	<b>55.4%</b>	<b>13.8%</b>	<b>13.0%</b>	<b>13.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>5.8%</b>	<b>3.7%</b>	<b>3.1%</b>	<b>3.6%</b>	<b>50,029</b>	<b>49,434</b>	<b>48,328</b>	<b>669</b>	<b>605</b>	<b>579</b>
<b>USAID</b>	<b>22.8%</b>	<b>22.3%</b>	<b>21.4%</b>	<b>51.8%</b>	<b>52.8%</b>	<b>52.5%</b>	<b>14.0%</b>	<b>14.7%</b>	<b>14.9%</b>	<b>7.9%</b>	<b>7.1%</b>	<b>8.6%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>2.7%</b>	<b>1,933</b>	<b>1,955</b>	<b>2,178</b>	<b>27</b>	<b>32</b>	<b>36</b>
<b>USDA</b>	<b>16.3%</b>	<b>14.3%</b>	<b>13.2%</b>	<b>58.1%</b>	<b>56.9%</b>	<b>56.5%</b>	<b>16.5%</b>	<b>18.0%</b>	<b>19.1%</b>	<b>6.5%</b>	<b>7.7%</b>	<b>8.1%</b>	<b>2.7%</b>	<b>3.0%</b>	<b>3.2%</b>	<b>20,102</b>	<b>19,594</b>	<b>12,830</b>	<b>201</b>	<b>298</b>	<b>192</b>
<b>VA</b>	<b>16.6%</b>	<b>15.8%</b>	<b>17.3%</b>	<b>51.1%</b>	<b>51.1%</b>	<b>51.5%</b>	<b>17.6%</b>	<b>18.6%</b>	<b>18.0%</b>	<b>8.7%</b>	<b>8.8%</b>	<b>8.3%</b>	<b>6.0%</b>	<b>5.8%</b>	<b>4.9%</b>	<b>30,580</b>	<b>26,133</b>	<b>28,482</b>	<b>491</b>	<b>425</b>	<b>445</b>
<b>Small Agencies</b>	<b>20.0%</b>	<b>18.3%</b>	<b>18.8%</b>	<b>46.1%</b>	<b>49.5%</b>	<b>49.0%</b>	<b>18.4%</b>	<b>18.3%</b>	<b>18.8%</b>	<b>10.2%</b>	<b>9.1%</b>	<b>8.9%</b>	<b>5.3%</b>	<b>4.7%</b>	<b>4.5%</b>	<b>4,890</b>	<b>4,547</b>	<b>4,856</b>	<b>152</b>	<b>122</b>	<b>149</b>
<b>DOD</b>	<b>25.9%</b>	<b>24.9%</b>	<b>24.0%</b>	<b>57.3%</b>	<b>58.0%</b>	<b>58.5%</b>	<b>11.1%</b>	<b>11.3%</b>	<b>11.8%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.8%</b>	<b>2.0%</b>	<b>2.2%</b>	<b>1.9%</b>	<b>70,542</b>	<b>72,507</b>	<b>62,706</b>	<b>439</b>	<b>507</b>	<b>533</b>
<b>USACE</b>	<b>24.4%</b>	<b>22.2%</b>	<b>21.7%</b>	<b>58.9%</b>	<b>61.6%</b>	<b>60.2%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>11.7%</b>	<b>3.7%</b>	<b>3.0%</b>	<b>4.9%</b>	<b>1.8%</b>	<b>2.0%</b>	<b>1.5%</b>	<b>4,198</b>	<b>2,345</b>	<b>2,158</b>	<b>35</b>	<b>21</b>	<b>14</b>
<b>Air Force</b>	<b>28.7%</b>	<b>26.8%</b>	<b>25.5%</b>	<b>57.3%</b>	<b>58.8%</b>	<b>60.2%</b>	<b>9.6%</b>	<b>10.0%</b>	<b>9.9%</b>	<b>3.1%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>1.3%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>18,131</b>	<b>18,504</b>	<b>11,724</b>	<b>107</b>	<b>109</b>	<b>84</b>
<b>Army‡</b>	<b>25.0%</b>	<b>24.1%</b>	<b>22.9%</b>	<b>56.8%</b>	<b>57.5%</b>	<b>58.0%</b>	<b>11.7%</b>	<b>11.9%</b>	<b>12.7%</b>	<b>4.2%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.4%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>16,090</b>	<b>19,206</b>	<b>19,137</b>	<b>102</b>	<b>161</b>	<b>188</b>
<b>Navy‡</b>	<b>23.6%</b>	<b>22.9%</b>	<b>23.3%</b>	<b>57.9%</b>	<b>58.1%</b>	<b>58.3%</b>	<b>12.2%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>4.2%</b>	<b>4.1%</b>	<b>4.0%</b>	<b>2.1%</b>	<b>2.5%</b>	<b>1.8%</b>	<b>15,714</b>	<b>17,233</b>	<b>16,825</b>	<b>78</b>	<b>105</b>	<b>141</b>
<b>Marine Corps</b>	<b>23.3%</b>	<b>27.4%</b>	<b>20.8%</b>	<b>56.4%</b>	<b>51.6%</b>	<b>52.6%</b>	<b>11.7%</b>	<b>12.5%</b>	<b>17.1%</b>	<b>5.8%</b>	<b>5.4%</b>	<b>6.0%</b>	<b>2.9%</b>	<b>3.1%</b>	<b>3.5%</b>	<b>1,629</b>	<b>1,670</b>	<b>2,009</b>	<b>15</b>	<b>13</b>	<b>21</b>
<b>DOD 4th Estate</b>	<b>28.6%</b>	<b>27.8%</b>	<b>27.0%</b>	<b>56.6%</b>	<b>57.6%</b>	<b>57.9%</b>	<b>9.9%</b>	<b>9.5%</b>	<b>10.2%</b>	<b>3.1%</b>	<b>2.9%</b>	<b>3.1%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>1.8%</b>	<b>14,780</b>	<b>13,549</b>	<b>10,853</b>	<b>102</b>	<b>98</b>	<b>85</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>34.3%</b>	<b>34.6%</b>	<b>35.1%</b>	<b>22.8%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.6%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>387,840</b>	<b>361,372</b>	<b>346,836</b>	<b>24,090</b>	<b>21,762</b>	<b>20,370</b>
<b>BBG</b>	<b>11.2%</b>	<b>9.3%</b>	<b>10.5%</b>	<b>26.9%</b>	<b>26.1%</b>	<b>27.5%</b>	<b>23.7%</b>	<b>27.1%</b>	<b>25.2%</b>	<b>16.0%</b>	<b>14.8%</b>	<b>16.2%</b>	<b>22.3%</b>	<b>22.7%</b>	<b>20.6%</b>	<b>1,025</b>	<b>982</b>	<b>1,075</b>	<b>57</b>	<b>61</b>	<b>61</b>
<b>CSOSA</b>	<b>14.5%</b>	<b>12.6%</b>	<b>13.3%</b>	<b>30.7%</b>	<b>30.0%</b>	<b>29.5%</b>	<b>25.2%</b>	<b>25.4%</b>	<b>25.0%</b>	<b>15.5%</b>	<b>14.8%</b>	<b>14.0%</b>	<b>14.1%</b>	<b>17.1%</b>	<b>18.2%</b>	<b>595</b>	<b>660</b>	<b>656</b>	<b>34</b>	<b>43</b>	<b>40</b>
<b>DHS</b>	<b>9.5%</b>	<b>10.2%</b>	<b>10.2%</b>	<b>24.3%</b>	<b>25.7%</b>	<b>27.3%</b>	<b>23.5%</b>	<b>23.3%</b>	<b>24.3%</b>	<b>17.1%</b>	<b>16.7%</b>	<b>16.9%</b>	<b>25.6%</b>	<b>24.0%</b>	<b>21.4%</b>	<b>40,030</b>	<b>39,536</b>	<b>36,227</b>	<b>2,063</b>	<b>2,008</b>	<b>1,738</b>
<b>DOC</b>	<b>22.2%</b>	<b>22.3%</b>	<b>20.7%</b>	<b>38.9%</b>	<b>41.0%</b>	<b>41.2%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>22.1%</b>	<b>9.3%</b>	<b>8.6%</b>	<b>8.6%</b>	<b>8.5%</b>	<b>7.6%</b>	<b>7.4%</b>	<b>9,127</b>	<b>8,936</b>	<b>8,535</b>	<b>803</b>	<b>764</b>	<b>726</b>
<b>DOE</b>	<b>16.9%</b>	<b>15.2%</b>	<b>17.2%</b>	<b>35.2%</b>	<b>35.3%</b>	<b>36.5%</b>	<b>22.3%</b>	<b>22.2%</b>	<b>21.2%</b>	<b>12.7%</b>	<b>14.2%</b>	<b>12.7%</b>	<b>12.9%</b>	<b>13.1%</b>	<b>12.4%</b>	<b>7,810</b>	<b>6,039</b>	<b>6,234</b>	<b>518</b>	<b>368</b>	<b>357</b>
<b>DOI</b>	<b>15.0%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>36.0%</b>	<b>36.2%</b>	<b>37.2%</b>	<b>23.0%</b>	<b>22.4%</b>	<b>23.2%</b>	<b>12.5%</b>	<b>13.2%</b>	<b>12.6%</b>	<b>13.4%</b>	<b>13.0%</b>	<b>12.6%</b>	<b>24,451</b>	<b>17,000</b>	<b>17,057</b>	<b>1,390</b>	<b>1,012</b>	<b>939</b>
<b>DOJ</b>	<b>16.6%</b>	<b>15.1%</b>	<b>14.6%</b>	<b>33.3%</b>	<b>33.6%</b>	<b>35.9%</b>	<b>24.0%</b>	<b>24.0%</b>	<b>23.7%</b>	<b>13.3%</b>	<b>13.7%</b>	<b>13.6%</b>	<b>12.9%</b>	<b>13.5%</b>	<b>12.3%</b>	<b>18,664</b>	<b>15,981</b>	<b>15,702</b>	<b>901</b>	<b>700</b>	<b>729</b>
<b>DOL</b>	<b>19.5%</b>	<b>17.9%</b>	<b>18.3%</b>	<b>33.4%</b>	<b>32.6%</b>	<b>32.0%</b>	<b>22.7%</b>	<b>22.4%</b>	<b>21.3%</b>	<b>10.7%</b>	<b>12.0%</b>	<b>12.8%</b>	<b>13.8%</b>	<b>15.1%</b>	<b>15.6%</b>	<b>10,466</b>	<b>10,084</b>	<b>4,714</b>	<b>710</b>	<b>682</b>	<b>342</b>
<b>DOT</b>	<b>17.9%</b>	<b>17.0%</b>	<b>15.8%</b>	<b>37.9%</b>	<b>37.8%</b>	<b>36.8%</b>	<b>21.7%</b>	<b>22.3%</b>	<b>23.3%</b>	<b>11.1%</b>	<b>11.3%</b>	<b>12.3%</b>	<b>11.5%</b>	<b>11.5%</b>	<b>11.8%</b>	<b>14,329</b>	<b>10,782</b>	<b>21,592</b>	<b>979</b>	<b>672</b>	<b>1,179</b>
<b>Educ</b>	<b>19.9%</b>	<b>19.3%</b>	<b>19.2%</b>	<b>32.0%</b>	<b>33.6%</b>	<b>33.4%</b>	<b>22.9%</b>	<b>23.1%</b>	<b>22.8%</b>	<b>13.0%</b>	<b>11.3%</b>	<b>11.1%</b>	<b>12.2%</b>	<b>12.7%</b>	<b>13.6%</b>	<b>2,415</b>	<b>2,164</b>	<b>2,376</b>	<b>256</b>	<b>208</b>	<b>244</b>
<b>EEOC</b>	<b>18.0%</b>	<b>18.4%</b>	<b>14.7%</b>	<b>28.3%</b>	<b>26.6%</b>	<b>28.8%</b>	<b>22.1%</b>	<b>22.4%</b>	<b>23.5%</b>	<b>13.7%</b>	<b>13.6%</b>	<b>14.0%</b>	<b>17.9%</b>	<b>18.9%</b>	<b>19.1%</b>	<b>1,127</b>	<b>1,025</b>	<b>1,094</b>	<b>95</b>	<b>85</b>	<b>71</b>
<b>EPA</b>	<b>15.8%</b>	<b>15.4%</b>	<b>16.8%</b>	<b>33.9%</b>	<b>35.4%</b>	<b>35.9%</b>	<b>23.3%</b>	<b>22.6%</b>	<b>21.5%</b>	<b>13.1%</b>	<b>12.9%</b>	<b>14.1%</b>	<b>13.8%</b>	<b>13.7%</b>	<b>11.7%</b>	<b>4,023</b>	<b>3,499</b>	<b>3,585</b>	<b>356</b>	<b>289</b>	<b>274</b>
<b>FCC</b>	<b>21.0%</b>	<b>19.8%</b>	<b>19.3%</b>	<b>33.6%</b>	<b>37.5%</b>	<b>38.8%</b>	<b>20.1%</b>	<b>25.1%</b>	<b>25.8%</b>	<b>10.9%</b>	<b>8.4%</b>	<b>8.2%</b>	<b>14.4%</b>	<b>9.1%</b>	<b>7.9%</b>	<b>504</b>	<b>633</b>	<b>722</b>	<b>49</b>	<b>56</b>	<b>79</b>
<b>FERC</b>	<b>28.3%</b>	<b>25.2%</b>	<b>22.1%</b>	<b>39.3%</b>	<b>38.6%</b>	<b>40.6%</b>	<b>17.4%</b>	<b>18.8%</b>	<b>19.9%</b>	<b>9.3%</b>	<b>8.4%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>9.0%</b>	<b>8.0%</b>	<b>890</b>	<b>813</b>	<b>799</b>	<b>94</b>	<b>68</b>	<b>77</b>
<b>FTC</b>	<b>32.4%</b>	<b>35.6%</b>	<b>32.2%</b>	<b>37.4%</b>	<b>30.8%</b>	<b>33.7%</b>	<b>16.0%</b>	<b>17.6%</b>	<b>16.3%</b>	<b>7.4%</b>	<b>7.4%</b>	<b>8.8%</b>	<b>6.8%</b>	<b>8.6%</b>	<b>9.0%</b>	<b>564</b>	<b>476</b>	<b>524</b>	<b>45</b>	<b>34</b>	<b>33</b>

## Report by Agency

**(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>34.3%</b>	<b>34.6%</b>	<b>35.1%</b>	<b>22.8%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.6%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>387,840</b>	<b>361,372</b>	<b>346,836</b>	<b>24,090</b>	<b>21,762</b>	<b>20,370</b>
<b>GSA</b>	<b>20.9%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>35.9%</b>	<b>36.9%</b>	<b>36.6%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>23.6%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.9%</b>	<b>10.2%</b>	<b>7,212</b>	<b>7,926</b>	<b>7,729</b>	<b>506</b>	<b>469</b>	<b>501</b>
<b>HHS</b>	<b>17.7%</b>	<b>16.5%</b>	<b>16.4%</b>	<b>36.8%</b>	<b>35.8%</b>	<b>35.7%</b>	<b>22.0%</b>	<b>22.7%</b>	<b>22.7%</b>	<b>11.5%</b>	<b>12.1%</b>	<b>12.4%</b>	<b>12.1%</b>	<b>12.8%</b>	<b>12.8%</b>	<b>33,293</b>	<b>29,659</b>	<b>29,264</b>	<b>2,535</b>	<b>2,277</b>	<b>2,229</b>
<b>HUD</b>	<b>13.5%</b>	<b>10.4%</b>	<b>11.4%</b>	<b>32.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>26.3%</b>	<b>25.2%</b>	<b>26.5%</b>	<b>13.0%</b>	<b>14.0%</b>	<b>13.1%</b>	<b>15.1%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>4,883</b>	<b>3,525</b>	<b>3,291</b>	<b>424</b>	<b>277</b>	<b>314</b>
<b>NARA</b>	<b>17.8%</b>	<b>16.6%</b>	<b>14.4%</b>	<b>30.5%</b>	<b>27.9%</b>	<b>31.5%</b>	<b>20.8%</b>	<b>20.8%</b>	<b>19.9%</b>	<b>13.3%</b>	<b>16.1%</b>	<b>14.2%</b>	<b>17.7%</b>	<b>18.5%</b>	<b>20.0%</b>	<b>1,590</b>	<b>1,540</b>	<b>1,472</b>	<b>103</b>	<b>116</b>	<b>115</b>
<b>NASA</b>	<b>32.3%</b>	<b>30.9%</b>	<b>29.5%</b>	<b>38.6%</b>	<b>39.2%</b>	<b>40.0%</b>	<b>16.8%</b>	<b>17.1%</b>	<b>16.8%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>7.8%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>6.0%</b>	<b>9,271</b>	<b>8,820</b>	<b>9,372</b>	<b>482</b>	<b>457</b>	<b>444</b>
<b>NCUA</b>	<b>20.4%</b>	<b>19.2%</b>	<b>17.4%</b>	<b>38.1%</b>	<b>38.3%</b>	<b>37.7%</b>	<b>23.6%</b>	<b>22.3%</b>	<b>22.3%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>12.6%</b>	<b>7.1%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>713</b>	<b>731</b>	<b>729</b>	<b>52</b>	<b>66</b>	<b>56</b>
<b>NLRB</b>	<b>20.1%</b>	<b>16.7%</b>	<b>16.2%</b>	<b>31.8%</b>	<b>33.2%</b>	<b>31.6%</b>	<b>20.1%</b>	<b>20.5%</b>	<b>20.7%</b>	<b>13.2%</b>	<b>14.9%</b>	<b>17.0%</b>	<b>14.9%</b>	<b>14.7%</b>	<b>14.5%</b>	<b>830</b>	<b>633</b>	<b>671</b>	<b>62</b>	<b>46</b>	<b>38</b>
<b>NRC</b>	<b>25.1%</b>	<b>23.6%</b>	<b>24.0%</b>	<b>36.4%</b>	<b>36.9%</b>	<b>38.0%</b>	<b>19.0%</b>	<b>19.8%</b>	<b>18.3%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>11.5%</b>	<b>9.3%</b>	<b>9.3%</b>	<b>8.2%</b>	<b>2,439</b>	<b>2,254</b>	<b>2,320</b>	<b>194</b>	<b>180</b>	<b>162</b>
<b>NSF</b>	<b>23.6%</b>	<b>22.5%</b>	<b>20.5%</b>	<b>33.1%</b>	<b>32.4%</b>	<b>33.1%</b>	<b>18.9%</b>	<b>19.7%</b>	<b>20.2%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>14.0%</b>	<b>11.9%</b>	<b>13.3%</b>	<b>12.2%</b>	<b>828</b>	<b>838</b>	<b>822</b>	<b>61</b>	<b>60</b>	<b>53</b>
<b>OMB</b>	<b>28.8%</b>	<b>30.0%</b>	<b>21.7%</b>	<b>42.8%</b>	<b>42.4%</b>	<b>42.7%</b>	<b>17.9%</b>	<b>16.4%</b>	<b>19.3%</b>	<b>7.0%</b>	<b>8.3%</b>	<b>10.2%</b>	<b>3.5%</b>	<b>2.9%</b>	<b>6.1%</b>	<b>284</b>	<b>281</b>	<b>290</b>	<b>20</b>	<b>20</b>	<b>19</b>
<b>OPM</b>	<b>19.9%</b>	<b>19.6%</b>	<b>18.4%</b>	<b>38.9%</b>	<b>38.7%</b>	<b>37.3%</b>	<b>22.5%</b>	<b>23.5%</b>	<b>25.4%</b>	<b>9.5%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>9.3%</b>	<b>9.2%</b>	<b>9.0%</b>	<b>3,013</b>	<b>3,184</b>	<b>2,580</b>	<b>309</b>	<b>360</b>	<b>279</b>
<b>PBGC</b>	<b>17.3%</b>	<b>19.5%</b>	<b>17.0%</b>	<b>33.4%</b>	<b>31.5%</b>	<b>31.6%</b>	<b>23.0%</b>	<b>21.9%</b>	<b>25.2%</b>	<b>14.4%</b>	<b>13.1%</b>	<b>12.4%</b>	<b>11.9%</b>	<b>13.8%</b>	<b>13.8%</b>	<b>561</b>	<b>431</b>	<b>344</b>	<b>56</b>	<b>39</b>	<b>38</b>
<b>RRB</b>	<b>19.3%</b>	<b>16.6%</b>	<b>17.8%</b>	<b>40.3%</b>	<b>38.3%</b>	<b>40.6%</b>	<b>20.7%</b>	<b>27.8%</b>	<b>24.4%</b>	<b>10.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>9.6%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>433</b>	<b>478</b>	<b>561</b>	<b>39</b>	<b>41</b>	<b>38</b>
<b>SBA</b>	<b>16.7%</b>	<b>17.3%</b>	<b>16.6%</b>	<b>32.1%</b>	<b>32.6%</b>	<b>32.8%</b>	<b>21.1%</b>	<b>21.8%</b>	<b>22.9%</b>	<b>12.2%</b>	<b>12.1%</b>	<b>12.7%</b>	<b>17.9%</b>	<b>16.2%</b>	<b>15.0%</b>	<b>1,203</b>	<b>1,288</b>	<b>1,413</b>	<b>68</b>	<b>77</b>	<b>71</b>
<b>SEC</b>	<b>18.7%</b>	<b>16.0%</b>	<b>16.3%</b>	<b>31.4%</b>	<b>31.5%</b>	<b>29.4%</b>	<b>20.7%</b>	<b>22.6%</b>	<b>21.9%</b>	<b>13.6%</b>	<b>14.0%</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.9%</b>	<b>17.0%</b>	<b>1,724</b>	<b>2,189</b>	<b>2,142</b>	<b>162</b>	<b>238</b>	<b>241</b>

## Report by Agency

**(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>34.3%</b>	<b>34.6%</b>	<b>35.1%</b>	<b>22.8%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.6%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>387,840</b>	<b>361,372</b>	<b>346,836</b>	<b>24,090</b>	<b>21,762</b>	<b>20,370</b>
<b>SSA</b>	<b>20.2%</b>	<b>18.3%</b>	<b>17.5%</b>	<b>34.6%</b>	<b>35.6%</b>	<b>34.8%</b>	<b>21.5%</b>	<b>22.1%</b>	<b>21.7%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>12.4%</b>	<b>12.3%</b>	<b>12.9%</b>	<b>13.6%</b>	<b>9,701</b>	<b>8,829</b>	<b>7,736</b>	<b>510</b>	<b>442</b>	<b>350</b>
<b>State</b>	<b>18.8%</b>	<b>18.5%</b>	<b>17.9%</b>	<b>36.3%</b>	<b>37.7%</b>	<b>36.3%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>22.6%</b>	<b>12.7%</b>	<b>12.4%</b>	<b>13.5%</b>	<b>10.2%</b>	<b>9.3%</b>	<b>9.6%</b>	<b>3,760</b>	<b>3,499</b>	<b>2,331</b>	<b>201</b>	<b>158</b>	<b>110</b>
<b>Treas</b>	<b>18.7%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>37.8%</b>	<b>38.6%</b>	<b>37.6%</b>	<b>21.4%</b>	<b>21.3%</b>	<b>21.8%</b>	<b>10.4%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>11.7%</b>	<b>11.0%</b>	<b>11.1%</b>	<b>47,145</b>	<b>46,697</b>	<b>45,763</b>	<b>3,555</b>	<b>3,281</b>	<b>3,114</b>
<b>USAID</b>	<b>17.5%</b>	<b>14.7%</b>	<b>13.8%</b>	<b>39.1%</b>	<b>35.6%</b>	<b>38.4%</b>	<b>19.3%</b>	<b>21.1%</b>	<b>21.8%</b>	<b>13.0%</b>	<b>15.7%</b>	<b>14.0%</b>	<b>11.1%</b>	<b>13.0%</b>	<b>12.0%</b>	<b>1,829</b>	<b>1,876</b>	<b>2,074</b>	<b>125</b>	<b>108</b>	<b>139</b>
<b>USDA</b>	<b>14.7%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>38.5%</b>	<b>39.6%</b>	<b>40.4%</b>	<b>23.7%</b>	<b>23.6%</b>	<b>23.7%</b>	<b>12.2%</b>	<b>12.1%</b>	<b>11.7%</b>	<b>11.0%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>19,264</b>	<b>18,877</b>	<b>12,365</b>	<b>1,037</b>	<b>996</b>	<b>656</b>
<b>VA</b>	<b>14.2%</b>	<b>14.1%</b>	<b>14.9%</b>	<b>33.8%</b>	<b>33.5%</b>	<b>34.0%</b>	<b>23.4%</b>	<b>23.2%</b>	<b>23.1%</b>	<b>13.3%</b>	<b>13.5%</b>	<b>13.1%</b>	<b>15.3%</b>	<b>15.7%</b>	<b>14.9%</b>	<b>29,642</b>	<b>25,318</b>	<b>27,787</b>	<b>1,421</b>	<b>1,227</b>	<b>1,128</b>
<b>Small Agencies</b>	<b>19.5%</b>	<b>18.2%</b>	<b>18.7%</b>	<b>33.7%</b>	<b>32.4%</b>	<b>33.7%</b>	<b>21.1%</b>	<b>22.6%</b>	<b>21.7%</b>	<b>12.3%</b>	<b>13.0%</b>	<b>12.6%</b>	<b>13.4%</b>	<b>13.7%</b>	<b>13.3%</b>	<b>4,665</b>	<b>4,300</b>	<b>4,628</b>	<b>380</b>	<b>372</b>	<b>378</b>
<b>DOD</b>	<b>17.6%</b>	<b>16.3%</b>	<b>16.1%</b>	<b>35.4%</b>	<b>35.6%</b>	<b>35.9%</b>	<b>22.8%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>11.9%</b>	<b>12.0%</b>	<b>11.7%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.2%</b>	<b>67,537</b>	<b>69,589</b>	<b>60,260</b>	<b>3,438</b>	<b>3,405</b>	<b>3,008</b>
<b>USACE</b>	<b>18.2%</b>	<b>15.6%</b>	<b>14.7%</b>	<b>38.4%</b>	<b>37.5%</b>	<b>40.2%</b>	<b>22.4%</b>	<b>23.1%</b>	<b>21.8%</b>	<b>11.0%</b>	<b>13.0%</b>	<b>12.3%</b>	<b>10.0%</b>	<b>10.8%</b>	<b>10.9%</b>	<b>4,019</b>	<b>2,258</b>	<b>2,042</b>	<b>212</b>	<b>109</b>	<b>128</b>
<b>Air Force</b>	<b>20.0%</b>	<b>18.0%</b>	<b>17.3%</b>	<b>36.5%</b>	<b>36.1%</b>	<b>36.3%</b>	<b>20.5%</b>	<b>22.4%</b>	<b>22.5%</b>	<b>11.7%</b>	<b>11.4%</b>	<b>11.8%</b>	<b>11.3%</b>	<b>12.1%</b>	<b>12.1%</b>	<b>17,425</b>	<b>17,893</b>	<b>11,360</b>	<b>808</b>	<b>727</b>	<b>438</b>
<b>Army‡</b>	<b>16.4%</b>	<b>14.9%</b>	<b>14.9%</b>	<b>33.4%</b>	<b>33.9%</b>	<b>34.4%</b>	<b>23.8%</b>	<b>24.8%</b>	<b>25.4%</b>	<b>12.5%</b>	<b>12.7%</b>	<b>12.1%</b>	<b>13.9%</b>	<b>13.6%</b>	<b>13.2%</b>	<b>15,414</b>	<b>18,385</b>	<b>18,288</b>	<b>801</b>	<b>978</b>	<b>1,059</b>
<b>Navy‡</b>	<b>16.8%</b>	<b>16.1%</b>	<b>16.3%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>37.0%</b>	<b>23.8%</b>	<b>24.5%</b>	<b>25.1%</b>	<b>11.4%</b>	<b>11.4%</b>	<b>10.9%</b>	<b>10.9%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>15,042</b>	<b>16,533</b>	<b>16,244</b>	<b>733</b>	<b>770</b>	<b>729</b>
<b>Marine Corps</b>	<b>18.9%</b>	<b>19.7%</b>	<b>18.7%</b>	<b>33.5%</b>	<b>35.0%</b>	<b>32.9%</b>	<b>21.5%</b>	<b>22.5%</b>	<b>24.7%</b>	<b>11.8%</b>	<b>10.9%</b>	<b>11.1%</b>	<b>14.4%</b>	<b>11.9%</b>	<b>12.6%</b>	<b>1,554</b>	<b>1,607</b>	<b>1,945</b>	<b>81</b>	<b>83</b>	<b>95</b>
<b>DOD 4th Estate</b>	<b>17.2%</b>	<b>16.3%</b>	<b>16.2%</b>	<b>34.0%</b>	<b>34.5%</b>	<b>35.3%</b>	<b>22.6%</b>	<b>23.4%</b>	<b>22.8%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>13.8%</b>	<b>13.3%</b>	<b>13.4%</b>	<b>14,083</b>	<b>12,913</b>	<b>10,381</b>	<b>803</b>	<b>738</b>	<b>559</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>23.6%</b>	<b>22.8%</b>	<b>22.4%</b>	<b>41.9%</b>	<b>42.3%</b>	<b>43.0%</b>	<b>19.5%</b>	<b>20.2%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>374,659</b>	<b>347,433</b>	<b>334,239</b>	<b>36,134</b>	<b>33,840</b>	<b>31,656</b>
<b>BBG</b>	<b>16.2%</b>	<b>12.9%</b>	<b>13.4%</b>	<b>36.0%</b>	<b>37.1%</b>	<b>39.0%</b>	<b>25.6%</b>	<b>27.0%</b>	<b>26.0%</b>	<b>8.7%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>13.4%</b>	<b>13.2%</b>	<b>12.0%</b>	<b>961</b>	<b>935</b>	<b>1,013</b>	<b>115</b>	<b>99</b>	<b>119</b>
<b>CSOSA</b>	<b>20.3%</b>	<b>20.4%</b>	<b>21.7%</b>	<b>42.7%</b>	<b>41.9%</b>	<b>37.5%</b>	<b>22.2%</b>	<b>24.2%</b>	<b>25.1%</b>	<b>7.2%</b>	<b>6.2%</b>	<b>6.3%</b>	<b>7.7%</b>	<b>7.4%</b>	<b>9.4%</b>	<b>579</b>	<b>631</b>	<b>624</b>	<b>54</b>	<b>70</b>	<b>68</b>
<b>DHS</b>	<b>16.6%</b>	<b>17.9%</b>	<b>17.9%</b>	<b>38.5%</b>	<b>38.9%</b>	<b>40.6%</b>	<b>23.3%</b>	<b>23.6%</b>	<b>23.0%</b>	<b>8.5%</b>	<b>7.7%</b>	<b>8.0%</b>	<b>13.1%</b>	<b>11.8%</b>	<b>10.5%</b>	<b>38,153</b>	<b>37,422</b>	<b>34,583</b>	<b>3,874</b>	<b>3,851</b>	<b>3,235</b>
<b>DOC</b>	<b>29.3%</b>	<b>29.6%</b>	<b>27.9%</b>	<b>44.0%</b>	<b>45.7%</b>	<b>46.8%</b>	<b>17.0%</b>	<b>16.3%</b>	<b>16.9%</b>	<b>4.7%</b>	<b>4.1%</b>	<b>4.1%</b>	<b>5.0%</b>	<b>4.3%</b>	<b>4.4%</b>	<b>8,847</b>	<b>8,591</b>	<b>8,275</b>	<b>1,061</b>	<b>1,077</b>	<b>959</b>
<b>DOE</b>	<b>24.2%</b>	<b>21.4%</b>	<b>24.8%</b>	<b>41.9%</b>	<b>42.2%</b>	<b>42.5%</b>	<b>17.8%</b>	<b>18.8%</b>	<b>17.5%</b>	<b>7.5%</b>	<b>8.5%</b>	<b>6.7%</b>	<b>8.7%</b>	<b>9.1%</b>	<b>8.4%</b>	<b>7,585</b>	<b>5,830</b>	<b>5,931</b>	<b>724</b>	<b>546</b>	<b>633</b>
<b>DOI</b>	<b>22.0%</b>	<b>22.0%</b>	<b>21.0%</b>	<b>44.6%</b>	<b>44.4%</b>	<b>45.2%</b>	<b>18.7%</b>	<b>18.5%</b>	<b>19.6%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>7.0%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>7.2%</b>	<b>23,634</b>	<b>16,389</b>	<b>16,511</b>	<b>2,096</b>	<b>1,534</b>	<b>1,457</b>
<b>DOJ</b>	<b>25.4%</b>	<b>24.0%</b>	<b>23.3%</b>	<b>43.4%</b>	<b>44.0%</b>	<b>45.3%</b>	<b>19.0%</b>	<b>19.4%</b>	<b>20.0%</b>	<b>5.4%</b>	<b>6.1%</b>	<b>5.4%</b>	<b>6.7%</b>	<b>6.5%</b>	<b>5.9%</b>	<b>18,075</b>	<b>15,357</b>	<b>15,120</b>	<b>1,433</b>	<b>1,263</b>	<b>1,226</b>
<b>DOL</b>	<b>26.6%</b>	<b>25.2%</b>	<b>24.4%</b>	<b>39.8%</b>	<b>39.8%</b>	<b>38.5%</b>	<b>18.7%</b>	<b>19.2%</b>	<b>19.4%</b>	<b>5.8%</b>	<b>6.3%</b>	<b>6.9%</b>	<b>9.0%</b>	<b>9.5%</b>	<b>10.8%</b>	<b>10,083</b>	<b>9,601</b>	<b>4,510</b>	<b>1,045</b>	<b>1,103</b>	<b>521</b>
<b>DOT</b>	<b>27.3%</b>	<b>25.8%</b>	<b>24.2%</b>	<b>43.5%</b>	<b>44.6%</b>	<b>45.3%</b>	<b>17.0%</b>	<b>17.6%</b>	<b>18.7%</b>	<b>5.6%</b>	<b>5.6%</b>	<b>5.7%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>6.2%</b>	<b>13,872</b>	<b>10,392</b>	<b>20,824</b>	<b>1,413</b>	<b>1,015</b>	<b>1,862</b>
<b>Educ</b>	<b>27.3%</b>	<b>25.8%</b>	<b>26.0%</b>	<b>38.4%</b>	<b>40.9%</b>	<b>40.7%</b>	<b>19.6%</b>	<b>18.7%</b>	<b>19.0%</b>	<b>6.5%</b>	<b>5.9%</b>	<b>5.6%</b>	<b>8.2%</b>	<b>8.6%</b>	<b>8.7%</b>	<b>2,317</b>	<b>2,075</b>	<b>2,275</b>	<b>340</b>	<b>287</b>	<b>329</b>
<b>EEOC</b>	<b>26.9%</b>	<b>23.7%</b>	<b>23.0%</b>	<b>32.0%</b>	<b>34.8%</b>	<b>35.4%</b>	<b>20.9%</b>	<b>20.2%</b>	<b>21.5%</b>	<b>7.1%</b>	<b>8.4%</b>	<b>9.0%</b>	<b>13.2%</b>	<b>12.9%</b>	<b>11.1%</b>	<b>1,105</b>	<b>1,005</b>	<b>1,060</b>	<b>114</b>	<b>95</b>	<b>102</b>
<b>EPA</b>	<b>23.6%</b>	<b>22.9%</b>	<b>24.2%</b>	<b>41.0%</b>	<b>43.1%</b>	<b>43.5%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>18.7%</b>	<b>7.3%</b>	<b>7.6%</b>	<b>6.7%</b>	<b>8.8%</b>	<b>7.1%</b>	<b>6.8%</b>	<b>3,839</b>	<b>3,290</b>	<b>3,403</b>	<b>533</b>	<b>480</b>	<b>445</b>
<b>FCC</b>	<b>26.4%</b>	<b>27.6%</b>	<b>26.0%</b>	<b>38.9%</b>	<b>40.1%</b>	<b>44.9%</b>	<b>18.6%</b>	<b>21.2%</b>	<b>19.4%</b>	<b>6.0%</b>	<b>4.2%</b>	<b>4.9%</b>	<b>10.1%</b>	<b>6.9%</b>	<b>4.8%</b>	<b>483</b>	<b>612</b>	<b>705</b>	<b>70</b>	<b>73</b>	<b>98</b>
<b>FERC</b>	<b>37.1%</b>	<b>32.7%</b>	<b>30.7%</b>	<b>41.1%</b>	<b>41.2%</b>	<b>43.8%</b>	<b>14.1%</b>	<b>17.9%</b>	<b>17.6%</b>	<b>3.9%</b>	<b>3.5%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>4.6%</b>	<b>4.2%</b>	<b>871</b>	<b>782</b>	<b>768</b>	<b>111</b>	<b>99</b>	<b>106</b>
<b>FTC</b>	<b>43.8%</b>	<b>41.7%</b>	<b>41.6%</b>	<b>39.7%</b>	<b>37.5%</b>	<b>38.8%</b>	<b>10.7%</b>	<b>12.7%</b>	<b>10.8%</b>	<b>2.1%</b>	<b>3.7%</b>	<b>5.1%</b>	<b>3.7%</b>	<b>4.4%</b>	<b>3.6%</b>	<b>546</b>	<b>462</b>	<b>494</b>	<b>62</b>	<b>48</b>	<b>63</b>

## Report by Agency

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>23.6%</b>	<b>22.8%</b>	<b>22.4%</b>	<b>41.9%</b>	<b>42.3%</b>	<b>43.0%</b>	<b>19.5%</b>	<b>20.2%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>374,659</b>	<b>347,433</b>	<b>334,239</b>	<b>36,134</b>	<b>33,840</b>	<b>31,656</b>
<b>GSA</b>	<b>28.0%</b>	<b>25.7%</b>	<b>27.0%</b>	<b>42.1%</b>	<b>42.7%</b>	<b>42.2%</b>	<b>18.8%</b>	<b>20.5%</b>	<b>19.5%</b>	<b>4.8%</b>	<b>4.9%</b>	<b>5.1%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>6,992</b>	<b>7,680</b>	<b>7,510</b>	<b>700</b>	<b>646</b>	<b>703</b>
<b>HHS</b>	<b>24.1%</b>	<b>23.2%</b>	<b>22.5%</b>	<b>43.1%</b>	<b>43.0%</b>	<b>42.9%</b>	<b>19.2%</b>	<b>19.7%</b>	<b>20.4%</b>	<b>6.2%</b>	<b>6.3%</b>	<b>6.5%</b>	<b>7.4%</b>	<b>7.9%</b>	<b>7.7%</b>	<b>32,089</b>	<b>28,470</b>	<b>28,087</b>	<b>3,664</b>	<b>3,342</b>	<b>3,315</b>
<b>HUD</b>	<b>18.4%</b>	<b>15.1%</b>	<b>16.6%</b>	<b>38.9%</b>	<b>38.0%</b>	<b>37.4%</b>	<b>23.0%</b>	<b>24.1%</b>	<b>24.9%</b>	<b>7.9%</b>	<b>8.0%</b>	<b>7.6%</b>	<b>11.8%</b>	<b>14.7%</b>	<b>13.5%</b>	<b>4,714</b>	<b>3,296</b>	<b>3,148</b>	<b>567</b>	<b>461</b>	<b>437</b>
<b>NARA</b>	<b>22.3%</b>	<b>22.5%</b>	<b>19.9%</b>	<b>38.0%</b>	<b>35.3%</b>	<b>38.4%</b>	<b>20.9%</b>	<b>20.6%</b>	<b>20.4%</b>	<b>6.8%</b>	<b>9.2%</b>	<b>8.3%</b>	<b>12.1%</b>	<b>12.3%</b>	<b>13.1%</b>	<b>1,525</b>	<b>1,460</b>	<b>1,415</b>	<b>163</b>	<b>184</b>	<b>173</b>
<b>NASA</b>	<b>42.9%</b>	<b>41.4%</b>	<b>40.4%</b>	<b>40.0%</b>	<b>41.0%</b>	<b>41.3%</b>	<b>11.0%</b>	<b>11.4%</b>	<b>11.7%</b>	<b>3.1%</b>	<b>3.1%</b>	<b>3.5%</b>	<b>3.1%</b>	<b>3.1%</b>	<b>3.2%</b>	<b>9,061</b>	<b>8,661</b>	<b>9,113</b>	<b>690</b>	<b>601</b>	<b>672</b>
<b>NCUA</b>	<b>27.7%</b>	<b>27.4%</b>	<b>26.9%</b>	<b>46.0%</b>	<b>43.5%</b>	<b>43.4%</b>	<b>18.0%</b>	<b>20.5%</b>	<b>19.7%</b>	<b>3.5%</b>	<b>4.6%</b>	<b>5.4%</b>	<b>4.7%</b>	<b>4.0%</b>	<b>4.6%</b>	<b>704</b>	<b>709</b>	<b>706</b>	<b>63</b>	<b>81</b>	<b>78</b>
<b>NLRB</b>	<b>29.2%</b>	<b>23.8%</b>	<b>24.2%</b>	<b>40.0%</b>	<b>43.4%</b>	<b>43.2%</b>	<b>17.7%</b>	<b>18.6%</b>	<b>18.8%</b>	<b>5.3%</b>	<b>6.7%</b>	<b>7.0%</b>	<b>7.8%</b>	<b>7.5%</b>	<b>6.8%</b>	<b>769</b>	<b>586</b>	<b>630</b>	<b>113</b>	<b>88</b>	<b>77</b>
<b>NRC</b>	<b>35.9%</b>	<b>34.8%</b>	<b>35.4%</b>	<b>40.2%</b>	<b>40.7%</b>	<b>41.1%</b>	<b>14.0%</b>	<b>14.8%</b>	<b>14.5%</b>	<b>5.2%</b>	<b>4.3%</b>	<b>4.9%</b>	<b>4.7%</b>	<b>5.3%</b>	<b>4.1%</b>	<b>2,384</b>	<b>2,219</b>	<b>2,233</b>	<b>241</b>	<b>207</b>	<b>236</b>
<b>NSF</b>	<b>30.1%</b>	<b>29.8%</b>	<b>29.2%</b>	<b>38.1%</b>	<b>37.4%</b>	<b>37.0%</b>	<b>16.1%</b>	<b>17.0%</b>	<b>17.9%</b>	<b>7.2%</b>	<b>6.5%</b>	<b>6.3%</b>	<b>8.4%</b>	<b>9.3%</b>	<b>9.5%</b>	<b>805</b>	<b>822</b>	<b>790</b>	<b>83</b>	<b>83</b>	<b>78</b>
<b>OMB</b>	<b>37.1%</b>	<b>36.7%</b>	<b>32.6%</b>	<b>44.2%</b>	<b>44.2%</b>	<b>45.0%</b>	<b>12.7%</b>	<b>12.5%</b>	<b>15.5%</b>	<b>3.4%</b>	<b>3.8%</b>	<b>4.2%</b>	<b>2.5%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>277</b>	<b>274</b>	<b>260</b>	<b>26</b>	<b>26</b>	<b>47</b>
<b>OPM</b>	<b>27.3%</b>	<b>26.7%</b>	<b>25.7%</b>	<b>44.1%</b>	<b>44.7%</b>	<b>44.5%</b>	<b>18.5%</b>	<b>19.3%</b>	<b>20.4%</b>	<b>4.6%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>5.4%</b>	<b>5.3%</b>	<b>5.5%</b>	<b>2,885</b>	<b>3,071</b>	<b>2,533</b>	<b>426</b>	<b>457</b>	<b>323</b>
<b>PBGC</b>	<b>25.5%</b>	<b>23.9%</b>	<b>22.6%</b>	<b>44.2%</b>	<b>40.2%</b>	<b>41.9%</b>	<b>17.4%</b>	<b>20.4%</b>	<b>21.3%</b>	<b>5.2%</b>	<b>6.4%</b>	<b>6.9%</b>	<b>7.7%</b>	<b>9.2%</b>	<b>7.3%</b>	<b>559</b>	<b>419</b>	<b>330</b>	<b>58</b>	<b>50</b>	<b>52</b>
<b>RRB</b>	<b>23.7%</b>	<b>23.2%</b>	<b>24.3%</b>	<b>46.4%</b>	<b>47.3%</b>	<b>48.0%</b>	<b>20.5%</b>	<b>20.0%</b>	<b>20.2%</b>	<b>5.0%</b>	<b>4.3%</b>	<b>3.1%</b>	<b>4.4%</b>	<b>5.3%</b>	<b>4.3%</b>	<b>417</b>	<b>468</b>	<b>541</b>	<b>53</b>	<b>52</b>	<b>52</b>
<b>SBA</b>	<b>21.6%</b>	<b>22.9%</b>	<b>21.1%</b>	<b>36.0%</b>	<b>38.5%</b>	<b>41.2%</b>	<b>21.2%</b>	<b>21.3%</b>	<b>20.0%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>8.3%</b>	<b>13.5%</b>	<b>9.6%</b>	<b>9.3%</b>	<b>1,180</b>	<b>1,222</b>	<b>1,362</b>	<b>95</b>	<b>137</b>	<b>128</b>
<b>SEC</b>	<b>30.8%</b>	<b>26.8%</b>	<b>24.3%</b>	<b>37.4%</b>	<b>38.9%</b>	<b>39.2%</b>	<b>16.9%</b>	<b>19.9%</b>	<b>20.7%</b>	<b>6.2%</b>	<b>5.9%</b>	<b>5.8%</b>	<b>8.6%</b>	<b>8.5%</b>	<b>10.0%</b>	<b>1,645</b>	<b>2,068</b>	<b>2,015</b>	<b>235</b>	<b>364</b>	<b>359</b>

## Report by Agency

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>23.6%</b>	<b>22.8%</b>	<b>22.4%</b>	<b>41.9%</b>	<b>42.3%</b>	<b>43.0%</b>	<b>19.5%</b>	<b>20.2%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>374,659</b>	<b>347,433</b>	<b>334,239</b>	<b>36,134</b>	<b>33,840</b>	<b>31,656</b>
<b>SSA</b>	<b>27.3%</b>	<b>24.5%</b>	<b>23.6%</b>	<b>41.7%</b>	<b>42.2%</b>	<b>41.9%</b>	<b>18.8%</b>	<b>20.4%</b>	<b>21.1%</b>	<b>5.2%</b>	<b>5.4%</b>	<b>5.7%</b>	<b>7.1%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>9,434</b>	<b>8,505</b>	<b>7,425</b>	<b>763</b>	<b>728</b>	<b>650</b>
<b>State</b>	<b>29.8%</b>	<b>28.8%</b>	<b>29.3%</b>	<b>47.1%</b>	<b>46.5%</b>	<b>47.5%</b>	<b>14.0%</b>	<b>15.2%</b>	<b>14.8%</b>	<b>4.6%</b>	<b>4.7%</b>	<b>4.3%</b>	<b>4.4%</b>	<b>4.7%</b>	<b>4.2%</b>	<b>3,661</b>	<b>3,388</b>	<b>2,262</b>	<b>293</b>	<b>247</b>	<b>177</b>
<b>Treas</b>	<b>24.2%</b>	<b>24.4%</b>	<b>24.9%</b>	<b>43.1%</b>	<b>43.9%</b>	<b>43.3%</b>	<b>20.1%</b>	<b>19.8%</b>	<b>19.8%</b>	<b>5.4%</b>	<b>5.2%</b>	<b>5.1%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>45,236</b>	<b>44,710</b>	<b>44,015</b>	<b>5,304</b>	<b>5,093</b>	<b>4,716</b>
<b>USAID</b>	<b>27.0%</b>	<b>24.2%</b>	<b>23.8%</b>	<b>48.4%</b>	<b>45.4%</b>	<b>49.0%</b>	<b>14.0%</b>	<b>17.6%</b>	<b>15.8%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>5.7%</b>	<b>4.6%</b>	<b>6.8%</b>	<b>5.7%</b>	<b>1,779</b>	<b>1,818</b>	<b>2,016</b>	<b>179</b>	<b>159</b>	<b>201</b>
<b>USDA</b>	<b>22.5%</b>	<b>21.6%</b>	<b>20.5%</b>	<b>46.8%</b>	<b>47.2%</b>	<b>47.4%</b>	<b>17.7%</b>	<b>18.1%</b>	<b>18.7%</b>	<b>6.5%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>6.5%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>18,836</b>	<b>18,497</b>	<b>12,055</b>	<b>1,369</b>	<b>1,292</b>	<b>918</b>
<b>VA</b>	<b>19.2%</b>	<b>19.0%</b>	<b>19.9%</b>	<b>41.1%</b>	<b>40.9%</b>	<b>41.3%</b>	<b>21.1%</b>	<b>22.1%</b>	<b>21.4%</b>	<b>7.9%</b>	<b>7.6%</b>	<b>7.7%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>9.6%</b>	<b>28,795</b>	<b>24,615</b>	<b>27,064</b>	<b>2,136</b>	<b>1,777</b>	<b>1,758</b>
<b>Small Agencies</b>	<b>28.4%</b>	<b>26.8%</b>	<b>26.1%</b>	<b>40.3%</b>	<b>38.9%</b>	<b>41.4%</b>	<b>17.2%</b>	<b>18.7%</b>	<b>18.8%</b>	<b>5.8%</b>	<b>7.0%</b>	<b>5.7%</b>	<b>8.3%</b>	<b>8.6%</b>	<b>8.0%</b>	<b>4,509</b>	<b>4,109</b>	<b>4,430</b>	<b>532</b>	<b>560</b>	<b>554</b>
<b>DOD</b>	<b>25.5%</b>	<b>24.1%</b>	<b>22.8%</b>	<b>41.8%</b>	<b>42.3%</b>	<b>43.2%</b>	<b>18.9%</b>	<b>20.0%</b>	<b>20.5%</b>	<b>6.4%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>7.3%</b>	<b>7.3%</b>	<b>7.2%</b>	<b>65,453</b>	<b>66,992</b>	<b>58,203</b>	<b>5,336</b>	<b>5,565</b>	<b>4,729</b>
<b>USACE</b>	<b>25.5%</b>	<b>23.8%</b>	<b>21.0%</b>	<b>45.6%</b>	<b>43.7%</b>	<b>48.2%</b>	<b>17.4%</b>	<b>19.1%</b>	<b>17.9%</b>	<b>5.5%</b>	<b>6.9%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.6%</b>	<b>6.7%</b>	<b>3,928</b>	<b>2,159</b>	<b>1,967</b>	<b>305</b>	<b>196</b>	<b>182</b>
<b>Air Force</b>	<b>28.3%</b>	<b>26.8%</b>	<b>24.7%</b>	<b>42.5%</b>	<b>42.2%</b>	<b>43.0%</b>	<b>17.0%</b>	<b>18.5%</b>	<b>19.7%</b>	<b>5.7%</b>	<b>5.7%</b>	<b>6.0%</b>	<b>6.4%</b>	<b>6.8%</b>	<b>6.6%</b>	<b>16,805</b>	<b>17,159</b>	<b>10,907</b>	<b>1,398</b>	<b>1,351</b>	<b>833</b>
<b>Army‡</b>	<b>24.1%</b>	<b>22.0%</b>	<b>21.2%</b>	<b>39.8%</b>	<b>40.7%</b>	<b>41.6%</b>	<b>20.1%</b>	<b>21.8%</b>	<b>22.1%</b>	<b>7.6%</b>	<b>7.1%</b>	<b>7.1%</b>	<b>8.4%</b>	<b>8.4%</b>	<b>8.1%</b>	<b>14,943</b>	<b>17,721</b>	<b>17,614</b>	<b>1,236</b>	<b>1,519</b>	<b>1,603</b>
<b>Navy‡</b>	<b>25.2%</b>	<b>24.0%</b>	<b>23.5%</b>	<b>44.0%</b>	<b>44.8%</b>	<b>45.1%</b>	<b>18.8%</b>	<b>19.2%</b>	<b>20.0%</b>	<b>5.8%</b>	<b>5.9%</b>	<b>5.5%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>5.9%</b>	<b>14,666</b>	<b>16,000</b>	<b>15,807</b>	<b>1,063</b>	<b>1,208</b>	<b>1,091</b>
<b>Marine Corps</b>	<b>25.1%</b>	<b>27.2%</b>	<b>23.5%</b>	<b>37.0%</b>	<b>39.0%</b>	<b>40.8%</b>	<b>21.2%</b>	<b>19.5%</b>	<b>20.3%</b>	<b>6.9%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>9.6%</b>	<b>7.5%</b>	<b>8.2%</b>	<b>1,514</b>	<b>1,557</b>	<b>1,883</b>	<b>119</b>	<b>119</b>	<b>147</b>
<b>DOD 4th Estate</b>	<b>24.7%</b>	<b>23.7%</b>	<b>22.9%</b>	<b>40.5%</b>	<b>41.3%</b>	<b>42.1%</b>	<b>19.6%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.2%</b>	<b>6.2%</b>	<b>8.6%</b>	<b>8.0%</b>	<b>8.5%</b>	<b>13,597</b>	<b>12,396</b>	<b>10,025</b>	<b>1,215</b>	<b>1,172</b>	<b>873</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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

## Report by Agency

**(39) My agency is successful at accomplishing its mission.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.0%</b>	<b>20.1%</b>	<b>20.7%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>17.8%</b>	<b>18.2%</b>	<b>17.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>404,808</b>	<b>375,864</b>	<b>360,459</b>	<b>7,655</b>	<b>7,407</b>	<b>6,811</b>
<b>BBG</b>	<b>16.7%</b>	<b>11.1%</b>	<b>13.8%</b>	<b>41.7%</b>	<b>43.0%</b>	<b>42.6%</b>	<b>22.2%</b>	<b>24.8%</b>	<b>24.6%</b>	<b>9.9%</b>	<b>11.7%</b>	<b>10.6%</b>	<b>9.5%</b>	<b>9.4%</b>	<b>8.4%</b>	<b>1,051</b>	<b>1,008</b>	<b>1,100</b>	<b>35</b>	<b>36</b>	<b>42</b>
<b>CSOSA</b>	<b>24.4%</b>	<b>22.5%</b>	<b>23.0%</b>	<b>54.7%</b>	<b>49.6%</b>	<b>51.2%</b>	<b>15.1%</b>	<b>20.0%</b>	<b>18.8%</b>	<b>3.7%</b>	<b>4.9%</b>	<b>3.5%</b>	<b>2.2%</b>	<b>3.1%</b>	<b>3.5%</b>	<b>624</b>	<b>690</b>	<b>682</b>	<b>9</b>	<b>17</b>	<b>11</b>
<b>DHS</b>	<b>14.7%</b>	<b>15.7%</b>	<b>16.3%</b>	<b>45.1%</b>	<b>47.2%</b>	<b>49.3%</b>	<b>20.8%</b>	<b>20.5%</b>	<b>19.7%</b>	<b>9.3%</b>	<b>8.5%</b>	<b>7.7%</b>	<b>10.1%</b>	<b>8.2%</b>	<b>7.0%</b>	<b>41,397</b>	<b>40,857</b>	<b>37,366</b>	<b>668</b>	<b>693</b>	<b>580</b>
<b>DOC</b>	<b>25.7%</b>	<b>28.0%</b>	<b>27.0%</b>	<b>54.4%</b>	<b>54.3%</b>	<b>55.3%</b>	<b>14.5%</b>	<b>13.0%</b>	<b>13.4%</b>	<b>3.7%</b>	<b>3.4%</b>	<b>2.9%</b>	<b>1.6%</b>	<b>1.3%</b>	<b>1.4%</b>	<b>9,721</b>	<b>9,525</b>	<b>9,055</b>	<b>229</b>	<b>200</b>	<b>213</b>
<b>DOE</b>	<b>20.3%</b>	<b>17.9%</b>	<b>20.4%</b>	<b>54.5%</b>	<b>54.8%</b>	<b>55.5%</b>	<b>17.6%</b>	<b>19.1%</b>	<b>16.9%</b>	<b>5.1%</b>	<b>5.6%</b>	<b>4.9%</b>	<b>2.6%</b>	<b>2.6%</b>	<b>2.4%</b>	<b>8,175</b>	<b>6,277</b>	<b>6,456</b>	<b>184</b>	<b>121</b>	<b>128</b>
<b>DOI</b>	<b>16.5%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>51.8%</b>	<b>52.7%</b>	<b>54.1%</b>	<b>20.5%</b>	<b>20.4%</b>	<b>19.6%</b>	<b>7.5%</b>	<b>7.6%</b>	<b>6.8%</b>	<b>3.7%</b>	<b>3.7%</b>	<b>3.0%</b>	<b>25,397</b>	<b>17,686</b>	<b>17,728</b>	<b>498</b>	<b>371</b>	<b>329</b>
<b>DOJ</b>	<b>27.7%</b>	<b>25.9%</b>	<b>25.6%</b>	<b>54.6%</b>	<b>55.4%</b>	<b>56.2%</b>	<b>12.7%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>3.4%</b>	<b>3.2%</b>	<b>3.2%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>1.6%</b>	<b>19,363</b>	<b>16,462</b>	<b>16,236</b>	<b>228</b>	<b>222</b>	<b>204</b>
<b>DOL</b>	<b>25.1%</b>	<b>21.4%</b>	<b>22.3%</b>	<b>53.2%</b>	<b>53.2%</b>	<b>52.2%</b>	<b>15.2%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>4.1%</b>	<b>5.0%</b>	<b>5.1%</b>	<b>2.4%</b>	<b>2.9%</b>	<b>2.9%</b>	<b>10,973</b>	<b>10,548</b>	<b>4,921</b>	<b>222</b>	<b>234</b>	<b>117</b>
<b>DOT</b>	<b>23.1%</b>	<b>21.0%</b>	<b>21.2%</b>	<b>55.2%</b>	<b>56.7%</b>	<b>55.6%</b>	<b>15.5%</b>	<b>15.9%</b>	<b>16.9%</b>	<b>4.5%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>1.7%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>15,085</b>	<b>11,264</b>	<b>22,440</b>	<b>241</b>	<b>201</b>	<b>321</b>
<b>Educ</b>	<b>21.8%</b>	<b>20.1%</b>	<b>21.3%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>18.5%</b>	<b>18.7%</b>	<b>17.2%</b>	<b>5.3%</b>	<b>6.0%</b>	<b>5.0%</b>	<b>2.3%</b>	<b>2.3%</b>	<b>2.7%</b>	<b>2,602</b>	<b>2,309</b>	<b>2,549</b>	<b>69</b>	<b>61</b>	<b>77</b>
<b>EEOC</b>	<b>23.8%</b>	<b>22.0%</b>	<b>19.6%</b>	<b>50.0%</b>	<b>46.4%</b>	<b>50.5%</b>	<b>16.4%</b>	<b>18.4%</b>	<b>17.0%</b>	<b>6.1%</b>	<b>8.6%</b>	<b>8.0%</b>	<b>3.7%</b>	<b>4.6%</b>	<b>4.9%</b>	<b>1,206</b>	<b>1,079</b>	<b>1,138</b>	<b>25</b>	<b>24</b>	<b>27</b>
<b>EPA</b>	<b>15.8%</b>	<b>14.0%</b>	<b>15.6%</b>	<b>54.2%</b>	<b>53.4%</b>	<b>54.4%</b>	<b>19.9%</b>	<b>22.2%</b>	<b>19.4%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>7.6%</b>	<b>3.1%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>4,328</b>	<b>3,729</b>	<b>3,800</b>	<b>72</b>	<b>61</b>	<b>65</b>
<b>FCC</b>	<b>21.6%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>51.3%</b>	<b>57.9%</b>	<b>58.4%</b>	<b>17.6%</b>	<b>18.5%</b>	<b>18.1%</b>	<b>5.1%</b>	<b>2.7%</b>	<b>3.1%</b>	<b>4.3%</b>	<b>2.1%</b>	<b>1.1%</b>	<b>542</b>	<b>670</b>	<b>779</b>	<b>14</b>	<b>21</b>	<b>24</b>
<b>FERC</b>	<b>33.0%</b>	<b>32.0%</b>	<b>27.8%</b>	<b>53.9%</b>	<b>55.5%</b>	<b>57.0%</b>	<b>10.4%</b>	<b>9.8%</b>	<b>11.8%</b>	<b>1.7%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>974</b>	<b>866</b>	<b>859</b>	<b>15</b>	<b>19</b>	<b>22</b>
<b>FTC</b>	<b>48.0%</b>	<b>44.8%</b>	<b>44.2%</b>	<b>44.6%</b>	<b>46.3%</b>	<b>45.9%</b>	<b>5.5%</b>	<b>6.1%</b>	<b>8.0%</b>	<b>0.8%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.3%</b>	<b>610</b>	<b>502</b>	<b>551</b>	<b>6</b>	<b>9</b>	<b>5</b>

## Report by Agency

**(39) My agency is successful at accomplishing its mission.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.0%</b>	<b>20.1%</b>	<b>20.7%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>17.8%</b>	<b>18.2%</b>	<b>17.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>404,808</b>	<b>375,864</b>	<b>360,459</b>	<b>7,655</b>	<b>7,407</b>	<b>6,811</b>
<b>GSA</b>	<b>23.4%</b>	<b>20.4%</b>	<b>22.0%</b>	<b>52.3%</b>	<b>54.4%</b>	<b>54.1%</b>	<b>17.8%</b>	<b>17.9%</b>	<b>17.3%</b>	<b>3.9%</b>	<b>4.8%</b>	<b>4.3%</b>	<b>2.6%</b>	<b>2.6%</b>	<b>2.4%</b>	<b>7,605</b>	<b>8,257</b>	<b>8,086</b>	<b>133</b>	<b>155</b>	<b>145</b>
<b>HHS</b>	<b>24.5%</b>	<b>22.9%</b>	<b>22.3%</b>	<b>53.0%</b>	<b>52.8%</b>	<b>53.9%</b>	<b>16.0%</b>	<b>16.9%</b>	<b>17.2%</b>	<b>4.1%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>2.4%</b>	<b>2.9%</b>	<b>2.5%</b>	<b>35,190</b>	<b>31,262</b>	<b>30,842</b>	<b>701</b>	<b>682</b>	<b>664</b>
<b>HUD</b>	<b>15.0%</b>	<b>11.0%</b>	<b>12.5%</b>	<b>50.0%</b>	<b>45.7%</b>	<b>47.5%</b>	<b>24.1%</b>	<b>27.3%</b>	<b>25.4%</b>	<b>6.3%</b>	<b>8.2%</b>	<b>8.2%</b>	<b>4.5%</b>	<b>7.9%</b>	<b>6.4%</b>	<b>5,149</b>	<b>3,652</b>	<b>3,480</b>	<b>151</b>	<b>139</b>	<b>119</b>
<b>NARA</b>	<b>16.4%</b>	<b>14.2%</b>	<b>13.2%</b>	<b>41.4%</b>	<b>41.5%</b>	<b>45.0%</b>	<b>22.0%</b>	<b>24.1%</b>	<b>24.8%</b>	<b>11.6%</b>	<b>11.9%</b>	<b>9.2%</b>	<b>8.6%</b>	<b>8.3%</b>	<b>7.7%</b>	<b>1,652</b>	<b>1,602</b>	<b>1,539</b>	<b>48</b>	<b>54</b>	<b>50</b>
<b>NASA</b>	<b>37.7%</b>	<b>34.8%</b>	<b>32.8%</b>	<b>47.9%</b>	<b>47.1%</b>	<b>48.2%</b>	<b>10.1%</b>	<b>12.3%</b>	<b>12.6%</b>	<b>3.0%</b>	<b>4.2%</b>	<b>4.5%</b>	<b>1.3%</b>	<b>1.6%</b>	<b>2.0%</b>	<b>9,676</b>	<b>9,205</b>	<b>9,694</b>	<b>106</b>	<b>108</b>	<b>118</b>
<b>NCUA</b>	<b>24.2%</b>	<b>26.6%</b>	<b>22.2%</b>	<b>56.2%</b>	<b>54.2%</b>	<b>56.4%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>15.3%</b>	<b>3.1%</b>	<b>2.9%</b>	<b>4.1%</b>	<b>1.4%</b>	<b>1.2%</b>	<b>1.9%</b>	<b>753</b>	<b>779</b>	<b>774</b>	<b>12</b>	<b>16</b>	<b>14</b>
<b>NLRB</b>	<b>26.7%</b>	<b>20.7%</b>	<b>19.4%</b>	<b>53.5%</b>	<b>52.7%</b>	<b>51.5%</b>	<b>13.9%</b>	<b>17.5%</b>	<b>18.7%</b>	<b>4.6%</b>	<b>6.4%</b>	<b>7.8%</b>	<b>1.3%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>873</b>	<b>675</b>	<b>699</b>	<b>20</b>	<b>6</b>	<b>8</b>
<b>NRC</b>	<b>39.5%</b>	<b>38.1%</b>	<b>39.7%</b>	<b>49.4%</b>	<b>50.6%</b>	<b>49.5%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>7.5%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>2.4%</b>	<b>0.8%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>2,619</b>	<b>2,424</b>	<b>2,452</b>	<b>22</b>	<b>16</b>	<b>22</b>
<b>NSF</b>	<b>38.7%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>48.6%</b>	<b>48.0%</b>	<b>48.5%</b>	<b>9.7%</b>	<b>11.0%</b>	<b>9.3%</b>	<b>2.1%</b>	<b>2.3%</b>	<b>2.7%</b>	<b>0.9%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>878</b>	<b>894</b>	<b>864</b>	<b>12</b>	<b>10</b>	<b>11</b>
<b>OMB</b>	<b>25.4%</b>	<b>18.4%</b>	<b>18.4%</b>	<b>53.0%</b>	<b>53.4%</b>	<b>54.5%</b>	<b>17.9%</b>	<b>18.8%</b>	<b>15.5%</b>	<b>3.3%</b>	<b>8.5%</b>	<b>7.5%</b>	<b>0.4%</b>	<b>0.9%</b>	<b>4.1%</b>	<b>302</b>	<b>298</b>	<b>303</b>	<b>3</b>	<b>3</b>	<b>5</b>
<b>OPM</b>	<b>21.1%</b>	<b>20.8%</b>	<b>24.2%</b>	<b>55.0%</b>	<b>56.2%</b>	<b>56.1%</b>	<b>16.5%</b>	<b>15.7%</b>	<b>14.6%</b>	<b>4.9%</b>	<b>5.0%</b>	<b>3.4%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.6%</b>	<b>3,240</b>	<b>3,448</b>	<b>2,786</b>	<b>89</b>	<b>101</b>	<b>79</b>
<b>PBGC</b>	<b>22.9%</b>	<b>24.2%</b>	<b>24.1%</b>	<b>55.7%</b>	<b>55.3%</b>	<b>58.7%</b>	<b>14.0%</b>	<b>14.3%</b>	<b>11.2%</b>	<b>5.0%</b>	<b>2.9%</b>	<b>3.6%</b>	<b>2.4%</b>	<b>3.2%</b>	<b>2.5%</b>	<b>606</b>	<b>463</b>	<b>379</b>	<b>9</b>	<b>6</b>	<b>7</b>
<b>RRB</b>	<b>26.5%</b>	<b>27.9%</b>	<b>30.7%</b>	<b>54.4%</b>	<b>56.4%</b>	<b>53.4%</b>	<b>14.6%</b>	<b>13.2%</b>	<b>14.3%</b>	<b>2.4%</b>	<b>1.7%</b>	<b>0.6%</b>	<b>2.1%</b>	<b>0.8%</b>	<b>1.1%</b>	<b>460</b>	<b>500</b>	<b>582</b>	<b>13</b>	<b>22</b>	<b>17</b>
<b>SBA</b>	<b>17.4%</b>	<b>18.8%</b>	<b>19.5%</b>	<b>48.1%</b>	<b>49.6%</b>	<b>54.6%</b>	<b>23.4%</b>	<b>21.4%</b>	<b>18.2%</b>	<b>6.1%</b>	<b>5.8%</b>	<b>5.4%</b>	<b>4.8%</b>	<b>4.3%</b>	<b>2.4%</b>	<b>1,231</b>	<b>1,317</b>	<b>1,449</b>	<b>45</b>	<b>43</b>	<b>37</b>
<b>SEC</b>	<b>23.1%</b>	<b>19.4%</b>	<b>16.2%</b>	<b>56.9%</b>	<b>56.8%</b>	<b>56.1%</b>	<b>13.5%</b>	<b>16.5%</b>	<b>18.4%</b>	<b>4.6%</b>	<b>4.9%</b>	<b>6.5%</b>	<b>1.9%</b>	<b>2.4%</b>	<b>2.9%</b>	<b>1,853</b>	<b>2,391</b>	<b>2,331</b>	<b>35</b>	<b>41</b>	<b>52</b>

## Report by Agency

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.0%</b>	<b>20.1%</b>	<b>20.7%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>17.8%</b>	<b>18.2%</b>	<b>17.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>404,808</b>	<b>375,864</b>	<b>360,459</b>	<b>7,655</b>	<b>7,407</b>	<b>6,811</b>
<b>SSA</b>	<b>21.3%</b>	<b>19.6%</b>	<b>19.9%</b>	<b>53.8%</b>	<b>54.7%</b>	<b>55.2%</b>	<b>18.4%</b>	<b>18.6%</b>	<b>18.2%</b>	<b>4.3%</b>	<b>4.7%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>10,028</b>	<b>9,090</b>	<b>7,925</b>	<b>190</b>	<b>167</b>	<b>161</b>
<b>State</b>	<b>21.6%</b>	<b>20.6%</b>	<b>22.6%</b>	<b>58.9%</b>	<b>59.0%</b>	<b>58.9%</b>	<b>14.3%</b>	<b>15.8%</b>	<b>13.4%</b>	<b>3.8%</b>	<b>3.3%</b>	<b>3.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>3,920</b>	<b>3,617</b>	<b>2,410</b>	<b>41</b>	<b>37</b>	<b>37</b>
<b>Treas</b>	<b>18.0%</b>	<b>17.7%</b>	<b>19.3%</b>	<b>49.5%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>20.1%</b>	<b>19.9%</b>	<b>18.6%</b>	<b>7.3%</b>	<b>6.5%</b>	<b>5.5%</b>	<b>5.1%</b>	<b>4.2%</b>	<b>4.3%</b>	<b>49,178</b>	<b>48,416</b>	<b>47,619</b>	<b>1,523</b>	<b>1,515</b>	<b>1,288</b>
<b>USAID</b>	<b>17.4%</b>	<b>15.6%</b>	<b>14.3%</b>	<b>55.0%</b>	<b>51.8%</b>	<b>55.7%</b>	<b>18.7%</b>	<b>21.5%</b>	<b>21.5%</b>	<b>6.0%</b>	<b>7.8%</b>	<b>6.3%</b>	<b>3.0%</b>	<b>3.3%</b>	<b>2.2%</b>	<b>1,941</b>	<b>1,951</b>	<b>2,195</b>	<b>24</b>	<b>40</b>	<b>33</b>
<b>USDA</b>	<b>16.5%</b>	<b>14.8%</b>	<b>15.5%</b>	<b>53.7%</b>	<b>53.9%</b>	<b>53.7%</b>	<b>20.3%</b>	<b>20.9%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>7.3%</b>	<b>7.1%</b>	<b>2.9%</b>	<b>3.2%</b>	<b>3.3%</b>	<b>19,965</b>	<b>19,492</b>	<b>12,773</b>	<b>379</b>	<b>415</b>	<b>247</b>
<b>VA</b>	<b>15.9%</b>	<b>15.8%</b>	<b>17.1%</b>	<b>48.6%</b>	<b>49.1%</b>	<b>50.4%</b>	<b>23.4%</b>	<b>23.2%</b>	<b>21.8%</b>	<b>7.4%</b>	<b>7.3%</b>	<b>6.6%</b>	<b>4.8%</b>	<b>4.5%</b>	<b>4.1%</b>	<b>30,571</b>	<b>26,021</b>	<b>28,383</b>	<b>541</b>	<b>504</b>	<b>499</b>
<b>Small Agencies</b>	<b>29.4%</b>	<b>27.8%</b>	<b>28.2%</b>	<b>47.8%</b>	<b>47.7%</b>	<b>49.5%</b>	<b>13.8%</b>	<b>15.3%</b>	<b>14.1%</b>	<b>4.8%</b>	<b>5.3%</b>	<b>4.7%</b>	<b>4.2%</b>	<b>3.8%</b>	<b>3.4%</b>	<b>4,951</b>	<b>4,610</b>	<b>4,921</b>	<b>99</b>	<b>86</b>	<b>94</b>
<b>DOD</b>	<b>23.7%</b>	<b>22.5%</b>	<b>22.8%</b>	<b>55.2%</b>	<b>55.5%</b>	<b>55.9%</b>	<b>15.3%</b>	<b>16.0%</b>	<b>15.8%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>3.7%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.7%</b>	<b>70,119</b>	<b>72,028</b>	<b>62,313</b>	<b>944</b>	<b>951</b>	<b>939</b>
<b>USACE</b>	<b>23.1%</b>	<b>18.7%</b>	<b>18.8%</b>	<b>57.7%</b>	<b>60.3%</b>	<b>59.2%</b>	<b>14.5%</b>	<b>15.5%</b>	<b>16.2%</b>	<b>3.6%</b>	<b>4.1%</b>	<b>4.6%</b>	<b>1.1%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>4,187</b>	<b>2,328</b>	<b>2,133</b>	<b>50</b>	<b>34</b>	<b>40</b>
<b>Air Force</b>	<b>26.5%</b>	<b>24.7%</b>	<b>24.8%</b>	<b>56.1%</b>	<b>55.5%</b>	<b>56.7%</b>	<b>13.1%</b>	<b>14.5%</b>	<b>13.8%</b>	<b>3.1%</b>	<b>3.7%</b>	<b>3.4%</b>	<b>1.2%</b>	<b>1.6%</b>	<b>1.3%</b>	<b>18,089</b>	<b>18,432</b>	<b>11,685</b>	<b>196</b>	<b>185</b>	<b>117</b>
<b>Army‡</b>	<b>23.1%</b>	<b>22.0%</b>	<b>22.2%</b>	<b>54.7%</b>	<b>55.1%</b>	<b>55.1%</b>	<b>16.2%</b>	<b>16.6%</b>	<b>16.9%</b>	<b>4.0%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>2.0%</b>	<b>2.1%</b>	<b>1.9%</b>	<b>16,012</b>	<b>19,094</b>	<b>19,014</b>	<b>202</b>	<b>263</b>	<b>311</b>
<b>Navy‡</b>	<b>22.6%</b>	<b>21.4%</b>	<b>23.2%</b>	<b>56.0%</b>	<b>57.0%</b>	<b>57.0%</b>	<b>15.3%</b>	<b>16.1%</b>	<b>15.2%</b>	<b>4.5%</b>	<b>3.9%</b>	<b>3.1%</b>	<b>1.7%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>15,597</b>	<b>17,080</b>	<b>16,686</b>	<b>215</b>	<b>231</b>	<b>274</b>
<b>Marine Corps</b>	<b>26.2%</b>	<b>28.3%</b>	<b>25.6%</b>	<b>51.0%</b>	<b>51.6%</b>	<b>52.5%</b>	<b>15.6%</b>	<b>15.1%</b>	<b>16.0%</b>	<b>4.3%</b>	<b>2.8%</b>	<b>3.9%</b>	<b>2.8%</b>	<b>2.3%</b>	<b>2.0%</b>	<b>1,618</b>	<b>1,661</b>	<b>2,005</b>	<b>28</b>	<b>28</b>	<b>31</b>
<b>DOD 4th Estate</b>	<b>22.6%</b>	<b>22.5%</b>	<b>21.5%</b>	<b>53.2%</b>	<b>52.8%</b>	<b>53.8%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>17.8%</b>	<b>4.3%</b>	<b>4.6%</b>	<b>4.6%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.3%</b>	<b>14,616</b>	<b>13,433</b>	<b>10,790</b>	<b>253</b>	<b>210</b>	<b>166</b>

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

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