

Report by Agency

(40) I recommend my organization as a good place to work.

	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
All Responses	22.1%	21.0%	21.5%	40.6%	41.1%	41.7%	20.9%	21.6%	21.4%	10.5%	10.7%	10.3%	5.9%	5.6%	5.1%	412,958	383,760	367,707
BBG	13.2%	9.0%	10.1%	31.6%	31.1%	36.3%	26.1%	28.2%	27.7%	16.3%	18.4%	13.9%	12.8%	13.3%	12.0%	1,088	1,043	1,145
CSOSA	18.7%	20.0%	19.1%	41.6%	36.9%	39.5%	24.7%	23.0%	24.3%	9.9%	12.6%	11.5%	5.1%	7.4%	5.5%	635	706	703
DHS	12.9%	13.8%	14.4%	32.9%	34.3%	37.5%	24.2%	24.6%	24.2%	16.4%	16.1%	14.3%	13.6%	11.3%	9.6%	42,097	41,534	37,980
DOC	29.3%	32.7%	30.5%	42.6%	41.1%	43.0%	16.9%	15.8%	16.3%	7.3%	7.1%	7.4%	3.9%	3.3%	2.9%	9,955	9,752	9,285
DOE	19.2%	17.1%	20.9%	40.8%	40.0%	39.8%	21.0%	22.4%	21.9%	12.3%	13.3%	11.6%	6.7%	7.2%	5.7%	8,368	6,413	6,591
DOI	21.6%	19.9%	21.0%	41.6%	42.6%	42.7%	21.1%	21.1%	21.0%	10.4%	10.8%	10.3%	5.3%	5.6%	5.0%	25,903	18,055	18,047
DOJ	29.3%	25.8%	25.8%	43.0%	44.4%	44.1%	17.2%	18.7%	19.1%	7.3%	7.7%	7.8%	3.2%	3.4%	3.2%	19,604	16,704	16,449
DOL	23.9%	20.7%	20.1%	41.1%	39.9%	39.3%	19.5%	20.7%	20.7%	9.1%	11.2%	12.1%	6.4%	7.5%	7.8%	11,215	10,803	5,046
DOT	25.2%	22.3%	20.7%	43.0%	44.0%	45.8%	18.3%	19.2%	19.3%	9.5%	9.8%	9.9%	4.0%	4.6%	4.3%	15,354	11,482	22,793
Educ	20.7%	19.9%	18.2%	39.4%	38.6%	38.3%	22.2%	20.5%	23.2%	11.2%	12.6%	12.1%	6.4%	8.3%	8.2%	2,676	2,382	2,628
EEOC	24.7%	21.6%	18.7%	36.3%	36.2%	39.5%	20.7%	22.0%	22.4%	10.8%	11.8%	11.5%	7.5%	8.4%	7.9%	1,231	1,110	1,171
EPA	21.5%	19.9%	22.8%	41.9%	42.7%	42.7%	20.5%	20.4%	19.9%	10.6%	12.3%	10.3%	5.4%	4.6%	4.2%	4,397	3,793	3,869
FCC	29.3%	30.4%	29.5%	33.0%	42.0%	46.1%	22.1%	18.2%	17.3%	10.1%	6.0%	4.5%	5.4%	3.4%	2.6%	556	691	803
FERC	44.0%	40.8%	34.3%	36.8%	37.2%	43.9%	13.1%	14.3%	14.3%	3.9%	5.1%	5.4%	2.1%	2.5%	2.2%	987	887	881
FTC	49.7%	50.9%	45.1%	33.6%	28.5%	33.2%	9.0%	11.7%	13.6%	5.8%	5.8%	5.9%	1.9%	3.1%	2.3%	615	510	554

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	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
All Responses	22.1%	21.0%	21.5%	40.6%	41.1%	41.7%	20.9%	21.6%	21.4%	10.5%	10.7%	10.3%	5.9%	5.6%	5.1%	412,958	383,760	367,707
GSA	27.4%	25.4%	27.0%	40.7%	41.7%	41.3%	19.7%	19.8%	19.2%	7.8%	8.7%	8.5%	4.4%	4.4%	4.0%	7,740	8,412	8,244
HHS	27.4%	25.2%	24.7%	41.6%	41.5%	42.6%	18.6%	19.9%	20.2%	8.2%	8.8%	8.3%	4.3%	4.6%	4.3%	35,926	31,995	31,563
HUD	15.3%	11.2%	11.7%	34.8%	31.0%	31.1%	24.4%	25.0%	25.4%	15.5%	17.2%	18.1%	10.0%	15.5%	13.8%	5,322	3,804	3,622
NARA	15.9%	13.4%	12.4%	31.8%	30.1%	32.3%	23.4%	24.7%	25.3%	15.5%	16.9%	16.9%	13.4%	14.9%	13.2%	1,703	1,663	1,594
NASA	47.6%	44.6%	43.4%	35.6%	36.8%	37.8%	10.4%	11.5%	11.6%	4.5%	4.8%	5.0%	2.0%	2.2%	2.2%	9,792	9,303	9,840
NCUA	35.8%	32.7%	29.1%	42.5%	42.5%	41.1%	14.5%	16.8%	19.9%	4.8%	5.4%	7.5%	2.3%	2.6%	2.4%	767	795	789
NLRB	23.9%	17.7%	18.0%	40.7%	40.1%	41.0%	20.2%	23.4%	23.6%	10.1%	11.9%	11.2%	5.2%	7.0%	6.2%	895	679	707
NRC	41.0%	40.6%	41.9%	38.0%	38.2%	38.6%	12.4%	13.3%	11.7%	6.4%	5.8%	5.8%	2.2%	2.1%	1.9%	2,643	2,435	2,479
NSF	35.5%	32.2%	29.2%	35.6%	38.1%	39.7%	18.0%	15.5%	16.7%	7.4%	8.7%	10.2%	3.6%	5.5%	4.1%	891	908	876
OMB	35.0%	25.0%	17.1%	47.5%	48.2%	45.9%	11.5%	17.8%	18.8%	4.9%	7.3%	13.2%	1.0%	1.8%	4.9%	304	302	308
OPM	27.1%	24.9%	28.6%	43.4%	44.5%	42.5%	17.3%	19.1%	18.1%	8.4%	7.5%	7.4%	3.8%	3.9%	3.3%	3,339	3,564	2,875
PBGC	20.3%	25.4%	20.5%	45.6%	39.0%	45.6%	19.8%	22.7%	20.1%	8.8%	6.2%	9.4%	5.6%	6.6%	4.3%	620	471	385
RRB	31.4%	32.3%	31.5%	41.5%	40.1%	43.2%	18.0%	18.2%	16.3%	5.4%	6.5%	5.8%	3.7%	2.9%	3.1%	471	519	597
SBA	14.7%	17.1%	19.1%	32.0%	34.0%	36.1%	24.1%	25.3%	24.8%	16.3%	13.9%	12.9%	13.0%	9.8%	7.1%	1,278	1,364	1,488
SEC	32.2%	27.2%	21.7%	41.7%	41.6%	42.1%	15.0%	17.9%	19.6%	7.0%	9.1%	10.8%	4.1%	4.3%	5.8%	1,888	2,431	2,387

Report by Agency

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	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
All Responses	22.1%	21.0%	21.5%	40.6%	41.1%	41.7%	20.9%	21.6%	21.4%	10.5%	10.7%	10.3%	5.9%	5.6%	5.1%	412,958	383,760	367,707
SSA	28.4%	24.6%	24.4%	43.5%	44.5%	44.1%	17.1%	18.2%	19.2%	7.6%	8.6%	8.0%	3.3%	4.1%	4.3%	10,233	9,286	8,081
State	31.3%	29.3%	32.5%	43.8%	46.9%	43.8%	15.8%	15.4%	15.7%	6.7%	6.0%	5.7%	2.5%	2.4%	2.3%	3,951	3,649	2,439
Treas	20.4%	21.4%	22.7%	39.9%	42.5%	42.1%	20.8%	20.1%	19.6%	12.1%	10.5%	10.1%	6.9%	5.4%	5.6%	50,889	50,146	48,988
USAID	20.5%	18.1%	19.1%	43.5%	44.5%	44.9%	21.4%	21.2%	22.3%	10.4%	12.2%	10.2%	4.1%	4.1%	3.5%	1,965	1,993	2,220
USDA	19.3%	17.0%	16.6%	43.4%	43.5%	43.3%	22.1%	22.9%	23.7%	10.7%	11.8%	11.5%	4.5%	4.8%	4.9%	20,361	19,950	13,044
VA	20.9%	21.3%	23.0%	40.5%	40.3%	41.3%	22.2%	22.5%	21.1%	10.6%	10.6%	9.7%	5.8%	5.4%	4.9%	31,104	26,509	28,882
Small Agencies	28.1%	24.8%	27.0%	35.8%	35.8%	36.8%	19.5%	21.4%	19.0%	9.3%	10.7%	10.9%	7.3%	7.4%	6.3%	5,063	4,698	5,015
DOD	21.2%	19.7%	20.1%	41.6%	41.7%	41.9%	21.6%	22.6%	22.7%	10.3%	10.7%	10.6%	5.2%	5.2%	4.7%	71,132	73,019	63,339
USACE	23.5%	20.0%	20.5%	46.5%	46.2%	43.8%	18.5%	19.6%	22.6%	8.1%	10.2%	9.7%	3.4%	4.0%	3.4%	4,239	2,361	2,167
Air Force	21.4%	19.8%	19.8%	42.2%	41.1%	41.6%	20.9%	22.6%	23.0%	10.5%	11.3%	11.1%	5.0%	5.1%	4.5%	18,253	18,613	11,823
Army‡	19.9%	18.2%	18.8%	39.8%	40.3%	40.6%	23.1%	24.2%	23.6%	11.4%	11.5%	11.6%	5.8%	5.8%	5.5%	16,238	19,376	19,332
Navy‡	21.4%	20.0%	21.1%	43.6%	43.7%	44.3%	21.3%	22.2%	21.4%	9.3%	9.7%	9.3%	4.4%	4.4%	3.9%	15,830	17,340	17,006
Marine Corps	20.8%	21.4%	22.6%	39.2%	40.8%	39.1%	22.4%	19.9%	22.7%	11.4%	11.9%	11.0%	6.3%	6.0%	4.7%	1,647	1,687	2,043
DOD 4th Estate	22.5%	21.4%	20.7%	39.6%	40.9%	41.1%	21.5%	22.0%	22.4%	10.4%	9.7%	10.3%	6.0%	6.0%	5.5%	14,925	13,642	10,968

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

(41) I believe the results of this survey will be used to make my agency a better place to work.

	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
All Responses	13.3%	12.6%	12.7%	25.7%	25.5%	25.5%	27.5%	28.5%	28.8%	17.8%	18.1%	18.2%	15.7%	15.2%	14.8%	379,647	350,655	335,303	33,765	33,370	32,630
BBG	18.3%	12.7%	16.5%	31.0%	31.3%	31.8%	21.2%	24.4%	24.5%	14.1%	14.9%	13.3%	15.4%	16.6%	13.8%	1,008	965	1,043	82	79	106
CSOSA	22.5%	23.0%	21.1%	36.8%	31.2%	34.6%	21.2%	22.3%	21.5%	11.1%	12.4%	13.8%	8.4%	11.1%	8.9%	606	657	646	26	45	54
DHS	11.0%	11.8%	12.3%	21.1%	22.8%	23.7%	22.8%	24.2%	24.8%	19.3%	18.9%	19.0%	25.8%	22.3%	20.2%	38,920	38,245	34,846	3,199	3,282	3,133
DOC	18.6%	20.3%	18.8%	30.9%	30.7%	28.5%	25.3%	26.0%	27.6%	14.4%	13.6%	15.3%	10.9%	9.4%	9.8%	9,197	8,899	8,407	765	864	895
DOE	10.1%	8.4%	9.2%	25.6%	22.9%	24.9%	27.9%	29.7%	29.2%	19.9%	22.1%	21.2%	16.6%	17.0%	15.5%	7,732	5,856	6,047	645	566	551
DOI	9.8%	9.0%	9.1%	24.6%	25.4%	24.0%	29.6%	30.2%	31.8%	19.8%	20.3%	20.0%	16.3%	15.2%	15.1%	23,589	16,348	16,207	2,355	1,729	1,883
DOJ	13.6%	12.5%	11.9%	25.5%	25.0%	24.6%	30.7%	30.2%	29.8%	17.3%	19.2%	19.2%	12.9%	13.1%	14.4%	17,665	15,058	14,870	1,965	1,640	1,582
DOL	18.1%	14.5%	9.6%	32.6%	30.4%	25.4%	26.0%	28.4%	30.5%	12.7%	14.7%	19.1%	10.5%	12.1%	15.4%	10,283	9,623	4,374	951	1,201	681
DOT	12.3%	12.4%	11.2%	27.9%	27.6%	27.8%	26.8%	27.7%	28.3%	18.9%	18.4%	18.4%	14.1%	13.9%	14.3%	14,202	10,612	21,230	1,167	881	1,578
Educ	16.9%	16.9%	14.7%	30.7%	28.7%	28.4%	22.3%	21.4%	24.1%	15.6%	15.8%	16.6%	14.5%	17.2%	16.3%	2,509	2,237	2,445	168	143	185
EEOC	18.9%	15.0%	11.7%	25.4%	24.5%	25.7%	23.9%	24.1%	26.3%	17.4%	18.9%	17.8%	14.4%	17.5%	18.5%	1,095	978	1,020	138	136	148
EPA	11.3%	9.8%	10.9%	28.4%	27.8%	26.1%	26.9%	29.5%	30.4%	20.1%	20.6%	19.9%	13.4%	12.2%	12.7%	4,039	3,400	3,469	364	395	402
FCC	14.6%	18.0%	16.0%	27.9%	33.8%	35.0%	25.8%	24.7%	26.3%	18.2%	12.8%	13.5%	13.5%	10.6%	9.2%	496	627	719	59	64	84
FERC	27.3%	21.0%	18.3%	34.3%	33.6%	33.6%	23.1%	24.6%	27.2%	8.5%	12.9%	12.2%	6.8%	8.0%	8.6%	915	807	789	74	81	93
FTC	25.5%	28.4%	22.1%	32.6%	28.2%	32.1%	23.0%	24.0%	25.2%	12.9%	11.2%	15.1%	6.0%	8.2%	5.5%	553	460	499	63	51	58

Report by Agency

(41) I believe the results of this survey will be used to make my agency a better place to work.

	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
All Responses	13.3%	12.6%	12.7%	25.7%	25.5%	25.5%	27.5%	28.5%	28.8%	17.8%	18.1%	18.2%	15.7%	15.2%	14.8%	379,647	350,655	335,303	33,765	33,370	32,630
GSA	17.4%	16.2%	17.2%	28.5%	29.0%	29.5%	25.8%	27.2%	26.8%	16.2%	15.3%	15.7%	12.1%	12.3%	10.9%	7,333	7,831	7,665	429	601	601
HHS	17.0%	15.5%	15.9%	31.7%	31.4%	31.3%	26.3%	27.0%	27.3%	14.3%	15.3%	15.1%	10.7%	10.9%	10.4%	32,923	29,097	28,468	3,052	2,918	3,077
HUD	14.8%	10.5%	10.7%	28.6%	24.8%	25.1%	24.6%	25.6%	26.6%	16.5%	17.6%	18.5%	15.5%	21.5%	19.1%	4,917	3,480	3,265	412	328	351
NARA	16.3%	12.7%	10.9%	23.0%	24.7%	23.1%	21.2%	19.5%	24.6%	17.4%	20.2%	20.4%	22.1%	22.8%	21.0%	1,610	1,564	1,499	95	100	99
NASA	24.8%	22.4%	21.8%	34.1%	33.3%	34.2%	23.4%	25.0%	25.1%	11.0%	12.0%	12.3%	6.7%	7.3%	6.6%	9,229	8,704	9,228	569	607	623
NCUA	25.4%	25.9%	21.1%	36.5%	35.6%	36.1%	19.8%	20.3%	22.1%	11.3%	11.6%	13.4%	7.0%	6.5%	7.3%	737	761	747	33	38	45
NLRB	15.7%	12.1%	9.9%	27.3%	24.0%	22.0%	20.6%	23.3%	27.8%	19.6%	22.5%	21.5%	16.8%	18.1%	18.8%	811	596	642	84	83	69
NRC	23.0%	24.5%	27.0%	33.4%	32.9%	31.3%	20.4%	22.2%	22.3%	13.0%	12.6%	12.3%	10.2%	7.7%	7.1%	2,569	2,351	2,345	77	92	136
NSF	22.1%	19.4%	18.8%	27.9%	29.9%	29.2%	22.1%	23.6%	24.4%	15.9%	14.2%	16.1%	12.0%	12.8%	11.5%	833	855	823	60	48	53
OMB	20.4%	14.7%	11.9%	33.1%	33.8%	37.6%	22.1%	23.8%	23.0%	15.8%	20.6%	17.3%	8.5%	7.1%	10.2%	292	293	300	12	9	8
OPM	16.6%	15.6%	17.0%	32.2%	34.2%	34.2%	24.2%	25.8%	26.2%	15.2%	14.2%	13.4%	11.9%	10.2%	9.3%	3,123	3,289	2,673	222	271	202
PBGC	15.7%	16.2%	13.3%	32.2%	29.4%	29.0%	28.1%	25.1%	27.6%	14.9%	17.5%	17.8%	9.1%	11.9%	12.4%	571	428	345	50	42	37
RRB	19.3%	16.7%	15.2%	25.8%	33.6%	30.1%	29.6%	28.5%	33.6%	13.4%	11.6%	13.3%	11.9%	9.7%	7.8%	418	468	532	52	52	64
SBA	13.4%	13.2%	15.7%	24.8%	28.5%	30.2%	24.0%	26.1%	26.9%	19.3%	15.9%	15.3%	18.5%	16.2%	11.9%	1,170	1,241	1,378	110	127	113
SEC	18.1%	15.3%	12.7%	31.0%	31.0%	27.0%	23.5%	25.5%	24.9%	15.3%	16.4%	20.1%	12.1%	11.9%	15.3%	1,751	2,205	2,099	140	231	291

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
All Responses	13.3%	12.6%	12.7%	25.7%	25.5%	25.5%	27.5%	28.5%	28.8%	17.8%	18.1%	18.2%	15.7%	15.2%	14.8%	379,647	350,655	335,303	33,765	33,370	32,630
SSA	20.6%	18.2%	18.1%	33.8%	32.0%	32.6%	25.8%	27.7%	27.9%	12.1%	13.4%	12.7%	7.6%	8.7%	8.7%	9,316	8,411	7,300	920	875	798
State	13.3%	11.1%	15.0%	27.6%	29.6%	25.9%	29.7%	32.0%	29.2%	18.9%	17.6%	19.6%	10.5%	9.7%	10.3%	3,478	3,196	2,135	474	458	305
Treas	11.5%	11.6%	12.1%	24.6%	25.0%	23.8%	25.6%	26.7%	26.1%	19.2%	18.9%	19.1%	19.0%	17.8%	18.8%	47,312	46,352	45,415	3,639	3,804	3,616
USAID	12.2%	10.9%	11.4%	28.6%	28.6%	31.1%	24.2%	25.6%	27.4%	21.1%	21.5%	18.9%	13.8%	13.4%	11.1%	1,823	1,857	1,993	146	141	230
USDA	11.8%	10.5%	9.2%	27.4%	26.7%	24.4%	29.9%	30.1%	32.2%	18.5%	19.7%	20.2%	12.4%	13.1%	13.9%	18,826	18,250	11,774	1,540	1,713	1,266
VA	15.1%	15.2%	16.1%	26.2%	26.6%	27.9%	26.5%	26.9%	27.3%	16.8%	16.4%	15.7%	15.3%	14.9%	13.0%	28,420	24,143	26,289	2,717	2,401	2,609
Small Agencies	18.1%	16.6%	17.5%	28.4%	27.9%	27.7%	22.9%	23.7%	24.5%	15.9%	17.2%	16.5%	14.7%	14.5%	13.8%	4,711	4,352	4,564	362	346	455
DOD	11.4%	10.4%	10.6%	23.8%	23.0%	23.2%	29.8%	31.0%	30.8%	19.0%	19.5%	19.7%	16.0%	16.0%	15.6%	64,665	66,159	57,213	6,549	6,928	6,149
USACE	11.2%	6.8%	7.8%	27.7%	21.3%	21.1%	30.7%	33.4%	32.5%	18.3%	21.8%	21.5%	12.2%	16.7%	17.1%	3,872	2,116	1,924	370	245	244
Air Force	10.1%	8.9%	8.5%	21.6%	20.2%	20.4%	30.6%	31.8%	32.4%	20.4%	21.2%	21.6%	17.4%	17.9%	17.2%	16,438	16,820	10,743	1,853	1,805	1,087
Army‡	11.5%	10.1%	10.7%	22.4%	22.0%	22.1%	28.9%	30.5%	29.6%	19.0%	19.5%	20.1%	18.3%	17.8%	17.5%	14,721	17,524	17,309	1,538	1,883	2,040
Navy‡	10.5%	9.9%	10.5%	24.2%	24.0%	24.4%	30.6%	31.8%	31.8%	19.8%	19.8%	19.3%	15.0%	14.5%	13.9%	14,414	15,723	15,403	1,428	1,630	1,606
Marine Corps	11.9%	11.8%	10.3%	19.7%	22.3%	23.1%	35.0%	33.1%	32.8%	18.1%	18.3%	19.3%	15.2%	14.5%	14.4%	1,473	1,490	1,849	174	196	197
DOD 4th Estate	15.3%	15.5%	14.9%	28.6%	28.6%	28.4%	27.5%	28.3%	28.1%	15.7%	15.6%	16.3%	12.8%	12.0%	12.2%	13,747	12,486	9,985	1,186	1,169	975

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

(42) My supervisor supports my need to balance work and other life issues.

	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
All Responses	37.4%	36.2%	35.1%	40.4%	41.1%	42.2%	11.1%	11.5%	11.8%	5.6%	5.8%	5.8%	5.5%	5.4%	5.2%	410,015	380,621	364,464	2,468	2,306	2,159
BBG	32.8%	28.6%	30.8%	42.3%	45.1%	43.0%	13.2%	13.2%	12.3%	5.5%	5.7%	6.9%	6.1%	7.4%	7.0%	1,077	1,033	1,125	11	6	19
CSOSA	49.2%	43.3%	39.6%	34.8%	34.1%	35.0%	8.1%	10.6%	11.8%	3.6%	6.0%	7.5%	4.2%	6.0%	6.1%	633	701	695	1	4	4
DHS	27.6%	28.1%	27.5%	39.3%	39.6%	41.6%	14.4%	14.3%	14.7%	8.9%	8.8%	8.4%	9.8%	9.2%	7.8%	41,792	41,114	37,561	225	260	234
DOC	44.6%	44.0%	42.2%	38.3%	39.5%	41.3%	9.6%	9.3%	9.5%	4.1%	4.1%	3.9%	3.5%	3.0%	3.1%	9,868	9,694	9,237	74	49	48
DOE	43.7%	40.5%	40.7%	40.7%	42.5%	43.0%	8.2%	9.2%	9.3%	3.8%	4.1%	3.8%	3.7%	3.8%	3.3%	8,337	6,366	6,533	29	44	31
DOI	40.1%	38.2%	36.8%	40.7%	42.4%	43.1%	9.8%	10.1%	10.7%	5.0%	4.9%	5.1%	4.4%	4.3%	4.3%	25,701	17,911	17,919	179	122	99
DOJ	40.2%	38.4%	36.1%	39.9%	39.7%	42.0%	10.3%	11.5%	11.7%	5.2%	5.8%	5.4%	4.4%	4.6%	4.7%	19,484	16,552	16,279	83	90	89
DOL	43.9%	40.0%	39.1%	38.5%	39.8%	39.7%	8.5%	10.2%	10.7%	4.6%	5.0%	4.5%	4.6%	5.0%	6.0%	11,170	10,755	5,001	60	56	36
DOT	42.3%	40.7%	37.6%	40.0%	41.1%	43.9%	9.3%	9.8%	9.9%	4.3%	4.1%	4.7%	4.1%	4.3%	4.0%	15,243	11,403	22,598	93	65	138
Educ	51.2%	50.5%	47.4%	35.0%	34.4%	37.7%	6.7%	7.0%	7.8%	3.5%	3.5%	3.0%	3.7%	4.5%	4.1%	2,667	2,365	2,620	7	10	11
EEOC	45.5%	40.7%	40.8%	33.5%	37.6%	37.1%	10.5%	9.6%	11.1%	5.3%	6.2%	5.8%	5.2%	5.9%	5.1%	1,221	1,102	1,162	9	10	6
EPA	44.9%	43.4%	41.2%	40.1%	41.0%	43.8%	8.0%	8.6%	8.6%	4.0%	4.1%	3.6%	3.0%	2.9%	2.8%	4,364	3,759	3,832	35	28	23
FCC	49.3%	49.8%	50.4%	35.7%	35.1%	39.1%	8.8%	8.6%	6.3%	2.9%	2.7%	2.8%	3.3%	3.9%	1.5%	544	683	797	8	4	4
FERC	60.0%	57.2%	52.3%	30.2%	32.0%	35.9%	6.2%	6.1%	6.7%	2.2%	1.8%	2.9%	1.5%	3.0%	2.2%	986	886	879	1	2	2
FTC	52.1%	51.3%	53.0%	33.7%	33.6%	33.8%	7.3%	7.7%	7.1%	3.3%	3.8%	3.7%	3.6%	3.6%	2.3%	614	507	554	2	3	3

Report by Agency

(42) My supervisor supports my need to balance work and other life issues.

	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
All Responses	37.4%	36.2%	35.1%	40.4%	41.1%	42.2%	11.1%	11.5%	11.8%	5.6%	5.8%	5.8%	5.5%	5.4%	5.2%	410,015	380,621	364,464	2,468	2,306	2,159
GSA	50.9%	47.8%	46.8%	34.7%	37.2%	37.5%	7.7%	8.4%	8.5%	3.0%	3.3%	3.6%	3.7%	3.3%	3.6%	7,718	8,378	8,207	30	33	37
HHS	42.4%	40.4%	39.6%	37.3%	38.5%	39.3%	10.1%	10.4%	10.7%	5.2%	5.4%	5.4%	5.1%	5.4%	5.0%	35,682	31,747	31,305	226	195	176
HUD	40.6%	36.3%	34.3%	38.9%	39.0%	40.9%	10.2%	11.9%	11.6%	4.8%	5.7%	6.1%	5.5%	7.1%	7.0%	5,297	3,781	3,584	41	25	21
NARA	48.5%	46.2%	43.8%	33.4%	32.3%	36.8%	8.5%	9.7%	9.8%	4.2%	5.9%	4.6%	5.3%	5.9%	5.0%	1,683	1,646	1,576	18	14	16
NASA	57.7%	55.9%	54.2%	33.0%	34.0%	35.5%	5.4%	6.2%	6.2%	2.1%	2.3%	2.3%	1.7%	1.5%	1.8%	9,747	9,279	9,792	38	28	29
NCUA	42.4%	39.7%	36.1%	38.5%	39.8%	39.0%	8.5%	10.8%	11.0%	6.3%	5.3%	8.7%	4.2%	4.4%	5.2%	764	789	787	3	6	4
NLRB	40.2%	38.7%	35.8%	40.3%	40.3%	43.4%	8.8%	11.0%	9.3%	5.6%	4.5%	6.3%	5.1%	5.5%	5.2%	888	675	700	3	5	3
NRC	58.2%	56.4%	54.9%	31.4%	32.9%	33.9%	5.4%	5.2%	5.4%	2.5%	3.5%	3.7%	2.4%	2.0%	2.1%	2,639	2,433	2,467	7	8	11
NSF	47.6%	47.9%	43.9%	36.5%	35.2%	38.3%	7.8%	8.1%	9.3%	4.0%	4.7%	4.5%	4.1%	4.2%	4.0%	885	899	864	9	7	12
OMB	47.4%	47.7%	39.8%	39.0%	38.3%	43.7%	7.4%	6.6%	6.5%	3.5%	4.8%	4.1%	2.6%	2.6%	5.7%	302	302	308	2	0	0
OPM	51.8%	51.6%	48.8%	34.3%	35.6%	36.1%	7.1%	6.9%	7.9%	3.8%	2.9%	3.7%	3.0%	3.1%	3.5%	3,318	3,545	2,865	13	12	4
PBGC	48.1%	42.3%	36.6%	36.5%	39.7%	40.7%	8.6%	8.0%	10.2%	3.5%	4.2%	5.7%	3.3%	5.8%	6.8%	614	468	381	5	1	3
RRB	40.5%	41.0%	37.5%	42.4%	39.8%	44.0%	10.1%	10.0%	11.5%	3.3%	5.1%	3.4%	3.7%	4.1%	3.7%	463	517	587	7	3	7
SBA	39.9%	40.8%	39.1%	39.9%	38.8%	39.4%	10.2%	10.9%	11.3%	4.1%	4.7%	4.6%	5.9%	4.7%	5.7%	1,265	1,354	1,482	10	9	6
SEC	47.6%	45.3%	40.5%	39.8%	40.3%	41.9%	6.0%	6.4%	8.9%	3.4%	4.1%	4.9%	3.2%	3.8%	3.9%	1,884	2,414	2,369	8	12	9

Report by Agency

(42) My supervisor supports my need to balance work and other life issues.

	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
All Responses	37.4%	36.2%	35.1%	40.4%	41.1%	42.2%	11.1%	11.5%	11.8%	5.6%	5.8%	5.8%	5.5%	5.4%	5.2%	410,015	380,621	364,464	2,468	2,306	2,159
SSA	33.3%	31.9%	30.9%	42.8%	43.2%	42.7%	13.0%	13.0%	14.0%	5.8%	6.9%	6.7%	5.0%	5.0%	5.6%	10,116	9,191	7,999	92	71	68
State	36.2%	35.6%	35.6%	42.8%	42.8%	42.2%	10.3%	12.0%	11.3%	6.1%	5.3%	7.0%	4.6%	4.3%	3.8%	3,923	3,615	2,417	18	29	11
Treas	46.7%	47.4%	45.7%	36.2%	36.4%	37.5%	8.4%	8.0%	8.4%	3.9%	4.0%	3.9%	4.8%	4.2%	4.4%	50,496	49,708	48,571	340	331	307
USAID	37.9%	36.1%	31.8%	42.5%	40.1%	43.6%	7.8%	11.6%	13.0%	6.0%	7.1%	7.0%	5.8%	5.1%	4.6%	1,953	1,979	2,200	6	12	9
USDA	39.7%	38.9%	36.0%	43.4%	44.3%	45.3%	9.2%	9.1%	10.3%	4.2%	4.6%	4.8%	3.6%	3.2%	3.5%	20,254	19,836	12,918	105	103	78
VA	30.8%	30.0%	30.6%	40.2%	40.0%	40.4%	13.5%	13.9%	13.5%	7.5%	7.5%	7.8%	8.1%	8.5%	7.8%	30,784	26,212	28,567	231	202	195
Small Agencies	49.9%	47.5%	45.5%	33.8%	36.2%	36.3%	8.5%	8.1%	9.6%	4.1%	3.8%	4.5%	3.7%	4.4%	4.1%	5,033	4,662	4,980	32	28	35
DOD	38.0%	36.1%	34.8%	42.1%	43.4%	44.2%	10.8%	11.3%	11.8%	4.8%	5.0%	5.1%	4.3%	4.2%	4.2%	70,606	72,360	62,746	407	419	371
USACE	39.7%	34.4%	35.8%	43.2%	46.5%	44.8%	9.7%	9.9%	11.1%	4.0%	5.1%	4.7%	3.4%	4.0%	3.6%	4,210	2,345	2,137	24	12	19
Air Force	39.0%	38.1%	35.4%	42.6%	42.8%	44.7%	10.3%	10.9%	11.3%	4.4%	4.7%	4.9%	3.7%	3.5%	3.8%	18,107	18,442	11,721	110	106	73
Army‡	35.2%	32.9%	32.5%	42.6%	44.1%	44.6%	11.9%	12.4%	12.8%	5.5%	5.5%	5.3%	4.8%	5.2%	4.8%	16,092	19,180	19,128	112	122	135
Navy‡	38.4%	36.4%	35.4%	43.0%	44.4%	44.4%	10.6%	11.1%	11.8%	4.2%	4.6%	4.8%	3.8%	3.5%	3.5%	15,726	17,175	16,864	91	103	81
Marine Corps	39.1%	39.5%	35.6%	40.4%	41.4%	44.3%	10.5%	10.7%	11.1%	5.8%	4.6%	5.0%	4.2%	3.8%	4.0%	1,637	1,670	2,026	5	6	9
DOD 4th Estate	40.2%	38.7%	36.9%	38.8%	40.3%	41.7%	10.6%	10.8%	10.8%	5.3%	5.3%	5.6%	5.1%	4.8%	5.1%	14,834	13,548	10,870	65	70	54

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

(43) My supervisor provides me with opportunities to demonstrate my leadership 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
All Responses	28.5%	27.1%	25.7%	36.9%	37.2%	39.0%	17.3%	17.9%	17.9%	9.8%	10.1%	10.1%	7.5%	7.7%	7.3%	409,471	380,066	364,224	2,240	2,012	1,703
BBG	25.4%	21.8%	23.7%	31.8%	33.0%	34.0%	19.6%	20.2%	20.1%	11.9%	12.5%	11.6%	11.3%	12.4%	10.6%	1,079	1,030	1,131	8	5	12
CSOSA	39.7%	33.9%	30.7%	31.8%	35.3%	34.1%	14.7%	13.8%	13.7%	7.4%	9.2%	13.1%	6.4%	7.8%	8.5%	631	697	696	3	4	2
DHS	21.4%	21.4%	20.1%	36.0%	35.9%	38.0%	18.8%	19.1%	19.4%	12.7%	12.5%	12.7%	11.1%	11.1%	9.9%	41,811	41,096	37,593	152	189	139
DOC	32.2%	31.9%	29.6%	36.5%	36.9%	39.6%	17.2%	18.1%	17.2%	8.7%	8.2%	8.2%	5.4%	4.9%	5.3%	9,863	9,663	9,218	71	60	50
DOE	30.0%	26.8%	26.7%	38.1%	38.4%	40.6%	16.0%	16.9%	16.1%	9.4%	10.8%	10.3%	6.4%	7.1%	6.3%	8,332	6,360	6,548	24	40	19
DOI	28.3%	26.9%	24.9%	38.3%	38.6%	39.8%	16.5%	17.3%	17.8%	9.9%	10.0%	10.9%	7.0%	7.2%	6.7%	25,703	17,881	17,911	138	103	76
DOJ	31.3%	28.4%	27.0%	37.7%	38.0%	39.3%	16.0%	17.9%	18.0%	9.3%	9.8%	9.7%	5.6%	5.9%	6.0%	19,443	16,539	16,260	93	73	76
DOL	30.7%	28.0%	25.1%	35.3%	35.2%	36.9%	17.4%	18.2%	18.3%	9.2%	10.7%	10.4%	7.5%	8.0%	9.2%	11,119	10,716	5,004	75	57	29
DOT	30.6%	29.1%	26.2%	37.3%	37.5%	40.9%	16.2%	17.6%	17.7%	9.5%	9.2%	9.0%	6.3%	6.5%	6.2%	15,234	11,395	22,580	80	53	121
Educ	37.8%	37.5%	34.3%	35.4%	34.3%	36.4%	13.2%	12.8%	14.0%	7.7%	8.4%	8.4%	5.9%	7.0%	6.9%	2,658	2,355	2,611	13	18	11
EEOC	33.4%	29.2%	28.9%	29.8%	30.9%	32.2%	17.9%	17.1%	18.3%	11.2%	12.0%	11.8%	7.8%	10.8%	8.8%	1,221	1,100	1,159	4	8	7
EPA	31.6%	30.4%	27.6%	38.8%	38.3%	42.0%	13.8%	14.8%	14.8%	9.4%	9.7%	10.1%	6.3%	6.7%	5.6%	4,373	3,773	3,845	19	9	11
FCC	36.6%	34.5%	35.1%	29.9%	35.9%	37.2%	17.8%	15.5%	15.0%	8.5%	8.2%	8.0%	7.2%	6.0%	4.7%	548	684	795	3	2	4
FERC	42.7%	39.3%	35.7%	33.4%	35.4%	37.7%	13.1%	13.5%	15.8%	7.3%	6.7%	6.2%	3.5%	5.2%	4.7%	979	884	876	6	2	2
FTC	43.8%	43.0%	39.7%	28.6%	30.7%	32.4%	15.1%	10.8%	12.9%	8.2%	8.5%	9.6%	4.3%	7.0%	5.4%	613	503	557	3	4	0

Report by Agency

(43) My supervisor provides me with opportunities to demonstrate my leadership 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
All Responses	28.5%	27.1%	25.7%	36.9%	37.2%	39.0%	17.3%	17.9%	17.9%	9.8%	10.1%	10.1%	7.5%	7.7%	7.3%	409,471	380,066	364,224	2,240	2,012	1,703
GSA	39.3%	36.0%	35.6%	34.2%	36.3%	36.7%	14.0%	15.2%	14.8%	6.6%	7.0%	7.3%	5.9%	5.4%	5.6%	7,687	8,332	8,195	40	43	29
HHS	32.8%	30.8%	29.9%	35.8%	36.1%	37.0%	15.2%	15.8%	16.4%	9.2%	9.8%	9.5%	7.0%	7.5%	7.2%	35,632	31,740	31,288	195	164	125
HUD	31.9%	26.2%	23.8%	34.1%	35.0%	35.4%	16.4%	17.1%	18.7%	9.6%	11.2%	12.0%	8.0%	10.4%	10.0%	5,298	3,780	3,587	32	19	14
NARA	36.3%	31.6%	30.4%	31.0%	29.1%	33.4%	15.5%	16.1%	16.4%	8.4%	13.1%	10.7%	8.8%	10.1%	9.1%	1,686	1,644	1,573	6	12	12
NASA	45.9%	43.5%	41.8%	35.1%	35.9%	38.0%	11.1%	11.5%	11.3%	4.6%	6.1%	5.6%	3.3%	3.0%	3.2%	9,744	9,259	9,783	31	39	32
NCUA	36.8%	36.5%	33.4%	40.3%	40.4%	41.5%	11.8%	13.4%	12.9%	7.4%	6.1%	7.2%	3.7%	3.6%	5.1%	761	787	785	4	8	4
NLRB	29.1%	25.9%	22.6%	33.6%	33.3%	38.2%	17.6%	18.8%	17.4%	11.9%	13.7%	13.2%	7.9%	8.3%	8.6%	880	674	695	8	4	8
NRC	43.6%	41.7%	39.1%	34.2%	36.5%	36.7%	11.5%	11.2%	13.1%	6.5%	6.4%	7.3%	4.2%	4.2%	3.9%	2,630	2,424	2,458	10	10	13
NSF	38.8%	37.9%	33.6%	33.9%	34.5%	38.3%	12.7%	13.8%	12.4%	7.6%	6.7%	9.5%	7.0%	7.1%	6.3%	888	895	868	4	5	4
OMB	40.8%	42.2%	28.2%	40.3%	35.2%	42.6%	10.5%	12.1%	10.9%	5.2%	8.2%	10.9%	3.1%	2.3%	7.3%	301	300	307	2	2	1
OPM	35.7%	36.0%	32.7%	33.8%	35.8%	35.2%	18.0%	16.2%	18.5%	7.3%	6.8%	7.8%	5.1%	5.3%	5.7%	3,309	3,528	2,846	23	22	16
PBGC	35.5%	33.1%	26.6%	37.5%	33.2%	40.7%	13.0%	17.5%	15.2%	7.7%	7.9%	8.1%	6.3%	8.4%	9.4%	614	468	383	5	1	2
RRB	25.9%	25.1%	24.6%	39.5%	37.0%	38.8%	18.4%	21.2%	19.8%	9.4%	8.8%	10.6%	6.8%	7.8%	6.2%	460	515	590	8	3	4
SBA	30.0%	29.6%	29.4%	30.8%	34.8%	36.2%	16.9%	15.7%	17.2%	11.0%	10.6%	8.8%	11.3%	9.3%	8.4%	1,265	1,352	1,477	10	9	9
SEC	33.7%	29.7%	26.8%	33.2%	37.0%	37.1%	15.5%	15.8%	16.9%	10.1%	9.9%	11.0%	7.5%	7.6%	8.2%	1,879	2,420	2,375	9	8	4

Report by Agency

(43) My supervisor provides me with opportunities to demonstrate my leadership 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
All Responses	28.5%	27.1%	25.7%	36.9%	37.2%	39.0%	17.3%	17.9%	17.9%	9.8%	10.1%	10.1%	7.5%	7.7%	7.3%	409,471	380,066	364,224	2,240	2,012	1,703
SSA	26.4%	24.0%	22.7%	36.8%	38.5%	38.4%	19.3%	19.2%	19.4%	10.5%	11.1%	11.6%	7.0%	7.1%	7.9%	10,097	9,177	8,007	91	61	41
State	33.9%	33.4%	32.8%	41.9%	41.6%	42.1%	11.3%	12.7%	13.5%	7.7%	7.6%	7.1%	5.1%	4.8%	4.6%	3,909	3,613	2,412	21	23	8
Treas	34.8%	33.9%	32.9%	34.9%	35.9%	37.1%	15.9%	15.7%	15.7%	7.7%	8.1%	7.8%	6.8%	6.4%	6.5%	50,389	49,591	48,482	362	345	316
USAID	35.3%	32.7%	30.3%	39.1%	39.5%	41.8%	11.3%	11.8%	11.6%	8.3%	9.3%	9.8%	6.1%	6.6%	6.5%	1,950	1,978	2,203	3	6	5
USDA	28.8%	26.9%	23.8%	41.7%	42.1%	44.1%	16.2%	17.2%	17.6%	7.9%	8.9%	9.2%	5.4%	5.0%	5.3%	20,210	19,799	12,894	99	102	64
VA	24.5%	24.2%	24.4%	34.6%	34.3%	35.8%	19.4%	19.1%	19.0%	11.4%	11.6%	11.3%	10.1%	10.8%	9.4%	30,729	26,176	28,553	213	162	150
Small Agencies	35.7%	33.6%	32.3%	34.6%	34.4%	36.4%	13.7%	14.6%	15.4%	8.5%	9.8%	8.9%	7.6%	7.7%	7.0%	5,020	4,660	4,971	34	18	29
DOD	28.8%	26.8%	25.0%	38.2%	38.5%	40.6%	17.3%	18.3%	18.1%	9.1%	9.7%	9.7%	6.6%	6.8%	6.6%	70,526	72,278	62,708	338	319	254
USACE	29.3%	25.7%	23.7%	39.8%	40.9%	42.3%	16.9%	17.8%	18.4%	8.4%	9.2%	9.1%	5.5%	6.4%	6.5%	4,205	2,341	2,146	22	7	8
Air Force	30.4%	28.9%	25.7%	38.4%	38.0%	40.2%	16.1%	17.9%	18.3%	9.0%	9.1%	9.5%	6.2%	6.1%	6.3%	18,084	18,441	11,716	90	76	53
Army‡	26.7%	24.3%	22.9%	37.1%	38.0%	40.1%	18.5%	18.9%	18.7%	10.1%	10.7%	10.7%	7.5%	8.1%	7.6%	16,084	19,150	19,133	86	91	78
Navy‡	28.6%	26.7%	25.7%	40.1%	40.5%	42.3%	17.4%	18.2%	18.0%	8.3%	8.9%	8.7%	5.7%	5.7%	5.3%	15,718	17,163	16,847	67	73	63
Marine Corps	31.1%	31.6%	27.0%	36.2%	36.7%	40.9%	15.6%	16.7%	17.0%	9.4%	9.4%	9.0%	7.7%	5.5%	6.1%	1,630	1,670	2,017	5	2	7
DOD 4th Estate	30.5%	28.4%	27.0%	36.3%	36.1%	38.5%	16.7%	18.1%	16.9%	9.1%	10.2%	10.1%	7.4%	7.2%	7.6%	14,805	13,513	10,849	68	70	45

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

(44) Discussions with my supervisor about my performance are worthwhile.

	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
All Responses	26.7%	25.5%	24.1%	35.8%	36.1%	37.3%	18.7%	19.2%	19.7%	10.2%	10.4%	10.6%	8.5%	8.8%	8.3%	404,650	375,309	360,838	4,783	4,317	3,744
BBG	23.4%	20.1%	21.9%	36.2%	35.6%	35.4%	19.4%	23.2%	21.9%	10.6%	9.8%	11.0%	10.5%	11.3%	9.8%	1,046	1,008	1,102	32	19	29
CSOSA	36.5%	31.2%	29.1%	32.5%	32.7%	33.3%	13.9%	16.8%	16.6%	10.3%	10.7%	11.7%	6.8%	8.7%	9.3%	626	695	691	3	7	5
DHS	20.3%	20.3%	19.4%	33.8%	34.7%	35.8%	20.8%	20.9%	21.8%	12.9%	12.1%	12.5%	12.2%	12.1%	10.5%	41,458	40,599	37,198	452	442	364
DOC	32.6%	32.2%	29.9%	36.7%	37.6%	39.8%	15.7%	15.9%	16.1%	8.7%	8.8%	8.1%	6.2%	5.6%	6.1%	9,788	9,596	9,163	87	74	79
DOE	25.3%	22.6%	22.5%	36.7%	36.6%	38.6%	18.1%	18.7%	19.2%	11.2%	12.8%	11.5%	8.6%	9.3%	8.2%	8,240	6,305	6,498	62	55	40
DOI	24.8%	23.7%	21.8%	37.2%	37.3%	39.5%	18.9%	19.0%	19.1%	10.7%	11.1%	11.5%	8.4%	8.8%	8.1%	25,313	17,683	17,734	305	174	163
DOJ	29.3%	27.0%	25.4%	36.1%	36.0%	37.7%	17.8%	19.1%	19.0%	9.5%	9.9%	10.2%	7.3%	8.0%	7.7%	19,166	16,330	16,100	235	178	169
DOL	29.8%	27.1%	25.1%	36.1%	35.6%	36.3%	16.6%	17.8%	17.5%	8.9%	10.6%	11.1%	8.5%	9.0%	9.9%	11,014	10,641	4,951	119	107	59
DOT	28.3%	26.4%	24.4%	36.4%	36.6%	40.0%	17.4%	18.6%	17.7%	10.1%	10.0%	10.8%	7.8%	8.3%	7.0%	15,052	11,257	22,367	163	104	236
Educ	33.9%	32.7%	30.9%	33.8%	32.8%	33.2%	15.1%	15.8%	16.7%	9.0%	9.2%	10.4%	8.3%	9.4%	8.7%	2,617	2,333	2,598	29	22	18
EEOC	33.1%	29.6%	28.6%	32.9%	31.1%	34.6%	16.2%	17.3%	17.8%	9.5%	11.2%	9.3%	8.4%	10.9%	9.7%	1,201	1,082	1,156	14	15	8
EPA	26.9%	25.5%	24.4%	37.6%	37.4%	39.1%	17.1%	17.7%	18.8%	11.0%	11.4%	10.8%	7.4%	8.0%	6.9%	4,333	3,728	3,818	34	33	25
FCC	32.0%	33.0%	31.3%	34.7%	34.4%	39.4%	18.0%	17.7%	15.7%	6.6%	7.1%	7.6%	8.7%	7.8%	5.9%	544	677	779	6	7	14
FERC	36.6%	34.9%	30.6%	36.3%	33.7%	37.8%	13.6%	16.2%	14.8%	8.4%	8.3%	10.9%	5.1%	6.9%	5.9%	976	879	872	8	6	9
FTC	40.0%	40.5%	36.6%	30.9%	30.4%	34.2%	14.4%	14.0%	12.6%	9.3%	7.7%	9.2%	5.5%	7.4%	7.5%	608	500	546	7	6	10

Report by Agency

(44) Discussions with my supervisor about my performance are worthwhile.

	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
All Responses	26.7%	25.5%	24.1%	35.8%	36.1%	37.3%	18.7%	19.2%	19.7%	10.2%	10.4%	10.6%	8.5%	8.8%	8.3%	404,650	375,309	360,838	4,783	4,317	3,744
GSA	36.1%	33.5%	32.4%	34.1%	35.5%	35.6%	15.4%	16.5%	16.8%	7.4%	7.8%	8.6%	7.0%	6.7%	6.6%	7,587	8,226	8,099	73	80	72
HHS	29.6%	27.9%	26.4%	34.9%	34.8%	35.6%	17.5%	18.0%	18.7%	9.8%	10.4%	10.7%	8.3%	8.9%	8.5%	35,227	31,307	30,998	407	363	316
HUD	28.3%	22.4%	20.6%	32.6%	33.1%	32.5%	18.9%	19.1%	20.4%	10.5%	12.6%	14.1%	9.6%	12.8%	12.4%	5,187	3,725	3,534	93	45	52
NARA	34.2%	29.1%	28.0%	32.5%	32.1%	33.7%	15.5%	16.3%	17.4%	8.4%	11.3%	10.4%	9.4%	11.2%	10.4%	1,675	1,633	1,559	11	13	20
NASA	39.7%	37.3%	34.9%	36.5%	37.2%	38.4%	13.4%	14.2%	15.1%	6.1%	6.8%	7.3%	4.3%	4.5%	4.3%	9,641	9,151	9,708	77	83	63
NCUA	33.2%	33.1%	29.8%	37.9%	38.5%	39.2%	13.2%	12.7%	14.2%	10.7%	10.1%	9.0%	5.0%	5.6%	7.8%	757	780	775	5	9	12
NLRB	27.5%	24.9%	22.3%	34.5%	36.4%	37.3%	18.9%	18.9%	19.2%	11.7%	10.3%	11.2%	7.4%	9.5%	9.9%	870	658	691	18	14	11
NRC	37.0%	35.8%	31.7%	36.4%	35.8%	38.3%	12.6%	13.9%	15.1%	8.1%	8.5%	8.9%	5.9%	5.9%	5.9%	2,617	2,407	2,452	20	16	17
NSF	34.9%	33.5%	29.5%	33.1%	32.0%	36.1%	14.5%	17.9%	17.0%	8.9%	8.1%	8.9%	8.5%	8.4%	8.5%	875	890	861	15	4	8
OMB	33.8%	30.7%	21.0%	37.5%	38.6%	43.2%	15.2%	17.0%	15.7%	7.6%	7.5%	11.6%	6.0%	6.1%	8.5%	292	294	299	8	6	8
OPM	37.8%	37.1%	33.8%	36.2%	37.2%	38.1%	13.7%	13.6%	14.9%	7.1%	6.8%	7.4%	5.3%	5.3%	5.7%	3,295	3,520	2,838	17	21	15
PBGC	31.2%	27.2%	22.0%	35.2%	34.3%	39.9%	17.5%	18.0%	15.3%	8.2%	12.3%	10.8%	8.0%	8.3%	11.9%	605	464	377	6	1	6
RRB	27.9%	25.3%	24.4%	37.8%	38.0%	41.1%	17.3%	19.3%	21.2%	8.7%	9.2%	6.9%	8.4%	8.2%	6.4%	463	506	588	7	7	6
SBA	27.3%	28.6%	27.0%	32.9%	34.5%	35.4%	16.6%	16.2%	18.1%	10.4%	10.7%	10.0%	12.8%	9.9%	9.4%	1,248	1,343	1,474	13	11	8
SEC	28.3%	24.8%	22.9%	33.1%	35.4%	34.2%	18.8%	17.9%	18.6%	10.7%	11.9%	12.9%	9.1%	10.1%	11.4%	1,851	2,392	2,349	20	18	15

Report by Agency

(44) Discussions with my supervisor about my performance are worthwhile.

	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
All Responses	26.7%	25.5%	24.1%	35.8%	36.1%	37.3%	18.7%	19.2%	19.7%	10.2%	10.4%	10.6%	8.5%	8.8%	8.3%	404,650	375,309	360,838	4,783	4,317	3,744
SSA	26.4%	24.2%	23.2%	38.0%	38.6%	37.9%	18.0%	18.4%	19.1%	10.3%	10.8%	11.3%	7.3%	8.1%	8.4%	10,042	9,103	7,953	95	88	69
State	28.1%	27.5%	27.3%	38.1%	39.9%	40.5%	17.3%	17.1%	15.9%	10.3%	9.8%	10.4%	6.2%	5.8%	6.0%	3,860	3,564	2,384	53	57	34
Treas	34.1%	33.5%	32.4%	35.2%	35.8%	36.5%	15.5%	15.7%	15.7%	7.6%	8.0%	8.0%	7.6%	7.1%	7.4%	49,871	49,063	48,139	657	634	522
USAID	27.8%	26.2%	23.9%	35.9%	34.9%	38.6%	16.8%	18.6%	19.1%	11.8%	11.8%	11.6%	7.8%	8.6%	6.8%	1,908	1,942	2,176	29	34	31
USDA	25.6%	24.5%	21.8%	39.9%	39.7%	40.4%	17.9%	18.6%	20.0%	10.0%	10.4%	10.8%	6.7%	6.9%	6.9%	20,049	19,629	12,830	167	151	85
VA	24.5%	24.3%	24.2%	34.8%	34.1%	35.2%	19.1%	19.3%	19.3%	11.0%	10.7%	11.1%	10.7%	11.6%	10.3%	30,331	25,728	28,280	419	386	313
Small Agencies	32.9%	30.8%	30.0%	33.1%	33.2%	34.0%	15.8%	17.9%	17.8%	9.2%	9.0%	9.3%	9.0%	9.1%	8.9%	4,956	4,575	4,901	74	62	69
DOD	26.6%	24.9%	22.8%	36.1%	36.7%	37.9%	19.7%	20.4%	21.1%	10.0%	10.2%	10.5%	7.7%	7.8%	7.7%	69,461	71,096	62,000	943	965	764
USACE	26.2%	23.0%	21.0%	37.7%	38.0%	39.7%	19.2%	20.2%	20.8%	10.2%	11.0%	10.1%	6.7%	7.8%	8.4%	4,175	2,313	2,125	40	20	24
Air Force	28.5%	27.4%	23.9%	36.3%	36.1%	37.9%	18.7%	19.8%	20.9%	9.1%	9.6%	10.1%	7.4%	7.1%	7.2%	17,775	18,117	11,562	272	263	176
Army‡	25.2%	22.9%	21.4%	35.3%	36.6%	37.3%	20.4%	21.0%	21.1%	10.8%	10.5%	11.3%	8.3%	9.0%	8.8%	15,826	18,836	18,890	194	250	249
Navy‡	25.2%	23.4%	22.4%	37.3%	37.8%	39.0%	20.6%	21.3%	22.0%	9.8%	10.6%	10.1%	7.1%	6.9%	6.5%	15,481	16,875	16,677	221	240	170
Marine Corps	27.7%	29.2%	24.5%	34.1%	33.5%	35.7%	19.6%	19.9%	21.6%	10.6%	10.2%	11.4%	8.1%	7.2%	6.8%	1,621	1,650	2,011	13	13	15
DOD 4th Estate	28.9%	27.4%	25.4%	35.1%	36.0%	36.9%	18.3%	19.0%	19.5%	9.6%	9.7%	10.1%	8.1%	7.9%	8.1%	14,583	13,305	10,735	203	179	130

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

(45) My supervisor is committed to a workforce representative of all segments of society.

	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
All Responses	29.0%	27.7%	25.3%	37.9%	38.4%	39.3%	22.4%	23.1%	24.5%	5.0%	4.9%	5.3%	5.7%	5.8%	5.6%	376,582	349,672	335,808	34,337	31,868	29,552
BBG	26.7%	22.0%	22.4%	33.2%	36.2%	35.9%	26.0%	27.8%	28.7%	7.2%	5.4%	5.4%	6.9%	8.5%	7.5%	997	953	1,052	85	77	86
CSOSA	35.6%	32.3%	29.5%	35.2%	35.2%	34.7%	19.5%	21.4%	21.8%	4.7%	5.1%	7.5%	5.0%	6.0%	6.4%	580	664	662	46	40	35
DHS	21.6%	21.7%	20.2%	35.2%	36.2%	37.9%	27.3%	27.2%	27.5%	7.2%	6.6%	6.8%	8.8%	8.3%	7.7%	38,314	37,740	34,761	3,550	3,520	2,911
DOC	34.8%	34.0%	31.1%	37.3%	38.8%	40.7%	20.5%	20.9%	21.3%	3.9%	3.4%	3.7%	3.5%	2.9%	3.3%	8,849	8,723	8,359	1,053	977	891
DOE	28.3%	26.2%	24.4%	38.5%	38.9%	41.0%	23.5%	25.0%	25.0%	4.7%	4.8%	4.6%	5.0%	5.2%	5.0%	7,467	5,674	5,920	870	716	632
DOI	26.6%	25.5%	23.1%	38.6%	39.3%	40.0%	24.3%	24.9%	26.3%	5.1%	5.0%	5.3%	5.5%	5.3%	5.3%	23,477	16,170	16,295	2,309	1,798	1,672
DOJ	31.4%	29.7%	26.4%	38.7%	39.1%	39.6%	21.3%	22.4%	24.7%	4.4%	4.2%	4.7%	4.2%	4.7%	4.6%	18,076	15,331	15,114	1,414	1,243	1,186
DOL	33.3%	30.1%	27.7%	35.9%	37.9%	38.0%	21.2%	21.6%	23.0%	4.0%	4.5%	5.0%	5.7%	5.9%	6.4%	10,167	9,722	4,511	1,022	1,044	520
DOT	32.0%	30.4%	26.3%	38.1%	39.0%	40.8%	21.0%	21.5%	23.5%	4.1%	4.1%	4.9%	4.9%	4.9%	4.4%	13,784	10,325	20,690	1,493	1,114	1,967
Educ	39.6%	38.3%	36.0%	35.2%	34.7%	35.6%	18.0%	18.6%	19.1%	3.1%	3.2%	4.2%	4.1%	5.2%	5.1%	2,431	2,181	2,388	235	189	235
EEOC	39.1%	35.3%	34.1%	32.5%	33.1%	35.0%	18.1%	18.7%	19.7%	4.7%	6.1%	5.4%	5.6%	6.8%	5.7%	1,142	1,016	1,074	82	86	87
EPA	30.2%	28.1%	27.4%	39.5%	40.4%	41.4%	21.4%	22.7%	22.3%	4.7%	4.7%	4.9%	4.1%	4.1%	4.0%	3,826	3,333	3,411	550	444	431
FCC	37.2%	35.9%	33.0%	34.5%	34.0%	41.1%	18.5%	22.0%	19.1%	4.7%	3.0%	3.1%	5.0%	5.2%	3.7%	491	616	716	61	69	82
FERC	42.2%	38.1%	35.5%	33.9%	36.6%	35.1%	19.5%	19.3%	23.1%	2.6%	3.0%	3.3%	1.9%	3.0%	3.0%	886	786	757	94	96	123
FTC	41.3%	46.1%	41.6%	34.2%	28.0%	30.2%	16.2%	17.2%	20.2%	4.1%	4.0%	4.5%	4.2%	4.7%	3.5%	553	451	496	63	57	59

Report by Agency

(45) My supervisor is committed to a workforce representative of all segments of society.

	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
All Responses	29.0%	27.7%	25.3%	37.9%	38.4%	39.3%	22.4%	23.1%	24.5%	5.0%	4.9%	5.3%	5.7%	5.8%	5.6%	376,582	349,672	335,808	34,337	31,868	29,552
GSA	39.2%	36.2%	33.7%	35.1%	36.7%	37.2%	18.4%	19.9%	21.6%	3.2%	3.0%	3.3%	4.2%	4.2%	4.2%	7,107	7,700	7,527	613	655	671
HHS	32.4%	30.7%	28.7%	36.8%	37.2%	38.1%	20.3%	21.2%	22.2%	4.7%	5.1%	5.3%	5.8%	5.8%	5.7%	32,820	29,109	28,799	2,965	2,723	2,583
HUD	31.4%	26.2%	23.5%	33.8%	33.3%	35.8%	22.7%	24.5%	25.2%	5.4%	6.8%	6.5%	6.7%	9.3%	9.0%	4,852	3,424	3,258	453	365	333
NARA	36.5%	31.7%	29.3%	33.4%	32.7%	33.5%	18.6%	21.1%	24.5%	5.1%	7.2%	5.1%	6.3%	7.3%	7.6%	1,550	1,497	1,426	147	151	153
NASA	44.6%	42.6%	39.4%	36.4%	37.5%	39.4%	14.9%	15.4%	16.5%	2.0%	2.4%	2.5%	2.0%	2.1%	2.2%	8,953	8,531	9,025	805	739	767
NCUA	37.8%	33.8%	32.4%	39.2%	44.3%	41.3%	17.7%	16.5%	19.2%	2.5%	2.5%	3.2%	2.8%	2.9%	3.8%	688	705	716	77	85	71
NLRB	32.8%	31.0%	26.5%	37.3%	35.4%	40.2%	19.0%	23.0%	22.1%	4.1%	4.8%	5.7%	6.7%	5.8%	5.5%	799	593	626	90	84	71
NRC	43.0%	41.0%	38.2%	35.6%	38.5%	37.9%	15.8%	15.0%	18.1%	2.8%	2.8%	3.1%	2.8%	2.7%	2.7%	2,387	2,215	2,219	251	216	247
NSF	39.5%	38.6%	33.8%	33.5%	33.3%	38.4%	17.6%	17.7%	16.8%	4.0%	4.8%	6.1%	5.5%	5.6%	4.9%	827	844	804	65	56	70
OMB	34.9%	34.9%	26.4%	39.6%	40.9%	46.6%	18.8%	17.5%	19.1%	3.9%	5.0%	4.4%	2.7%	1.8%	3.5%	275	276	282	27	24	25
OPM	40.7%	40.7%	36.0%	35.7%	36.4%	37.3%	17.7%	17.6%	20.3%	2.2%	2.4%	2.9%	3.6%	3.0%	3.5%	2,984	3,231	2,600	336	322	261
PBGC	35.3%	33.2%	25.9%	38.3%	35.6%	41.4%	17.8%	17.5%	20.0%	3.5%	6.4%	4.7%	5.1%	7.3%	8.0%	562	417	344	57	47	39
RRB	28.0%	29.6%	24.4%	43.0%	35.1%	36.8%	21.3%	28.1%	31.1%	3.4%	2.8%	3.3%	4.3%	4.4%	4.4%	408	463	522	61	56	70
SBA	31.7%	32.5%	30.4%	34.5%	36.7%	36.3%	20.7%	19.8%	22.4%	5.3%	4.2%	5.0%	7.8%	6.8%	5.9%	1,161	1,243	1,384	111	119	98
SEC	35.8%	33.3%	29.2%	36.6%	38.1%	37.0%	17.4%	19.5%	22.2%	4.5%	4.0%	4.9%	5.7%	5.1%	6.7%	1,648	2,072	2,031	237	353	342

Report by Agency

(45) My supervisor is committed to a workforce representative of all segments of society.

	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
All Responses	29.0%	27.7%	25.3%	37.9%	38.4%	39.3%	22.4%	23.1%	24.5%	5.0%	4.9%	5.3%	5.7%	5.8%	5.6%	376,582	349,672	335,808	34,337	31,868	29,552
SSA	27.5%	25.3%	23.1%	39.3%	40.3%	39.1%	23.7%	24.3%	26.9%	4.6%	5.2%	5.0%	4.9%	4.8%	5.9%	9,344	8,504	7,403	812	718	636
State	32.8%	32.8%	29.7%	40.3%	41.6%	40.4%	19.7%	18.9%	22.2%	3.9%	3.8%	4.2%	3.4%	2.9%	3.4%	3,616	3,314	2,229	303	304	191
Treas	36.8%	36.2%	33.9%	35.9%	37.0%	37.5%	18.6%	18.6%	20.1%	3.5%	3.4%	3.6%	5.3%	4.7%	4.9%	46,107	45,659	44,720	4,528	4,186	3,990
USAID	33.5%	30.6%	26.8%	40.3%	41.3%	45.1%	17.5%	19.4%	19.1%	4.8%	3.9%	5.0%	3.9%	4.9%	4.0%	1,793	1,820	2,023	158	151	178
USDA	28.3%	27.4%	24.0%	43.1%	44.2%	43.9%	20.9%	20.9%	23.5%	4.0%	4.0%	4.6%	3.7%	3.4%	3.9%	19,084	18,591	12,077	1,211	1,295	869
VA	26.3%	25.6%	24.7%	37.4%	36.9%	37.3%	22.5%	23.2%	24.1%	6.1%	6.0%	6.5%	7.8%	8.3%	7.5%	28,611	24,514	26,864	2,270	1,807	1,794
Small Agencies	36.9%	34.2%	31.8%	34.5%	35.4%	37.5%	19.2%	20.8%	21.5%	4.1%	3.9%	4.1%	5.3%	5.7%	5.0%	4,578	4,231	4,557	472	444	435
DOD	28.9%	27.1%	24.0%	38.7%	39.2%	40.2%	22.7%	23.8%	25.4%	4.7%	4.7%	5.3%	5.0%	5.1%	5.1%	65,388	67,034	58,166	5,361	5,498	4,741
USACE	26.7%	25.0%	21.2%	41.8%	39.8%	44.3%	23.2%	26.5%	24.7%	4.6%	4.0%	4.8%	3.6%	4.7%	5.0%	3,854	2,121	1,929	378	227	219
Air Force	30.8%	28.9%	25.2%	38.8%	38.1%	38.7%	21.5%	23.5%	26.3%	4.2%	4.7%	4.9%	4.7%	4.7%	4.9%	16,732	17,056	10,829	1,388	1,428	921
Army‡	27.2%	25.0%	22.6%	38.1%	39.0%	40.6%	23.3%	24.1%	24.9%	5.4%	5.5%	5.9%	5.9%	6.4%	6.0%	15,017	17,928	17,801	1,142	1,316	1,396
Navy‡	28.3%	26.1%	23.6%	39.9%	41.3%	41.0%	23.2%	24.4%	26.4%	4.3%	4.1%	4.7%	4.3%	4.1%	4.3%	14,556	15,876	15,655	1,196	1,340	1,233
Marine Corps	29.9%	31.9%	23.9%	33.5%	35.5%	37.1%	26.9%	25.2%	28.6%	4.5%	3.9%	5.9%	5.2%	3.5%	4.5%	1,516	1,539	1,886	113	130	144
DOD 4th Estate	31.1%	30.0%	27.1%	37.3%	38.2%	39.4%	21.1%	21.3%	22.4%	4.8%	4.7%	5.5%	5.7%	5.7%	5.6%	13,713	12,514	10,066	1,144	1,057	828

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

(46) My supervisor provides me with constructive suggestions to improve my job 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
All Responses	24.9%	23.6%	22.1%	36.5%	36.9%	38.2%	19.9%	20.4%	20.8%	10.7%	10.8%	11.1%	8.1%	8.3%	7.8%	408,296	379,197	363,407	2,452	2,159	1,849
BBG	22.2%	17.7%	19.9%	34.0%	33.9%	34.1%	21.9%	26.3%	23.4%	11.4%	10.2%	12.3%	10.6%	11.8%	10.2%	1,067	1,025	1,118	11	8	10
CSOSA	34.9%	29.8%	28.8%	33.2%	34.3%	33.6%	17.4%	17.7%	16.0%	8.2%	10.3%	12.4%	6.3%	7.9%	9.3%	629	697	691	1	3	2
DHS	19.3%	19.3%	18.2%	35.3%	35.7%	37.7%	20.8%	21.4%	21.8%	13.1%	12.4%	12.6%	11.5%	11.2%	9.6%	41,707	41,010	37,520	182	194	146
DOC	30.9%	30.5%	27.9%	37.2%	38.6%	40.2%	16.9%	16.7%	18.1%	9.4%	9.2%	8.5%	5.7%	5.1%	5.3%	9,861	9,666	9,219	50	40	42
DOE	23.2%	20.7%	20.1%	38.0%	37.5%	40.6%	19.9%	21.0%	20.3%	11.4%	12.6%	11.9%	7.6%	8.2%	7.1%	8,304	6,357	6,523	31	33	23
DOI	21.4%	20.3%	17.8%	37.4%	37.6%	38.7%	21.9%	22.3%	22.9%	11.4%	11.6%	12.8%	7.8%	8.2%	7.8%	25,598	17,852	17,838	174	108	92
DOJ	27.6%	25.8%	23.6%	37.1%	37.4%	38.5%	18.9%	19.5%	20.2%	9.9%	10.1%	10.8%	6.5%	7.1%	6.9%	19,374	16,508	16,241	97	79	70
DOL	28.5%	25.5%	24.0%	37.5%	38.0%	37.7%	17.6%	18.2%	18.9%	8.8%	9.8%	10.1%	7.6%	8.4%	9.3%	11,109	10,717	5,005	65	52	26
DOT	26.5%	24.5%	22.9%	37.3%	38.7%	40.6%	19.6%	19.6%	20.0%	10.1%	10.0%	10.2%	6.6%	7.2%	6.4%	15,176	11,360	22,526	101	66	125
Educ	32.1%	30.9%	29.3%	35.2%	34.9%	35.7%	15.9%	15.7%	16.9%	9.4%	10.4%	10.2%	7.4%	8.0%	8.0%	2,648	2,350	2,605	16	17	15
EEOC	32.4%	28.8%	26.8%	33.1%	34.0%	36.2%	17.0%	18.1%	18.0%	9.0%	9.2%	9.5%	8.4%	9.9%	9.4%	1,220	1,098	1,159	2	7	4
EPA	23.0%	21.9%	20.2%	38.7%	38.9%	41.6%	20.7%	20.5%	19.7%	10.7%	11.3%	11.8%	6.9%	7.4%	6.6%	4,346	3,747	3,820	24	22	20
FCC	30.2%	27.8%	29.4%	36.5%	38.0%	40.7%	18.9%	18.2%	18.6%	6.7%	9.2%	6.0%	7.7%	6.8%	5.2%	550	683	790	2	3	7
FERC	35.8%	31.9%	26.7%	34.0%	36.4%	37.6%	17.6%	16.3%	19.0%	8.2%	10.0%	11.2%	4.4%	5.4%	5.5%	978	882	875	4	2	3
FTC	35.5%	37.0%	32.8%	36.8%	31.5%	35.6%	14.7%	16.9%	16.5%	7.5%	7.8%	8.8%	5.5%	6.8%	6.3%	609	505	554	3	3	2

Report by Agency

(46) My supervisor provides me with constructive suggestions to improve my job 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
All Responses	24.9%	23.6%	22.1%	36.5%	36.9%	38.2%	19.9%	20.4%	20.8%	10.7%	10.8%	11.1%	8.1%	8.3%	7.8%	408,296	379,197	363,407	2,452	2,159	1,849
GSA	34.5%	32.3%	30.2%	34.9%	36.5%	37.8%	16.5%	17.5%	17.0%	7.9%	7.5%	8.8%	6.2%	6.2%	6.1%	7,677	8,329	8,163	39	46	32
HHS	27.7%	25.8%	24.1%	35.6%	35.5%	36.9%	18.7%	19.6%	20.1%	10.3%	10.8%	11.0%	7.9%	8.3%	8.0%	35,538	31,660	31,187	207	173	167
HUD	26.8%	21.6%	19.4%	33.6%	33.9%	34.2%	20.2%	20.3%	21.1%	10.4%	12.5%	13.4%	9.0%	11.8%	11.9%	5,267	3,768	3,574	55	24	21
NARA	31.5%	26.7%	25.1%	33.4%	33.0%	33.2%	16.8%	16.3%	20.1%	9.4%	12.7%	11.8%	8.9%	11.3%	9.8%	1,682	1,637	1,573	10	11	12
NASA	35.8%	33.3%	30.8%	37.6%	38.6%	40.7%	15.9%	16.7%	16.8%	6.8%	7.6%	7.8%	3.9%	3.8%	4.0%	9,697	9,208	9,749	58	46	43
NCUA	32.1%	30.7%	29.1%	39.8%	42.1%	40.7%	15.1%	13.8%	14.3%	8.5%	8.6%	8.3%	4.4%	4.8%	7.5%	760	790	784	5	4	3
NLRB	26.3%	23.5%	19.7%	37.4%	37.1%	40.8%	16.7%	18.3%	18.6%	11.6%	11.4%	11.8%	8.0%	9.7%	9.1%	885	672	701	3	3	1
NRC	34.5%	33.4%	30.0%	38.4%	38.3%	38.8%	15.0%	14.4%	17.6%	7.0%	9.0%	8.6%	5.1%	4.9%	5.1%	2,616	2,424	2,456	10	7	14
NSF	32.8%	30.8%	25.1%	33.5%	34.5%	37.2%	14.9%	16.4%	18.9%	10.9%	10.0%	11.2%	7.8%	8.4%	7.6%	882	895	860	8	6	9
OMB	28.1%	26.2%	18.4%	40.7%	43.4%	44.0%	19.2%	16.9%	16.3%	8.5%	10.1%	14.5%	3.5%	3.4%	6.8%	299	299	302	2	1	5
OPM	35.5%	35.2%	32.0%	37.8%	39.5%	38.2%	14.9%	14.5%	16.7%	7.0%	6.0%	7.8%	4.9%	4.9%	5.2%	3,311	3,528	2,847	14	17	12
PBGC	29.8%	26.9%	22.5%	37.8%	33.8%	39.4%	16.9%	19.5%	16.8%	8.8%	11.5%	10.9%	6.6%	8.3%	10.4%	612	465	381	5	3	3
RRB	24.2%	23.7%	23.0%	40.2%	39.3%	39.3%	20.3%	19.3%	22.4%	7.4%	9.5%	9.8%	7.9%	8.1%	5.6%	460	516	587	4	2	5
SBA	25.9%	26.2%	26.2%	32.9%	35.4%	36.4%	19.5%	19.0%	17.4%	10.2%	9.8%	11.1%	11.5%	9.6%	8.9%	1,264	1,357	1,477	6	2	5
SEC	25.4%	23.8%	20.5%	36.0%	37.5%	36.7%	18.8%	16.9%	19.7%	10.9%	13.0%	13.1%	8.9%	8.8%	9.9%	1,872	2,408	2,366	10	11	9

Report by Agency

(46) My supervisor provides me with constructive suggestions to improve my job 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
All Responses	24.9%	23.6%	22.1%	36.5%	36.9%	38.2%	19.9%	20.4%	20.8%	10.7%	10.8%	11.1%	8.1%	8.3%	7.8%	408,296	379,197	363,407	2,452	2,159	1,849
SSA	25.2%	23.2%	21.6%	39.5%	39.7%	40.1%	19.2%	20.0%	20.0%	9.4%	10.2%	11.1%	6.7%	6.8%	7.3%	10,105	9,165	8,007	58	49	37
State	25.4%	24.5%	24.3%	38.6%	40.9%	40.6%	18.3%	17.8%	17.9%	11.5%	10.9%	11.9%	6.1%	5.8%	5.3%	3,901	3,604	2,405	27	30	16
Treas	32.6%	31.8%	30.7%	36.4%	37.1%	37.8%	16.1%	16.1%	16.5%	7.8%	8.2%	8.1%	7.1%	6.7%	6.9%	50,265	49,486	48,442	377	346	274
USAID	23.4%	21.7%	19.1%	37.1%	37.2%	39.1%	17.6%	18.1%	19.0%	14.2%	13.8%	15.0%	7.7%	9.2%	7.8%	1,934	1,963	2,187	11	13	15
USDA	23.3%	22.1%	18.9%	39.8%	40.6%	41.6%	20.3%	20.6%	21.8%	10.4%	10.7%	11.3%	6.1%	6.1%	6.4%	20,180	19,780	12,885	99	96	51
VA	23.1%	22.7%	22.8%	35.0%	34.9%	36.0%	20.4%	20.4%	20.6%	11.5%	11.1%	11.1%	10.0%	10.9%	9.5%	30,624	26,085	28,500	211	174	158
Small Agencies	30.2%	28.2%	27.7%	34.4%	34.7%	36.3%	17.8%	18.4%	18.3%	9.2%	10.5%	10.1%	8.3%	8.2%	7.7%	5,013	4,626	4,956	32	37	37
DOD	24.4%	22.7%	20.7%	36.7%	37.0%	38.5%	20.7%	21.7%	22.1%	10.6%	11.1%	11.3%	7.5%	7.5%	7.3%	70,276	72,075	62,534	438	421	333
USACE	23.0%	20.2%	18.0%	39.8%	39.6%	40.9%	20.5%	20.6%	22.5%	10.0%	12.4%	11.3%	6.7%	7.2%	7.3%	4,201	2,339	2,144	24	13	8
Air Force	26.3%	24.9%	21.6%	36.6%	36.5%	38.3%	19.4%	21.1%	22.5%	10.4%	10.5%	10.8%	7.4%	7.0%	6.9%	17,996	18,370	11,664	128	112	80
Army‡	23.2%	21.1%	19.7%	35.4%	36.3%	37.5%	21.8%	22.2%	22.4%	11.4%	11.7%	12.0%	8.2%	8.7%	8.4%	16,035	19,085	19,072	96	118	112
Navy‡	23.0%	20.9%	20.3%	38.0%	38.6%	39.9%	21.5%	22.9%	22.4%	10.5%	11.0%	11.3%	6.9%	6.6%	6.1%	15,659	17,134	16,807	94	98	75
Marine Corps	25.3%	26.7%	21.1%	36.4%	34.7%	37.3%	19.7%	21.7%	23.2%	10.6%	10.1%	11.0%	8.1%	6.8%	7.2%	1,630	1,668	2,020	5	5	6
DOD 4th Estate	27.1%	25.9%	23.6%	36.0%	36.3%	37.7%	19.1%	19.8%	20.1%	9.9%	10.6%	10.6%	7.9%	7.5%	8.0%	14,755	13,479	10,827	91	75	52

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

(47) Supervisors in my work unit support employee development.

	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
All Responses	26.1%	24.7%	24.2%	38.2%	38.4%	39.8%	18.5%	19.3%	19.0%	9.0%	9.2%	9.2%	8.2%	8.4%	7.8%	404,801	375,678	361,042	6,499	6,028	4,398
BBG	22.3%	18.0%	20.5%	33.7%	35.9%	35.2%	21.2%	23.0%	22.3%	12.6%	11.1%	11.2%	10.2%	12.0%	10.9%	1,057	1,020	1,122	25	17	18
CSOSA	35.2%	30.0%	31.1%	37.5%	35.3%	36.0%	14.6%	19.1%	15.1%	6.6%	7.4%	10.6%	6.0%	8.2%	7.2%	624	693	691	9	9	5
DHS	18.6%	18.4%	18.9%	34.0%	34.3%	36.7%	21.8%	21.7%	21.4%	12.7%	12.6%	12.3%	12.9%	12.9%	10.8%	41,372	40,680	37,260	516	563	414
DOC	32.3%	31.3%	29.9%	39.0%	40.3%	42.1%	16.6%	16.3%	16.8%	6.9%	7.3%	6.3%	5.2%	4.7%	4.9%	9,735	9,572	9,147	195	146	119
DOE	26.0%	23.7%	24.2%	42.5%	41.1%	42.7%	16.3%	18.2%	17.5%	8.1%	9.6%	9.0%	7.0%	7.5%	6.6%	8,234	6,303	6,496	116	96	52
DOI	24.8%	23.0%	21.4%	40.8%	40.3%	40.9%	17.8%	19.3%	19.7%	9.0%	9.6%	10.0%	7.6%	7.8%	8.0%	25,414	17,717	17,788	390	286	195
DOJ	28.5%	26.5%	25.0%	39.0%	38.8%	40.7%	18.3%	19.5%	20.1%	7.9%	8.7%	7.9%	6.2%	6.4%	6.3%	19,251	16,365	16,089	246	231	192
DOL	28.8%	25.1%	23.6%	36.8%	36.6%	37.1%	18.1%	19.6%	19.2%	8.4%	9.9%	9.6%	8.0%	8.8%	10.4%	10,982	10,616	4,935	194	173	83
DOT	28.4%	26.1%	24.5%	38.9%	39.8%	42.9%	17.0%	18.2%	17.2%	8.5%	8.8%	8.5%	7.1%	7.1%	6.8%	15,021	11,197	22,380	278	223	285
Educ	33.4%	32.7%	32.2%	38.6%	36.9%	38.0%	14.2%	14.6%	15.6%	7.8%	8.2%	7.0%	6.0%	7.6%	7.2%	2,614	2,324	2,590	55	39	31
EEOC	32.0%	29.5%	28.8%	34.1%	32.8%	36.1%	17.3%	19.4%	17.5%	8.1%	9.5%	8.3%	8.5%	8.8%	9.3%	1,211	1,081	1,148	19	20	17
EPA	25.2%	23.7%	23.2%	40.8%	42.0%	43.8%	18.8%	19.1%	17.9%	8.8%	8.4%	8.8%	6.4%	6.7%	6.5%	4,306	3,705	3,795	87	78	47
FCC	32.2%	31.2%	30.9%	36.7%	37.9%	44.0%	16.3%	18.0%	15.8%	8.0%	7.0%	5.5%	6.8%	5.8%	3.8%	538	674	783	14	12	14
FERC	39.9%	35.9%	32.3%	38.0%	39.1%	42.1%	13.1%	14.6%	14.4%	6.0%	6.7%	7.2%	3.0%	3.7%	4.0%	976	872	865	8	13	16
FTC	41.5%	40.8%	40.5%	35.7%	33.2%	34.9%	13.3%	13.4%	11.6%	4.9%	6.1%	7.5%	4.6%	6.4%	5.4%	605	501	551	9	5	5

Report by Agency

(47) Supervisors in my work unit support employee development.

	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
All Responses	26.1%	24.7%	24.2%	38.2%	38.4%	39.8%	18.5%	19.3%	19.0%	9.0%	9.2%	9.2%	8.2%	8.4%	7.8%	404,801	375,678	361,042	6,499	6,028	4,398
GSA	37.6%	34.3%	33.0%	37.8%	38.0%	38.8%	13.7%	16.0%	15.7%	5.6%	6.0%	6.5%	5.4%	5.7%	6.0%	7,646	8,273	8,146	83	96	75
HHS	30.2%	28.3%	27.7%	37.6%	38.0%	38.6%	16.9%	17.7%	17.6%	7.9%	8.3%	8.6%	7.3%	7.7%	7.6%	35,205	31,317	30,990	595	520	362
HUD	28.8%	23.8%	21.7%	36.5%	35.6%	37.4%	17.7%	18.7%	20.0%	8.6%	9.3%	9.8%	8.4%	12.5%	11.1%	5,221	3,716	3,531	92	72	57
NARA	34.2%	28.9%	27.0%	35.4%	32.4%	36.1%	14.0%	17.0%	16.7%	7.5%	10.3%	10.0%	8.9%	11.4%	10.3%	1,672	1,618	1,561	24	34	26
NASA	44.4%	41.6%	39.7%	38.9%	40.0%	41.1%	10.4%	11.6%	11.9%	3.5%	4.0%	4.1%	2.9%	2.8%	3.2%	9,679	9,181	9,736	99	99	68
NCUA	36.2%	33.4%	35.1%	40.4%	42.6%	40.6%	13.3%	14.7%	12.4%	6.1%	5.2%	6.1%	4.0%	4.1%	5.8%	755	785	782	9	9	7
NLRB	27.5%	24.1%	21.8%	37.6%	38.9%	39.8%	16.4%	18.7%	18.3%	9.4%	9.4%	11.3%	9.0%	8.8%	8.8%	876	664	692	14	11	9
NRC	43.2%	40.4%	38.0%	38.6%	40.3%	41.4%	10.5%	11.2%	12.3%	4.5%	4.1%	5.0%	3.1%	4.0%	3.2%	2,605	2,405	2,447	33	30	27
NSF	38.3%	36.5%	30.8%	35.5%	37.5%	38.3%	13.7%	13.0%	16.4%	6.1%	7.0%	8.1%	6.3%	6.0%	6.3%	872	890	855	19	14	15
OMB	39.8%	38.5%	19.2%	45.7%	39.9%	48.6%	10.6%	13.7%	17.1%	3.1%	5.6%	8.9%	0.7%	2.3%	6.2%	300	299	305	4	3	2
OPM	37.0%	35.2%	34.1%	37.3%	39.5%	38.1%	15.2%	14.4%	15.4%	5.9%	5.6%	6.7%	4.8%	5.2%	5.8%	3,263	3,486	2,824	63	65	45
PBGC	30.9%	30.2%	28.1%	41.8%	39.1%	41.8%	14.1%	14.8%	12.9%	6.8%	7.9%	8.3%	6.5%	7.9%	8.9%	604	461	375	15	7	7
RRB	24.4%	23.5%	22.4%	40.1%	41.2%	40.3%	20.2%	18.8%	24.0%	7.0%	9.1%	8.0%	8.3%	7.4%	5.3%	454	503	581	17	15	14
SBA	27.2%	26.1%	25.7%	33.5%	36.1%	38.8%	17.7%	19.4%	18.5%	10.0%	8.1%	8.2%	11.7%	10.3%	8.8%	1,255	1,332	1,452	20	28	24
SEC	30.3%	28.5%	26.4%	39.6%	39.3%	39.7%	14.9%	17.0%	17.0%	7.4%	7.7%	8.7%	7.8%	7.5%	8.2%	1,848	2,364	2,342	38	58	35

Report by Agency

(47) Supervisors in my work unit support employee development.

	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
All Responses	26.1%	24.7%	24.2%	38.2%	38.4%	39.8%	18.5%	19.3%	19.0%	9.0%	9.2%	9.2%	8.2%	8.4%	7.8%	404,801	375,678	361,042	6,499	6,028	4,398
SSA	26.1%	23.6%	22.8%	39.3%	40.1%	39.7%	18.8%	19.0%	19.9%	8.8%	9.6%	9.8%	7.0%	7.6%	7.8%	9,974	9,048	7,909	198	166	129
State	29.0%	28.7%	28.5%	43.5%	44.5%	42.9%	15.0%	15.6%	16.4%	7.2%	7.2%	8.0%	5.3%	4.1%	4.1%	3,878	3,565	2,394	48	62	26
Treas	32.8%	32.0%	33.2%	36.4%	37.6%	37.9%	15.9%	15.9%	15.1%	7.2%	7.4%	6.9%	7.7%	7.1%	6.9%	49,660	48,842	48,004	1,040	1,039	706
USAID	27.9%	26.8%	24.7%	45.4%	42.8%	45.5%	14.9%	16.6%	15.3%	6.5%	8.1%	8.4%	5.4%	5.7%	6.2%	1,931	1,961	2,185	17	22	19
USDA	25.0%	23.6%	21.5%	43.3%	44.4%	44.8%	18.7%	18.5%	19.1%	7.7%	8.0%	8.7%	5.4%	5.5%	6.0%	20,017	19,609	12,826	290	278	138
VA	23.9%	23.7%	24.3%	36.0%	35.7%	36.8%	19.5%	19.5%	18.9%	10.2%	9.8%	10.1%	10.3%	11.3%	9.8%	30,435	25,877	28,349	482	425	324
Small Agencies	34.8%	31.1%	30.7%	35.9%	37.3%	37.5%	14.4%	16.2%	16.2%	7.0%	8.0%	8.1%	7.9%	7.3%	7.5%	4,973	4,612	4,931	82	68	66
DOD	25.7%	23.8%	23.0%	39.4%	39.5%	41.0%	18.7%	20.1%	19.8%	8.7%	9.1%	9.0%	7.5%	7.5%	7.1%	69,738	71,550	62,185	1,056	996	724
USACE	25.6%	22.9%	22.3%	42.7%	42.6%	43.1%	18.0%	18.5%	19.6%	7.9%	9.0%	8.4%	5.8%	7.0%	6.6%	4,187	2,335	2,121	35	19	28
Air Force	26.5%	24.8%	23.6%	39.7%	38.5%	41.0%	18.2%	20.2%	19.6%	8.5%	9.0%	9.2%	7.1%	7.6%	6.8%	17,860	18,199	11,605	312	300	138
Army†	24.3%	21.8%	21.3%	37.7%	38.8%	39.7%	19.6%	20.8%	20.8%	9.8%	9.8%	9.7%	8.7%	8.8%	8.5%	15,923	18,938	18,976	230	279	225
Navy†	25.2%	23.3%	23.2%	41.2%	41.3%	42.5%	18.7%	20.3%	20.0%	8.2%	8.8%	8.4%	6.8%	6.3%	5.9%	15,519	17,032	16,727	221	204	176
Marine Corps	25.5%	27.2%	24.2%	39.8%	38.2%	41.0%	18.8%	19.7%	18.5%	10.0%	8.6%	10.1%	6.0%	6.4%	6.2%	1,620	1,651	2,009	16	15	20
DOD 4th Estate	28.2%	26.6%	25.6%	37.8%	38.5%	40.2%	18.2%	19.1%	18.1%	8.1%	8.6%	8.5%	7.7%	7.3%	7.6%	14,629	13,395	10,747	242	179	137

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

(48) My supervisor listens to what I have to say.

	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
All Responses	35.6%	34.0%	32.1%	40.0%	41.0%	42.3%	12.3%	12.7%	13.1%	7.5%	7.8%	8.2%	4.5%	4.4%	4.2%	411,425	381,761	365,387
BBG	31.5%	28.7%	29.1%	39.8%	40.4%	40.8%	13.7%	14.4%	14.9%	8.5%	9.6%	9.3%	6.5%	6.9%	5.9%	1,086	1,039	1,141
CSOSA	45.6%	39.7%	37.2%	34.4%	37.3%	36.5%	11.3%	11.3%	11.8%	6.0%	7.5%	9.0%	2.7%	4.2%	5.6%	636	706	697
DHS	27.8%	27.5%	26.1%	42.2%	41.9%	43.9%	14.2%	14.8%	14.9%	9.6%	9.6%	9.8%	6.2%	6.1%	5.3%	41,919	41,248	37,635
DOC	43.6%	42.6%	39.3%	37.4%	39.4%	42.4%	9.7%	10.1%	9.7%	5.6%	5.2%	5.8%	3.6%	2.8%	2.8%	9,937	9,718	9,255
DOE	37.1%	34.2%	34.4%	40.7%	41.0%	42.6%	11.4%	12.5%	11.9%	6.7%	8.0%	7.3%	4.2%	4.3%	3.7%	8,354	6,400	6,559
DOI	35.2%	34.1%	32.1%	40.3%	40.9%	42.0%	12.4%	12.8%	13.2%	7.6%	7.7%	8.5%	4.4%	4.5%	4.2%	25,817	18,005	17,991
DOJ	38.1%	35.4%	33.4%	39.6%	41.2%	42.0%	12.0%	12.9%	13.3%	6.9%	6.9%	7.5%	3.4%	3.6%	3.7%	19,498	16,581	16,287
DOL	39.2%	36.5%	34.2%	38.4%	40.4%	40.1%	11.5%	11.3%	12.8%	6.3%	7.0%	8.0%	4.6%	4.8%	4.9%	11,195	10,798	5,034
DOT	39.7%	37.3%	35.0%	39.5%	41.7%	44.2%	10.6%	10.7%	10.8%	6.6%	6.8%	6.9%	3.6%	3.4%	3.3%	15,295	11,436	22,675
Educ	45.5%	45.0%	42.0%	35.4%	35.0%	37.7%	9.0%	9.7%	10.7%	5.9%	6.1%	6.1%	4.1%	4.2%	3.6%	2,666	2,373	2,625
EEOC	42.8%	36.5%	37.2%	33.6%	38.5%	37.8%	11.6%	11.1%	12.9%	7.1%	7.8%	7.5%	4.9%	6.0%	4.6%	1,223	1,104	1,164
EPA	39.9%	38.7%	37.6%	40.5%	41.2%	42.4%	9.9%	9.8%	11.0%	6.4%	7.0%	6.2%	3.3%	3.3%	2.8%	4,394	3,779	3,849
FCC	45.1%	42.7%	45.5%	33.9%	39.9%	38.5%	11.4%	10.2%	9.7%	5.6%	4.3%	4.0%	4.0%	2.9%	2.3%	553	688	799
FERC	54.6%	51.2%	44.0%	33.5%	35.1%	39.1%	6.7%	7.0%	8.7%	3.2%	4.2%	6.0%	2.1%	2.5%	2.2%	983	886	875
FTC	51.6%	49.6%	46.6%	29.8%	31.2%	33.9%	9.7%	10.0%	9.3%	5.5%	5.5%	6.5%	3.5%	3.7%	3.7%	615	510	557

Report by Agency

(48) My supervisor listens to what I have to say.

	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
All Responses	35.6%	34.0%	32.1%	40.0%	41.0%	42.3%	12.3%	12.7%	13.1%	7.5%	7.8%	8.2%	4.5%	4.4%	4.2%	411,425	381,761	365,387
GSA	45.8%	43.0%	41.5%	35.7%	37.9%	38.2%	9.7%	10.5%	11.1%	5.0%	5.4%	5.8%	3.7%	3.2%	3.4%	7,737	8,395	8,223
HHS	39.6%	37.6%	35.8%	37.1%	37.9%	39.3%	11.6%	12.6%	12.6%	7.2%	7.3%	7.9%	4.5%	4.6%	4.4%	35,795	31,840	31,379
HUD	37.7%	32.7%	30.7%	37.5%	38.5%	39.3%	12.0%	13.5%	13.6%	7.7%	8.7%	10.0%	5.1%	6.7%	6.4%	5,318	3,790	3,595
NARA	44.2%	38.9%	36.7%	34.6%	34.8%	38.4%	9.8%	12.6%	10.2%	6.6%	7.8%	8.9%	4.8%	5.8%	5.7%	1,698	1,657	1,588
NASA	52.2%	50.0%	48.2%	35.0%	36.2%	37.4%	7.2%	8.0%	8.3%	3.5%	3.9%	4.2%	2.2%	1.9%	2.0%	9,771	9,282	9,806
NCUA	43.8%	41.2%	40.4%	37.4%	40.5%	40.3%	10.0%	8.9%	8.7%	6.3%	6.5%	6.8%	2.4%	2.9%	3.8%	767	796	787
NLRB	41.0%	37.2%	33.0%	37.0%	38.8%	43.1%	11.1%	11.0%	10.1%	6.7%	7.2%	8.8%	4.3%	5.7%	5.0%	892	677	701
NRC	49.4%	48.0%	45.9%	35.1%	36.0%	37.7%	7.3%	8.2%	8.2%	5.3%	4.8%	5.3%	2.9%	3.0%	2.9%	2,641	2,435	2,472
NSF	46.6%	46.1%	41.3%	33.1%	31.8%	37.3%	9.9%	10.4%	8.5%	6.2%	7.2%	8.1%	4.2%	4.5%	4.8%	893	900	874
OMB	50.3%	52.3%	42.3%	38.5%	34.1%	42.4%	6.0%	6.2%	5.7%	3.5%	5.3%	5.9%	1.7%	2.1%	3.7%	304	302	308
OPM	47.0%	47.4%	42.9%	35.6%	36.1%	39.0%	9.4%	8.9%	9.4%	5.1%	4.5%	5.7%	2.9%	3.1%	3.1%	3,330	3,547	2,864
PBGC	43.2%	36.8%	32.1%	36.7%	40.9%	43.4%	11.7%	10.4%	10.4%	5.5%	6.8%	6.9%	2.9%	5.1%	7.3%	618	467	382
RRB	34.2%	33.5%	31.2%	43.2%	43.4%	45.6%	12.5%	11.1%	14.0%	4.5%	7.2%	6.2%	5.6%	4.8%	3.1%	471	520	594
SBA	36.7%	36.9%	34.8%	35.4%	36.7%	40.2%	12.1%	13.4%	12.2%	8.7%	8.6%	7.8%	7.1%	4.3%	4.9%	1,271	1,361	1,481
SEC	41.5%	39.1%	35.6%	37.4%	39.5%	40.2%	9.6%	10.1%	10.6%	6.9%	7.1%	8.1%	4.5%	4.3%	5.5%	1,890	2,419	2,366

Report by Agency

(48) My supervisor listens to what I have to say.

	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
All Responses	35.6%	34.0%	32.1%	40.0%	41.0%	42.3%	12.3%	12.7%	13.1%	7.5%	7.8%	8.2%	4.5%	4.4%	4.2%	411,425	381,761	365,387
SSA	33.9%	32.3%	30.5%	43.3%	44.3%	42.7%	11.9%	12.2%	13.7%	7.4%	7.5%	8.8%	3.5%	3.6%	4.3%	10,174	9,222	8,016
State	41.3%	39.3%	39.4%	39.3%	41.6%	40.9%	10.2%	10.4%	10.0%	6.3%	5.8%	6.4%	3.0%	2.9%	3.2%	3,933	3,632	2,416
Treas	41.7%	41.3%	39.3%	37.2%	37.8%	38.8%	10.2%	10.0%	10.4%	6.3%	6.7%	7.2%	4.5%	4.2%	4.3%	50,722	49,884	48,694
USAID	40.7%	38.8%	36.2%	40.3%	40.0%	43.3%	8.7%	9.5%	9.2%	6.6%	7.5%	7.2%	3.7%	4.3%	4.1%	1,950	1,984	2,200
USDA	36.0%	34.4%	30.9%	42.5%	43.9%	45.5%	11.7%	11.6%	12.7%	6.2%	7.0%	7.4%	3.7%	3.2%	3.6%	20,315	19,906	12,957
VA	31.8%	30.6%	30.0%	38.9%	38.9%	39.6%	14.0%	14.2%	14.4%	9.2%	10.2%	10.3%	6.1%	6.1%	5.7%	30,915	26,280	28,606
Small Agencies	43.9%	41.3%	40.4%	35.3%	36.7%	37.9%	10.0%	11.1%	10.7%	6.7%	6.5%	6.7%	4.1%	4.5%	4.4%	5,049	4,681	5,000
DOD	35.6%	33.5%	31.1%	41.0%	42.5%	44.0%	12.4%	12.9%	13.5%	7.1%	7.2%	7.7%	3.9%	3.8%	3.7%	70,800	72,513	62,935
USACE	36.0%	32.0%	30.3%	42.5%	45.0%	45.8%	11.8%	12.1%	12.7%	6.3%	7.0%	7.5%	3.3%	3.8%	3.7%	4,226	2,349	2,154
Air Force	37.2%	36.0%	32.2%	40.6%	41.8%	43.6%	11.7%	12.0%	12.7%	6.9%	6.8%	7.7%	3.6%	3.5%	3.8%	18,168	18,483	11,761
Army‡	33.1%	30.8%	28.7%	41.0%	42.3%	43.9%	13.4%	14.1%	14.9%	8.0%	8.4%	8.4%	4.5%	4.5%	4.2%	16,167	19,215	19,205
Navy‡	35.9%	33.6%	31.8%	42.3%	44.7%	45.8%	12.2%	12.4%	12.8%	6.3%	6.2%	6.7%	3.3%	3.2%	3.0%	15,756	17,223	16,901
Marine Corps	36.6%	36.8%	32.5%	38.7%	41.4%	42.2%	13.4%	12.5%	14.4%	6.6%	6.4%	7.2%	4.8%	3.0%	3.7%	1,634	1,669	2,027
DOD 4th Estate	37.0%	35.1%	33.1%	38.9%	39.7%	41.4%	12.0%	13.1%	12.8%	7.7%	7.7%	8.5%	4.3%	4.4%	4.2%	14,849	13,574	10,887

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

(49) My supervisor treats me with respect.

	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
All Responses	41.3%	39.7%	37.8%	39.6%	40.5%	41.9%	10.2%	10.6%	11.0%	5.0%	5.2%	5.5%	3.9%	4.0%	3.9%	410,437	380,603	364,519
BBG	36.5%	33.2%	35.2%	40.6%	41.3%	40.6%	12.8%	13.2%	12.6%	5.0%	5.9%	6.4%	5.2%	6.4%	5.2%	1,078	1,031	1,142
CSOSA	51.1%	45.4%	41.5%	33.2%	37.2%	37.1%	9.1%	9.7%	11.2%	3.9%	3.8%	5.5%	2.8%	3.8%	4.7%	633	695	690
DHS	33.4%	33.5%	31.9%	43.7%	43.0%	44.7%	11.7%	12.2%	12.5%	6.0%	6.2%	6.2%	5.1%	5.2%	4.7%	41,869	41,171	37,585
DOC	49.8%	48.3%	45.6%	35.2%	37.1%	39.5%	7.9%	8.1%	8.3%	4.0%	4.1%	4.0%	3.1%	2.4%	2.6%	9,910	9,695	9,227
DOE	42.6%	40.1%	40.3%	39.1%	39.7%	40.2%	9.6%	10.8%	10.5%	4.8%	5.4%	5.1%	3.8%	4.0%	3.8%	8,331	6,385	6,540
DOI	40.6%	39.0%	37.5%	39.0%	40.0%	40.7%	10.6%	11.0%	11.4%	5.5%	5.6%	6.0%	4.2%	4.4%	4.5%	25,750	17,941	17,939
DOJ	43.9%	40.9%	39.3%	39.6%	40.9%	41.4%	9.3%	10.3%	10.9%	4.3%	4.6%	5.0%	2.9%	3.3%	3.4%	19,444	16,547	16,245
DOL	44.9%	42.1%	39.4%	36.8%	38.6%	38.8%	9.8%	9.4%	11.1%	4.5%	5.5%	5.9%	4.1%	4.4%	4.7%	11,173	10,760	5,013
DOT	45.7%	43.8%	41.3%	38.6%	40.0%	42.8%	8.1%	8.4%	8.7%	4.3%	4.7%	4.5%	3.3%	3.1%	2.7%	15,270	11,406	22,633
Educ	50.1%	49.5%	46.7%	34.2%	33.6%	36.3%	7.9%	8.8%	8.3%	4.2%	3.7%	5.0%	3.5%	4.4%	3.7%	2,662	2,367	2,613
EEOC	48.3%	43.1%	43.2%	31.3%	35.7%	37.2%	9.6%	9.9%	9.5%	6.0%	5.4%	5.5%	4.8%	5.8%	4.7%	1,219	1,101	1,164
EPA	46.2%	44.5%	44.2%	37.1%	38.9%	38.9%	8.9%	8.6%	8.7%	4.6%	4.9%	5.4%	3.2%	3.1%	2.9%	4,374	3,777	3,837
FCC	51.1%	49.0%	52.1%	31.6%	35.9%	36.5%	10.2%	8.0%	6.8%	2.9%	3.6%	2.9%	4.2%	3.5%	1.6%	551	685	797
FERC	60.7%	57.8%	51.5%	30.5%	31.8%	35.2%	4.9%	5.1%	7.0%	1.5%	2.9%	3.3%	2.4%	2.4%	3.1%	982	884	878
FTC	55.7%	54.3%	50.7%	29.0%	28.9%	32.3%	7.6%	8.5%	7.5%	5.3%	4.6%	6.0%	2.4%	3.7%	3.6%	615	508	556

Report by Agency

(49) My supervisor treats me with respect.

	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
All Responses	41.3%	39.7%	37.8%	39.6%	40.5%	41.9%	10.2%	10.6%	11.0%	5.0%	5.2%	5.5%	3.9%	4.0%	3.9%	410,437	380,603	364,519
GSA	50.9%	48.1%	46.9%	34.5%	36.8%	36.6%	7.8%	8.5%	9.0%	3.5%	3.6%	4.2%	3.3%	3.0%	3.2%	7,719	8,365	8,188
HHS	44.6%	42.7%	40.8%	35.9%	36.8%	37.9%	10.0%	10.8%	11.3%	5.1%	5.4%	5.7%	4.2%	4.3%	4.3%	35,739	31,754	31,285
HUD	42.4%	37.8%	36.6%	37.1%	37.5%	38.3%	9.9%	11.4%	11.6%	5.7%	6.7%	6.9%	4.8%	6.7%	6.6%	5,305	3,770	3,580
NARA	48.4%	44.2%	41.9%	33.3%	33.3%	35.9%	8.8%	10.7%	10.1%	5.4%	6.1%	6.5%	4.1%	5.7%	5.6%	1,689	1,648	1,586
NASA	59.1%	57.4%	54.9%	31.1%	32.0%	34.1%	5.5%	6.5%	6.2%	2.4%	2.6%	2.8%	1.8%	1.6%	1.9%	9,754	9,263	9,793
NCUA	51.1%	48.3%	44.6%	34.9%	36.4%	38.6%	7.6%	8.9%	7.8%	4.4%	4.0%	5.4%	1.9%	2.4%	3.6%	763	792	788
NLRB	45.4%	44.1%	38.8%	37.3%	35.9%	40.6%	8.5%	8.9%	10.1%	4.5%	6.4%	6.2%	4.3%	4.7%	4.3%	891	676	700
NRC	56.2%	55.3%	52.2%	31.5%	31.8%	34.5%	6.5%	6.8%	7.2%	3.3%	3.5%	3.6%	2.5%	2.6%	2.5%	2,638	2,432	2,473
NSF	51.6%	51.0%	46.7%	32.4%	31.8%	36.1%	8.5%	8.1%	8.2%	3.9%	5.2%	4.8%	3.5%	4.0%	4.2%	890	898	871
OMB	57.7%	57.5%	45.8%	29.4%	31.4%	38.7%	7.9%	4.9%	8.1%	3.1%	3.8%	4.5%	1.9%	2.4%	2.9%	304	301	308
OPM	52.7%	53.5%	48.8%	34.3%	33.9%	37.2%	7.6%	7.3%	7.8%	2.8%	3.0%	3.7%	2.5%	2.3%	2.5%	3,319	3,539	2,858
PBGC	48.9%	40.3%	37.8%	34.8%	41.1%	39.6%	8.8%	8.3%	11.0%	4.5%	4.5%	5.4%	3.0%	5.7%	6.2%	616	464	382
RRB	41.8%	39.1%	37.1%	39.6%	41.7%	42.6%	11.0%	9.7%	13.3%	3.4%	5.0%	3.6%	4.2%	4.6%	3.4%	470	516	592
SBA	41.1%	40.1%	38.8%	36.2%	37.7%	38.7%	9.5%	10.3%	12.0%	6.1%	6.8%	5.9%	7.1%	5.1%	4.6%	1,268	1,358	1,482
SEC	47.7%	45.1%	41.4%	36.1%	37.8%	39.0%	7.0%	8.7%	9.3%	5.2%	4.5%	5.7%	4.1%	3.8%	4.6%	1,887	2,410	2,363

Report by Agency

(49) My supervisor treats me with respect.

	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
All Responses	41.3%	39.7%	37.8%	39.6%	40.5%	41.9%	10.2%	10.6%	11.0%	5.0%	5.2%	5.5%	3.9%	4.0%	3.9%	410,437	380,603	364,519
SSA	41.1%	39.1%	37.5%	42.4%	43.7%	42.9%	9.0%	9.4%	11.0%	4.4%	4.8%	5.0%	3.1%	3.0%	3.7%	10,150	9,181	8,008
State	47.5%	46.0%	44.7%	36.4%	38.4%	39.5%	9.0%	8.7%	9.1%	4.2%	4.2%	3.9%	2.9%	2.6%	2.8%	3,927	3,614	2,401
Treas	47.5%	47.2%	45.3%	35.8%	36.4%	37.4%	8.4%	8.3%	8.6%	4.4%	4.5%	4.8%	3.9%	3.6%	3.9%	50,588	49,720	48,633
USAID	45.8%	44.5%	43.3%	37.2%	37.0%	39.2%	8.7%	9.8%	8.1%	4.8%	5.1%	5.6%	3.5%	3.7%	3.8%	1,949	1,979	2,189
USDA	42.2%	40.5%	36.9%	40.7%	42.2%	44.0%	9.3%	9.7%	10.2%	4.4%	4.5%	5.3%	3.4%	3.2%	3.5%	20,267	19,851	12,933
VA	37.2%	35.9%	35.6%	39.6%	39.5%	40.4%	11.8%	12.4%	12.3%	6.4%	6.6%	6.7%	5.0%	5.6%	5.0%	30,789	26,130	28,507
Small Agencies	49.2%	46.5%	46.0%	33.5%	34.9%	36.1%	8.5%	9.2%	8.5%	4.8%	4.9%	5.2%	4.0%	4.5%	4.1%	5,044	4,664	4,992
DOD	41.1%	39.2%	36.4%	40.5%	42.0%	43.9%	10.3%	10.5%	11.1%	4.7%	4.9%	5.2%	3.4%	3.4%	3.5%	70,610	72,325	62,748
USACE	42.8%	38.1%	36.1%	40.8%	43.9%	44.4%	9.4%	10.1%	10.7%	4.2%	4.7%	5.5%	2.9%	3.2%	3.3%	4,213	2,338	2,150
Air Force	42.5%	41.2%	37.2%	39.7%	41.4%	43.7%	10.0%	9.7%	10.5%	4.5%	4.5%	5.2%	3.3%	3.2%	3.4%	18,110	18,433	11,737
Army‡	38.4%	36.3%	34.1%	41.0%	42.1%	44.6%	11.4%	12.1%	12.0%	5.5%	5.6%	5.6%	3.8%	3.9%	3.8%	16,120	19,168	19,139
Navy‡	41.7%	40.1%	37.1%	41.8%	43.3%	44.7%	9.7%	9.6%	10.8%	3.9%	4.2%	4.5%	2.9%	2.8%	2.9%	15,714	17,188	16,841
Marine Corps	41.1%	42.3%	37.9%	40.2%	41.2%	43.6%	10.0%	9.3%	11.4%	4.2%	4.5%	4.4%	4.4%	2.8%	2.7%	1,633	1,662	2,025
DOD 4th Estate	42.4%	40.5%	38.3%	38.2%	39.6%	41.1%	10.3%	10.6%	10.5%	5.1%	5.5%	5.8%	4.1%	3.8%	4.3%	14,820	13,536	10,856

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

(50) In the last six months, my supervisor has talked with me about my performance.

	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
All Responses	33.7%	32.4%	30.4%	43.8%	45.0%	46.3%	10.2%	10.3%	10.5%	8.4%	8.6%	9.1%	4.0%	3.8%	3.7%	410,472	380,812	364,501
BBG	24.5%	22.3%	22.7%	40.8%	40.0%	42.7%	14.3%	16.8%	14.5%	13.1%	13.1%	13.2%	7.3%	7.8%	6.9%	1,082	1,028	1,133
CSOSA	42.8%	38.6%	35.2%	42.1%	46.7%	45.6%	7.3%	7.8%	10.2%	5.7%	5.0%	6.3%	2.1%	1.8%	2.7%	634	698	695
DHS	27.7%	28.0%	25.6%	46.2%	47.4%	48.5%	10.9%	10.9%	11.8%	9.5%	8.8%	10.0%	5.7%	4.8%	4.2%	41,855	41,157	37,555
DOC	45.2%	43.7%	41.3%	43.8%	45.3%	46.8%	5.9%	6.2%	6.1%	3.5%	3.3%	4.0%	1.5%	1.4%	1.7%	9,912	9,698	9,235
DOE	38.3%	35.0%	36.1%	48.3%	49.5%	49.7%	6.9%	7.1%	7.1%	4.3%	6.2%	5.2%	2.1%	2.3%	1.9%	8,333	6,381	6,551
DOI	33.0%	32.0%	29.3%	45.9%	47.7%	49.3%	9.5%	9.0%	9.6%	8.1%	7.8%	8.5%	3.5%	3.4%	3.3%	25,749	17,932	17,951
DOJ	35.2%	32.7%	31.3%	41.2%	43.6%	44.8%	10.8%	11.0%	10.6%	8.9%	8.6%	9.2%	4.0%	4.1%	4.0%	19,441	16,550	16,235
DOL	38.8%	36.1%	34.3%	45.8%	47.6%	49.0%	7.2%	7.4%	7.5%	5.6%	6.0%	6.5%	2.6%	2.8%	2.7%	11,172	10,770	5,021
DOT	39.0%	37.6%	35.4%	45.3%	47.3%	49.5%	7.8%	7.4%	7.3%	5.6%	5.4%	5.7%	2.3%	2.3%	2.0%	15,268	11,424	22,650
Educ	44.6%	42.7%	41.7%	42.5%	42.6%	45.0%	6.1%	6.9%	6.3%	4.3%	5.2%	5.0%	2.5%	2.6%	1.9%	2,663	2,364	2,616
EEOC	38.7%	31.7%	33.0%	43.0%	47.2%	46.6%	7.8%	9.5%	8.5%	7.0%	7.9%	7.7%	3.5%	3.7%	4.2%	1,220	1,098	1,157
EPA	40.3%	39.5%	36.9%	47.4%	48.7%	50.3%	6.4%	6.6%	6.8%	4.1%	3.5%	4.6%	1.9%	1.8%	1.5%	4,375	3,773	3,839
FCC	38.9%	38.1%	40.0%	37.9%	40.2%	42.3%	10.4%	10.4%	8.2%	8.4%	8.1%	6.9%	4.3%	3.2%	2.6%	552	683	796
FERC	51.3%	46.4%	42.6%	39.3%	41.9%	45.0%	5.1%	6.9%	5.6%	3.4%	3.4%	5.0%	0.9%	1.4%	1.8%	981	880	875
FTC	47.9%	48.9%	47.5%	40.6%	41.0%	41.1%	5.1%	5.2%	4.9%	3.7%	3.1%	3.9%	2.8%	1.8%	2.5%	613	508	555

Report by Agency

(50) In the last six months, my supervisor has talked with me about my performance.

	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
All Responses	33.7%	32.4%	30.4%	43.8%	45.0%	46.3%	10.2%	10.3%	10.5%	8.4%	8.6%	9.1%	4.0%	3.8%	3.7%	410,472	380,812	364,501
GSA	45.6%	42.7%	41.1%	39.4%	41.4%	41.7%	7.4%	8.2%	7.8%	5.1%	5.2%	6.5%	2.5%	2.5%	2.8%	7,712	8,348	8,192
HHS	36.1%	34.3%	32.5%	42.9%	44.1%	45.8%	10.4%	10.4%	10.6%	7.3%	7.6%	7.9%	3.3%	3.5%	3.2%	35,711	31,767	31,310
HUD	32.7%	28.9%	26.6%	40.6%	44.8%	41.7%	11.2%	10.3%	11.8%	10.6%	10.4%	12.8%	5.0%	5.6%	7.1%	5,304	3,785	3,582
NARA	45.1%	39.5%	34.2%	42.0%	44.5%	43.3%	6.6%	7.1%	9.1%	3.7%	5.4%	9.9%	2.6%	3.5%	3.5%	1,698	1,650	1,580
NASA	53.6%	50.1%	45.4%	37.2%	39.4%	41.7%	5.0%	5.6%	6.4%	2.9%	3.7%	5.0%	1.3%	1.2%	1.6%	9,743	9,259	9,777
NCUA	49.8%	47.2%	40.0%	44.0%	43.4%	49.6%	3.3%	5.2%	4.6%	2.7%	2.8%	4.0%	0.3%	1.4%	1.7%	762	790	787
NLRB	31.7%	27.5%	25.9%	39.2%	37.4%	37.4%	12.6%	13.3%	15.3%	12.4%	15.2%	16.3%	4.2%	6.6%	5.1%	889	678	698
NRC	52.7%	49.8%	47.1%	40.1%	42.5%	44.3%	4.3%	4.7%	4.8%	1.9%	2.0%	2.8%	1.0%	1.0%	0.9%	2,639	2,430	2,465
NSF	46.6%	47.1%	43.5%	40.4%	40.6%	44.0%	5.6%	5.9%	5.0%	4.2%	3.6%	5.1%	3.2%	2.8%	2.5%	890	903	875
OMB	39.7%	35.9%	27.1%	41.3%	39.7%	47.7%	8.4%	9.4%	8.7%	8.6%	10.9%	12.8%	2.0%	4.2%	3.6%	304	301	305
OPM	50.4%	50.4%	46.6%	41.5%	40.4%	45.3%	3.9%	5.0%	4.5%	2.8%	2.5%	2.4%	1.5%	1.7%	1.3%	3,325	3,542	2,859
PBGC	43.0%	37.3%	34.6%	42.3%	49.0%	50.7%	7.7%	6.4%	6.0%	4.3%	5.4%	5.1%	2.6%	1.9%	3.6%	618	466	384
RRB	34.6%	34.0%	31.8%	50.5%	50.0%	51.7%	7.9%	7.7%	7.9%	4.7%	6.0%	5.9%	2.3%	2.3%	2.6%	471	519	593
SBA	37.1%	38.2%	35.8%	45.7%	48.4%	51.0%	6.7%	5.4%	6.3%	5.9%	5.1%	4.1%	4.6%	2.9%	2.9%	1,270	1,359	1,479
SEC	40.4%	38.3%	36.2%	47.9%	48.4%	51.8%	4.2%	5.8%	4.5%	5.4%	5.2%	4.9%	2.1%	2.3%	2.6%	1,884	2,416	2,363

Report by Agency

(50) In the last six months, my supervisor has talked with me about my performance.

	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
All Responses	33.7%	32.4%	30.4%	43.8%	45.0%	46.3%	10.2%	10.3%	10.5%	8.4%	8.6%	9.1%	4.0%	3.8%	3.7%	410,472	380,812	364,501
SSA	37.6%	35.3%	34.6%	49.7%	52.4%	52.9%	6.9%	6.4%	6.7%	4.0%	4.0%	4.1%	1.6%	1.8%	1.6%	10,150	9,206	8,011
State	37.8%	37.1%	37.0%	42.9%	44.1%	46.0%	8.8%	8.8%	7.7%	8.0%	7.2%	7.1%	2.5%	2.9%	2.2%	3,918	3,620	2,411
Treas	41.1%	40.3%	39.0%	41.3%	41.6%	43.0%	8.5%	8.7%	8.7%	6.0%	6.6%	6.4%	3.1%	2.8%	2.9%	50,575	49,777	48,610
USAID	33.0%	29.9%	29.9%	42.4%	41.9%	42.0%	9.7%	11.6%	11.0%	10.9%	12.0%	12.5%	4.0%	4.5%	4.5%	1,944	1,978	2,193
USDA	35.8%	34.7%	32.0%	50.0%	51.3%	53.5%	7.0%	6.8%	7.1%	4.8%	5.0%	5.1%	2.3%	2.1%	2.2%	20,268	19,857	12,926
VA	30.0%	29.3%	29.3%	44.4%	44.9%	46.2%	11.2%	11.1%	11.0%	9.8%	9.9%	9.5%	4.7%	4.8%	4.1%	30,844	26,207	28,496
Small Agencies	40.8%	38.3%	37.6%	39.7%	43.0%	43.6%	8.6%	8.1%	8.6%	7.6%	7.0%	6.8%	3.3%	3.7%	3.4%	5,045	4,673	4,981
DOD	31.9%	30.2%	27.1%	42.3%	43.3%	44.7%	11.5%	11.8%	12.3%	9.8%	10.4%	11.3%	4.5%	4.3%	4.5%	70,658	72,337	62,760
USACE	33.7%	29.8%	27.2%	45.1%	48.0%	50.9%	9.8%	10.0%	8.5%	8.4%	9.0%	9.3%	3.0%	3.2%	4.1%	4,217	2,346	2,150
Air Force	34.0%	32.9%	26.4%	41.7%	42.3%	41.2%	10.6%	11.1%	13.5%	9.1%	9.6%	13.5%	4.6%	4.2%	5.4%	18,121	18,449	11,731
Army‡	29.8%	28.0%	25.5%	42.0%	42.6%	45.0%	11.8%	12.4%	12.7%	11.1%	12.0%	12.0%	5.3%	5.0%	4.8%	16,123	19,167	19,143
Navy‡	30.8%	29.2%	27.5%	42.7%	43.8%	45.8%	12.5%	12.8%	12.6%	9.9%	10.3%	10.1%	4.0%	3.9%	3.9%	15,738	17,170	16,858
Marine Corps	32.5%	32.5%	27.9%	42.1%	43.2%	43.5%	11.6%	10.2%	11.8%	8.3%	9.8%	12.6%	5.5%	4.2%	4.2%	1,630	1,665	2,024
DOD 4th Estate	34.1%	32.1%	30.4%	42.3%	43.9%	45.5%	10.9%	10.9%	10.7%	8.6%	9.2%	9.4%	4.1%	3.9%	3.9%	14,829	13,540	10,854

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

(51) I have trust and confidence in my supervisor.

	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
All Responses	34.2%	32.8%	31.7%	32.3%	32.6%	34.1%	16.5%	17.2%	17.2%	8.9%	9.2%	9.1%	8.0%	8.2%	7.9%	410,689	380,967	364,718
BBG	29.3%	25.4%	27.1%	30.4%	31.8%	32.7%	20.2%	21.0%	19.8%	10.6%	10.1%	10.7%	9.5%	11.7%	9.7%	1,080	1,033	1,139
CSOSA	39.0%	34.5%	33.4%	31.1%	27.4%	26.1%	15.5%	19.8%	18.0%	6.7%	10.6%	12.3%	7.7%	7.7%	10.2%	634	703	693
DHS	27.0%	27.1%	26.1%	32.8%	32.2%	34.6%	18.6%	19.1%	19.1%	10.9%	11.2%	10.5%	10.7%	10.3%	9.7%	41,860	41,163	37,590
DOC	42.2%	40.6%	38.9%	31.4%	32.2%	35.4%	13.6%	14.4%	13.7%	6.8%	7.5%	6.7%	5.9%	5.3%	5.2%	9,920	9,700	9,245
DOE	35.3%	32.3%	33.1%	32.5%	32.5%	34.5%	15.9%	16.9%	16.4%	8.9%	9.8%	8.6%	7.4%	8.5%	7.4%	8,346	6,392	6,547
DOI	32.6%	31.6%	30.3%	32.8%	32.8%	34.0%	16.5%	17.0%	17.2%	9.7%	9.7%	9.8%	8.4%	8.9%	8.7%	25,793	17,970	17,970
DOJ	36.9%	34.5%	32.9%	33.1%	32.9%	34.2%	15.5%	16.8%	17.3%	7.9%	8.4%	8.4%	6.7%	7.3%	7.1%	19,435	16,536	16,248
DOL	37.8%	35.3%	33.7%	30.8%	31.4%	30.7%	15.5%	16.5%	18.0%	8.0%	8.3%	8.5%	7.9%	8.6%	9.0%	11,167	10,767	5,021
DOT	37.5%	35.0%	34.0%	31.9%	33.9%	36.0%	15.5%	15.6%	15.5%	8.1%	8.8%	7.7%	6.9%	6.8%	6.8%	15,277	11,426	22,623
Educ	42.0%	40.0%	38.9%	28.7%	29.1%	29.5%	14.1%	15.3%	15.0%	7.9%	7.6%	9.6%	7.3%	8.0%	7.0%	2,665	2,367	2,615
EEOC	39.9%	35.0%	35.5%	27.8%	29.3%	30.4%	15.5%	15.6%	17.1%	7.9%	9.7%	7.9%	9.0%	10.5%	9.2%	1,218	1,099	1,157
EPA	35.7%	34.7%	34.9%	32.5%	33.0%	33.2%	15.8%	15.8%	16.5%	9.5%	9.3%	8.8%	6.5%	7.1%	6.5%	4,388	3,775	3,836
FCC	42.9%	42.1%	44.5%	26.9%	31.2%	32.0%	16.6%	14.4%	13.1%	6.1%	5.8%	5.3%	7.4%	6.4%	5.0%	552	689	797
FERC	51.4%	45.9%	42.2%	29.0%	31.0%	33.7%	10.6%	12.4%	13.0%	5.3%	6.1%	6.6%	3.7%	4.6%	4.5%	979	884	877
FTC	49.4%	48.3%	47.9%	28.2%	27.4%	26.2%	11.0%	12.2%	11.0%	6.0%	6.5%	7.5%	5.5%	5.6%	7.3%	615	507	557

Report by Agency

(51) I have trust and confidence in my supervisor.

	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
All Responses	34.2%	32.8%	31.7%	32.3%	32.6%	34.1%	16.5%	17.2%	17.2%	8.9%	9.2%	9.1%	8.0%	8.2%	7.9%	410,689	380,967	364,718
GSA	43.5%	40.5%	39.5%	29.4%	31.9%	31.9%	14.8%	15.2%	15.2%	6.2%	6.6%	7.1%	6.2%	5.8%	6.3%	7,717	8,353	8,207
HHS	37.5%	35.5%	34.5%	30.5%	30.9%	31.6%	15.9%	16.1%	16.8%	8.4%	9.3%	9.0%	7.7%	8.2%	8.1%	35,721	31,761	31,304
HUD	34.9%	29.8%	28.6%	28.9%	28.9%	29.4%	17.4%	18.9%	19.2%	9.7%	10.2%	10.8%	9.0%	12.3%	12.0%	5,295	3,784	3,589
NARA	41.1%	36.2%	35.0%	28.1%	27.8%	29.3%	14.8%	16.1%	16.4%	7.7%	9.1%	10.6%	8.3%	10.8%	8.7%	1,694	1,652	1,591
NASA	49.0%	47.8%	45.3%	30.9%	31.6%	33.6%	11.4%	11.8%	11.5%	4.9%	5.2%	5.6%	3.8%	3.7%	4.0%	9,764	9,268	9,792
NCUA	43.9%	41.9%	38.4%	31.4%	32.4%	33.5%	12.4%	13.8%	13.9%	8.6%	6.7%	7.5%	3.7%	5.1%	6.7%	767	793	789
NLRB	38.3%	34.0%	32.1%	31.7%	32.8%	33.4%	15.0%	15.0%	15.6%	7.6%	9.3%	10.4%	7.3%	8.9%	8.4%	888	674	698
NRC	48.0%	44.4%	42.9%	28.7%	32.3%	32.3%	10.7%	11.4%	13.3%	7.3%	6.3%	6.6%	5.4%	5.5%	4.9%	2,640	2,432	2,468
NSF	42.7%	40.2%	37.4%	26.4%	29.2%	30.2%	15.0%	14.2%	14.3%	9.4%	7.3%	10.1%	6.4%	9.1%	8.0%	892	898	870
OMB	48.7%	48.0%	39.6%	35.6%	31.9%	36.8%	5.9%	11.8%	10.6%	6.1%	4.9%	7.7%	3.7%	3.3%	5.3%	303	302	308
OPM	46.1%	45.5%	42.1%	30.2%	31.4%	31.8%	12.0%	12.5%	14.3%	6.9%	5.7%	6.6%	4.8%	4.8%	5.2%	3,318	3,548	2,860
PBGC	39.6%	34.9%	29.2%	30.9%	28.9%	32.9%	15.0%	18.4%	17.2%	7.2%	8.0%	9.3%	7.2%	9.8%	11.4%	617	465	381
RRB	33.6%	33.3%	30.1%	33.6%	32.4%	38.3%	19.6%	18.2%	18.4%	6.3%	8.0%	6.3%	6.8%	8.1%	6.8%	471	515	590
SBA	34.2%	35.1%	34.9%	28.1%	29.1%	29.6%	16.1%	16.1%	17.1%	9.4%	9.9%	9.8%	12.3%	9.8%	8.5%	1,271	1,359	1,476
SEC	39.4%	37.0%	34.1%	31.8%	31.5%	31.4%	12.5%	15.3%	16.7%	8.8%	8.1%	9.2%	7.5%	8.1%	8.7%	1,883	2,423	2,371

Report by Agency

(51) I have trust and confidence in my supervisor.

	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
All Responses	34.2%	32.8%	31.7%	32.3%	32.6%	34.1%	16.5%	17.2%	17.2%	8.9%	9.2%	9.1%	8.0%	8.2%	7.9%	410,689	380,967	364,718
SSA	32.7%	30.6%	29.5%	33.4%	33.7%	33.7%	18.4%	18.8%	19.3%	8.9%	9.5%	10.0%	6.7%	7.5%	7.4%	10,156	9,209	8,015
State	38.0%	38.1%	36.8%	34.2%	33.0%	34.5%	13.4%	15.1%	15.0%	8.7%	7.6%	7.7%	5.8%	6.1%	6.0%	3,930	3,618	2,407
Treas	40.3%	39.8%	39.0%	30.5%	30.9%	31.8%	14.4%	14.5%	14.6%	7.7%	7.8%	7.5%	7.1%	6.9%	7.2%	50,642	49,787	48,618
USAID	35.5%	33.9%	33.7%	34.7%	32.1%	34.7%	13.5%	16.2%	15.4%	9.0%	10.1%	9.0%	7.3%	7.8%	7.2%	1,949	1,984	2,191
USDA	34.5%	33.3%	30.8%	34.4%	34.5%	36.5%	16.0%	16.1%	16.4%	8.3%	9.2%	8.8%	6.9%	6.8%	7.5%	20,293	19,857	12,936
VA	31.1%	30.0%	30.3%	30.6%	30.4%	31.8%	17.8%	18.3%	17.9%	10.5%	10.6%	10.4%	10.0%	10.7%	9.5%	30,843	26,222	28,541
Small Agencies	41.9%	37.9%	38.1%	27.9%	31.3%	31.3%	15.3%	14.5%	14.5%	7.6%	8.7%	8.9%	7.3%	7.6%	7.3%	5,042	4,668	4,990
DOD	34.2%	32.3%	30.8%	33.3%	34.1%	35.5%	16.5%	17.5%	17.4%	8.5%	8.7%	9.0%	7.5%	7.4%	7.4%	70,664	72,384	62,811
USACE	35.1%	30.8%	29.8%	34.1%	35.9%	36.6%	15.6%	15.8%	17.1%	8.8%	9.5%	8.8%	6.5%	7.9%	7.7%	4,217	2,351	2,154
Air Force	36.2%	34.9%	31.9%	33.5%	33.6%	35.6%	15.1%	16.7%	16.8%	7.9%	8.0%	8.7%	7.3%	6.9%	7.0%	18,134	18,443	11,733
Army‡	31.7%	29.3%	28.6%	32.3%	33.8%	34.9%	17.8%	18.3%	18.4%	9.5%	9.7%	9.7%	8.7%	8.8%	8.4%	16,129	19,186	19,140
Navy‡	34.2%	32.4%	31.6%	35.1%	36.0%	37.0%	16.9%	17.8%	17.2%	7.7%	7.8%	8.1%	6.2%	6.0%	6.1%	15,725	17,186	16,880
Marine Corps	34.9%	35.2%	32.1%	32.3%	33.7%	34.4%	16.2%	16.5%	16.9%	7.8%	8.5%	9.3%	8.9%	6.0%	7.2%	1,634	1,668	2,031
DOD 4th Estate	35.3%	33.9%	32.3%	31.7%	31.7%	33.3%	16.0%	17.4%	16.7%	9.2%	8.8%	9.3%	7.8%	8.2%	8.3%	14,825	13,550	10,873

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

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	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
All Responses	39.1%	38.0%	36.7%	30.6%	30.9%	31.8%	18.0%	18.6%	18.8%	6.9%	7.0%	7.3%	5.4%	5.5%	5.4%	410,877	381,129	364,643
BBG	33.5%	30.9%	32.0%	28.5%	29.9%	28.6%	21.4%	21.4%	22.4%	9.3%	8.1%	9.3%	7.3%	9.6%	7.7%	1,084	1,037	1,137
CSOSA	42.2%	39.1%	36.8%	30.5%	28.0%	27.4%	18.6%	21.5%	20.7%	4.4%	8.0%	9.2%	4.4%	3.4%	5.9%	633	701	694
DHS	32.2%	32.4%	31.2%	31.1%	30.7%	31.5%	21.1%	21.4%	22.0%	8.5%	8.6%	8.7%	7.1%	6.9%	6.7%	41,887	41,174	37,592
DOC	47.2%	46.4%	44.6%	29.1%	30.3%	32.5%	14.6%	15.0%	14.7%	5.6%	5.3%	4.8%	3.5%	3.0%	3.5%	9,925	9,714	9,241
DOE	39.7%	36.6%	37.4%	31.2%	31.5%	32.3%	17.3%	18.7%	18.4%	6.7%	7.4%	6.9%	5.1%	5.7%	5.0%	8,343	6,390	6,551
DOI	36.0%	35.0%	34.3%	31.8%	31.7%	31.7%	18.9%	19.6%	19.8%	7.6%	7.7%	8.1%	5.7%	6.1%	6.2%	25,796	17,989	17,982
DOJ	42.5%	39.9%	38.7%	30.4%	31.1%	31.4%	16.7%	17.7%	18.4%	6.2%	6.4%	6.8%	4.3%	4.8%	4.7%	19,470	16,552	16,251
DOL	42.4%	40.2%	38.9%	30.2%	30.5%	28.8%	16.5%	17.5%	19.0%	5.7%	6.2%	7.3%	5.2%	5.6%	6.0%	11,175	10,768	5,014
DOT	41.4%	39.1%	37.7%	30.9%	31.7%	33.8%	17.0%	17.7%	17.6%	6.0%	5.9%	6.5%	4.7%	5.6%	4.4%	15,280	11,420	22,606
Educ	45.9%	45.4%	42.2%	28.8%	27.3%	30.3%	15.6%	17.0%	17.3%	5.6%	5.2%	5.9%	4.0%	5.1%	4.3%	2,666	2,367	2,618
EEOC	45.3%	40.6%	40.3%	25.9%	29.6%	30.1%	17.9%	17.1%	16.9%	5.4%	6.3%	6.6%	5.4%	6.3%	6.1%	1,222	1,100	1,153
EPA	40.2%	39.8%	38.9%	31.9%	31.5%	32.4%	17.7%	18.6%	18.9%	6.4%	6.1%	6.0%	3.7%	4.0%	3.8%	4,389	3,777	3,839
FCC	49.0%	46.7%	52.5%	25.7%	29.2%	27.2%	15.2%	15.4%	13.3%	4.6%	4.3%	5.1%	5.4%	4.4%	1.9%	553	684	796
FERC	53.8%	52.2%	47.6%	28.5%	27.2%	30.7%	11.5%	13.8%	13.9%	4.3%	4.4%	5.2%	1.8%	2.4%	2.6%	979	887	876
FTC	51.9%	54.4%	49.6%	27.8%	25.6%	26.6%	11.5%	12.0%	13.1%	5.6%	4.2%	6.0%	3.2%	3.8%	4.6%	616	507	556

Report by Agency

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	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
All Responses	39.1%	38.0%	36.7%	30.6%	30.9%	31.8%	18.0%	18.6%	18.8%	6.9%	7.0%	7.3%	5.4%	5.5%	5.4%	410,877	381,129	364,643
GSA	48.2%	46.4%	43.9%	28.9%	30.1%	31.0%	14.0%	15.0%	15.6%	4.9%	4.9%	5.3%	4.0%	3.7%	4.1%	7,720	8,390	8,228
HHS	42.2%	40.4%	39.3%	29.1%	29.3%	29.7%	17.0%	17.9%	18.7%	6.4%	6.9%	6.8%	5.3%	5.5%	5.5%	35,755	31,780	31,301
HUD	40.2%	35.4%	33.1%	28.8%	29.1%	29.3%	18.2%	19.0%	21.1%	7.3%	8.3%	8.1%	5.5%	8.2%	8.4%	5,306	3,787	3,584
NARA	45.4%	40.3%	40.0%	26.8%	27.3%	27.5%	16.8%	17.8%	18.3%	5.7%	7.1%	8.5%	5.2%	7.6%	5.6%	1,699	1,654	1,594
NASA	53.5%	52.9%	50.9%	29.7%	29.1%	30.2%	11.0%	12.5%	12.5%	3.4%	3.3%	3.7%	2.4%	2.2%	2.7%	9,763	9,280	9,798
NCUA	43.9%	45.2%	41.6%	33.4%	31.1%	32.6%	15.8%	15.7%	15.0%	5.0%	4.6%	6.0%	1.9%	3.3%	4.8%	767	794	786
NLRB	46.0%	41.7%	38.1%	28.0%	31.0%	33.1%	16.5%	14.5%	16.9%	5.6%	6.6%	6.1%	3.9%	6.2%	5.8%	887	675	700
NRC	51.8%	49.5%	47.8%	27.5%	29.6%	30.6%	12.9%	12.8%	13.0%	4.6%	4.7%	4.8%	3.1%	3.5%	3.9%	2,640	2,434	2,468
NSF	50.0%	49.9%	45.1%	25.4%	25.5%	30.0%	14.8%	12.8%	13.8%	5.4%	5.5%	5.4%	4.4%	6.2%	5.7%	889	900	872
OMB	48.5%	50.4%	40.3%	35.5%	30.3%	36.4%	11.0%	13.6%	17.2%	2.5%	3.6%	2.7%	2.4%	2.0%	3.5%	301	300	308
OPM	51.3%	51.6%	49.0%	29.3%	30.4%	29.3%	11.8%	11.7%	13.9%	4.6%	3.5%	4.5%	2.9%	2.7%	3.4%	3,325	3,542	2,855
PBGC	43.5%	42.2%	36.1%	30.8%	25.7%	30.1%	16.2%	20.4%	18.6%	5.5%	6.2%	8.1%	4.0%	5.6%	7.0%	619	467	382
RRB	37.9%	38.1%	40.1%	34.3%	32.9%	33.8%	17.4%	18.5%	17.4%	6.1%	5.3%	4.6%	4.2%	5.3%	4.1%	470	519	592
SBA	38.5%	41.5%	40.4%	28.1%	27.1%	27.4%	16.1%	17.5%	18.5%	8.0%	6.4%	7.4%	9.3%	7.5%	6.3%	1,272	1,361	1,481
SEC	45.9%	44.1%	39.0%	28.5%	27.9%	30.3%	15.2%	16.8%	17.6%	5.7%	6.3%	7.0%	4.8%	5.0%	6.1%	1,883	2,419	2,371

Report by Agency

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	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
All Responses	39.1%	38.0%	36.7%	30.6%	30.9%	31.8%	18.0%	18.6%	18.8%	6.9%	7.0%	7.3%	5.4%	5.5%	5.4%	410,877	381,129	364,643
SSA	38.1%	36.4%	34.4%	33.5%	33.1%	34.0%	18.5%	20.6%	20.7%	5.8%	5.8%	6.3%	4.0%	4.2%	4.6%	10,153	9,216	8,012
State	40.7%	41.6%	38.4%	31.5%	32.0%	34.7%	17.0%	16.4%	16.3%	6.3%	6.4%	6.9%	4.5%	3.6%	3.7%	3,928	3,620	2,406
Treas	46.7%	46.2%	45.2%	28.8%	29.3%	29.9%	14.7%	14.9%	14.9%	5.0%	5.2%	5.3%	4.7%	4.3%	4.6%	50,619	49,796	48,551
USAID	38.3%	36.4%	36.0%	33.0%	32.8%	32.7%	16.9%	18.4%	19.0%	6.8%	7.0%	7.0%	5.0%	5.4%	5.3%	1,947	1,979	2,197
USDA	38.7%	38.2%	35.1%	32.7%	32.3%	33.7%	17.6%	18.6%	19.3%	6.5%	6.6%	7.0%	4.6%	4.3%	4.7%	20,293	19,867	12,926
VA	36.1%	35.9%	35.7%	29.3%	28.6%	29.2%	19.4%	19.7%	19.9%	7.9%	8.1%	8.4%	7.3%	7.7%	6.9%	30,871	26,200	28,533
Small Agencies	45.7%	43.0%	43.3%	27.7%	29.7%	29.0%	16.0%	15.9%	16.1%	5.9%	5.7%	6.1%	4.6%	5.7%	5.5%	5,043	4,675	4,993
DOD	38.8%	37.4%	35.6%	31.3%	32.2%	33.1%	18.1%	18.5%	18.7%	6.9%	6.9%	7.4%	4.9%	5.0%	5.1%	70,709	72,407	62,799
USACE	38.1%	36.3%	35.1%	32.8%	33.3%	33.7%	18.7%	18.2%	17.9%	6.2%	6.9%	7.8%	4.2%	5.3%	5.5%	4,223	2,342	2,155
Air Force	41.1%	40.1%	36.4%	30.9%	31.6%	33.7%	16.7%	17.1%	18.0%	6.3%	6.3%	7.1%	5.0%	4.9%	4.8%	18,143	18,452	11,724
Army‡	35.9%	34.2%	33.2%	31.2%	32.0%	32.9%	19.5%	19.9%	19.9%	7.8%	7.9%	8.2%	5.6%	5.9%	5.8%	16,146	19,190	19,162
Navy‡	39.0%	37.6%	37.0%	32.6%	33.4%	33.7%	17.9%	18.7%	18.3%	6.3%	6.2%	6.7%	4.2%	4.1%	4.2%	15,732	17,198	16,865
Marine Corps	40.0%	40.2%	36.8%	29.4%	30.0%	32.9%	18.3%	18.9%	17.6%	6.9%	7.0%	7.6%	5.3%	3.9%	5.1%	1,633	1,665	2,026
DOD 4th Estate	40.3%	39.0%	37.1%	29.7%	31.2%	31.4%	17.9%	17.7%	18.7%	7.2%	7.2%	7.5%	4.9%	5.0%	5.4%	14,832	13,560	10,867

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

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	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
All Responses	10.5%	9.6%	9.9%	28.5%	27.9%	30.9%	24.7%	25.2%	26.2%	19.9%	20.6%	20.3%	16.4%	16.7%	12.7%	401,121	372,179	358,319	7,849	6,901	3,649
BBG	9.1%	6.3%	6.4%	25.2%	23.1%	26.0%	23.2%	26.4%	26.4%	18.1%	19.6%	22.3%	24.4%	24.6%	18.9%	1,056	1,018	1,120	25	19	18
CSOSA	13.3%	10.9%	9.9%	31.6%	28.2%	34.7%	25.7%	26.3%	24.5%	18.0%	19.4%	18.6%	11.4%	15.2%	12.3%	621	684	678	11	15	9
DHS	6.3%	6.4%	6.5%	19.0%	19.6%	23.4%	20.4%	20.2%	23.4%	23.1%	23.4%	24.7%	31.1%	30.5%	22.0%	41,128	40,322	36,909	525	494	244
DOC	11.9%	13.6%	13.8%	30.8%	31.9%	34.7%	24.7%	25.0%	25.0%	18.7%	17.8%	16.8%	13.9%	11.7%	9.6%	9,634	9,446	9,087	256	231	121
DOE	8.7%	7.3%	8.0%	27.1%	25.1%	30.4%	24.7%	24.7%	26.4%	21.8%	23.9%	21.7%	17.5%	19.0%	13.6%	8,213	6,282	6,487	119	89	38
DOI	7.4%	6.7%	7.1%	25.4%	25.8%	29.1%	26.6%	27.2%	28.6%	22.8%	23.0%	22.3%	17.7%	17.3%	12.9%	25,124	17,572	17,724	548	342	155
DOJ	12.9%	11.0%	10.2%	32.9%	31.0%	32.9%	24.0%	25.8%	25.9%	18.3%	19.7%	20.8%	11.8%	12.5%	10.2%	18,982	16,133	15,891	325	282	153
DOL	13.4%	10.9%	10.0%	31.3%	27.8%	27.2%	24.6%	25.1%	25.3%	16.7%	19.4%	20.8%	14.0%	16.8%	16.8%	10,954	10,525	4,943	221	225	53
DOT	10.4%	8.9%	8.4%	27.9%	26.6%	30.9%	25.4%	26.0%	26.8%	20.8%	22.1%	20.1%	15.5%	16.4%	13.8%	14,910	11,163	22,263	322	208	200
Educ	13.9%	13.1%	11.8%	31.8%	30.3%	31.1%	21.3%	22.6%	22.9%	18.0%	17.1%	19.6%	15.0%	16.8%	14.5%	2,613	2,325	2,578	53	37	25
EEOC	15.9%	11.6%	9.8%	27.8%	28.9%	28.1%	20.3%	20.7%	22.2%	19.5%	19.5%	20.7%	16.5%	19.3%	19.1%	1,198	1,073	1,141	23	28	13
EPA	6.7%	6.2%	6.8%	25.5%	25.1%	29.5%	23.6%	25.9%	26.0%	25.1%	25.2%	23.7%	19.2%	17.6%	14.0%	4,308	3,719	3,795	70	48	33
FCC	15.2%	13.3%	13.5%	30.5%	34.4%	40.1%	19.7%	27.6%	23.9%	16.2%	13.2%	14.6%	18.4%	11.4%	7.9%	535	664	779	16	19	13
FERC	22.5%	20.2%	17.4%	36.1%	35.6%	33.4%	20.9%	19.8%	25.3%	11.9%	14.5%	15.7%	8.6%	9.8%	8.1%	958	870	860	18	10	13
FTC	27.6%	26.4%	24.3%	39.1%	37.6%	39.0%	19.1%	18.3%	17.5%	9.3%	10.8%	13.0%	4.9%	6.9%	6.2%	606	492	546	6	12	7

Report by Agency

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	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
All Responses	10.5%	9.6%	9.9%	28.5%	27.9%	30.9%	24.7%	25.2%	26.2%	19.9%	20.6%	20.3%	16.4%	16.7%	12.7%	401,121	372,179	358,319	7,849	6,901	3,649
GSA	13.6%	12.1%	13.0%	29.6%	30.8%	33.6%	24.3%	25.5%	25.1%	18.3%	18.3%	17.8%	14.2%	13.3%	10.6%	7,563	8,215	8,092	134	144	82
HHS	13.5%	12.2%	11.9%	33.0%	32.1%	33.5%	24.3%	24.3%	25.5%	17.0%	18.1%	18.2%	12.3%	13.4%	11.0%	34,803	30,975	30,672	791	647	421
HUD	10.5%	7.3%	7.3%	25.4%	22.3%	23.0%	26.0%	23.2%	27.0%	20.1%	22.3%	22.3%	18.0%	24.8%	20.3%	5,189	3,702	3,503	97	57	38
NARA	9.9%	8.3%	8.6%	21.7%	22.4%	23.4%	21.9%	20.9%	22.6%	22.0%	24.8%	25.0%	24.5%	23.6%	20.3%	1,667	1,624	1,557	22	29	22
NASA	20.1%	19.1%	19.6%	38.4%	38.3%	40.9%	21.9%	22.8%	22.0%	13.0%	13.4%	12.0%	6.7%	6.4%	5.5%	9,600	9,113	9,685	122	115	50
NCUA	13.6%	14.5%	12.1%	37.2%	35.8%	37.7%	24.4%	23.8%	24.8%	16.0%	17.7%	16.7%	8.9%	8.2%	8.8%	752	779	773	13	14	10
NLRB	15.3%	11.0%	8.2%	25.5%	21.7%	27.5%	20.8%	25.2%	24.2%	20.3%	23.9%	22.6%	18.2%	18.2%	17.5%	865	657	692	14	11	6
NRC	17.4%	17.8%	17.1%	37.6%	37.4%	39.5%	21.6%	21.9%	23.0%	13.9%	14.7%	13.8%	9.5%	8.2%	6.6%	2,599	2,405	2,437	30	22	21
NSF	15.0%	13.0%	12.0%	31.1%	31.9%	31.0%	20.5%	23.2%	20.8%	20.9%	18.5%	22.5%	12.5%	13.4%	13.7%	866	897	859	17	7	3
OMB	11.5%	9.5%	6.7%	45.5%	38.0%	38.9%	23.8%	27.3%	20.8%	14.6%	17.0%	24.7%	4.6%	8.2%	8.9%	299	296	304	3	4	3
OPM	13.2%	12.3%	14.2%	31.1%	32.9%	37.1%	26.4%	25.7%	24.8%	17.4%	17.4%	14.9%	11.9%	11.7%	9.0%	3,222	3,434	2,803	95	103	47
PBGC	11.9%	12.3%	9.5%	33.8%	24.9%	27.7%	23.1%	23.4%	24.5%	19.3%	20.7%	20.9%	12.0%	18.7%	17.4%	604	459	373	13	5	8
RRB	13.6%	13.5%	11.7%	32.3%	33.3%	35.0%	29.2%	28.3%	31.7%	14.4%	16.1%	13.8%	10.5%	8.8%	7.8%	444	489	566	22	30	25
SBA	10.4%	11.1%	11.7%	25.9%	26.1%	32.1%	20.7%	23.7%	24.8%	21.7%	20.6%	18.9%	21.3%	18.6%	12.6%	1,240	1,330	1,452	25	22	23
SEC	13.5%	11.7%	9.1%	32.4%	30.4%	25.1%	20.9%	22.7%	23.8%	17.2%	19.3%	23.9%	15.9%	15.9%	18.1%	1,855	2,360	2,330	28	46	33

Report by Agency

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	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
All Responses	10.5%	9.6%	9.9%	28.5%	27.9%	30.9%	24.7%	25.2%	26.2%	19.9%	20.6%	20.3%	16.4%	16.7%	12.7%	401,121	372,179	358,319	7,849	6,901	3,649
SSA	12.7%	10.3%	10.3%	32.4%	29.9%	32.1%	26.1%	27.5%	27.7%	17.6%	19.5%	18.8%	11.2%	12.7%	11.1%	9,820	8,912	7,880	250	244	74
State	12.2%	11.8%	11.0%	34.3%	34.1%	38.5%	22.6%	25.2%	23.6%	19.5%	18.7%	18.7%	11.3%	10.1%	8.2%	3,857	3,546	2,351	50	40	21
Treas	10.2%	9.1%	10.6%	28.9%	28.6%	31.8%	25.1%	25.5%	25.0%	19.9%	21.1%	19.5%	16.0%	15.7%	13.1%	49,164	48,369	47,673	1,272	1,203	599
USAID	9.3%	8.1%	8.5%	30.4%	28.0%	31.8%	25.1%	24.0%	27.2%	21.4%	23.0%	22.6%	13.8%	16.9%	10.0%	1,918	1,952	2,165	22	23	21
USDA	7.2%	6.2%	6.2%	26.1%	24.9%	28.1%	27.6%	27.6%	29.9%	22.8%	24.7%	23.4%	16.3%	16.7%	12.4%	19,803	19,469	12,739	438	370	147
VA	9.1%	9.6%	10.3%	26.4%	26.5%	30.5%	25.7%	25.2%	25.8%	20.8%	20.4%	20.2%	18.0%	18.4%	13.2%	29,957	25,383	27,950	671	581	284
Small Agencies	12.9%	11.9%	12.2%	29.7%	28.5%	30.4%	21.6%	22.1%	23.3%	19.9%	20.1%	19.7%	16.0%	17.4%	14.4%	4,966	4,592	4,918	69	81	66
DOD	11.4%	10.0%	10.3%	30.4%	29.6%	32.2%	25.2%	26.1%	27.1%	19.1%	20.1%	19.5%	13.9%	14.3%	10.9%	69,228	70,933	61,744	1,113	1,044	550
USACE	9.2%	6.9%	8.1%	31.0%	27.6%	31.2%	26.3%	28.4%	27.9%	20.8%	22.0%	22.1%	12.7%	15.2%	10.6%	4,114	2,273	2,116	92	53	26
Air Force	14.1%	11.5%	11.1%	33.0%	31.6%	33.3%	23.9%	24.5%	26.1%	17.4%	18.8%	18.9%	11.6%	13.6%	10.6%	17,730	18,083	11,546	299	258	93
Army‡	10.9%	9.8%	9.9%	29.1%	29.0%	31.0%	25.0%	25.9%	27.2%	19.8%	20.0%	20.0%	15.1%	15.3%	11.8%	15,788	18,772	18,795	255	295	186
Navy‡	9.6%	8.8%	9.8%	29.7%	28.8%	33.4%	26.8%	27.8%	28.2%	19.5%	21.2%	18.9%	14.3%	13.4%	9.7%	15,476	16,866	16,579	216	241	145
Marine Corps	12.5%	12.2%	11.7%	28.8%	27.4%	30.5%	25.5%	25.7%	26.1%	18.1%	19.3%	20.4%	15.2%	15.5%	11.3%	1,607	1,647	1,997	18	11	14
DOD 4th Estate	11.9%	10.9%	11.2%	30.4%	30.1%	31.6%	24.0%	25.4%	26.0%	19.0%	19.5%	19.4%	14.6%	14.1%	11.8%	14,513	13,292	10,711	233	186	86

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

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	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
All Responses	15.7%	14.9%	16.2%	34.7%	34.6%	37.5%	24.7%	25.5%	23.6%	11.7%	11.9%	11.9%	13.2%	13.1%	10.9%	383,737	356,007	349,438	24,649	22,553	12,164
BBG	11.2%	8.1%	9.4%	26.3%	28.9%	32.4%	27.6%	29.3%	26.4%	13.7%	13.1%	15.2%	21.2%	20.6%	16.6%	1,017	968	1,085	64	66	51
CSOSA	16.9%	14.7%	14.0%	33.0%	30.8%	31.2%	27.9%	29.5%	26.5%	10.7%	12.4%	14.6%	11.5%	12.7%	13.7%	600	669	670	31	31	17
DHS	10.2%	11.1%	12.3%	26.7%	28.0%	32.3%	23.7%	23.5%	22.6%	14.5%	14.1%	15.1%	25.0%	23.3%	17.7%	39,519	38,657	36,092	2,103	2,097	1,002
DOC	17.8%	19.4%	20.3%	37.6%	39.4%	41.9%	25.5%	24.8%	21.2%	9.4%	8.5%	8.7%	9.6%	7.9%	7.8%	9,054	8,901	8,791	830	775	414
DOE	14.8%	13.7%	16.3%	33.7%	31.7%	37.6%	24.6%	25.0%	22.5%	12.5%	14.4%	12.1%	14.3%	15.2%	11.6%	7,845	6,034	6,313	482	336	202
DOI	12.4%	12.1%	13.8%	33.9%	34.5%	37.9%	27.3%	27.4%	24.7%	12.9%	12.9%	12.8%	13.6%	13.1%	10.9%	23,808	16,530	17,225	1,820	1,343	630
DOJ	19.7%	17.6%	18.4%	38.3%	37.7%	40.1%	22.2%	24.3%	22.0%	10.5%	10.8%	10.8%	9.4%	9.6%	8.8%	18,519	15,679	15,619	758	721	411
DOL	19.9%	17.2%	18.1%	35.5%	34.2%	33.3%	24.0%	24.7%	22.9%	9.1%	10.7%	11.5%	11.5%	13.3%	14.1%	10,461	9,983	4,796	686	750	193
DOT	15.3%	13.6%	14.4%	34.8%	33.2%	36.1%	25.2%	27.7%	25.5%	12.3%	13.0%	12.7%	12.5%	12.6%	11.4%	14,202	10,664	21,799	1,014	696	656
Educ	19.8%	19.3%	19.4%	35.4%	35.4%	37.7%	23.7%	22.0%	22.1%	9.0%	10.1%	9.9%	12.1%	13.2%	10.9%	2,477	2,184	2,474	181	174	126
EEOC	20.1%	16.7%	16.6%	31.0%	31.5%	33.0%	22.0%	24.0%	21.0%	11.8%	10.6%	13.6%	15.1%	17.3%	15.7%	1,146	1,025	1,101	75	70	53
EPA	11.9%	11.5%	14.6%	34.2%	33.7%	38.2%	25.8%	26.3%	23.7%	13.5%	14.2%	13.1%	14.7%	14.3%	10.4%	4,055	3,534	3,652	314	231	169
FCC	22.6%	20.3%	25.9%	34.3%	42.2%	43.1%	19.7%	23.1%	19.7%	8.2%	6.3%	6.2%	15.1%	8.1%	5.1%	501	632	759	50	52	34
FERC	34.3%	30.5%	29.1%	40.5%	39.8%	43.0%	15.5%	16.8%	17.2%	5.1%	7.0%	6.0%	4.6%	5.8%	4.7%	939	836	835	39	44	36
FTC	39.5%	40.2%	39.4%	40.5%	35.5%	38.5%	13.4%	14.6%	13.1%	3.6%	3.8%	4.8%	2.9%	5.9%	4.3%	580	471	534	34	33	20

Report by Agency

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	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
All Responses	15.7%	14.9%	16.2%	34.7%	34.6%	37.5%	24.7%	25.5%	23.6%	11.7%	11.9%	11.9%	13.2%	13.1%	10.9%	383,737	356,007	349,438	24,649	22,553	12,164
GSA	18.0%	17.4%	18.8%	35.9%	36.9%	38.6%	26.5%	27.0%	23.8%	9.7%	9.5%	10.3%	10.0%	9.3%	8.5%	7,218	7,883	7,924	471	452	235
HHS	19.2%	17.9%	18.4%	37.2%	37.3%	38.0%	23.8%	23.6%	23.0%	9.8%	10.6%	11.2%	10.0%	10.6%	9.4%	33,233	29,532	29,791	2,301	2,050	1,269
HUD	13.6%	10.9%	11.8%	30.1%	27.0%	30.8%	29.3%	27.1%	25.9%	12.2%	14.2%	13.8%	14.9%	20.8%	17.7%	4,879	3,507	3,385	406	243	147
NARA	13.9%	12.3%	14.6%	28.8%	27.6%	29.4%	23.6%	25.0%	25.3%	14.1%	15.4%	13.9%	19.6%	19.7%	16.8%	1,565	1,514	1,488	119	134	91
NASA	30.3%	29.6%	31.8%	41.4%	41.5%	42.2%	17.3%	18.0%	14.9%	6.0%	6.1%	6.3%	5.1%	4.8%	4.8%	9,288	8,872	9,545	424	360	188
NCUA	18.6%	20.1%	18.6%	42.6%	41.6%	42.5%	21.9%	23.5%	21.0%	9.7%	8.9%	11.0%	7.1%	5.9%	6.9%	717	728	749	46	63	31
NLRB	24.1%	18.4%	17.9%	39.1%	36.1%	37.8%	19.9%	25.2%	22.4%	7.7%	10.6%	11.8%	9.2%	9.7%	10.1%	820	614	675	54	53	23
NRC	27.6%	27.1%	28.8%	38.9%	40.9%	41.2%	17.3%	17.3%	17.8%	8.6%	8.2%	6.8%	7.6%	6.5%	5.4%	2,531	2,323	2,407	95	103	54
NSF	23.1%	23.4%	21.1%	33.6%	34.7%	36.6%	23.3%	21.5%	20.7%	10.2%	9.6%	10.8%	9.7%	10.8%	10.9%	827	868	840	61	32	24
OMB	25.4%	25.1%	21.0%	48.9%	48.3%	47.7%	17.6%	17.0%	18.0%	5.7%	6.6%	9.5%	2.3%	3.0%	3.8%	286	282	294	16	17	13
OPM	18.9%	19.1%	22.9%	38.5%	40.0%	41.0%	25.9%	23.8%	20.8%	8.7%	9.2%	8.6%	8.1%	7.8%	6.8%	2,982	3,206	2,695	327	329	145
PBGC	18.4%	17.8%	13.4%	38.6%	27.3%	36.2%	20.1%	27.7%	26.0%	12.3%	11.8%	11.9%	10.6%	15.4%	12.4%	585	434	361	31	29	20
RRB	17.9%	19.5%	19.0%	40.7%	39.1%	42.6%	27.6%	28.2%	25.3%	5.5%	7.0%	7.9%	8.4%	6.2%	5.2%	422	460	548	44	55	41
SBA	13.4%	14.8%	17.4%	29.0%	29.8%	34.7%	26.1%	29.0%	24.2%	13.8%	11.5%	12.0%	17.7%	15.0%	11.6%	1,160	1,247	1,411	101	101	63
SEC	23.5%	20.9%	19.6%	37.6%	36.3%	35.8%	17.6%	22.0%	22.1%	9.4%	9.3%	11.1%	11.8%	11.5%	11.4%	1,754	2,215	2,237	123	193	126

Report by Agency

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	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
All Responses	15.7%	14.9%	16.2%	34.7%	34.6%	37.5%	24.7%	25.5%	23.6%	11.7%	11.9%	11.9%	13.2%	13.1%	10.9%	383,737	356,007	349,438	24,649	22,553	12,164
SSA	17.9%	15.5%	17.1%	38.4%	37.7%	39.3%	25.4%	27.4%	23.6%	9.3%	9.8%	10.6%	9.0%	9.6%	9.6%	9,385	8,511	7,710	675	634	232
State	20.8%	20.0%	20.2%	41.0%	42.0%	43.1%	21.1%	22.5%	21.2%	9.5%	9.3%	9.1%	7.7%	6.2%	6.3%	3,734	3,415	2,311	177	160	60
Treas	14.4%	13.5%	16.6%	34.7%	34.2%	37.6%	26.2%	27.4%	23.9%	11.5%	12.1%	11.3%	13.2%	12.9%	10.6%	46,318	45,530	45,969	4,032	3,979	2,236
USAID	14.9%	13.3%	15.0%	40.9%	37.5%	41.6%	24.4%	25.2%	24.1%	11.2%	13.2%	12.2%	8.6%	10.8%	7.1%	1,836	1,862	2,109	98	108	83
USDA	10.7%	9.8%	11.3%	34.2%	34.0%	37.7%	29.5%	30.0%	27.3%	13.3%	13.9%	13.5%	12.4%	12.2%	10.2%	18,889	18,545	12,408	1,317	1,281	467
VA	12.5%	12.9%	14.8%	31.0%	31.0%	34.5%	27.1%	27.3%	24.9%	13.7%	12.8%	13.2%	15.8%	16.0%	12.6%	28,823	24,549	27,382	1,741	1,352	815
Small Agencies	19.9%	17.8%	19.8%	35.0%	35.0%	35.8%	23.0%	23.3%	23.0%	10.0%	11.4%	11.0%	12.1%	12.5%	10.3%	4,734	4,369	4,775	293	296	208
DOD	17.4%	16.1%	16.8%	37.0%	36.6%	39.1%	23.8%	24.7%	23.3%	10.8%	11.5%	11.2%	11.0%	11.1%	9.5%	67,028	68,774	60,679	3,216	3,110	1,579
USACE	15.6%	14.0%	15.8%	39.4%	38.2%	41.4%	25.2%	25.2%	23.1%	10.7%	12.2%	12.0%	9.2%	10.4%	7.8%	3,964	2,183	2,068	238	140	74
Air Force	21.2%	18.8%	19.0%	39.1%	37.7%	39.4%	20.7%	22.4%	21.5%	9.8%	10.3%	10.7%	9.2%	10.8%	9.4%	17,246	17,601	11,387	765	714	243
Army‡	16.1%	14.8%	15.4%	35.2%	34.8%	37.8%	24.8%	25.5%	24.3%	11.4%	12.6%	11.8%	12.5%	12.3%	10.8%	15,294	18,234	18,465	725	800	507
Navy‡	15.9%	15.2%	16.8%	38.1%	37.8%	41.1%	24.8%	25.9%	23.7%	10.5%	11.1%	10.6%	10.6%	10.0%	7.9%	14,992	16,367	16,317	668	723	400
Marine Corps	19.6%	20.5%	19.0%	34.0%	33.6%	36.1%	21.9%	22.3%	22.8%	12.4%	12.0%	12.4%	12.1%	11.5%	9.7%	1,562	1,597	1,971	56	53	39
DOD 4th Estate	17.1%	16.2%	16.6%	35.5%	36.2%	38.0%	24.4%	25.2%	23.7%	11.1%	11.3%	11.3%	11.9%	11.1%	10.4%	13,970	12,792	10,471	764	680	316

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

(55) Supervisors work well with employees of different backgrounds.

	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
All Responses	17.7%	17.2%	17.3%	45.1%	45.9%	45.6%	22.7%	22.9%	22.6%	7.4%	7.3%	8.0%	7.1%	6.6%	6.5%	379,628	354,441	344,622	25,756	21,209	15,793
BBG	13.6%	9.8%	11.5%	38.8%	39.9%	40.0%	25.8%	28.0%	29.1%	10.6%	10.3%	9.8%	11.2%	12.1%	9.6%	991	983	1,072	82	48	62
CSOSA	16.3%	15.1%	14.1%	45.2%	39.3%	42.6%	26.3%	28.5%	24.2%	6.0%	9.5%	10.9%	6.2%	7.6%	8.2%	589	644	652	39	46	30
DHS	12.8%	13.2%	13.1%	41.9%	43.1%	41.3%	24.2%	24.2%	24.7%	9.3%	9.1%	10.5%	11.8%	10.3%	10.4%	39,417	38,484	35,596	2,117	1,946	1,354
DOC	21.7%	23.0%	22.6%	46.3%	47.9%	48.3%	21.7%	20.2%	19.1%	5.7%	5.3%	5.9%	4.6%	3.6%	4.0%	8,976	8,909	8,660	848	699	518
DOE	15.5%	13.8%	16.4%	44.7%	46.6%	45.4%	24.2%	23.0%	22.7%	8.0%	9.1%	8.8%	7.6%	7.5%	6.6%	7,645	5,903	6,175	601	403	312
DOI	13.4%	13.1%	13.8%	45.4%	46.7%	45.2%	26.3%	25.8%	25.8%	7.8%	7.5%	8.4%	7.1%	6.9%	6.7%	23,463	16,391	16,729	1,918	1,296	1,050
DOJ	19.7%	18.4%	17.4%	46.9%	46.9%	47.4%	21.4%	23.1%	22.9%	6.4%	6.5%	7.3%	5.6%	5.0%	5.0%	18,112	15,517	15,365	1,008	770	629
DOL	21.2%	19.1%	18.5%	43.3%	43.2%	41.7%	20.8%	21.9%	21.6%	7.3%	7.6%	9.2%	7.4%	8.2%	9.0%	10,375	10,025	4,709	692	623	272
DOT	18.9%	17.3%	16.7%	47.5%	48.7%	48.5%	21.3%	22.0%	21.9%	6.5%	6.6%	7.1%	5.9%	5.4%	5.8%	14,151	10,647	21,479	937	609	893
Educ	22.5%	21.9%	21.2%	43.6%	43.4%	42.7%	20.3%	20.1%	19.9%	6.5%	7.2%	8.0%	7.1%	7.3%	8.1%	2,478	2,192	2,469	153	141	120
EEOC	23.3%	20.5%	19.8%	39.9%	43.2%	40.8%	19.4%	18.4%	19.1%	8.3%	7.9%	9.5%	9.1%	10.0%	10.8%	1,159	1,033	1,108	51	58	48
EPA	14.7%	13.5%	15.4%	43.8%	46.8%	49.2%	24.9%	23.2%	21.4%	8.6%	9.6%	8.3%	8.0%	6.9%	5.7%	3,925	3,432	3,574	416	308	232
FCC	22.3%	22.1%	26.8%	41.3%	47.4%	48.3%	20.7%	18.7%	16.3%	5.6%	6.7%	4.9%	10.1%	5.1%	3.7%	509	642	756	40	35	35
FERC	33.0%	30.8%	27.5%	44.1%	44.7%	48.2%	14.1%	14.6%	14.9%	5.3%	4.9%	6.0%	3.4%	5.0%	3.5%	922	831	832	49	47	43
FTC	37.0%	36.3%	32.4%	41.1%	38.8%	41.1%	13.4%	16.0%	15.7%	5.5%	4.7%	6.2%	3.0%	4.2%	4.5%	555	456	515	54	41	36

Report by Agency

(55) Supervisors work well with employees of different backgrounds.

	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
All Responses	17.7%	17.2%	17.3%	45.1%	45.9%	45.6%	22.7%	22.9%	22.6%	7.4%	7.3%	8.0%	7.1%	6.6%	6.5%	379,628	354,441	344,622	25,756	21,209	15,793
GSA	22.2%	21.3%	21.4%	43.7%	45.9%	46.0%	22.5%	22.0%	20.6%	6.0%	5.9%	6.6%	5.6%	5.0%	5.4%	7,090	7,834	7,809	462	394	328
HHS	19.7%	18.8%	18.8%	44.5%	44.9%	44.9%	21.7%	22.0%	21.6%	7.6%	7.8%	8.2%	6.6%	6.5%	6.5%	32,912	29,419	29,579	2,380	1,908	1,390
HUD	15.9%	13.6%	13.3%	40.9%	39.2%	39.6%	25.0%	25.2%	24.8%	8.9%	10.1%	10.3%	9.2%	11.9%	12.0%	4,928	3,474	3,356	314	237	169
NARA	17.4%	15.8%	16.0%	40.1%	39.6%	35.7%	21.1%	23.6%	23.5%	10.4%	10.4%	12.9%	11.0%	10.5%	11.9%	1,525	1,497	1,473	146	136	102
NASA	33.3%	32.4%	32.7%	46.8%	47.9%	46.6%	13.5%	13.7%	13.7%	3.8%	3.6%	4.4%	2.7%	2.4%	2.6%	9,144	8,736	9,372	506	435	329
NCUA	23.9%	22.7%	22.0%	49.7%	46.7%	46.1%	15.8%	20.7%	22.5%	6.2%	6.9%	5.9%	4.4%	3.0%	3.4%	708	737	724	54	54	51
NLRB	22.8%	18.6%	16.2%	43.7%	45.3%	43.4%	17.7%	19.6%	22.5%	8.3%	9.6%	9.4%	7.5%	6.9%	8.5%	819	614	655	61	49	37
NRC	28.5%	28.5%	28.9%	46.4%	47.3%	47.4%	15.9%	14.9%	14.8%	5.4%	5.4%	5.2%	3.9%	3.9%	3.7%	2,470	2,305	2,352	143	101	101
NSF	21.5%	22.0%	18.3%	40.1%	41.0%	41.3%	20.5%	21.4%	21.4%	9.3%	7.8%	11.1%	8.5%	7.7%	7.9%	819	846	833	59	44	26
OMB	28.2%	22.2%	18.9%	46.7%	50.9%	54.6%	17.6%	19.1%	16.2%	6.3%	5.3%	7.0%	1.2%	2.6%	3.4%	278	273	295	22	23	12
OPM	22.9%	24.0%	24.4%	45.7%	46.3%	45.8%	21.5%	21.4%	20.3%	5.5%	4.3%	5.4%	4.4%	4.0%	4.1%	2,907	3,169	2,601	389	345	228
PBGC	20.7%	22.0%	19.2%	42.6%	41.1%	43.2%	20.2%	22.2%	19.3%	9.2%	6.8%	10.6%	7.3%	7.9%	7.7%	573	432	366	40	27	14
RRB	18.3%	20.3%	17.5%	49.6%	46.7%	50.1%	21.9%	23.0%	23.7%	6.4%	6.1%	5.4%	3.9%	3.9%	3.3%	420	481	554	41	34	36
SBA	17.2%	18.9%	18.4%	37.2%	40.1%	42.7%	26.2%	22.9%	23.5%	8.1%	9.4%	8.7%	11.3%	8.7%	6.7%	1,171	1,258	1,411	74	80	60
SEC	20.6%	19.3%	17.8%	43.2%	43.6%	40.9%	18.7%	20.1%	23.4%	9.2%	9.6%	10.1%	8.4%	7.5%	7.8%	1,705	2,151	2,163	165	242	194

Report by Agency

(55) Supervisors work well with employees of different backgrounds.

	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
All Responses	17.7%	17.2%	17.3%	45.1%	45.9%	45.6%	22.7%	22.9%	22.6%	7.4%	7.3%	8.0%	7.1%	6.6%	6.5%	379,628	354,441	344,622	25,756	21,209	15,793
SSA	21.0%	19.1%	18.5%	46.8%	47.7%	45.3%	20.2%	20.3%	21.5%	6.5%	7.3%	7.9%	5.5%	5.6%	6.9%	9,563	8,722	7,673	440	362	252
State	22.0%	21.8%	22.0%	48.5%	49.5%	49.8%	18.0%	18.0%	17.5%	7.3%	7.3%	6.9%	4.2%	3.4%	3.8%	3,731	3,444	2,302	144	116	56
Treas	18.4%	18.6%	20.6%	44.5%	46.4%	46.9%	23.1%	22.6%	20.0%	6.9%	6.2%	6.3%	7.2%	6.1%	6.2%	45,470	45,373	45,563	4,508	3,811	2,546
USAID	18.4%	16.6%	19.5%	48.7%	49.3%	50.3%	20.2%	19.8%	18.1%	7.2%	7.8%	7.2%	5.5%	6.5%	4.8%	1,820	1,872	2,112	93	82	56
USDA	14.1%	13.6%	13.4%	49.8%	50.0%	49.5%	24.1%	24.5%	24.0%	6.5%	7.1%	7.7%	5.5%	4.9%	5.4%	18,883	18,712	12,283	1,171	970	550
VA	15.2%	15.5%	16.2%	42.0%	42.3%	43.3%	25.4%	24.8%	23.7%	8.5%	8.3%	8.9%	8.9%	9.1%	7.9%	28,418	24,379	26,942	1,902	1,348	1,146
Small Agencies	22.0%	20.1%	20.6%	42.0%	42.7%	43.6%	21.2%	21.7%	21.4%	7.4%	7.9%	7.9%	7.5%	7.6%	6.5%	4,658	4,305	4,673	348	324	284
DOD	18.9%	18.0%	17.7%	46.6%	47.3%	46.6%	21.8%	22.5%	22.6%	6.9%	6.8%	7.6%	5.9%	5.5%	5.5%	66,349	68,319	59,840	3,289	3,017	2,192
USACE	17.1%	14.8%	15.3%	48.9%	48.3%	48.4%	22.2%	24.4%	23.2%	6.8%	7.1%	8.3%	4.9%	5.5%	4.8%	3,906	2,155	2,020	254	157	112
Air Force	21.6%	19.5%	18.9%	47.4%	48.1%	46.7%	19.6%	21.3%	21.7%	6.4%	6.1%	7.6%	5.1%	5.1%	5.2%	17,043	17,438	11,199	811	754	399
Army‡	18.0%	17.0%	16.8%	44.2%	45.2%	45.7%	23.2%	23.5%	23.5%	7.6%	7.8%	7.8%	7.0%	6.5%	6.3%	15,171	18,056	18,203	693	807	701
Navy‡	17.9%	17.6%	18.1%	49.1%	49.9%	48.1%	22.0%	22.6%	22.5%	6.1%	5.7%	6.8%	4.9%	4.2%	4.6%	14,835	16,248	16,103	704	703	557
Marine Corps	19.3%	21.6%	18.8%	45.3%	44.2%	44.1%	21.4%	21.4%	23.2%	7.8%	7.3%	7.9%	6.2%	5.5%	6.0%	1,540	1,591	1,951	65	55	50
DOD 4th Estate	18.7%	18.5%	17.9%	44.9%	46.2%	45.3%	22.1%	21.8%	21.8%	7.4%	7.3%	8.7%	6.9%	6.2%	6.3%	13,854	12,831	10,364	762	541	373

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

(56) Managers communicate the goals and priorities of the organization.

	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
All Responses	14.7%	13.7%	15.1%	44.4%	44.4%	46.0%	20.8%	21.5%	20.3%	11.4%	11.7%	11.1%	8.7%	8.6%	7.5%	401,551	372,472	357,806	5,334	4,914	3,047
BBG	10.7%	7.1%	9.2%	35.7%	36.4%	37.5%	22.2%	24.8%	25.0%	14.6%	16.1%	15.1%	16.8%	15.6%	13.2%	1,048	1,020	1,116	26	12	17
CSOSA	16.4%	14.3%	15.5%	47.3%	42.3%	48.9%	19.3%	22.5%	17.7%	9.1%	12.1%	11.7%	8.0%	8.7%	6.1%	617	678	681	10	16	6
DHS	9.5%	9.4%	10.6%	35.0%	36.6%	39.9%	22.0%	21.3%	21.4%	16.3%	16.2%	14.7%	17.3%	16.5%	13.4%	40,988	40,130	36,726	493	466	290
DOC	18.2%	19.6%	20.9%	46.4%	46.9%	47.5%	18.6%	18.6%	17.2%	10.5%	9.1%	8.9%	6.3%	5.7%	5.5%	9,700	9,479	9,102	145	147	79
DOE	13.4%	11.5%	13.1%	44.6%	44.5%	45.3%	20.2%	21.0%	21.0%	12.8%	13.6%	12.5%	9.0%	9.4%	8.0%	8,230	6,283	6,475	63	71	37
DOI	9.9%	9.7%	11.0%	40.8%	41.7%	43.0%	23.5%	23.7%	23.5%	15.3%	14.9%	13.5%	10.5%	9.9%	9.0%	25,144	17,553	17,676	375	268	153
DOJ	16.4%	14.6%	14.7%	47.2%	46.9%	48.8%	20.7%	22.4%	20.8%	9.6%	10.4%	10.0%	6.0%	5.7%	5.7%	18,905	16,113	15,848	268	212	143
DOL	19.6%	16.7%	17.7%	47.9%	47.6%	47.0%	17.2%	18.1%	18.2%	8.7%	10.0%	9.4%	6.5%	7.5%	7.8%	10,990	10,605	4,939	114	103	42
DOT	15.4%	14.4%	14.6%	46.3%	45.6%	46.0%	19.3%	20.2%	20.3%	10.8%	11.5%	12.0%	8.1%	8.2%	7.1%	14,985	11,219	22,260	184	119	146
Educ	17.7%	17.6%	18.3%	44.0%	45.0%	44.7%	19.3%	17.0%	17.4%	11.3%	11.8%	10.6%	7.6%	8.6%	9.0%	2,625	2,335	2,576	30	23	18
EEOC	21.6%	17.5%	19.7%	44.2%	47.2%	47.1%	15.6%	13.7%	14.6%	9.7%	11.4%	9.4%	8.9%	10.2%	9.2%	1,197	1,081	1,149	17	13	5
EPA	11.3%	9.9%	11.8%	43.5%	45.8%	46.3%	21.4%	22.2%	20.1%	14.6%	14.0%	14.2%	9.2%	8.2%	7.6%	4,326	3,714	3,794	38	39	28
FCC	17.5%	17.0%	19.5%	39.0%	44.0%	49.6%	19.3%	21.5%	17.7%	13.5%	8.8%	8.3%	10.7%	8.7%	5.0%	540	672	775	9	6	10
FERC	25.5%	23.1%	20.6%	43.1%	44.5%	45.0%	18.1%	17.5%	19.1%	8.0%	9.4%	9.6%	5.3%	5.5%	5.7%	962	868	863	11	8	12
FTC	34.3%	30.8%	30.9%	41.1%	43.6%	41.6%	14.8%	12.6%	15.1%	7.5%	8.5%	9.4%	2.3%	4.6%	3.0%	604	495	544	6	5	3

Report by Agency

(56) Managers communicate the goals and priorities of the organization.

	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
All Responses	14.7%	13.7%	15.1%	44.4%	44.4%	46.0%	20.8%	21.5%	20.3%	11.4%	11.7%	11.1%	8.7%	8.6%	7.5%	401,551	372,472	357,806	5,334	4,914	3,047
GSA	19.8%	18.7%	19.7%	46.6%	47.8%	48.9%	18.0%	18.7%	17.2%	8.8%	9.0%	8.4%	6.8%	5.9%	5.8%	7,598	8,223	8,084	64	86	52
HHS	16.3%	15.0%	15.9%	45.6%	45.3%	45.9%	20.3%	21.2%	20.3%	10.5%	10.8%	10.9%	7.2%	7.7%	7.0%	34,797	30,964	30,640	598	521	349
HUD	14.9%	10.9%	12.8%	44.0%	42.1%	44.6%	21.0%	22.2%	19.3%	11.3%	12.9%	11.9%	8.7%	11.9%	11.4%	5,186	3,695	3,476	69	45	35
NARA	15.2%	13.4%	13.7%	41.5%	40.5%	38.8%	18.7%	19.4%	20.8%	12.0%	14.3%	13.2%	12.6%	12.3%	13.5%	1,650	1,596	1,564	30	35	14
NASA	26.4%	24.6%	25.7%	46.6%	48.2%	47.8%	16.2%	16.3%	15.7%	7.4%	7.6%	7.4%	3.5%	3.3%	3.4%	9,596	9,130	9,677	79	70	46
NCUA	21.1%	20.0%	18.1%	50.4%	50.5%	49.8%	17.2%	17.6%	16.9%	6.6%	9.2%	10.3%	4.6%	2.7%	4.9%	754	782	770	7	8	9
NLRB	18.7%	15.0%	14.3%	46.1%	48.1%	48.1%	16.0%	18.8%	21.1%	12.0%	10.9%	9.6%	7.2%	7.2%	7.0%	864	658	689	15	12	5
NRC	24.3%	24.3%	25.4%	49.0%	48.4%	48.7%	14.3%	14.7%	15.1%	7.6%	8.1%	7.2%	4.9%	4.5%	3.5%	2,604	2,396	2,429	20	17	17
NSF	20.5%	18.3%	16.3%	43.5%	42.5%	42.5%	16.9%	19.7%	18.2%	10.5%	11.3%	14.5%	8.6%	8.2%	8.5%	873	889	859	9	7	3
OMB	19.1%	14.5%	10.8%	47.5%	42.7%	42.8%	18.6%	20.8%	17.5%	11.3%	16.8%	21.8%	3.5%	5.1%	7.1%	299	296	306	2	2	1
OPM	19.5%	21.2%	22.1%	49.6%	50.8%	50.8%	17.7%	15.9%	15.6%	7.5%	7.5%	7.6%	5.7%	4.7%	3.9%	3,250	3,488	2,805	45	42	28
PBGC	19.7%	17.8%	15.5%	42.8%	47.5%	46.2%	21.4%	18.6%	20.2%	8.5%	8.0%	10.0%	7.7%	8.1%	8.0%	604	459	377	5	4	3
RRB	17.6%	15.8%	17.2%	47.5%	49.1%	46.1%	19.4%	18.8%	25.0%	8.7%	11.0%	8.1%	6.9%	5.3%	3.5%	445	495	576	19	21	12
SBA	15.6%	17.2%	17.0%	40.8%	42.7%	48.3%	19.5%	17.2%	17.4%	11.9%	12.7%	10.4%	12.1%	10.2%	6.9%	1,239	1,326	1,458	16	13	17
SEC	15.7%	14.2%	12.3%	44.0%	42.7%	39.0%	18.7%	20.0%	22.9%	12.0%	14.6%	15.9%	9.6%	8.5%	9.9%	1,847	2,363	2,334	20	44	26

Report by Agency

(56) Managers communicate the goals and priorities of the organization.

	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
All Responses	14.7%	13.7%	15.1%	44.4%	44.4%	46.0%	20.8%	21.5%	20.3%	11.4%	11.7%	11.1%	8.7%	8.6%	7.5%	401,551	372,472	357,806	5,334	4,914	3,047
SSA	21.9%	19.1%	20.7%	54.1%	54.5%	54.3%	13.7%	15.0%	14.4%	5.8%	6.4%	6.0%	4.5%	4.9%	4.6%	9,954	9,068	7,878	77	57	36
State	14.8%	14.8%	17.2%	48.6%	47.5%	45.0%	19.6%	20.0%	19.7%	10.8%	12.0%	12.8%	6.1%	5.8%	5.3%	3,857	3,545	2,355	34	28	16
Treas	17.7%	17.7%	20.5%	50.2%	51.8%	51.7%	17.2%	16.9%	15.3%	7.9%	7.8%	7.0%	6.9%	5.9%	5.5%	49,537	48,753	47,768	674	653	366
USAID	13.8%	13.1%	13.5%	50.8%	49.6%	50.7%	18.4%	18.5%	18.5%	10.6%	11.6%	12.0%	6.3%	7.2%	5.3%	1,906	1,947	2,164	17	17	11
USDA	11.3%	9.6%	10.0%	46.6%	46.0%	47.6%	23.1%	24.1%	23.2%	11.7%	13.2%	12.1%	7.3%	7.0%	7.1%	19,834	19,517	12,736	292	237	120
VA	13.7%	13.7%	15.7%	44.5%	43.4%	45.8%	21.7%	22.2%	20.4%	10.8%	10.8%	10.4%	9.3%	9.9%	7.8%	29,940	25,378	27,834	502	427	291
Small Agencies	17.8%	15.5%	17.6%	40.8%	41.0%	43.6%	19.0%	20.3%	18.6%	12.3%	12.9%	11.9%	10.1%	10.3%	8.4%	4,950	4,574	4,920	61	79	54
DOD	14.6%	13.4%	14.9%	44.1%	43.8%	45.6%	21.6%	22.9%	21.1%	11.8%	12.2%	11.6%	7.8%	7.6%	6.9%	69,106	70,685	61,583	890	981	547
USACE	12.2%	9.7%	12.4%	45.2%	45.9%	45.5%	23.4%	24.7%	22.2%	12.3%	12.7%	12.8%	6.8%	7.1%	7.1%	4,134	2,273	2,108	55	44	26
Air Force	16.6%	14.6%	15.6%	44.2%	43.5%	44.9%	20.7%	22.3%	20.9%	11.6%	11.7%	11.8%	6.8%	7.8%	6.8%	17,657	18,002	11,512	284	259	103
Army‡	14.2%	12.8%	14.2%	42.2%	42.6%	44.2%	22.3%	23.4%	22.0%	12.5%	12.9%	12.0%	8.7%	8.3%	7.7%	15,731	18,685	18,746	234	296	192
Navy‡	13.1%	12.2%	14.6%	45.2%	44.8%	47.6%	22.2%	23.8%	20.9%	11.8%	12.4%	11.1%	7.7%	6.8%	5.8%	15,462	16,802	16,526	143	226	141
Marine Corps	15.4%	16.2%	16.2%	42.7%	41.3%	42.5%	20.8%	20.3%	20.9%	11.7%	12.4%	12.5%	9.5%	9.9%	7.9%	1,599	1,629	1,989	19	22	19
DOD 4th Estate	16.1%	15.4%	16.2%	45.2%	45.0%	46.6%	20.2%	21.5%	19.7%	10.5%	11.0%	10.7%	7.9%	7.1%	6.9%	14,523	13,294	10,702	155	134	66

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

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	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
All Responses	15.0%	13.9%	15.1%	43.8%	44.1%	45.5%	24.3%	25.2%	23.8%	9.4%	9.5%	9.3%	7.5%	7.3%	6.2%	379,267	351,864	340,114	27,154	25,427	20,067
BBG	10.4%	7.4%	9.0%	33.4%	32.1%	36.7%	28.1%	31.8%	28.8%	11.7%	13.2%	12.0%	16.4%	15.4%	13.6%	986	957	1,063	87	73	68
CSOSA	16.3%	14.5%	15.6%	47.7%	43.3%	44.3%	20.2%	24.0%	24.2%	8.5%	10.3%	9.2%	7.3%	7.9%	6.7%	598	659	653	32	38	28
DHS	9.5%	9.4%	10.2%	32.4%	34.5%	37.2%	27.4%	27.1%	27.1%	14.5%	13.7%	13.5%	16.2%	15.2%	12.0%	38,324	37,499	34,587	3,165	3,098	2,366
DOC	19.3%	20.0%	20.8%	45.8%	47.5%	48.3%	22.1%	20.9%	19.8%	7.6%	7.2%	6.7%	5.2%	4.4%	4.4%	9,102	8,982	8,629	734	664	538
DOE	13.3%	11.4%	13.8%	44.7%	43.4%	45.7%	24.4%	26.0%	23.6%	10.1%	11.3%	10.4%	7.6%	7.8%	6.5%	7,707	5,882	6,163	565	466	342
DOI	10.1%	9.3%	10.6%	39.1%	39.9%	40.8%	28.8%	29.1%	28.2%	12.9%	12.9%	12.5%	9.1%	8.7%	7.8%	23,273	16,260	16,479	2,222	1,566	1,275
DOJ	16.9%	14.7%	14.7%	46.7%	46.9%	47.7%	23.9%	25.8%	25.0%	7.4%	7.9%	7.8%	5.2%	4.7%	4.8%	17,726	15,116	14,958	1,423	1,216	1,010
DOL	20.7%	18.2%	19.1%	49.1%	48.6%	49.0%	19.4%	20.2%	19.4%	5.8%	7.3%	7.0%	5.1%	5.6%	5.4%	10,516	10,091	4,703	579	609	264
DOT	16.2%	14.7%	15.2%	46.3%	45.5%	46.1%	23.0%	23.8%	22.5%	8.3%	9.3%	10.2%	6.2%	6.7%	6.0%	14,190	10,615	21,286	970	701	1,084
Educ	18.4%	18.0%	17.9%	44.3%	43.7%	44.7%	22.5%	21.6%	21.1%	8.5%	9.0%	8.8%	6.3%	7.6%	7.6%	2,475	2,165	2,398	177	192	190
EEOC	21.2%	19.1%	20.3%	45.4%	47.5%	48.3%	18.0%	17.5%	16.3%	7.4%	8.1%	8.1%	8.0%	7.8%	7.0%	1,131	1,020	1,087	79	74	67
EPA	12.1%	10.5%	12.9%	44.1%	45.8%	47.4%	26.3%	26.0%	24.2%	10.3%	10.8%	9.9%	7.1%	6.9%	5.7%	3,994	3,451	3,580	347	307	234
FCC	18.8%	18.0%	18.6%	40.8%	44.1%	50.3%	20.2%	23.7%	19.9%	9.8%	7.4%	6.9%	10.3%	6.8%	4.3%	507	629	728	43	50	58
FERC	24.4%	22.4%	21.2%	43.8%	44.8%	43.5%	20.1%	20.0%	22.3%	8.0%	8.3%	8.9%	3.7%	4.7%	4.2%	895	808	782	79	71	92
FTC	32.8%	31.0%	30.2%	41.1%	40.8%	39.7%	19.0%	16.3%	19.2%	4.9%	7.2%	7.2%	2.2%	4.7%	3.6%	547	461	516	62	41	36

Report by Agency

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	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
All Responses	15.0%	13.9%	15.1%	43.8%	44.1%	45.5%	24.3%	25.2%	23.8%	9.4%	9.5%	9.3%	7.5%	7.3%	6.2%	379,267	351,864	340,114	27,154	25,427	20,067
GSA	21.2%	19.6%	20.4%	47.1%	48.4%	48.4%	20.1%	21.0%	19.2%	6.2%	6.3%	7.0%	5.4%	4.7%	5.0%	7,319	7,942	7,794	329	356	328
HHS	16.4%	15.2%	15.7%	45.4%	45.1%	45.5%	23.5%	23.9%	23.4%	8.5%	9.1%	9.4%	6.2%	6.6%	6.1%	32,912	29,197	29,086	2,459	2,248	1,860
HUD	15.0%	11.4%	13.4%	44.3%	42.1%	44.3%	24.1%	25.2%	22.2%	8.9%	10.9%	10.5%	7.8%	10.3%	9.6%	4,939	3,490	3,330	325	248	186
NARA	16.4%	13.9%	13.8%	41.7%	39.4%	39.9%	22.9%	23.9%	23.7%	8.7%	11.8%	12.1%	10.3%	11.1%	10.5%	1,555	1,489	1,443	126	157	132
NASA	26.0%	24.5%	25.2%	45.8%	46.8%	46.3%	18.8%	19.2%	19.0%	6.3%	6.6%	6.4%	3.1%	2.9%	3.1%	9,075	8,641	9,257	584	544	426
NCUA	21.6%	19.7%	17.8%	51.7%	50.2%	51.1%	17.8%	19.7%	20.8%	5.4%	7.9%	6.7%	3.5%	2.6%	3.6%	714	737	733	42	47	44
NLRB	18.8%	15.3%	15.6%	44.8%	43.8%	48.9%	20.8%	24.4%	22.4%	9.5%	9.8%	7.0%	6.1%	6.6%	6.1%	779	596	642	95	75	54
NRC	25.2%	23.8%	25.4%	49.6%	47.9%	48.3%	16.2%	18.2%	17.2%	4.8%	5.8%	6.4%	4.2%	4.3%	2.7%	2,454	2,284	2,325	159	130	117
NSF	21.1%	17.4%	15.9%	44.4%	44.0%	41.2%	18.7%	21.6%	21.7%	8.8%	10.4%	14.0%	6.9%	6.6%	7.2%	816	852	813	63	46	45
OMB	16.5%	11.1%	8.4%	37.0%	34.9%	35.3%	26.4%	29.0%	22.4%	16.0%	19.6%	24.4%	4.1%	5.4%	9.4%	277	288	285	23	12	21
OPM	20.2%	21.5%	22.6%	49.1%	49.8%	51.0%	20.8%	19.5%	18.1%	5.3%	5.6%	5.2%	4.7%	3.7%	3.0%	3,051	3,255	2,675	245	271	156
PBGC	19.0%	18.5%	16.5%	45.1%	46.8%	49.5%	24.4%	22.8%	19.3%	5.6%	5.6%	7.9%	5.9%	6.4%	6.8%	576	436	359	34	25	19
RRB	18.2%	18.7%	17.5%	47.2%	47.5%	46.7%	26.1%	22.4%	26.9%	3.9%	7.1%	5.6%	4.6%	4.3%	3.2%	411	464	538	51	53	48
SBA	16.5%	18.6%	18.7%	44.2%	45.5%	49.6%	21.8%	18.3%	19.2%	7.9%	8.9%	6.3%	9.5%	8.7%	6.1%	1,185	1,269	1,391	71	79	77
SEC	16.4%	15.2%	13.2%	44.3%	42.7%	40.2%	22.3%	23.1%	25.5%	8.9%	12.1%	12.2%	7.9%	6.9%	8.9%	1,690	2,101	2,052	171	304	300

Report by Agency

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	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
All Responses	15.0%	13.9%	15.1%	43.8%	44.1%	45.5%	24.3%	25.2%	23.8%	9.4%	9.5%	9.3%	7.5%	7.3%	6.2%	379,267	351,864	340,114	27,154	25,427	20,067
SSA	21.9%	19.1%	20.9%	52.3%	52.6%	53.4%	17.1%	18.8%	17.3%	4.9%	5.6%	4.7%	3.7%	3.9%	3.7%	9,526	8,663	7,613	487	435	297
State	14.1%	13.9%	14.5%	44.3%	45.1%	46.3%	23.8%	25.1%	21.9%	12.0%	11.0%	12.9%	5.7%	4.9%	4.4%	3,724	3,390	2,262	170	176	101
Treas	17.8%	17.6%	20.2%	49.3%	50.5%	50.6%	20.8%	20.8%	18.8%	6.1%	6.1%	5.7%	6.0%	5.0%	4.7%	46,814	46,058	45,604	3,272	3,322	2,449
USAID	13.0%	12.9%	11.7%	48.1%	47.0%	49.2%	22.4%	22.1%	23.4%	10.7%	11.9%	10.9%	5.8%	6.1%	4.8%	1,857	1,883	2,104	68	70	66
USDA	11.1%	9.8%	10.4%	46.6%	45.4%	46.4%	26.4%	28.1%	27.2%	9.5%	10.8%	10.1%	6.3%	5.9%	5.8%	18,807	18,557	12,032	1,317	1,197	795
VA	14.1%	14.1%	16.1%	43.3%	43.3%	45.4%	25.1%	25.4%	23.3%	9.3%	8.9%	8.6%	8.2%	8.4%	6.6%	28,587	24,309	26,889	1,796	1,491	1,188
Small Agencies	18.7%	16.1%	17.5%	41.2%	41.6%	43.4%	21.6%	23.0%	22.7%	10.1%	10.8%	9.4%	8.4%	8.5%	7.0%	4,638	4,276	4,638	375	372	334
DOD	15.1%	13.6%	14.7%	44.1%	44.3%	45.7%	24.7%	26.2%	24.6%	9.6%	9.7%	9.5%	6.5%	6.3%	5.5%	65,590	67,092	58,637	4,328	4,603	3,372
USACE	13.6%	11.0%	12.3%	46.0%	47.5%	48.1%	27.2%	27.6%	24.4%	8.4%	8.8%	9.8%	4.7%	5.1%	5.4%	3,896	2,111	1,974	292	203	152
Air Force	16.6%	14.7%	15.6%	45.5%	44.3%	45.2%	23.2%	25.7%	24.6%	9.3%	9.2%	9.4%	5.4%	6.1%	5.2%	16,768	17,100	10,964	1,114	1,160	627
Army‡	14.8%	12.9%	13.8%	41.9%	43.2%	44.3%	25.1%	26.3%	25.3%	10.8%	10.5%	10.2%	7.4%	7.1%	6.4%	14,985	17,803	17,778	993	1,202	1,112
Navy‡	13.6%	12.6%	14.4%	44.2%	44.1%	47.4%	26.1%	27.8%	24.5%	9.6%	9.8%	9.1%	6.5%	5.7%	4.6%	14,600	15,871	15,776	995	1,175	879
Marine Corps	14.6%	16.6%	16.2%	43.2%	42.6%	41.2%	26.6%	23.4%	25.0%	8.1%	10.2%	11.3%	7.5%	7.1%	6.4%	1,517	1,547	1,903	99	101	98
DOD 4th Estate	16.8%	15.5%	16.5%	45.4%	45.9%	46.3%	22.7%	23.8%	22.9%	8.3%	8.8%	8.6%	6.8%	6.0%	5.7%	13,824	12,660	10,242	835	762	504

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

(58) Managers promote communication among different work units.

	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
All Responses	13.2%	12.4%	13.3%	37.3%	37.5%	39.0%	23.2%	23.9%	23.0%	14.8%	15.0%	14.6%	11.4%	11.2%	10.1%	393,192	364,473	350,863	14,282	13,214	9,912
BBG	9.6%	8.3%	7.5%	31.6%	30.5%	35.0%	24.1%	28.7%	24.2%	15.5%	14.0%	17.6%	19.2%	18.5%	15.7%	1,039	996	1,111	41	39	24
CSOSA	14.6%	12.6%	13.1%	38.7%	34.1%	36.7%	22.6%	24.2%	23.6%	14.0%	16.8%	16.4%	10.0%	12.3%	10.2%	613	666	661	17	28	20
DHS	8.2%	8.3%	9.0%	27.5%	28.6%	30.8%	23.4%	23.1%	24.0%	19.2%	19.2%	19.2%	21.7%	20.8%	17.0%	40,055	39,293	35,925	1,469	1,367	1,090
DOC	14.9%	16.6%	17.2%	38.2%	39.6%	40.3%	23.1%	22.0%	21.5%	14.6%	13.0%	13.0%	9.3%	8.9%	8.1%	9,431	9,243	8,886	432	416	311
DOE	12.1%	10.3%	12.5%	37.4%	36.0%	38.8%	22.0%	24.2%	22.5%	16.5%	17.3%	15.6%	12.0%	12.3%	10.6%	8,079	6,153	6,367	218	198	139
DOI	9.8%	9.1%	10.4%	35.2%	36.0%	37.2%	24.3%	24.0%	24.0%	17.5%	17.8%	17.0%	13.2%	13.0%	11.4%	24,739	17,306	17,432	834	547	392
DOJ	14.9%	13.0%	13.0%	40.6%	39.2%	41.3%	22.8%	25.6%	24.0%	13.6%	14.2%	13.5%	8.1%	8.0%	8.2%	18,486	15,686	15,499	720	670	479
DOL	16.6%	13.9%	14.1%	37.7%	36.3%	35.4%	21.7%	22.3%	22.6%	13.9%	15.5%	15.7%	10.1%	12.0%	12.3%	10,757	10,369	4,820	378	346	161
DOT	14.9%	13.3%	13.3%	39.9%	40.7%	40.8%	21.4%	21.5%	22.5%	13.6%	14.4%	14.5%	10.2%	10.2%	8.9%	14,752	11,004	21,891	451	325	511
Educ	16.6%	16.4%	15.9%	37.9%	38.4%	37.8%	19.3%	18.0%	19.4%	15.8%	14.9%	14.3%	10.3%	12.3%	12.7%	2,601	2,282	2,530	60	66	71
EEOC	17.7%	16.7%	14.3%	35.2%	34.9%	36.4%	19.6%	16.9%	19.9%	14.4%	16.1%	13.9%	13.0%	15.4%	15.4%	1,165	1,052	1,120	54	43	39
EPA	10.6%	8.5%	11.3%	35.8%	39.6%	39.3%	23.7%	22.3%	22.7%	18.4%	18.4%	16.5%	11.4%	11.3%	10.2%	4,207	3,656	3,736	160	104	85
FCC	18.1%	17.5%	18.4%	36.2%	39.3%	45.9%	19.2%	21.0%	18.4%	13.0%	12.8%	10.1%	13.5%	9.4%	7.2%	529	661	760	21	21	31
FERC	25.4%	23.7%	19.9%	38.5%	37.7%	42.7%	18.8%	18.3%	18.9%	11.8%	13.2%	10.9%	5.5%	7.2%	7.6%	938	858	850	37	20	25
FTC	30.3%	28.1%	26.9%	38.1%	37.5%	36.9%	18.7%	16.2%	19.6%	8.6%	10.3%	11.1%	4.3%	7.9%	5.4%	592	481	534	20	22	18

Report by Agency

(58) Managers promote communication among different work units.

	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
All Responses	13.2%	12.4%	13.3%	37.3%	37.5%	39.0%	23.2%	23.9%	23.0%	14.8%	15.0%	14.6%	11.4%	11.2%	10.1%	393,192	364,473	350,863	14,282	13,214	9,912
GSA	18.8%	17.4%	19.2%	40.3%	43.2%	42.9%	21.3%	20.8%	19.8%	11.0%	11.4%	10.6%	8.6%	7.2%	7.5%	7,486	8,139	8,009	178	187	131
HHS	14.9%	13.8%	14.2%	39.6%	39.8%	39.9%	22.4%	22.4%	22.1%	13.6%	14.0%	14.2%	9.6%	10.0%	9.5%	34,255	30,459	30,212	1,193	1,028	769
HUD	13.9%	10.9%	11.2%	36.5%	34.6%	36.5%	23.5%	23.4%	21.7%	14.6%	15.9%	15.9%	11.5%	15.2%	14.7%	5,125	3,640	3,429	151	104	94
NARA	14.5%	12.4%	12.1%	33.1%	30.5%	31.9%	22.3%	21.6%	19.9%	14.6%	18.3%	19.1%	15.5%	17.2%	17.0%	1,626	1,590	1,527	55	61	49
NASA	25.9%	24.1%	25.6%	43.9%	45.6%	44.8%	17.3%	18.1%	16.9%	8.3%	8.3%	8.8%	4.5%	4.1%	3.9%	9,468	8,977	9,543	217	223	165
NCUA	18.1%	19.1%	17.9%	44.3%	43.8%	42.4%	17.5%	20.1%	19.0%	12.9%	10.4%	12.4%	7.2%	6.6%	8.3%	732	754	748	29	35	31
NLRB	15.8%	12.3%	12.0%	33.3%	31.6%	33.8%	21.3%	23.1%	23.6%	17.4%	20.0%	17.0%	12.2%	13.0%	13.6%	844	630	668	35	40	28
NRC	24.1%	22.2%	23.0%	42.8%	44.3%	43.1%	18.0%	16.4%	18.4%	8.8%	10.5%	10.0%	6.3%	6.5%	5.3%	2,545	2,350	2,403	71	66	47
NSF	19.2%	16.7%	15.0%	39.6%	38.7%	38.4%	17.3%	21.2%	20.4%	15.0%	14.3%	16.4%	9.0%	9.1%	9.8%	857	888	850	27	10	13
OMB	21.0%	16.9%	12.6%	42.5%	42.3%	40.6%	20.0%	19.8%	19.7%	12.0%	16.4%	18.6%	4.5%	4.5%	8.5%	297	297	299	5	3	7
OPM	17.5%	17.8%	19.2%	39.9%	42.1%	40.2%	22.0%	20.9%	20.9%	11.5%	11.0%	12.0%	9.0%	8.2%	7.7%	3,119	3,359	2,745	184	176	99
PBGC	16.7%	16.2%	13.7%	41.4%	43.2%	42.2%	19.7%	18.5%	21.6%	12.1%	12.8%	12.2%	10.0%	9.3%	10.2%	601	449	372	13	13	5
RRB	14.2%	15.6%	14.4%	41.2%	37.6%	41.9%	24.3%	23.6%	24.8%	10.5%	13.5%	12.1%	9.7%	9.7%	6.7%	429	482	564	34	36	27
SBA	13.6%	14.3%	15.4%	32.9%	35.6%	40.0%	21.8%	21.2%	19.9%	15.9%	14.9%	15.2%	15.8%	14.0%	9.6%	1,225	1,310	1,442	38	39	31
SEC	16.7%	13.0%	12.2%	36.8%	39.2%	35.9%	21.1%	21.8%	22.6%	14.4%	15.0%	16.0%	11.1%	11.0%	13.3%	1,810	2,286	2,246	69	119	107

Report by Agency

(58) Managers promote communication among different work units.

	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
All Responses	13.2%	12.4%	13.3%	37.3%	37.5%	39.0%	23.2%	23.9%	23.0%	14.8%	15.0%	14.6%	11.4%	11.2%	10.1%	393,192	364,473	350,863	14,282	13,214	9,912
SSA	18.5%	15.8%	16.0%	41.3%	41.0%	41.3%	20.3%	21.2%	20.6%	12.1%	13.3%	12.7%	7.9%	8.7%	9.3%	9,749	8,855	7,725	300	257	186
State	13.9%	13.2%	15.8%	43.1%	43.1%	42.9%	20.8%	21.2%	19.7%	14.9%	15.5%	14.1%	7.4%	6.9%	7.5%	3,818	3,497	2,325	79	67	38
Treas	15.2%	14.8%	16.8%	39.9%	40.6%	41.6%	21.9%	22.1%	20.7%	12.7%	13.0%	12.0%	10.4%	9.6%	8.9%	47,803	46,984	46,410	2,443	2,415	1,727
USAID	12.0%	11.7%	10.6%	43.9%	40.7%	44.0%	21.3%	21.2%	22.7%	15.0%	16.7%	15.6%	7.8%	9.7%	7.1%	1,902	1,933	2,147	35	29	26
USDA	10.0%	8.8%	9.2%	38.8%	38.5%	39.5%	25.0%	26.1%	25.6%	15.8%	16.7%	16.5%	10.4%	9.9%	9.3%	19,483	19,190	12,494	669	591	362
VA	11.8%	12.2%	13.5%	35.1%	35.1%	37.1%	24.7%	25.0%	23.7%	15.7%	14.9%	14.3%	12.7%	12.8%	11.4%	29,341	24,893	27,334	1,134	933	786
Small Agencies	15.7%	13.8%	14.7%	35.5%	34.0%	35.1%	20.4%	21.2%	21.8%	15.6%	17.0%	16.3%	12.8%	14.0%	12.0%	4,891	4,500	4,842	140	152	132
DOD	13.6%	12.4%	13.4%	38.9%	38.9%	40.7%	23.5%	24.7%	23.2%	14.1%	14.3%	14.1%	9.9%	9.6%	8.6%	67,803	69,305	60,407	2,271	2,418	1,656
USACE	12.3%	9.9%	11.5%	40.6%	41.9%	40.8%	23.6%	23.5%	22.7%	15.7%	15.5%	16.3%	7.8%	9.2%	8.6%	4,069	2,230	2,059	131	87	74
Air Force	15.5%	13.6%	14.7%	40.4%	39.9%	40.8%	22.6%	24.3%	22.8%	13.2%	13.3%	13.6%	8.3%	8.8%	8.1%	17,313	17,605	11,269	644	667	335
Army‡	13.4%	12.0%	12.5%	36.6%	38.0%	40.0%	24.0%	25.2%	23.5%	15.2%	14.4%	14.6%	10.8%	10.5%	9.4%	15,460	18,354	18,384	526	637	522
Navy‡	12.3%	11.5%	13.3%	40.0%	38.9%	42.4%	23.8%	25.7%	23.6%	14.0%	15.0%	13.5%	9.9%	9.0%	7.3%	15,154	16,487	16,249	471	569	414
Marine Corps	13.3%	15.2%	13.6%	37.9%	37.5%	39.7%	24.2%	23.3%	21.6%	13.5%	13.4%	14.9%	11.0%	10.6%	10.2%	1,573	1,609	1,959	44	41	47
DOD 4th Estate	14.2%	13.5%	14.2%	38.6%	38.5%	39.1%	22.8%	23.6%	22.7%	13.3%	14.5%	14.0%	11.0%	10.0%	9.9%	14,234	13,020	10,487	455	417	264

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

(59) Managers support collaboration across work units to accomplish work objectives.

	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
All Responses	14.4%	13.4%	14.7%	39.8%	40.1%	41.5%	23.3%	24.0%	23.0%	12.4%	12.6%	12.0%	10.1%	9.9%	8.8%	392,340	364,241	350,160	14,928	13,338	10,380
BBG	11.1%	8.5%	8.3%	34.0%	34.7%	39.0%	24.7%	27.4%	25.3%	13.7%	13.9%	13.5%	16.5%	15.5%	14.0%	1,029	995	1,101	50	36	33
CSOSA	14.2%	12.7%	12.5%	41.0%	36.1%	39.9%	23.2%	23.6%	23.3%	11.8%	15.7%	14.5%	9.8%	12.0%	9.8%	616	669	663	15	28	16
DHS	9.0%	9.1%	9.7%	30.0%	31.4%	34.4%	24.8%	24.5%	24.7%	16.5%	16.5%	16.1%	19.7%	18.5%	15.1%	39,913	39,247	35,843	1,548	1,397	1,142
DOC	16.5%	17.9%	18.3%	41.7%	42.8%	44.1%	22.2%	21.8%	20.9%	11.8%	10.3%	10.0%	7.8%	7.2%	6.7%	9,402	9,263	8,861	461	391	321
DOE	13.5%	11.6%	14.2%	40.6%	40.1%	41.9%	22.1%	23.5%	21.8%	13.5%	14.1%	12.8%	10.3%	10.6%	9.3%	8,083	6,171	6,370	230	182	132
DOI	11.6%	11.0%	12.7%	39.8%	40.3%	40.9%	23.8%	24.0%	23.4%	13.9%	14.2%	13.5%	10.8%	10.6%	9.5%	24,719	17,293	17,414	882	546	403
DOJ	16.3%	13.9%	14.2%	42.4%	42.1%	42.8%	22.7%	25.3%	25.0%	11.1%	11.8%	11.2%	7.5%	7.0%	6.8%	18,515	15,675	15,486	709	651	489
DOL	17.7%	14.8%	14.5%	39.1%	38.1%	38.0%	21.9%	22.4%	22.5%	11.9%	13.4%	13.7%	9.3%	11.3%	11.3%	10,700	10,344	4,808	415	377	165
DOT	17.1%	15.7%	15.9%	43.4%	43.8%	45.0%	20.4%	20.5%	20.8%	10.7%	10.9%	10.7%	8.4%	9.0%	7.7%	14,727	11,051	21,870	448	300	508
Educ	18.2%	18.2%	17.6%	39.4%	39.9%	39.5%	20.1%	18.6%	19.8%	13.0%	12.7%	12.9%	9.2%	10.6%	10.2%	2,584	2,288	2,522	73	74	68
EEOC	19.6%	17.4%	15.3%	35.7%	35.8%	38.9%	19.0%	18.5%	19.1%	13.2%	13.4%	11.9%	12.6%	15.0%	14.9%	1,160	1,050	1,105	61	44	47
EPA	13.5%	11.1%	13.4%	41.0%	43.7%	44.9%	22.6%	22.0%	21.3%	12.7%	14.5%	12.6%	10.2%	8.7%	7.8%	4,240	3,655	3,737	129	105	84
FCC	21.2%	18.8%	19.3%	35.6%	40.4%	48.9%	21.0%	23.1%	18.9%	11.0%	9.3%	8.0%	11.3%	8.4%	4.8%	529	662	770	20	19	21
FERC	28.6%	27.5%	23.1%	42.0%	40.2%	46.6%	15.8%	18.1%	17.0%	8.3%	7.7%	8.1%	5.2%	6.5%	5.1%	950	858	847	28	19	25
FTC	32.5%	30.4%	29.5%	38.0%	37.3%	37.9%	17.7%	16.2%	19.1%	7.0%	9.1%	8.6%	4.7%	7.1%	4.9%	588	494	530	25	11	20

Report by Agency

(59) Managers support collaboration across work units to accomplish work objectives.

	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
All Responses	14.4%	13.4%	14.7%	39.8%	40.1%	41.5%	23.3%	24.0%	23.0%	12.4%	12.6%	12.0%	10.1%	9.9%	8.8%	392,340	364,241	350,160	14,928	13,338	10,380
GSA	20.5%	19.3%	21.4%	42.2%	44.6%	44.7%	20.4%	20.3%	19.0%	9.4%	9.4%	8.6%	7.5%	6.4%	6.3%	7,485	8,128	7,973	191	189	158
HHS	17.0%	15.8%	16.3%	42.4%	42.2%	42.8%	21.9%	22.2%	21.6%	10.5%	11.1%	11.0%	8.2%	8.7%	8.2%	34,270	30,528	30,149	1,148	951	805
HUD	15.4%	11.9%	12.9%	39.5%	39.5%	37.6%	22.2%	21.9%	21.8%	12.4%	13.3%	14.2%	10.6%	13.4%	13.5%	5,111	3,630	3,427	141	109	93
NARA	15.1%	13.1%	12.9%	34.5%	32.2%	32.3%	21.9%	22.8%	22.4%	14.1%	16.0%	16.3%	14.4%	16.0%	16.1%	1,610	1,578	1,516	74	74	58
NASA	29.6%	27.7%	29.4%	45.3%	47.1%	46.8%	15.4%	15.3%	14.0%	6.0%	6.4%	6.4%	3.6%	3.4%	3.4%	9,482	9,034	9,571	210	188	150
NCUA	20.3%	21.5%	19.3%	47.1%	43.5%	42.3%	16.2%	19.7%	19.9%	9.6%	8.6%	12.1%	6.7%	6.6%	6.4%	741	759	755	22	28	25
NLRB	16.6%	13.4%	13.4%	35.6%	35.6%	35.7%	19.4%	21.1%	22.8%	16.7%	18.0%	14.4%	11.7%	11.8%	13.7%	841	633	663	39	32	31
NRC	26.3%	24.4%	25.6%	44.5%	46.6%	44.4%	15.3%	14.7%	16.5%	8.2%	8.4%	8.7%	5.7%	5.9%	4.8%	2,561	2,362	2,417	62	57	35
NSF	23.1%	19.3%	19.1%	42.5%	43.1%	42.1%	17.9%	23.2%	18.2%	8.9%	8.6%	12.5%	7.6%	5.9%	8.1%	866	882	854	19	14	8
OMB	26.5%	21.0%	18.2%	45.7%	46.2%	47.1%	19.0%	18.6%	17.9%	6.0%	10.8%	10.3%	2.9%	3.3%	6.6%	298	296	303	5	2	2
OPM	18.8%	19.2%	20.6%	40.5%	43.3%	41.6%	22.5%	20.7%	21.7%	10.4%	9.2%	9.6%	7.7%	7.6%	6.5%	3,083	3,332	2,712	209	199	124
PBGC	16.9%	16.3%	15.2%	43.0%	46.2%	47.6%	19.6%	19.5%	18.9%	11.5%	8.5%	8.8%	9.0%	9.5%	9.5%	597	448	372	17	12	3
RRB	14.0%	14.7%	15.7%	45.1%	42.0%	44.0%	24.8%	22.2%	25.0%	7.6%	13.1%	10.1%	8.6%	7.9%	5.3%	432	485	556	33	33	31
SBA	14.7%	15.3%	16.5%	33.9%	36.5%	42.3%	23.0%	21.9%	20.6%	14.0%	13.3%	11.9%	14.4%	12.9%	8.7%	1,215	1,304	1,427	44	42	41
SEC	16.9%	14.5%	13.8%	41.6%	42.1%	40.4%	20.1%	20.5%	21.0%	11.6%	12.4%	12.7%	9.8%	10.4%	12.1%	1,816	2,298	2,260	59	109	94

Report by Agency

(59) Managers support collaboration across work units to accomplish work objectives.

	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
All Responses	14.4%	13.4%	14.7%	39.8%	40.1%	41.5%	23.3%	24.0%	23.0%	12.4%	12.6%	12.0%	10.1%	9.9%	8.8%	392,340	364,241	350,160	14,928	13,338	10,380
SSA	19.1%	16.4%	17.3%	42.3%	43.6%	43.1%	21.0%	20.9%	20.5%	10.5%	11.2%	10.9%	7.1%	7.9%	8.2%	9,699	8,811	7,733	328	299	188
State	16.0%	15.0%	17.6%	46.5%	45.4%	44.1%	20.1%	21.3%	20.7%	11.2%	12.6%	11.0%	6.1%	5.7%	6.6%	3,809	3,500	2,320	78	65	43
Treas	15.9%	15.4%	17.8%	40.9%	41.7%	42.3%	22.1%	22.1%	20.6%	11.2%	11.8%	10.7%	9.9%	9.0%	8.7%	47,486	46,822	46,199	2,744	2,561	1,915
USAID	13.2%	13.1%	11.7%	46.3%	44.5%	47.9%	21.1%	20.5%	21.2%	12.2%	13.0%	12.7%	7.2%	8.8%	6.5%	1,901	1,931	2,151	36	32	25
USDA	11.7%	10.5%	11.4%	42.2%	42.7%	43.5%	25.0%	25.1%	24.8%	12.5%	13.5%	12.5%	8.6%	8.1%	7.8%	19,456	19,153	12,449	701	612	379
VA	12.3%	12.7%	14.1%	36.4%	36.0%	38.3%	25.5%	26.1%	24.2%	13.9%	13.1%	13.1%	11.8%	12.1%	10.2%	29,224	24,800	27,243	1,262	993	869
Small Agencies	18.1%	15.2%	16.5%	37.6%	37.7%	38.7%	20.8%	21.2%	21.4%	12.3%	14.4%	13.3%	11.2%	11.5%	10.1%	4,886	4,508	4,840	141	142	134
DOD	14.8%	13.4%	14.9%	41.9%	41.9%	43.3%	23.3%	24.6%	23.3%	11.6%	11.9%	11.2%	8.4%	8.2%	7.4%	67,716	69,304	60,343	2,271	2,415	1,695
USACE	14.0%	11.6%	13.8%	45.2%	44.3%	46.1%	22.6%	24.4%	22.1%	11.8%	11.6%	11.4%	6.5%	8.1%	6.7%	4,067	2,239	2,056	127	81	70
Air Force	16.7%	14.7%	16.0%	43.4%	43.1%	43.8%	22.0%	23.7%	23.0%	10.9%	11.0%	10.4%	7.0%	7.4%	6.8%	17,274	17,585	11,253	659	690	336
Army‡	14.4%	12.9%	13.9%	39.9%	40.4%	42.1%	23.8%	25.3%	23.9%	12.4%	12.5%	12.0%	9.5%	8.9%	8.1%	15,449	18,336	18,352	533	646	554
Navy‡	13.6%	12.3%	14.9%	43.0%	43.1%	45.0%	23.8%	25.2%	23.4%	11.5%	12.0%	10.5%	8.1%	7.4%	6.3%	15,131	16,499	16,245	461	546	417
Marine Corps	14.8%	16.3%	15.2%	39.0%	38.6%	40.6%	26.8%	23.7%	23.0%	10.0%	12.7%	12.7%	9.4%	8.8%	8.4%	1,563	1,610	1,960	46	41	46
DOD 4th Estate	15.1%	14.3%	15.6%	40.8%	40.8%	41.2%	22.8%	23.6%	22.8%	11.4%	12.0%	11.7%	9.9%	9.3%	8.7%	14,232	13,035	10,477	445	411	272

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

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			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
All Responses	22.7%	21.8%	22.4%	34.1%	34.2%	34.6%	23.8%	24.5%	24.3%	10.1%	10.4%	10.0%	9.3%	9.1%	8.6%	384,360	355,344	342,315	23,479	22,457	18,440
BBG	20.1%	16.2%	20.1%	30.3%	30.1%	29.1%	23.8%	28.6%	25.9%	11.1%	11.7%	13.4%	14.6%	13.4%	11.5%	1,023	977	1,079	61	56	57
CSOSA	24.9%	18.7%	22.9%	32.6%	35.8%	34.3%	28.6%	25.1%	24.6%	6.3%	9.8%	8.1%	7.5%	10.5%	10.1%	586	646	642	42	51	44
DHS	16.5%	16.5%	16.9%	28.2%	28.8%	30.1%	26.6%	25.6%	26.5%	13.2%	13.8%	13.4%	15.5%	15.3%	13.1%	39,671	38,804	35,495	1,837	1,829	1,466
DOC	26.0%	26.7%	27.0%	37.6%	37.2%	37.1%	21.0%	22.9%	22.5%	8.4%	7.9%	7.7%	6.9%	5.3%	5.8%	9,058	8,953	8,534	819	711	653
DOE	21.8%	20.0%	21.9%	34.2%	32.7%	35.7%	24.2%	27.0%	23.6%	10.0%	10.8%	10.1%	9.8%	9.5%	8.7%	7,960	6,042	6,254	359	318	241
DOI	18.8%	18.3%	18.6%	33.4%	34.3%	34.7%	26.2%	25.9%	25.7%	11.5%	11.4%	11.3%	10.1%	10.0%	9.7%	24,115	16,863	16,932	1,518	1,029	889
DOJ	25.9%	24.6%	25.1%	35.8%	35.4%	35.3%	21.6%	23.5%	23.5%	9.1%	9.3%	9.0%	7.5%	7.1%	7.1%	18,288	15,521	15,229	918	824	761
DOL	27.0%	25.5%	24.2%	34.9%	33.0%	31.3%	20.6%	23.0%	23.7%	8.6%	9.1%	10.8%	8.9%	9.4%	10.0%	10,496	10,053	4,716	654	651	260
DOT	24.2%	21.3%	23.2%	33.9%	34.6%	35.3%	22.7%	24.7%	23.3%	10.1%	10.3%	10.3%	9.0%	9.1%	7.9%	14,422	10,757	21,099	782	599	1,290
Educ	27.7%	29.0%	25.7%	35.0%	33.3%	35.4%	21.6%	20.6%	22.0%	8.3%	9.2%	8.1%	7.4%	8.0%	8.8%	2,504	2,245	2,461	152	112	127
EEOC	31.7%	28.2%	26.0%	31.2%	31.6%	33.3%	20.0%	19.2%	18.9%	8.0%	9.3%	10.5%	9.1%	11.7%	11.2%	1,159	1,039	1,098	61	56	57
EPA	21.0%	19.5%	21.9%	35.5%	37.0%	36.1%	25.2%	25.3%	24.6%	10.1%	9.4%	10.4%	8.3%	8.7%	6.9%	4,196	3,597	3,660	170	157	164
FCC	38.8%	35.8%	37.5%	26.4%	34.3%	35.3%	16.9%	15.1%	17.0%	7.3%	8.6%	6.0%	10.6%	6.2%	4.3%	509	642	756	40	40	32
FERC	40.4%	38.1%	36.3%	34.4%	32.9%	37.4%	14.8%	17.4%	15.8%	6.5%	7.5%	5.8%	3.9%	4.1%	4.7%	942	854	840	33	24	26
FTC	44.6%	44.2%	39.8%	33.6%	32.9%	29.0%	14.9%	12.7%	19.1%	4.6%	6.2%	7.0%	2.3%	4.0%	5.1%	592	478	527	21	24	26

Report by Agency

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			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
All Responses	22.7%	21.8%	22.4%	34.1%	34.2%	34.6%	23.8%	24.5%	24.3%	10.1%	10.4%	10.0%	9.3%	9.1%	8.6%	384,360	355,344	342,315	23,479	22,457	18,440
GSA	28.9%	28.3%	27.7%	35.5%	35.7%	35.5%	20.4%	22.0%	22.5%	7.7%	7.7%	7.4%	7.5%	6.4%	6.9%	7,269	7,872	7,791	424	465	348
HHS	26.6%	25.2%	25.5%	34.8%	34.5%	34.2%	22.4%	23.1%	23.5%	8.7%	9.2%	9.0%	7.5%	8.0%	7.8%	33,533	29,716	29,473	1,967	1,794	1,524
HUD	25.3%	21.6%	21.8%	31.4%	30.8%	28.5%	24.0%	22.7%	25.4%	9.4%	11.6%	11.0%	10.0%	13.2%	13.2%	4,956	3,529	3,323	327	207	199
NARA	27.3%	21.8%	23.1%	31.8%	31.9%	30.8%	20.3%	23.5%	23.9%	10.3%	10.6%	10.8%	10.3%	12.1%	11.4%	1,605	1,527	1,493	87	124	89
NASA	35.7%	34.9%	34.4%	38.0%	37.9%	37.8%	17.3%	18.6%	18.3%	5.3%	5.1%	5.2%	3.7%	3.6%	4.2%	9,262	8,822	9,409	436	391	314
NCUA	27.5%	29.1%	30.4%	44.5%	41.5%	37.7%	19.0%	19.6%	20.1%	5.2%	6.3%	5.9%	3.8%	3.5%	5.8%	712	705	717	52	87	61
NLRB	31.0%	25.4%	25.6%	32.6%	34.4%	34.3%	22.3%	22.7%	22.7%	8.8%	10.7%	8.4%	5.2%	6.7%	9.1%	849	629	675	27	37	24
NRC	33.2%	31.6%	31.6%	37.9%	38.1%	39.6%	18.2%	18.9%	19.0%	6.2%	6.7%	5.8%	4.6%	4.7%	4.0%	2,547	2,352	2,372	81	71	87
NSF	34.1%	32.0%	28.1%	32.1%	30.9%	33.8%	20.1%	21.8%	20.4%	6.4%	7.1%	9.2%	7.3%	8.2%	8.5%	846	862	829	38	38	31
OMB	33.0%	35.3%	28.6%	43.5%	37.4%	39.0%	18.3%	19.1%	18.5%	4.2%	6.3%	8.7%	0.9%	1.9%	5.1%	296	293	294	6	6	11
OPM	29.0%	29.6%	30.3%	37.1%	39.5%	38.3%	20.7%	18.7%	19.2%	7.2%	7.3%	7.0%	6.1%	4.9%	5.2%	3,070	3,217	2,609	242	313	231
PBGC	29.9%	29.2%	27.2%	34.5%	29.5%	29.5%	21.2%	21.8%	23.5%	7.8%	9.6%	11.8%	6.7%	9.9%	8.1%	580	434	358	32	29	21
RRB	32.8%	27.6%	27.9%	35.4%	37.7%	38.7%	19.7%	25.3%	22.5%	6.9%	5.3%	5.0%	5.3%	4.1%	5.8%	413	479	544	52	39	46
SBA	22.8%	23.0%	25.2%	29.4%	30.6%	31.8%	22.4%	23.4%	21.9%	9.4%	11.0%	10.3%	16.1%	11.9%	10.8%	1,200	1,265	1,386	63	76	85
SEC	32.6%	29.2%	24.4%	31.0%	32.9%	30.2%	19.3%	20.2%	23.0%	8.0%	8.5%	11.5%	9.1%	9.1%	10.9%	1,788	2,237	2,235	84	165	116

Report by Agency

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			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
All Responses	22.7%	21.8%	22.4%	34.1%	34.2%	34.6%	23.8%	24.5%	24.3%	10.1%	10.4%	10.0%	9.3%	9.1%	8.6%	384,360	355,344	342,315	23,479	22,457	18,440
SSA	27.6%	24.3%	24.7%	35.9%	36.8%	36.5%	22.2%	23.3%	23.2%	7.5%	8.8%	8.1%	6.8%	6.9%	7.5%	9,526	8,646	7,598	511	474	337
State	29.8%	26.9%	28.3%	34.4%	36.8%	35.3%	22.3%	22.9%	22.9%	8.0%	8.1%	7.8%	5.4%	5.4%	5.6%	3,760	3,438	2,275	141	135	87
Treas	25.3%	24.7%	26.1%	36.2%	36.9%	36.4%	22.2%	22.8%	22.0%	8.2%	8.2%	7.9%	8.1%	7.4%	7.6%	46,182	45,193	44,839	4,148	4,298	3,353
USAID	23.8%	20.9%	21.6%	36.7%	37.9%	37.3%	23.4%	24.9%	25.2%	8.8%	10.1%	9.4%	7.2%	6.2%	6.6%	1,869	1,871	2,090	66	88	92
USDA	18.7%	18.0%	17.4%	35.9%	35.3%	35.4%	26.2%	27.8%	27.9%	10.6%	10.9%	11.1%	8.6%	8.0%	8.3%	19,065	18,597	12,177	1,148	1,203	669
VA	19.6%	20.3%	21.4%	31.3%	31.2%	32.3%	25.5%	25.4%	25.2%	11.9%	11.7%	10.8%	11.7%	11.4%	10.3%	28,134	23,658	26,331	2,337	2,113	1,740
Small Agencies	28.1%	26.3%	27.1%	32.5%	32.7%	32.7%	21.1%	21.6%	22.1%	8.9%	9.7%	9.2%	9.3%	9.7%	8.9%	4,760	4,371	4,738	276	287	228
DOD	23.1%	21.8%	22.3%	35.8%	35.8%	36.2%	23.4%	24.6%	24.2%	9.7%	10.0%	9.7%	8.0%	7.7%	7.6%	66,617	68,160	59,437	3,467	3,536	2,654
USACE	22.8%	20.6%	21.2%	38.1%	36.3%	36.7%	23.5%	24.9%	24.6%	8.7%	10.6%	9.5%	6.8%	7.6%	8.0%	3,989	2,202	2,028	209	117	105
Air Force	24.8%	23.3%	22.7%	36.6%	35.6%	37.0%	22.7%	23.4%	23.5%	8.7%	9.8%	9.1%	7.1%	7.9%	7.8%	17,080	17,413	11,139	877	851	462
Army‡	21.5%	20.2%	20.9%	33.8%	34.7%	35.2%	24.5%	25.6%	24.9%	11.1%	10.7%	10.6%	9.1%	8.9%	8.4%	15,195	18,054	18,108	803	928	821
Navy‡	22.4%	21.3%	22.8%	37.5%	37.4%	37.0%	23.6%	25.4%	24.6%	9.3%	9.4%	9.4%	7.3%	6.5%	6.2%	14,752	16,079	15,921	866	964	760
Marine Corps	25.1%	25.7%	25.1%	33.2%	35.1%	34.9%	23.1%	22.2%	21.6%	9.9%	9.1%	11.0%	8.6%	7.9%	7.4%	1,544	1,591	1,919	75	62	83
DOD 4th Estate	24.4%	23.3%	23.5%	35.2%	35.6%	35.4%	22.0%	23.8%	23.6%	9.7%	9.8%	9.1%	8.7%	7.5%	8.4%	14,057	12,821	10,322	637	614	423

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

(61) I have a high level of respect for my organization's senior leaders.

	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
All Responses	19.0%	17.8%	19.2%	32.3%	32.3%	33.1%	24.4%	25.1%	23.8%	13.1%	13.6%	13.1%	11.2%	11.2%	10.8%	402,356	372,771	356,566	5,387	5,069	4,307
BBG	14.9%	10.7%	13.4%	29.7%	28.9%	32.4%	22.8%	27.6%	23.4%	14.3%	14.9%	14.0%	18.3%	18.0%	16.9%	1,070	1,021	1,125	14	16	10
CSOSA	24.9%	20.1%	23.4%	36.9%	33.6%	36.9%	21.6%	26.2%	20.5%	8.2%	10.5%	10.5%	8.4%	9.6%	8.8%	622	688	678	6	6	7
DHS	12.9%	13.2%	14.5%	25.3%	25.2%	27.3%	24.0%	24.1%	23.5%	16.6%	17.3%	16.5%	21.2%	20.1%	18.1%	41,075	40,221	36,656	462	389	315
DOC	19.6%	21.7%	22.7%	35.0%	35.1%	34.4%	24.3%	24.5%	23.1%	12.3%	11.2%	11.3%	8.8%	7.4%	8.5%	9,713	9,489	9,036	171	185	158
DOE	16.1%	14.7%	16.7%	32.0%	29.6%	33.0%	25.5%	25.3%	23.9%	14.6%	17.3%	15.1%	11.8%	13.2%	11.4%	8,228	6,300	6,453	82	63	46
DOI	13.7%	13.4%	14.6%	30.9%	31.1%	31.8%	27.5%	28.0%	26.8%	16.0%	15.4%	15.4%	12.0%	12.2%	11.3%	25,260	17,588	17,610	372	297	216
DOJ	23.5%	20.7%	21.3%	35.3%	35.2%	35.7%	21.7%	23.9%	22.6%	11.5%	11.6%	12.0%	7.9%	8.6%	8.5%	19,054	16,203	15,832	155	138	156
DOL	23.5%	20.5%	20.0%	33.8%	31.9%	30.7%	22.9%	24.3%	22.8%	10.6%	12.3%	13.3%	9.3%	11.0%	13.2%	10,978	10,559	4,906	168	149	72
DOT	18.7%	16.4%	15.9%	31.7%	30.6%	32.8%	25.4%	27.0%	24.1%	13.7%	15.2%	15.1%	10.5%	10.9%	12.2%	15,004	11,214	22,105	189	138	287
Educ	21.9%	21.4%	19.9%	33.6%	33.0%	33.9%	23.2%	21.6%	22.1%	11.1%	12.6%	13.0%	10.2%	11.5%	11.2%	2,622	2,334	2,563	30	28	29
EEOC	26.1%	20.5%	20.7%	32.7%	32.7%	34.2%	19.0%	21.4%	19.0%	11.4%	12.8%	14.4%	10.8%	12.6%	11.8%	1,209	1,081	1,137	11	13	19
EPA	13.2%	11.9%	14.3%	30.1%	32.7%	32.7%	27.4%	26.0%	24.4%	16.4%	16.9%	16.5%	12.8%	12.5%	12.1%	4,335	3,727	3,795	30	33	29
FCC	27.0%	26.7%	28.4%	28.8%	35.3%	38.7%	21.4%	20.7%	17.6%	10.9%	9.6%	9.5%	12.0%	7.7%	5.8%	542	674	783	9	8	7
FERC	39.4%	35.5%	33.4%	33.5%	36.0%	36.4%	16.4%	14.9%	18.5%	6.7%	9.3%	6.9%	4.0%	4.4%	4.9%	969	873	865	10	6	2
FTC	39.3%	40.6%	32.8%	37.7%	32.7%	35.5%	14.8%	15.9%	16.9%	5.3%	5.7%	8.5%	2.9%	5.0%	6.3%	607	497	548	5	5	3

Report by Agency

(61) I have a high level of respect for my organization's senior leaders.

	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
All Responses	19.0%	17.8%	19.2%	32.3%	32.3%	33.1%	24.4%	25.1%	23.8%	13.1%	13.6%	13.1%	11.2%	11.2%	10.8%	402,356	372,771	356,566	5,387	5,069	4,307
GSA	19.7%	18.5%	20.8%	33.0%	34.1%	34.0%	26.0%	26.3%	23.9%	11.8%	11.8%	11.9%	9.5%	9.4%	9.4%	7,578	8,232	8,051	111	120	95
HHS	23.2%	21.8%	22.1%	35.6%	35.0%	35.1%	22.6%	23.1%	23.0%	10.5%	11.3%	11.3%	8.0%	8.9%	8.5%	34,999	31,066	30,552	489	463	445
HUD	18.2%	14.1%	15.9%	30.1%	27.6%	29.0%	26.3%	25.8%	24.1%	12.9%	15.1%	14.0%	12.4%	17.3%	17.0%	5,203	3,706	3,491	69	36	35
NARA	16.5%	13.5%	14.8%	26.5%	25.3%	26.4%	22.4%	25.6%	25.0%	15.8%	17.6%	16.2%	18.9%	18.0%	17.5%	1,667	1,630	1,558	21	23	21
NASA	31.3%	30.8%	30.3%	37.7%	37.4%	37.4%	18.1%	19.1%	18.4%	8.1%	8.0%	8.6%	4.8%	4.7%	5.4%	9,608	9,153	9,672	93	70	57
NCUA	21.3%	23.8%	23.3%	41.0%	37.5%	35.7%	21.2%	21.4%	21.1%	10.2%	11.7%	13.4%	6.3%	5.7%	6.6%	757	777	771	9	14	8
NLRB	25.5%	19.2%	20.4%	35.4%	34.2%	30.8%	19.5%	22.6%	22.3%	11.4%	14.2%	15.0%	8.3%	9.8%	11.6%	868	663	698	8	5	1
NRC	28.1%	27.5%	29.6%	38.0%	38.3%	37.2%	16.9%	18.1%	18.3%	9.9%	10.3%	9.4%	7.1%	5.7%	5.4%	2,609	2,408	2,445	17	13	11
NSF	23.6%	24.9%	20.8%	32.5%	33.5%	34.8%	23.7%	20.4%	17.3%	11.5%	11.1%	16.1%	8.8%	10.1%	11.1%	878	890	857	10	10	4
OMB	23.3%	19.4%	19.1%	48.2%	46.8%	39.6%	17.1%	19.2%	22.6%	8.4%	10.7%	11.4%	3.1%	3.8%	7.2%	301	298	305	2	2	1
OPM	21.6%	20.6%	22.3%	35.7%	37.8%	36.9%	24.6%	23.9%	24.3%	11.0%	10.4%	9.7%	7.1%	7.3%	6.8%	3,248	3,459	2,782	61	80	58
PBGC	19.1%	17.8%	14.7%	35.3%	29.5%	33.4%	25.8%	24.2%	25.2%	13.3%	16.8%	14.4%	6.6%	11.6%	12.2%	608	459	377	7	5	3
RRB	25.6%	27.9%	24.3%	37.6%	33.0%	38.5%	23.7%	28.5%	24.6%	7.7%	6.3%	7.1%	5.4%	4.4%	5.5%	456	504	578	10	13	11
SBA	16.5%	17.1%	21.1%	27.7%	29.1%	30.8%	24.4%	25.9%	24.1%	15.8%	14.2%	13.0%	15.6%	13.7%	11.0%	1,241	1,328	1,459	20	16	19
SEC	25.1%	22.1%	18.6%	31.7%	32.6%	30.4%	20.6%	21.9%	22.2%	11.0%	12.2%	15.4%	11.7%	11.2%	13.4%	1,855	2,366	2,320	18	29	34

Report by Agency

(61) I have a high level of respect for my organization's senior leaders.

	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
All Responses	19.0%	17.8%	19.2%	32.3%	32.3%	33.1%	24.4%	25.1%	23.8%	13.1%	13.6%	13.1%	11.2%	11.2%	10.8%	402,356	372,771	356,566	5,387	5,069	4,307
SSA	24.4%	20.3%	21.9%	34.7%	35.8%	36.3%	23.8%	24.9%	22.9%	10.0%	11.0%	10.3%	7.2%	7.9%	8.5%	9,884	8,963	7,807	153	158	121
State	21.1%	22.1%	24.8%	38.4%	37.9%	36.8%	22.0%	22.9%	20.5%	12.0%	11.5%	11.6%	6.5%	5.6%	6.3%	3,871	3,542	2,341	24	30	20
Treas	17.5%	16.2%	18.1%	33.0%	33.0%	33.4%	25.9%	26.7%	24.6%	12.6%	13.4%	12.9%	11.0%	10.8%	11.1%	49,350	48,471	47,401	931	1,000	770
USAID	15.0%	13.8%	15.5%	34.4%	31.5%	34.3%	25.7%	26.2%	25.7%	15.4%	16.9%	16.0%	9.4%	11.6%	8.5%	1,925	1,947	2,160	13	19	23
USDA	13.5%	12.5%	12.8%	31.5%	31.3%	31.9%	28.0%	28.4%	26.8%	15.8%	16.8%	16.6%	11.2%	10.9%	12.0%	19,925	19,523	12,701	276	276	164
VA	16.8%	16.7%	19.0%	30.0%	29.7%	31.3%	25.7%	25.9%	24.4%	14.2%	14.4%	13.2%	13.4%	13.3%	12.2%	29,891	25,289	27,626	579	496	462
Small Agencies	20.7%	19.2%	21.1%	32.6%	31.4%	32.5%	22.5%	23.8%	21.9%	12.8%	13.4%	13.3%	11.3%	12.2%	11.3%	4,995	4,616	4,936	42	48	39
DOD	20.7%	18.8%	20.4%	33.9%	34.2%	34.6%	23.9%	24.8%	23.7%	12.2%	12.9%	12.2%	9.2%	9.4%	9.1%	69,351	71,012	61,586	710	669	549
USACE	18.8%	15.2%	16.9%	36.7%	34.0%	35.2%	23.8%	26.9%	24.6%	12.7%	14.3%	13.9%	8.1%	9.6%	9.4%	4,155	2,294	2,111	47	25	24
Air Force	23.5%	20.7%	21.9%	34.6%	34.7%	34.8%	22.1%	22.5%	22.6%	11.4%	12.8%	11.8%	8.4%	9.2%	8.9%	17,764	18,131	11,501	176	134	104
Army‡	19.9%	18.0%	19.7%	32.9%	33.3%	33.8%	24.1%	24.9%	24.2%	13.0%	13.5%	12.3%	10.1%	10.2%	10.0%	15,808	18,760	18,770	188	207	179
Navy‡	19.5%	17.4%	19.9%	33.8%	35.3%	35.6%	25.5%	26.2%	24.1%	12.5%	12.6%	12.5%	8.8%	8.5%	7.9%	15,469	16,883	16,537	150	154	148
Marine Corps	21.9%	23.6%	24.3%	33.9%	31.5%	32.8%	23.7%	23.5%	21.6%	10.9%	11.6%	12.0%	9.5%	9.9%	9.2%	1,608	1,640	1,995	8	15	13
DOD 4th Estate	21.0%	20.2%	21.0%	34.2%	33.5%	34.1%	23.5%	24.9%	23.8%	11.8%	12.1%	11.7%	9.5%	9.4%	9.4%	14,547	13,304	10,672	141	134	81

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

(62) Senior leaders demonstrate support for Work/Life programs.

	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
All Responses	18.4%	17.1%	17.8%	35.0%	35.2%	35.8%	27.1%	28.3%	27.6%	10.3%	10.5%	10.3%	9.3%	8.9%	8.4%	371,258	342,150	328,520	36,507	35,524	32,091
BBG	18.0%	10.6%	12.6%	37.1%	36.8%	35.8%	24.7%	30.7%	30.3%	8.5%	10.5%	11.9%	11.6%	11.3%	9.4%	978	938	1,031	103	100	107
CSOSA	22.6%	19.7%	23.9%	38.2%	38.0%	36.9%	25.7%	24.9%	23.6%	7.0%	9.2%	9.0%	6.5%	8.2%	6.6%	597	651	637	35	42	44
DHS	11.5%	11.7%	12.6%	25.6%	27.1%	28.8%	28.5%	28.6%	28.5%	14.7%	15.2%	14.5%	19.7%	17.5%	15.7%	37,698	36,829	33,829	3,828	3,773	3,119
DOC	21.6%	23.1%	23.1%	39.7%	39.9%	39.9%	24.4%	25.5%	25.2%	8.3%	6.9%	7.2%	6.0%	4.6%	4.7%	8,819	8,620	8,200	1,070	1,049	1,002
DOE	18.6%	16.4%	17.6%	39.9%	37.8%	41.2%	25.0%	27.4%	24.7%	9.4%	10.6%	10.0%	7.1%	7.8%	6.5%	7,662	5,763	6,019	649	593	482
DOI	15.8%	14.8%	15.1%	38.3%	38.7%	38.2%	28.0%	29.1%	29.3%	10.0%	9.6%	10.0%	7.9%	7.8%	7.3%	22,914	15,962	15,975	2,724	1,929	1,872
DOJ	20.1%	18.0%	17.6%	36.7%	36.5%	36.6%	25.6%	28.7%	28.1%	10.2%	9.4%	10.3%	7.4%	7.4%	7.4%	17,485	14,841	14,420	1,726	1,507	1,539
DOL	25.8%	19.9%	18.8%	38.3%	36.2%	33.8%	22.6%	27.0%	29.0%	6.9%	9.0%	9.4%	6.5%	8.0%	9.1%	10,313	9,524	4,410	824	1,177	570
DOT	19.6%	16.9%	15.7%	37.1%	37.2%	36.4%	26.3%	28.1%	29.2%	9.7%	10.4%	10.7%	7.3%	7.4%	8.1%	13,677	10,180	20,049	1,524	1,161	2,318
Educ	26.5%	24.7%	23.3%	38.7%	39.4%	41.7%	21.3%	19.6%	20.1%	7.7%	10.1%	7.7%	5.7%	6.2%	7.2%	2,477	2,180	2,387	178	177	207
EEOC	26.5%	20.3%	22.3%	33.7%	34.8%	35.2%	22.3%	25.7%	23.7%	9.4%	10.2%	9.8%	8.1%	9.0%	9.0%	1,133	1,002	1,054	90	93	100
EPA	19.1%	16.0%	18.7%	41.9%	44.8%	43.1%	23.5%	25.4%	24.2%	9.3%	8.0%	8.6%	6.2%	5.8%	5.4%	4,060	3,456	3,527	315	305	293
FCC	29.6%	26.1%	29.4%	30.7%	40.0%	44.8%	21.0%	22.9%	16.6%	10.2%	6.3%	5.9%	8.6%	4.7%	3.3%	482	618	713	67	64	79
FERC	39.9%	37.8%	33.6%	38.0%	38.3%	38.7%	12.7%	13.9%	18.7%	5.1%	6.0%	5.0%	4.3%	4.1%	4.0%	924	829	823	54	48	48
FTC	35.9%	34.1%	33.8%	38.1%	36.1%	38.5%	17.0%	20.0%	18.2%	5.5%	5.1%	4.7%	3.5%	4.7%	4.9%	558	457	493	53	45	60

Report by Agency

(62) Senior leaders demonstrate support for Work/Life programs.

	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
All Responses	18.4%	17.1%	17.8%	35.0%	35.2%	35.8%	27.1%	28.3%	27.6%	10.3%	10.5%	10.3%	9.3%	8.9%	8.4%	371,258	342,150	328,520	36,507	35,524	32,091
GSA	26.5%	24.8%	26.7%	40.8%	40.7%	41.3%	21.2%	23.0%	20.4%	6.1%	6.4%	6.4%	5.3%	5.1%	5.1%	7,242	7,868	7,725	450	494	427
HHS	22.6%	20.9%	20.8%	38.3%	38.5%	39.0%	23.7%	24.7%	24.4%	8.7%	9.1%	9.0%	6.8%	6.9%	6.7%	32,588	28,795	28,344	2,899	2,725	2,610
HUD	19.4%	15.4%	15.5%	34.3%	33.7%	34.9%	26.4%	28.6%	26.3%	10.6%	10.2%	11.8%	9.2%	12.1%	11.5%	4,815	3,406	3,207	449	332	317
NARA	20.9%	18.1%	17.0%	35.1%	33.5%	33.6%	25.0%	27.2%	29.0%	9.7%	10.7%	10.2%	9.2%	10.6%	10.1%	1,529	1,437	1,375	162	215	206
NASA	37.7%	36.3%	35.6%	42.7%	42.2%	42.6%	14.0%	15.5%	15.3%	3.5%	3.8%	4.1%	2.1%	2.2%	2.4%	9,159	8,744	9,258	540	473	472
NCUA	19.7%	19.5%	19.0%	40.0%	34.9%	32.6%	22.2%	24.1%	25.7%	11.3%	13.4%	14.9%	6.9%	8.1%	7.8%	717	736	736	48	57	44
NLRB	27.1%	20.2%	17.0%	35.4%	35.8%	34.3%	19.5%	20.9%	21.0%	11.3%	15.1%	14.0%	6.8%	8.0%	13.6%	822	627	647	54	41	52
NRC	37.7%	36.3%	37.8%	44.1%	44.2%	42.1%	11.3%	12.5%	13.0%	3.5%	3.9%	4.3%	3.4%	3.0%	2.8%	2,556	2,362	2,383	70	59	72
NSF	27.8%	30.4%	26.3%	40.5%	38.7%	38.3%	18.4%	18.6%	21.6%	8.3%	7.9%	7.9%	5.0%	4.3%	5.9%	831	850	825	53	50	38
OMB	15.0%	13.6%	6.8%	41.7%	41.1%	38.6%	25.9%	23.4%	28.7%	12.7%	15.2%	19.9%	4.6%	6.7%	6.0%	296	287	288	7	13	18
OPM	24.2%	22.9%	25.4%	38.3%	40.8%	40.3%	24.4%	24.9%	22.7%	7.5%	6.4%	6.4%	5.6%	5.1%	5.3%	2,983	3,107	2,538	324	432	299
PBGC	22.7%	22.0%	15.4%	45.3%	33.7%	37.2%	20.0%	23.7%	27.0%	8.2%	11.5%	11.4%	3.7%	9.0%	9.0%	575	417	342	40	45	38
RRB	23.3%	24.6%	23.6%	41.2%	37.4%	41.0%	25.2%	26.5%	21.7%	6.5%	7.0%	7.7%	3.8%	4.4%	6.0%	411	455	513	52	61	75
SBA	20.2%	18.2%	23.1%	35.5%	36.2%	36.6%	27.0%	30.0%	26.2%	9.0%	7.1%	7.9%	8.2%	8.5%	6.1%	1,143	1,204	1,365	119	141	110
SEC	27.2%	22.8%	16.9%	38.5%	40.7%	33.2%	20.4%	20.3%	22.3%	7.8%	9.2%	15.7%	6.1%	7.1%	12.0%	1,761	2,230	2,128	114	170	227

Report by Agency

(62) Senior leaders demonstrate support for Work/Life programs.

	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
All Responses	18.4%	17.1%	17.8%	35.0%	35.2%	35.8%	27.1%	28.3%	27.6%	10.3%	10.5%	10.3%	9.3%	8.9%	8.4%	371,258	342,150	328,520	36,507	35,524	32,091
SSA	21.6%	17.8%	18.4%	35.9%	36.2%	35.0%	28.2%	30.4%	31.2%	8.6%	9.2%	8.3%	5.8%	6.4%	7.1%	9,132	8,184	7,095	912	923	812
State	16.3%	15.3%	17.9%	35.2%	35.7%	34.2%	24.4%	25.2%	26.4%	15.3%	16.0%	14.3%	8.7%	7.8%	7.2%	3,719	3,340	2,212	175	230	151
Treas	19.3%	17.7%	18.9%	36.5%	36.5%	36.9%	26.9%	28.7%	26.6%	8.9%	9.3%	9.5%	8.4%	7.9%	8.2%	44,445	43,384	43,121	5,860	6,024	4,995
USAID	15.4%	13.3%	13.3%	39.2%	38.1%	39.9%	24.2%	25.2%	25.1%	12.1%	13.6%	14.6%	9.1%	9.8%	7.2%	1,826	1,843	2,060	110	126	125
USDA	15.3%	14.2%	14.3%	40.7%	41.0%	40.5%	28.1%	29.9%	29.8%	9.5%	9.3%	9.4%	6.4%	5.7%	6.1%	18,608	18,077	11,760	1,600	1,718	1,085
VA	13.8%	13.9%	15.6%	28.9%	28.9%	30.3%	32.5%	32.8%	31.4%	12.1%	12.5%	12.0%	12.7%	11.9%	10.7%	26,715	22,499	24,836	3,742	3,262	3,229
Small Agencies	24.1%	22.7%	23.5%	37.9%	38.1%	38.8%	21.7%	23.3%	22.2%	9.0%	8.7%	8.5%	7.3%	7.3%	7.1%	4,690	4,306	4,609	352	363	370
DOD	20.1%	18.4%	19.2%	37.2%	37.3%	38.0%	26.1%	27.3%	26.5%	9.3%	9.7%	9.4%	7.3%	7.3%	6.9%	64,918	66,142	57,586	5,135	5,507	4,479
USACE	17.7%	14.2%	15.3%	39.1%	38.2%	39.5%	28.4%	30.1%	28.3%	9.3%	10.6%	10.1%	5.6%	6.9%	6.9%	3,758	2,038	1,912	443	280	222
Air Force	23.0%	20.3%	20.8%	39.3%	38.1%	38.9%	23.5%	25.8%	25.4%	7.9%	8.9%	8.5%	6.3%	6.9%	6.5%	16,629	16,897	10,785	1,313	1,346	797
Army‡	18.7%	16.8%	17.7%	34.6%	35.5%	36.7%	27.6%	28.4%	27.5%	10.7%	10.8%	10.2%	8.4%	8.4%	7.9%	14,680	17,396	17,345	1,316	1,571	1,585
Navy‡	18.3%	17.0%	18.5%	37.3%	37.9%	38.1%	27.4%	29.0%	27.8%	9.6%	9.5%	9.4%	7.3%	6.7%	6.1%	14,459	15,696	15,509	1,144	1,338	1,154
Marine Corps	21.1%	22.3%	21.5%	35.3%	33.7%	35.5%	26.4%	24.8%	25.1%	8.4%	10.9%	10.1%	8.8%	8.2%	7.8%	1,488	1,522	1,880	129	128	126
DOD 4th Estate	22.3%	21.6%	21.9%	38.8%	38.9%	39.3%	23.6%	24.2%	23.3%	8.4%	8.6%	8.6%	7.0%	6.6%	6.9%	13,904	12,593	10,155	790	844	595

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

(63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.4%	12.5%	12.5%	36.3%	36.0%	37.0%	23.4%	24.0%	24.2%	19.4%	20.0%	19.2%	7.6%	7.6%	7.1%	406,408	375,988	358,999
BBG	12.3%	7.6%	9.7%	30.3%	31.1%	35.7%	22.9%	24.7%	21.6%	21.3%	24.2%	23.2%	13.3%	12.5%	9.8%	1,079	1,034	1,136
CSOSA	13.3%	13.0%	11.4%	34.7%	31.2%	34.1%	23.9%	22.6%	24.9%	20.9%	24.7%	21.2%	7.3%	8.5%	8.3%	624	695	684
DHS	8.8%	8.7%	8.7%	28.0%	28.6%	30.0%	24.8%	25.0%	25.9%	24.6%	24.9%	23.9%	13.8%	12.8%	11.5%	41,358	40,305	36,683
DOC	15.6%	16.8%	15.5%	37.4%	38.4%	39.0%	22.9%	22.4%	23.9%	17.8%	17.2%	16.7%	6.2%	5.2%	5.0%	9,854	9,651	9,176
DOE	13.4%	11.6%	12.6%	37.8%	36.6%	39.1%	22.4%	23.3%	22.9%	19.0%	20.9%	18.9%	7.4%	7.6%	6.5%	8,295	6,333	6,486
DOI	13.3%	12.2%	12.3%	37.9%	37.5%	37.4%	22.5%	23.2%	23.6%	19.3%	19.8%	19.8%	7.1%	7.4%	6.9%	25,548	17,807	17,771
DOJ	15.5%	13.6%	13.2%	39.4%	38.5%	39.5%	22.9%	23.8%	24.2%	17.2%	18.1%	17.8%	5.0%	6.0%	5.2%	19,105	16,231	15,864
DOL	15.0%	13.2%	12.3%	38.4%	35.7%	34.6%	23.3%	24.1%	25.6%	16.9%	19.7%	20.3%	6.4%	7.2%	7.2%	11,128	10,699	4,962
DOT	14.9%	13.1%	12.5%	38.6%	38.4%	40.4%	22.7%	22.9%	23.8%	17.9%	18.9%	18.0%	5.9%	6.7%	5.3%	15,146	11,309	22,265
Educ	16.8%	16.7%	15.9%	36.3%	36.6%	35.7%	20.7%	18.5%	21.5%	18.3%	18.9%	18.5%	7.9%	9.3%	8.4%	2,655	2,344	2,586
EEOC	17.5%	15.3%	12.7%	32.6%	33.6%	34.6%	22.9%	20.4%	21.0%	18.2%	19.8%	22.0%	8.8%	10.9%	9.7%	1,221	1,089	1,153
EPA	12.7%	11.3%	12.4%	38.4%	37.6%	37.4%	20.9%	22.6%	22.3%	20.4%	21.1%	20.8%	7.6%	7.3%	7.1%	4,358	3,747	3,815
FCC	18.1%	17.7%	18.8%	34.3%	40.7%	43.4%	19.0%	20.6%	20.8%	20.0%	15.9%	12.8%	8.5%	5.1%	4.2%	549	677	789
FERC	25.5%	22.3%	20.1%	41.2%	40.1%	40.3%	17.5%	18.7%	19.8%	11.6%	14.0%	15.2%	4.2%	4.9%	4.5%	973	878	869
FTC	29.7%	28.5%	24.3%	37.1%	35.4%	39.4%	16.4%	16.6%	19.6%	12.2%	13.2%	12.7%	4.5%	6.4%	4.1%	612	500	550

Report by Agency

(63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.4%	12.5%	12.5%	36.3%	36.0%	37.0%	23.4%	24.0%	24.2%	19.4%	20.0%	19.2%	7.6%	7.6%	7.1%	406,408	375,988	358,999
GSA	17.8%	16.0%	16.1%	37.3%	37.8%	40.1%	22.1%	23.6%	21.9%	16.2%	16.7%	15.7%	6.6%	6.0%	6.2%	7,661	8,325	8,110
HHS	15.7%	13.7%	13.9%	39.1%	39.0%	39.2%	22.1%	22.7%	23.4%	16.9%	17.9%	17.5%	6.2%	6.7%	6.1%	35,369	31,371	30,849
HUD	13.7%	10.0%	9.8%	33.4%	32.1%	29.2%	23.7%	21.9%	25.1%	20.4%	24.0%	23.6%	8.8%	12.0%	12.2%	5,275	3,733	3,497
NARA	17.3%	12.8%	12.3%	30.1%	31.5%	31.5%	21.6%	19.3%	20.6%	19.2%	23.6%	23.1%	11.7%	12.7%	12.5%	1,684	1,646	1,576
NASA	25.7%	24.4%	23.9%	43.2%	43.0%	43.3%	16.8%	17.7%	17.6%	11.0%	11.4%	11.9%	3.4%	3.4%	3.4%	9,660	9,184	9,697
NCUA	17.7%	16.5%	15.7%	39.4%	40.1%	39.3%	22.2%	22.5%	22.0%	17.1%	16.6%	16.6%	3.7%	4.3%	6.3%	764	790	777
NLRB	16.6%	14.6%	11.8%	36.5%	33.6%	36.9%	19.6%	21.1%	23.8%	19.4%	23.2%	20.0%	7.9%	7.5%	7.5%	875	665	694
NRC	23.0%	21.7%	22.6%	42.7%	43.8%	42.3%	16.7%	16.7%	18.4%	13.3%	13.0%	13.1%	4.3%	4.7%	3.5%	2,623	2,416	2,452
NSF	21.7%	19.2%	18.0%	36.9%	38.7%	37.9%	20.6%	18.8%	16.7%	14.0%	16.7%	20.9%	6.9%	6.6%	6.5%	882	895	860
OMB	17.4%	19.1%	10.3%	45.6%	41.5%	43.2%	21.3%	21.3%	20.0%	13.5%	14.5%	21.0%	2.2%	3.7%	5.5%	303	298	305
OPM	15.5%	14.1%	15.3%	37.4%	38.7%	39.2%	24.0%	24.7%	24.0%	17.1%	16.9%	15.7%	6.0%	5.6%	5.7%	3,295	3,525	2,833
PBGC	16.5%	19.5%	15.1%	41.6%	34.3%	38.0%	21.0%	22.5%	21.5%	15.6%	15.9%	17.6%	5.3%	7.9%	7.8%	614	461	379
RRB	14.3%	14.7%	14.3%	38.2%	38.4%	41.5%	26.8%	24.4%	25.2%	14.8%	18.1%	14.2%	5.9%	4.5%	4.9%	466	517	587
SBA	14.4%	16.6%	17.7%	33.4%	34.3%	36.2%	22.3%	21.7%	22.2%	18.5%	19.5%	16.8%	11.3%	7.9%	7.1%	1,257	1,343	1,470
SEC	17.4%	14.5%	13.1%	38.6%	36.2%	34.3%	18.1%	22.1%	23.6%	17.5%	19.7%	19.8%	8.3%	7.5%	9.2%	1,874	2,382	2,344

Report by Agency

(63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.4%	12.5%	12.5%	36.3%	36.0%	37.0%	23.4%	24.0%	24.2%	19.4%	20.0%	19.2%	7.6%	7.6%	7.1%	406,408	375,988	358,999
SSA	13.1%	11.2%	11.1%	36.5%	36.4%	37.0%	25.5%	25.8%	25.9%	18.7%	20.3%	19.5%	6.1%	6.3%	6.5%	9,990	9,067	7,880
State	15.7%	14.9%	15.8%	43.1%	43.0%	42.5%	21.2%	22.1%	22.7%	16.3%	16.4%	14.8%	3.8%	3.7%	4.2%	3,874	3,552	2,336
Treas	12.3%	11.8%	12.8%	34.4%	35.5%	35.9%	24.0%	23.6%	23.1%	20.5%	20.7%	19.8%	8.8%	8.3%	8.5%	50,153	49,307	47,984
USAID	14.4%	11.2%	11.3%	39.7%	39.2%	42.2%	21.3%	20.6%	21.0%	19.1%	22.4%	20.4%	5.5%	6.6%	5.1%	1,933	1,955	2,171
USDA	11.6%	10.0%	9.4%	39.1%	37.6%	38.6%	23.8%	25.0%	25.5%	19.2%	21.4%	20.4%	6.2%	5.9%	6.1%	20,167	19,754	12,794
VA	11.3%	11.4%	12.7%	32.5%	32.8%	34.2%	23.9%	24.0%	23.3%	23.0%	22.1%	21.5%	9.3%	9.6%	8.4%	30,300	25,577	27,857
Small Agencies	17.8%	16.5%	16.8%	36.5%	35.4%	37.2%	20.3%	20.7%	20.7%	17.6%	19.4%	18.4%	7.8%	8.0%	7.0%	5,026	4,655	4,965
DOD	14.3%	13.2%	12.9%	38.5%	37.6%	38.6%	23.4%	24.5%	24.8%	17.5%	18.5%	17.7%	6.3%	6.2%	6.1%	69,858	71,271	61,793
USACE	14.3%	10.8%	11.5%	40.6%	41.0%	37.7%	22.2%	24.6%	27.2%	17.4%	18.5%	17.9%	5.5%	5.1%	5.7%	4,187	2,306	2,127
Air Force	15.7%	14.4%	13.6%	39.5%	38.6%	38.8%	22.3%	23.0%	24.1%	16.8%	17.8%	17.8%	5.7%	6.2%	5.6%	17,885	18,158	11,533
Army‡	13.7%	12.6%	11.9%	36.3%	36.0%	37.4%	24.5%	25.2%	25.3%	18.7%	19.5%	18.7%	6.9%	6.8%	6.7%	15,924	18,841	18,823
Navy‡	13.8%	12.9%	13.2%	40.1%	38.7%	40.7%	23.8%	25.0%	24.7%	16.7%	17.8%	16.1%	5.6%	5.6%	5.3%	15,596	16,948	16,609
Marine Corps	16.8%	17.1%	16.6%	36.4%	35.9%	36.9%	23.0%	22.8%	21.4%	16.3%	18.0%	18.7%	7.4%	6.2%	6.5%	1,616	1,644	1,994
DOD 4th Estate	14.0%	13.1%	13.1%	37.9%	36.5%	37.7%	23.0%	24.6%	24.5%	18.0%	19.1%	17.9%	7.1%	6.7%	6.8%	14,650	13,374	10,707

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	11.4%	10.7%	11.2%	35.4%	34.9%	36.4%	24.0%	24.5%	23.9%	20.4%	21.0%	20.2%	8.8%	8.9%	8.3%	405,736	375,120	358,403
BBG	10.3%	6.1%	8.1%	31.9%	30.7%	30.9%	22.2%	24.2%	25.5%	21.6%	24.6%	22.3%	14.0%	14.5%	13.2%	1,074	1,033	1,132
CSOSA	12.6%	8.7%	10.7%	33.0%	33.9%	38.8%	22.9%	24.7%	21.1%	23.5%	23.1%	22.4%	8.0%	9.6%	7.0%	627	693	683
DHS	7.2%	7.1%	7.4%	26.9%	27.3%	29.4%	23.7%	23.5%	23.1%	25.7%	26.2%	25.6%	16.5%	15.8%	14.4%	41,341	40,206	36,596
DOC	13.3%	14.4%	13.7%	37.2%	38.6%	38.3%	22.8%	22.2%	22.4%	19.1%	17.9%	18.1%	7.6%	6.9%	7.6%	9,831	9,621	9,158
DOE	11.8%	10.1%	10.9%	36.6%	34.5%	37.5%	23.2%	23.5%	23.1%	20.0%	23.0%	20.7%	8.4%	8.9%	7.9%	8,285	6,324	6,480
DOI	9.5%	8.6%	9.5%	33.8%	34.3%	35.5%	25.3%	25.5%	24.8%	22.2%	22.4%	21.5%	9.2%	9.2%	8.7%	25,483	17,742	17,733
DOJ	13.0%	11.8%	11.5%	39.4%	37.7%	38.2%	23.3%	24.9%	24.7%	18.1%	18.8%	19.2%	6.2%	6.8%	6.5%	19,047	16,194	15,850
DOL	14.2%	11.7%	10.7%	37.1%	35.4%	35.7%	23.6%	24.2%	24.8%	17.9%	20.3%	20.1%	7.2%	8.4%	8.7%	11,111	10,676	4,959
DOT	13.0%	11.2%	11.7%	37.6%	37.1%	37.5%	23.4%	24.8%	24.1%	18.9%	19.4%	19.7%	7.1%	7.5%	7.0%	15,126	11,279	22,237
Educ	15.5%	15.6%	14.2%	37.8%	36.8%	37.8%	21.7%	20.1%	20.6%	17.7%	18.8%	18.9%	7.3%	8.7%	8.6%	2,654	2,340	2,578
EEOC	18.2%	13.0%	13.1%	36.8%	35.4%	37.8%	20.0%	22.2%	19.4%	16.9%	18.9%	20.0%	8.1%	10.5%	9.7%	1,217	1,083	1,148
EPA	9.9%	8.4%	10.8%	35.1%	33.9%	35.6%	23.7%	24.2%	23.1%	22.4%	24.5%	22.7%	9.0%	8.9%	7.8%	4,349	3,745	3,813
FCC	12.6%	14.7%	15.1%	33.0%	38.0%	42.7%	22.4%	24.2%	23.0%	20.3%	14.9%	13.3%	11.7%	8.1%	5.9%	542	677	788
FERC	23.4%	18.9%	18.5%	40.6%	43.9%	36.6%	21.1%	18.7%	22.0%	9.9%	13.5%	17.1%	4.9%	5.0%	5.7%	975	874	865
FTC	28.3%	27.3%	24.6%	41.1%	40.0%	40.6%	16.6%	15.8%	18.1%	10.5%	11.3%	13.3%	3.4%	5.6%	3.4%	610	498	552

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	11.4%	10.7%	11.2%	35.4%	34.9%	36.4%	24.0%	24.5%	23.9%	20.4%	21.0%	20.2%	8.8%	8.9%	8.3%	405,736	375,120	358,403
GSA	16.6%	15.0%	15.3%	38.4%	37.6%	38.5%	21.9%	23.6%	22.4%	16.1%	16.8%	16.9%	6.9%	6.9%	6.9%	7,651	8,284	8,107
HHS	13.4%	12.4%	12.1%	37.9%	36.9%	36.9%	23.6%	23.9%	24.6%	17.9%	19.0%	19.1%	7.2%	7.9%	7.4%	35,311	31,330	30,791
HUD	12.1%	8.2%	9.7%	32.3%	30.6%	31.1%	24.6%	23.3%	22.7%	21.1%	24.0%	23.3%	10.0%	14.0%	13.3%	5,268	3,717	3,483
NARA	15.8%	12.8%	12.7%	35.0%	33.6%	34.1%	22.5%	20.9%	22.4%	16.7%	21.5%	20.1%	10.0%	11.2%	10.7%	1,680	1,640	1,574
NASA	24.5%	23.3%	23.2%	44.2%	43.5%	44.5%	17.2%	18.8%	17.9%	10.8%	10.9%	11.2%	3.3%	3.5%	3.3%	9,643	9,176	9,683
NCUA	16.8%	16.4%	14.3%	44.4%	47.6%	44.7%	22.6%	20.2%	18.8%	13.1%	12.4%	16.9%	3.2%	3.4%	5.3%	763	784	776
NLRB	14.7%	11.6%	11.4%	34.7%	32.6%	35.8%	22.4%	26.0%	24.9%	21.4%	22.7%	20.3%	6.8%	7.0%	7.6%	872	660	692
NRC	23.2%	22.8%	22.8%	44.1%	43.6%	41.5%	16.9%	18.2%	19.8%	11.7%	11.6%	12.2%	4.1%	3.8%	3.7%	2,618	2,410	2,450
NSF	18.3%	17.2%	14.4%	36.1%	37.0%	33.3%	20.6%	20.7%	19.8%	17.7%	17.6%	21.9%	7.4%	7.5%	10.7%	885	893	856
OMB	16.6%	17.4%	9.2%	46.5%	41.9%	41.8%	18.1%	21.8%	19.2%	15.5%	13.7%	20.6%	3.3%	5.2%	9.2%	302	298	304
OPM	14.6%	14.6%	15.7%	42.4%	41.5%	41.6%	21.5%	21.6%	22.1%	15.8%	16.6%	14.7%	5.6%	5.7%	5.9%	3,303	3,516	2,835
PBGC	16.4%	15.4%	14.5%	37.0%	36.5%	32.2%	21.3%	22.5%	27.8%	18.1%	16.0%	14.4%	7.2%	9.5%	11.1%	613	461	378
RRB	14.2%	14.5%	14.1%	41.8%	41.7%	39.9%	20.7%	20.9%	22.6%	16.4%	15.8%	15.9%	6.9%	7.0%	7.4%	466	516	590
SBA	11.6%	12.5%	14.1%	31.0%	36.2%	38.1%	24.2%	23.3%	23.2%	20.9%	18.6%	16.9%	12.3%	9.4%	7.8%	1,253	1,338	1,465
SEC	14.1%	12.0%	10.1%	38.0%	36.9%	31.5%	18.6%	23.2%	22.8%	20.4%	19.8%	24.3%	8.9%	8.1%	11.2%	1,872	2,379	2,336

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	11.4%	10.7%	11.2%	35.4%	34.9%	36.4%	24.0%	24.5%	23.9%	20.4%	21.0%	20.2%	8.8%	8.9%	8.3%	405,736	375,120	358,403
SSA	14.1%	11.6%	12.1%	40.4%	39.5%	39.5%	23.2%	24.1%	24.9%	16.1%	18.4%	16.9%	6.2%	6.5%	6.6%	9,974	9,056	7,860
State	13.1%	12.1%	11.8%	39.4%	41.4%	40.4%	22.7%	22.8%	23.5%	19.4%	18.8%	18.7%	5.4%	4.9%	5.6%	3,866	3,537	2,331
Treas	12.2%	11.7%	13.6%	37.9%	39.3%	39.9%	23.5%	23.4%	21.9%	18.2%	18.0%	17.0%	8.3%	7.5%	7.6%	50,089	49,215	47,933
USAID	13.7%	11.2%	9.8%	40.6%	38.4%	42.6%	22.0%	24.7%	23.0%	18.4%	19.3%	19.7%	5.3%	6.4%	4.8%	1,924	1,951	2,169
USDA	8.9%	7.2%	7.0%	34.3%	33.7%	34.9%	26.0%	26.4%	26.0%	22.4%	24.2%	23.3%	8.4%	8.4%	8.8%	20,114	19,727	12,771
VA	9.9%	10.2%	10.8%	33.2%	32.7%	34.8%	25.2%	25.4%	24.4%	21.9%	21.9%	21.3%	9.8%	9.8%	8.7%	30,244	25,510	27,795
Small Agencies	15.4%	14.4%	14.9%	36.3%	33.0%	34.2%	20.6%	21.4%	22.1%	18.1%	20.8%	19.7%	9.6%	10.4%	9.1%	5,012	4,644	4,962
DOD	11.8%	10.9%	11.7%	36.3%	35.4%	37.5%	24.1%	24.9%	23.9%	19.9%	20.9%	19.4%	7.8%	7.9%	7.4%	69,741	71,093	61,690
USACE	10.9%	8.2%	9.9%	37.6%	36.0%	36.7%	24.9%	26.1%	24.2%	19.8%	22.2%	21.3%	6.8%	7.5%	7.9%	4,177	2,306	2,121
Air Force	12.7%	11.7%	11.6%	36.9%	35.1%	36.1%	23.0%	23.9%	23.7%	20.1%	21.3%	20.9%	7.3%	8.0%	7.7%	17,861	18,124	11,515
Army‡	11.7%	10.2%	11.2%	33.9%	34.0%	36.2%	24.0%	24.9%	23.5%	21.2%	21.8%	20.8%	9.1%	9.1%	8.2%	15,887	18,780	18,797
Navy‡	10.7%	10.3%	11.9%	37.9%	36.9%	39.8%	25.3%	26.0%	24.9%	19.2%	20.0%	17.3%	6.9%	6.7%	6.1%	15,572	16,900	16,577
Marine Corps	13.1%	14.3%	13.3%	31.4%	32.9%	33.9%	26.3%	23.1%	23.7%	20.0%	20.8%	21.2%	9.3%	8.9%	7.9%	1,614	1,640	1,996
DOD 4th Estate	12.6%	12.3%	12.8%	37.9%	36.2%	39.1%	23.2%	24.3%	23.4%	18.4%	19.5%	17.2%	7.9%	7.7%	7.4%	14,630	13,343	10,684

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

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.5%	12.3%	12.3%	33.1%	32.3%	33.1%	23.8%	24.5%	24.7%	18.6%	19.7%	19.2%	10.9%	11.3%	10.7%	404,473	373,823	357,371
BBG	12.1%	7.3%	11.0%	28.4%	28.5%	30.8%	22.3%	24.2%	22.7%	20.7%	24.0%	21.0%	16.5%	16.0%	14.5%	1,074	1,024	1,127
CSOSA	13.3%	10.5%	13.9%	32.8%	30.1%	31.5%	24.0%	23.9%	24.5%	20.9%	22.9%	19.3%	9.0%	12.6%	10.8%	625	686	678
DHS	8.6%	8.2%	8.7%	25.5%	26.3%	28.4%	23.8%	24.0%	25.1%	24.0%	23.9%	22.4%	18.1%	17.7%	15.4%	41,300	40,071	36,498
DOC	16.0%	18.1%	16.2%	38.4%	38.2%	38.8%	22.0%	22.0%	23.6%	15.7%	14.4%	14.5%	7.8%	7.4%	6.9%	9,815	9,593	9,143
DOE	13.2%	10.8%	12.0%	34.3%	31.6%	33.8%	24.5%	26.1%	25.7%	18.1%	20.6%	19.4%	9.9%	10.9%	9.1%	8,284	6,300	6,461
DOI	12.6%	11.7%	11.0%	35.4%	34.3%	33.9%	24.1%	24.8%	25.4%	18.2%	19.3%	19.5%	9.7%	10.0%	10.2%	25,410	17,719	17,665
DOJ	16.7%	14.5%	13.4%	36.0%	34.0%	35.4%	22.3%	23.8%	24.0%	16.4%	18.1%	18.2%	8.7%	9.6%	9.0%	18,990	16,145	15,818
DOL	15.7%	14.5%	12.3%	34.8%	33.4%	32.2%	22.8%	23.0%	25.1%	16.7%	18.4%	19.3%	9.9%	10.6%	11.2%	11,086	10,642	4,944
DOT	13.8%	12.3%	11.7%	33.8%	31.1%	36.1%	24.2%	25.2%	23.5%	18.2%	20.1%	18.5%	10.0%	11.3%	10.2%	15,080	11,245	22,151
Educ	16.7%	17.2%	16.4%	36.6%	35.4%	33.9%	20.4%	20.3%	20.8%	16.5%	16.7%	18.1%	9.8%	10.4%	10.8%	2,644	2,341	2,579
EEOC	20.6%	15.6%	13.6%	32.1%	30.9%	32.2%	20.6%	21.9%	20.2%	16.4%	17.4%	21.1%	10.3%	14.1%	13.0%	1,213	1,085	1,142
EPA	14.1%	12.2%	11.7%	34.9%	33.5%	37.1%	23.4%	24.6%	23.6%	18.6%	19.0%	19.0%	9.1%	10.6%	8.6%	4,339	3,729	3,787
FCC	18.7%	17.9%	21.3%	35.0%	38.3%	42.2%	19.4%	21.4%	20.2%	17.2%	14.8%	11.4%	9.7%	7.7%	4.8%	544	674	782
FERC	25.8%	22.7%	18.8%	39.2%	37.6%	36.2%	17.8%	19.6%	22.2%	11.3%	12.8%	15.8%	5.9%	7.3%	7.0%	970	875	863
FTC	27.8%	29.1%	23.7%	38.4%	35.3%	36.8%	17.0%	14.6%	19.6%	10.8%	13.3%	13.2%	6.0%	7.8%	6.8%	609	498	550

Report by Agency

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.5%	12.3%	12.3%	33.1%	32.3%	33.1%	23.8%	24.5%	24.7%	18.6%	19.7%	19.2%	10.9%	11.3%	10.7%	404,473	373,823	357,371
GSA	17.3%	14.4%	14.9%	33.9%	35.4%	35.8%	24.8%	25.5%	24.2%	15.6%	16.3%	16.5%	8.4%	8.4%	8.6%	7,615	8,265	8,073
HHS	16.8%	14.7%	13.3%	35.2%	34.8%	32.8%	22.5%	22.8%	23.9%	16.7%	18.0%	19.5%	8.8%	9.7%	10.5%	35,171	31,169	30,704
HUD	15.4%	11.8%	11.5%	33.8%	31.7%	29.9%	22.6%	21.9%	22.7%	17.7%	20.1%	21.6%	10.4%	14.5%	14.2%	5,256	3,723	3,465
NARA	16.9%	13.9%	12.5%	32.7%	31.0%	31.0%	19.4%	20.0%	20.4%	17.7%	21.1%	20.8%	13.3%	14.0%	15.3%	1,681	1,636	1,573
NASA	25.6%	22.4%	21.7%	39.8%	38.8%	39.0%	18.5%	20.7%	20.5%	11.1%	12.5%	13.2%	5.0%	5.6%	5.5%	9,625	9,137	9,643
NCUA	19.8%	18.3%	14.7%	37.3%	41.1%	36.9%	21.7%	18.2%	21.1%	16.4%	17.2%	18.2%	4.8%	5.2%	9.0%	759	785	776
NLRB	18.1%	15.7%	13.8%	32.5%	33.3%	31.0%	19.4%	19.3%	22.4%	19.1%	20.8%	21.5%	11.0%	10.8%	11.4%	871	661	690
NRC	24.0%	21.6%	21.8%	38.2%	40.1%	40.0%	18.0%	18.2%	18.4%	13.4%	14.0%	13.8%	6.4%	6.1%	6.0%	2,600	2,409	2,444
NSF	22.9%	21.2%	18.1%	34.3%	33.3%	33.8%	18.7%	22.1%	19.5%	14.6%	14.0%	18.5%	9.5%	9.4%	10.1%	877	885	856
OMB	21.7%	16.2%	10.6%	44.0%	40.7%	39.3%	20.9%	21.4%	24.6%	11.1%	16.1%	19.0%	2.4%	5.5%	6.5%	301	298	305
OPM	17.6%	16.4%	16.9%	37.6%	39.5%	38.0%	22.1%	22.2%	23.4%	14.8%	14.7%	14.2%	8.0%	7.2%	7.6%	3,292	3,499	2,815
PBGC	16.0%	17.4%	15.0%	34.1%	31.8%	34.0%	22.5%	23.0%	19.8%	18.3%	16.4%	19.2%	9.1%	11.5%	12.0%	613	461	377
RRB	17.9%	17.4%	16.5%	35.1%	35.1%	37.3%	23.1%	26.2%	23.8%	15.8%	14.8%	14.6%	8.1%	6.5%	7.8%	459	516	586
SBA	14.6%	15.8%	15.9%	32.1%	34.5%	34.7%	22.4%	20.8%	21.8%	16.2%	18.3%	17.4%	14.6%	10.6%	10.2%	1,257	1,329	1,461
SEC	18.0%	13.9%	11.4%	32.6%	32.8%	31.3%	20.0%	21.9%	21.8%	17.7%	19.5%	21.6%	11.7%	11.9%	13.9%	1,863	2,377	2,332

Report by Agency

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.5%	12.3%	12.3%	33.1%	32.3%	33.1%	23.8%	24.5%	24.7%	18.6%	19.7%	19.2%	10.9%	11.3%	10.7%	404,473	373,823	357,371
SSA	17.0%	12.1%	13.0%	36.6%	34.8%	34.3%	21.2%	23.0%	23.5%	16.9%	20.1%	19.1%	8.3%	10.0%	10.2%	9,942	9,022	7,853
State	14.9%	13.3%	13.9%	37.4%	40.3%	35.8%	23.7%	22.1%	26.3%	16.9%	17.5%	17.1%	7.0%	6.9%	6.9%	3,850	3,538	2,324
Treas	15.2%	14.7%	15.0%	36.4%	36.7%	35.5%	21.8%	21.7%	21.3%	16.8%	17.5%	17.6%	9.8%	9.4%	10.5%	49,900	49,026	47,830
USAID	13.7%	10.7%	11.5%	33.7%	34.9%	36.5%	24.7%	25.1%	25.4%	18.9%	19.8%	19.0%	9.0%	9.5%	7.6%	1,922	1,943	2,159
USDA	11.6%	9.7%	9.6%	36.1%	34.1%	35.3%	25.0%	25.9%	26.4%	18.3%	20.6%	19.9%	9.1%	9.7%	8.8%	20,064	19,639	12,741
VA	11.6%	11.8%	12.8%	30.3%	30.0%	31.3%	23.8%	23.4%	23.1%	20.9%	21.4%	20.5%	13.4%	13.4%	12.3%	30,055	25,378	27,698
Small Agencies	18.5%	16.4%	17.3%	34.4%	33.2%	33.5%	20.8%	21.8%	21.7%	15.7%	17.7%	16.9%	10.6%	11.0%	10.6%	4,997	4,630	4,938
DOD	13.6%	12.0%	11.8%	33.6%	32.0%	33.0%	25.2%	26.4%	26.4%	17.7%	19.2%	18.7%	9.9%	10.3%	10.1%	69,520	70,870	61,540
USACE	13.2%	10.8%	10.9%	36.7%	35.2%	34.9%	24.7%	27.0%	25.7%	16.9%	18.2%	19.5%	8.4%	8.8%	9.1%	4,172	2,293	2,120
Air Force	15.7%	13.8%	12.2%	34.6%	33.3%	32.3%	24.8%	25.9%	27.1%	15.9%	17.7%	18.6%	9.0%	9.2%	9.9%	17,811	18,059	11,502
Army‡	12.6%	10.8%	11.4%	31.6%	30.5%	31.9%	25.0%	25.8%	26.0%	19.3%	20.9%	19.4%	11.5%	11.9%	11.3%	15,838	18,716	18,744
Navy‡	12.3%	11.0%	11.5%	34.3%	32.2%	34.8%	26.3%	28.0%	27.0%	17.7%	19.0%	18.1%	9.3%	9.8%	8.6%	15,517	16,858	16,541
Marine Corps	13.3%	15.7%	14.7%	31.3%	30.1%	32.2%	25.4%	27.6%	25.3%	20.1%	17.0%	17.6%	9.9%	9.6%	10.1%	1,601	1,634	1,985
DOD 4th Estate	14.8%	13.2%	12.6%	33.6%	32.1%	32.6%	24.3%	24.8%	25.5%	17.3%	19.2%	18.5%	10.0%	10.7%	10.8%	14,581	13,310	10,648

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	10.0%	9.2%	9.5%	30.8%	30.4%	31.9%	29.8%	30.4%	29.7%	18.9%	19.4%	19.2%	10.5%	10.6%	9.8%	404,697	374,396	357,560
BBG	9.1%	4.9%	5.9%	23.9%	24.0%	26.9%	29.6%	31.2%	30.2%	19.7%	23.0%	21.6%	17.6%	16.9%	15.4%	1,079	1,033	1,120
CSOSA	12.5%	8.3%	9.6%	31.6%	31.7%	33.8%	27.8%	30.3%	28.3%	19.5%	19.6%	18.0%	8.6%	10.0%	10.3%	627	689	679
DHS	6.1%	6.1%	6.3%	21.7%	22.3%	24.7%	27.4%	27.1%	27.4%	24.7%	25.2%	24.5%	20.0%	19.2%	17.0%	41,226	40,134	36,482
DOC	11.6%	12.3%	12.6%	31.6%	34.9%	35.2%	30.9%	30.0%	28.4%	16.8%	15.1%	15.8%	9.1%	7.8%	8.1%	9,822	9,618	9,142
DOE	8.7%	7.3%	8.3%	29.8%	28.5%	32.5%	30.2%	30.7%	29.5%	21.0%	22.2%	19.8%	10.3%	11.3%	9.9%	8,271	6,311	6,465
DOI	7.3%	6.3%	7.0%	28.1%	28.8%	30.3%	32.4%	32.7%	31.2%	21.5%	21.2%	21.7%	10.7%	11.0%	9.7%	25,441	17,723	17,677
DOJ	12.6%	11.2%	10.8%	36.4%	34.7%	35.3%	27.6%	29.7%	29.8%	16.4%	16.6%	17.0%	7.0%	7.8%	7.1%	18,992	16,166	15,802
DOL	12.6%	10.6%	9.7%	33.3%	29.9%	29.1%	28.5%	30.1%	28.9%	16.5%	18.6%	20.4%	9.0%	10.7%	11.9%	11,080	10,652	4,952
DOT	10.1%	8.4%	8.2%	30.1%	28.5%	30.6%	31.5%	32.5%	30.0%	18.7%	20.2%	21.0%	9.6%	10.4%	10.2%	15,109	11,268	22,188
Educ	12.7%	12.1%	11.4%	32.8%	31.5%	31.4%	28.1%	27.3%	28.4%	16.5%	17.6%	17.9%	10.0%	11.5%	11.0%	2,645	2,332	2,584
EEOC	16.6%	11.8%	11.0%	29.8%	32.4%	30.9%	25.8%	25.8%	26.1%	16.3%	16.7%	19.9%	11.5%	13.4%	12.1%	1,216	1,083	1,148
EPA	6.6%	5.4%	6.9%	28.1%	28.3%	30.8%	31.4%	32.1%	29.6%	22.0%	23.0%	22.0%	11.9%	11.2%	10.7%	4,350	3,739	3,795
FCC	13.7%	14.1%	14.2%	31.7%	36.1%	41.6%	26.9%	28.6%	28.2%	16.2%	14.0%	9.5%	11.5%	7.2%	6.5%	546	680	784
FERC	22.2%	19.2%	17.8%	39.6%	38.3%	36.9%	23.3%	23.4%	26.9%	10.0%	13.1%	13.6%	4.8%	6.0%	4.7%	962	871	865
FTC	25.8%	25.4%	22.8%	41.2%	39.1%	38.1%	21.4%	20.6%	22.0%	7.1%	8.5%	13.1%	4.5%	6.4%	4.0%	609	494	551

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	10.0%	9.2%	9.5%	30.8%	30.4%	31.9%	29.8%	30.4%	29.7%	18.9%	19.4%	19.2%	10.5%	10.6%	9.8%	404,697	374,396	357,560
GSA	12.7%	11.4%	11.5%	31.2%	31.3%	33.4%	30.9%	30.3%	29.9%	16.6%	18.6%	16.6%	8.6%	8.4%	8.6%	7,620	8,273	8,082
HHS	12.0%	10.5%	10.5%	34.3%	33.8%	33.8%	29.8%	30.1%	30.0%	16.0%	17.0%	17.1%	7.9%	8.6%	8.5%	35,216	31,220	30,740
HUD	10.0%	7.4%	7.5%	27.4%	24.6%	25.3%	31.4%	29.3%	29.0%	19.9%	22.7%	22.4%	11.3%	16.0%	15.8%	5,260	3,726	3,475
NARA	11.1%	7.8%	8.4%	25.0%	23.7%	25.0%	26.5%	28.3%	28.7%	21.9%	24.7%	21.4%	15.5%	15.5%	16.5%	1,673	1,637	1,572
NASA	19.7%	18.1%	17.6%	40.6%	40.4%	40.4%	24.5%	25.9%	24.9%	10.5%	11.1%	12.2%	4.7%	4.5%	4.9%	9,626	9,159	9,658
NCUA	13.1%	13.3%	11.0%	39.7%	41.6%	39.6%	27.7%	25.6%	24.7%	13.8%	14.6%	17.2%	5.7%	4.9%	7.5%	758	781	775
NLRB	13.3%	11.4%	10.0%	32.0%	29.9%	30.0%	24.8%	27.0%	27.5%	20.2%	21.4%	22.2%	9.7%	10.3%	10.3%	870	657	692
NRC	17.8%	18.2%	19.2%	39.5%	39.8%	39.3%	23.4%	24.4%	24.1%	12.4%	11.7%	12.2%	6.8%	5.8%	5.2%	2,602	2,402	2,442
NSF	16.0%	14.9%	11.3%	33.2%	33.5%	31.0%	25.5%	26.8%	25.9%	17.2%	15.9%	20.3%	8.1%	8.9%	11.5%	878	889	856
OMB	10.9%	9.4%	5.7%	47.0%	42.0%	34.6%	27.3%	26.9%	30.7%	12.0%	16.3%	19.4%	2.8%	5.3%	9.6%	303	298	304
OPM	11.6%	12.1%	12.4%	34.3%	34.1%	37.5%	31.0%	31.2%	29.4%	15.4%	14.9%	14.1%	7.7%	7.7%	6.7%	3,282	3,505	2,827
PBGC	12.0%	11.9%	8.7%	34.0%	27.0%	28.7%	29.1%	31.1%	33.3%	16.8%	19.1%	19.2%	8.0%	11.0%	10.1%	614	460	375
RRB	12.9%	13.2%	12.0%	38.7%	36.3%	40.7%	29.8%	34.6%	30.9%	12.0%	11.6%	10.7%	6.6%	4.2%	5.8%	463	516	584
SBA	9.7%	9.7%	11.6%	26.4%	28.7%	31.0%	27.7%	28.4%	29.8%	22.6%	21.2%	18.7%	13.7%	11.9%	8.9%	1,250	1,335	1,457
SEC	13.5%	11.9%	9.3%	32.3%	31.0%	26.7%	24.8%	29.9%	30.5%	18.1%	17.1%	20.6%	11.4%	10.1%	12.9%	1,866	2,378	2,332

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	10.0%	9.2%	9.5%	30.8%	30.4%	31.9%	29.8%	30.4%	29.7%	18.9%	19.4%	19.2%	10.5%	10.6%	9.8%	404,697	374,396	357,560
SSA	12.1%	9.3%	10.0%	34.7%	33.1%	33.6%	29.8%	32.1%	31.8%	15.9%	17.1%	16.5%	7.5%	8.5%	8.1%	9,946	9,017	7,831
State	10.6%	10.8%	11.0%	37.4%	38.9%	37.4%	29.0%	28.5%	27.3%	17.2%	16.1%	17.7%	5.7%	5.6%	6.6%	3,864	3,534	2,335
Treas	9.5%	8.7%	9.7%	30.2%	29.8%	31.0%	31.2%	32.1%	29.7%	18.4%	19.0%	18.8%	10.7%	10.4%	10.8%	49,953	49,087	47,794
USAID	9.4%	6.8%	5.9%	33.4%	29.3%	34.4%	29.9%	30.9%	31.3%	19.1%	22.6%	21.2%	8.2%	10.3%	7.2%	1,915	1,951	2,159
USDA	7.0%	5.5%	5.4%	28.0%	27.3%	28.6%	33.1%	34.4%	32.8%	21.9%	22.6%	22.6%	10.0%	10.3%	10.5%	20,076	19,678	12,754
VA	8.8%	9.1%	9.9%	28.2%	28.2%	30.2%	30.7%	30.5%	29.7%	20.3%	20.6%	19.7%	12.0%	11.7%	10.4%	30,142	25,457	27,742
Small Agencies	12.8%	11.8%	12.3%	31.8%	29.9%	31.3%	27.8%	27.2%	27.5%	16.1%	19.5%	18.8%	11.5%	11.6%	10.2%	4,995	4,630	4,948
DOD	10.8%	9.8%	9.9%	32.9%	32.2%	33.7%	29.7%	30.5%	30.0%	17.9%	18.4%	18.0%	8.7%	9.1%	8.3%	69,550	71,013	61,592
USACE	8.9%	7.1%	7.7%	33.9%	30.3%	32.1%	30.5%	34.2%	33.0%	18.8%	19.0%	18.8%	7.9%	9.5%	8.4%	4,177	2,302	2,121
Air Force	12.9%	11.3%	10.7%	35.3%	33.6%	34.4%	27.8%	28.9%	29.1%	16.6%	17.1%	17.6%	7.4%	9.1%	8.2%	17,799	18,081	11,502
Army‡	10.9%	9.5%	9.8%	31.2%	31.9%	32.9%	29.8%	30.1%	29.8%	18.6%	18.9%	18.6%	9.6%	9.6%	8.9%	15,842	18,763	18,778
Navy‡	9.3%	8.8%	9.4%	32.6%	31.7%	34.9%	31.3%	32.5%	30.8%	18.2%	18.9%	17.7%	8.6%	8.2%	7.3%	15,522	16,905	16,538
Marine Corps	11.8%	12.5%	12.1%	32.9%	32.6%	33.9%	27.9%	27.9%	27.1%	16.9%	18.7%	17.9%	10.4%	8.2%	8.9%	1,608	1,638	1,989
DOD 4th Estate	10.9%	10.3%	10.1%	32.7%	32.0%	33.0%	29.3%	29.6%	30.2%	17.9%	18.2%	17.9%	9.2%	9.9%	8.7%	14,602	13,324	10,664

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	9.8%	8.7%	8.7%	25.1%	24.4%	24.8%	27.5%	28.1%	28.7%	20.6%	21.5%	21.2%	17.0%	17.3%	16.5%	404,808	374,391	357,563
BBG	8.4%	4.7%	5.8%	20.9%	20.2%	21.0%	29.5%	30.3%	31.4%	20.3%	23.1%	22.3%	21.0%	21.6%	19.4%	1,071	1,025	1,125
CSOSA	10.3%	7.9%	8.1%	23.0%	21.8%	23.3%	25.4%	26.8%	28.4%	22.9%	23.1%	20.8%	18.5%	20.4%	19.4%	624	689	678
DHS	6.2%	6.2%	6.4%	18.9%	19.1%	20.9%	24.9%	24.2%	26.0%	24.2%	24.9%	23.8%	25.8%	25.6%	22.9%	41,252	40,131	36,490
DOC	12.9%	12.8%	12.1%	27.5%	29.1%	28.0%	29.0%	29.7%	29.8%	17.9%	16.8%	17.4%	12.7%	11.7%	12.7%	9,817	9,612	9,138
DOE	8.9%	7.3%	8.4%	23.3%	22.0%	24.4%	29.9%	29.8%	30.3%	20.7%	22.4%	21.4%	17.2%	18.5%	15.6%	8,277	6,304	6,459
DOI	8.9%	7.6%	7.3%	25.7%	24.6%	23.7%	28.8%	29.6%	30.6%	20.7%	21.4%	22.1%	15.9%	16.7%	16.3%	25,445	17,749	17,687
DOJ	12.6%	10.9%	10.0%	30.0%	28.4%	28.7%	26.5%	27.1%	29.3%	18.1%	19.7%	19.3%	12.8%	13.9%	12.7%	19,006	16,158	15,794
DOL	11.4%	9.9%	8.6%	25.3%	23.6%	22.2%	27.7%	28.4%	29.5%	19.5%	21.0%	22.1%	16.1%	17.0%	17.6%	11,098	10,654	4,938
DOT	10.9%	9.1%	8.8%	26.9%	26.0%	27.8%	28.1%	27.8%	27.5%	19.1%	20.6%	20.6%	15.1%	16.6%	15.3%	15,105	11,249	22,199
Educ	11.7%	11.0%	10.1%	24.4%	24.4%	21.2%	29.5%	27.2%	29.6%	17.3%	20.0%	21.3%	17.1%	17.3%	17.8%	2,646	2,333	2,573
EEOC	13.4%	9.5%	7.0%	22.2%	21.8%	18.8%	23.2%	25.5%	27.2%	21.1%	22.0%	22.1%	20.1%	21.2%	24.8%	1,213	1,082	1,151
EPA	7.3%	6.0%	6.0%	21.3%	20.5%	21.7%	28.4%	29.4%	31.2%	24.3%	25.3%	24.6%	18.7%	18.8%	16.6%	4,343	3,745	3,808
FCC	11.9%	10.9%	11.3%	27.9%	29.4%	29.7%	26.2%	29.4%	32.8%	18.5%	18.1%	16.4%	15.6%	12.2%	9.8%	544	679	783
FERC	17.9%	16.2%	13.9%	28.2%	27.3%	25.2%	28.3%	28.1%	33.0%	15.8%	16.4%	15.6%	9.8%	12.0%	12.2%	969	872	866
FTC	15.5%	18.2%	16.0%	29.1%	20.4%	23.5%	27.3%	31.6%	30.2%	17.4%	16.1%	19.6%	10.7%	13.7%	10.7%	608	501	548

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	9.8%	8.7%	8.7%	25.1%	24.4%	24.8%	27.5%	28.1%	28.7%	20.6%	21.5%	21.2%	17.0%	17.3%	16.5%	404,808	374,391	357,563
GSA	13.4%	11.1%	10.7%	25.4%	25.8%	26.6%	27.9%	28.8%	28.8%	19.0%	20.5%	19.4%	14.3%	13.8%	14.4%	7,650	8,290	8,079
HHS	11.5%	9.8%	9.6%	27.1%	26.6%	26.1%	29.7%	30.2%	31.2%	18.7%	19.8%	19.7%	13.0%	13.6%	13.3%	35,208	31,194	30,748
HUD	9.7%	6.5%	5.8%	22.4%	19.9%	17.0%	28.9%	27.7%	29.1%	20.5%	22.5%	23.7%	18.6%	23.4%	24.4%	5,260	3,721	3,479
NARA	9.4%	7.1%	7.0%	19.7%	16.5%	17.1%	25.0%	24.7%	23.7%	20.9%	23.2%	24.4%	25.1%	28.6%	27.7%	1,681	1,643	1,570
NASA	19.0%	17.4%	17.5%	31.2%	30.9%	30.7%	26.3%	27.5%	27.5%	15.0%	15.4%	15.4%	8.5%	8.8%	9.0%	9,620	9,154	9,662
NCUA	14.2%	14.0%	12.9%	30.9%	32.8%	31.6%	24.6%	23.3%	26.1%	19.2%	17.2%	17.2%	11.1%	12.7%	12.1%	761	790	777
NLRB	11.6%	11.2%	9.0%	23.8%	22.5%	22.8%	28.6%	27.7%	27.8%	18.7%	19.3%	22.7%	17.4%	19.3%	17.7%	871	660	689
NRC	16.8%	15.7%	16.4%	27.9%	30.2%	27.0%	25.3%	24.3%	26.3%	17.4%	17.7%	19.7%	12.7%	12.1%	10.6%	2,605	2,409	2,446
NSF	13.0%	11.5%	9.7%	22.7%	23.0%	21.8%	27.9%	30.1%	27.9%	22.5%	19.9%	23.6%	13.8%	15.5%	17.0%	876	884	855
OMB	10.4%	11.9%	5.3%	30.8%	22.2%	21.3%	38.3%	39.1%	36.7%	16.6%	19.8%	22.7%	4.0%	7.0%	13.9%	303	298	305
OPM	10.8%	9.5%	11.2%	25.6%	25.6%	25.2%	31.1%	30.9%	31.3%	18.1%	19.3%	18.2%	14.4%	14.7%	14.2%	3,293	3,510	2,827
PBGC	10.7%	10.7%	8.0%	24.0%	24.8%	24.1%	30.3%	29.8%	30.2%	22.4%	20.5%	22.4%	12.6%	14.3%	15.2%	608	463	373
RRB	14.4%	12.6%	10.7%	28.6%	26.9%	33.4%	30.9%	30.5%	26.6%	15.0%	20.0%	18.7%	11.2%	10.1%	10.7%	464	516	586
SBA	9.3%	10.3%	10.7%	20.2%	21.5%	22.2%	27.7%	27.7%	29.8%	21.2%	21.9%	21.6%	21.6%	18.7%	15.7%	1,253	1,337	1,464
SEC	10.6%	9.7%	8.3%	20.8%	19.3%	18.2%	25.7%	28.2%	28.1%	23.6%	23.1%	23.5%	19.3%	19.7%	21.9%	1,868	2,376	2,331

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	9.8%	8.7%	8.7%	25.1%	24.4%	24.8%	27.5%	28.1%	28.7%	20.6%	21.5%	21.2%	17.0%	17.3%	16.5%	404,808	374,391	357,563
SSA	11.8%	9.1%	8.9%	27.7%	26.9%	25.1%	24.9%	25.2%	25.9%	20.3%	21.3%	22.0%	15.3%	17.5%	18.1%	9,929	9,029	7,825
State	11.9%	11.7%	12.9%	31.0%	33.5%	30.6%	25.7%	27.8%	27.8%	19.9%	17.1%	17.5%	11.5%	9.9%	11.1%	3,856	3,538	2,331
Treas	9.1%	8.6%	9.5%	23.7%	24.7%	25.3%	25.5%	26.3%	26.0%	22.1%	22.4%	21.6%	19.6%	18.0%	17.6%	49,929	49,101	47,797
USAID	10.5%	8.7%	8.3%	30.6%	28.9%	32.3%	27.9%	30.3%	29.1%	20.2%	19.7%	18.9%	10.9%	12.5%	11.4%	1,918	1,943	2,160
USDA	8.7%	7.2%	6.4%	28.8%	26.9%	26.8%	28.1%	29.1%	30.7%	19.9%	21.7%	21.0%	14.5%	15.0%	15.2%	20,084	19,712	12,760
VA	9.3%	9.0%	10.0%	25.6%	25.0%	26.3%	27.6%	28.4%	28.4%	20.4%	20.6%	20.1%	17.1%	16.9%	15.2%	30,147	25,450	27,739
Small Agencies	11.3%	9.8%	10.3%	21.7%	20.6%	21.0%	29.3%	28.7%	30.6%	19.1%	20.7%	21.1%	18.7%	20.2%	17.1%	5,011	4,632	4,947
DOD	9.5%	8.2%	8.0%	24.4%	23.3%	23.7%	28.3%	29.2%	29.4%	20.9%	22.0%	21.9%	16.9%	17.4%	16.9%	69,595	70,958	61,576
USACE	10.5%	7.6%	7.2%	28.2%	26.4%	27.4%	28.1%	28.8%	30.5%	19.7%	22.0%	20.8%	13.5%	15.2%	14.1%	4,177	2,298	2,121
Air Force	10.1%	8.3%	7.9%	22.8%	21.7%	21.4%	28.3%	29.6%	30.7%	21.8%	22.4%	22.5%	17.0%	18.0%	17.6%	17,825	18,078	11,485
Army‡	8.8%	7.6%	7.5%	21.7%	20.8%	21.4%	27.9%	28.6%	28.5%	21.8%	23.3%	23.6%	19.8%	19.8%	19.1%	15,843	18,734	18,753
Navy‡	9.3%	8.3%	8.2%	27.3%	26.5%	27.4%	29.8%	30.1%	30.4%	19.3%	20.3%	20.0%	14.3%	14.7%	14.1%	15,554	16,894	16,561
Marine Corps	8.7%	9.4%	9.6%	21.9%	19.9%	23.7%	25.9%	29.9%	26.7%	24.4%	21.7%	22.7%	19.2%	19.1%	17.3%	1,610	1,639	1,992
DOD 4th Estate	10.5%	9.2%	9.1%	25.5%	24.6%	24.1%	26.9%	27.9%	27.9%	20.2%	21.5%	21.3%	16.7%	16.8%	17.6%	14,586	13,315	10,664

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.2%	12.0%	11.8%	38.4%	37.7%	37.9%	23.8%	24.3%	24.6%	15.9%	16.8%	16.8%	8.8%	9.1%	8.9%	404,872	374,483	357,694
BBG	10.3%	6.8%	8.6%	32.3%	32.8%	36.1%	29.3%	29.9%	28.2%	16.1%	19.3%	17.5%	12.0%	11.3%	9.6%	1,076	1,024	1,126
CSOSA	18.8%	14.2%	16.0%	40.8%	44.4%	42.2%	23.1%	21.6%	23.4%	12.0%	12.6%	13.2%	5.3%	7.2%	5.2%	625	691	679
DHS	9.0%	9.0%	9.3%	35.1%	34.6%	35.6%	23.4%	23.6%	23.5%	19.0%	19.5%	19.5%	13.5%	13.4%	12.1%	41,240	40,136	36,521
DOC	16.2%	16.9%	15.7%	41.2%	42.0%	40.9%	22.5%	22.0%	22.3%	13.7%	13.4%	14.2%	6.4%	5.7%	6.9%	9,811	9,602	9,141
DOE	13.7%	11.8%	11.7%	40.1%	38.2%	38.4%	24.8%	25.0%	25.9%	14.4%	16.2%	16.0%	7.0%	8.7%	8.0%	8,277	6,310	6,469
DOI	12.6%	10.4%	9.1%	38.5%	36.5%	33.9%	24.5%	25.1%	26.6%	16.3%	18.2%	20.0%	8.2%	9.8%	10.3%	25,450	17,724	17,710
DOJ	15.5%	12.8%	11.2%	40.2%	39.4%	39.0%	22.4%	23.4%	24.6%	14.9%	16.8%	17.5%	7.0%	7.5%	7.7%	19,008	16,181	15,798
DOL	13.1%	10.2%	10.0%	36.6%	34.1%	32.2%	24.1%	25.1%	26.4%	17.4%	19.7%	19.9%	8.7%	11.0%	11.5%	11,099	10,669	4,939
DOT	13.7%	12.1%	11.7%	40.2%	38.4%	39.9%	21.6%	24.2%	23.6%	16.5%	16.6%	16.8%	8.0%	8.8%	8.0%	15,102	11,277	22,240
Educ	16.1%	15.5%	14.0%	38.8%	38.0%	37.2%	24.6%	24.5%	24.4%	13.9%	14.9%	16.3%	6.6%	7.2%	8.2%	2,641	2,335	2,578
EEOC	15.9%	12.0%	10.2%	36.5%	35.6%	34.6%	22.3%	24.5%	24.3%	14.5%	18.3%	19.8%	10.8%	9.6%	11.0%	1,210	1,079	1,150
EPA	10.1%	8.5%	8.4%	36.2%	34.5%	33.8%	26.7%	28.6%	29.6%	18.2%	19.4%	19.4%	8.8%	9.0%	8.9%	4,344	3,742	3,797
FCC	15.3%	16.2%	14.2%	39.2%	40.8%	42.4%	24.2%	27.6%	27.6%	13.2%	10.3%	11.3%	8.3%	5.2%	4.4%	544	678	782
FERC	22.4%	20.6%	16.0%	41.3%	39.2%	39.4%	22.3%	22.9%	25.0%	9.6%	11.8%	13.7%	4.3%	5.4%	5.9%	971	874	862
FTC	22.0%	22.5%	18.8%	42.7%	37.4%	40.0%	23.4%	24.6%	24.4%	6.9%	9.9%	12.3%	5.0%	5.6%	4.5%	605	497	551

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.2%	12.0%	11.8%	38.4%	37.7%	37.9%	23.8%	24.3%	24.6%	15.9%	16.8%	16.8%	8.8%	9.1%	8.9%	404,872	374,483	357,694
GSA	18.4%	15.2%	13.6%	39.7%	37.9%	36.3%	22.3%	23.5%	23.5%	12.7%	15.3%	17.0%	6.8%	8.1%	9.5%	7,643	8,278	8,090
HHS	15.9%	13.7%	13.0%	40.0%	39.4%	38.6%	24.1%	24.9%	24.9%	13.4%	14.8%	15.4%	6.7%	7.2%	8.1%	35,203	31,232	30,716
HUD	11.9%	9.1%	7.5%	33.2%	31.3%	28.6%	25.6%	24.8%	27.9%	18.6%	20.6%	21.1%	10.7%	14.2%	14.9%	5,257	3,702	3,475
NARA	14.4%	12.0%	9.8%	35.2%	31.2%	31.1%	25.6%	26.0%	28.7%	15.6%	19.2%	19.1%	9.2%	11.6%	11.3%	1,676	1,635	1,570
NASA	26.2%	24.4%	21.5%	43.5%	42.9%	43.6%	19.2%	20.4%	21.2%	8.1%	9.1%	10.2%	2.9%	3.3%	3.5%	9,623	9,149	9,675
NCUA	19.0%	17.8%	15.1%	40.7%	41.7%	46.5%	18.0%	19.9%	17.0%	16.3%	15.3%	15.1%	6.0%	5.4%	6.2%	760	786	775
NLRB	12.1%	11.0%	11.1%	34.4%	34.5%	37.4%	26.3%	26.6%	25.0%	18.1%	18.7%	17.2%	9.1%	9.2%	9.2%	870	659	690
NRC	26.3%	24.3%	21.7%	44.7%	43.3%	41.0%	18.4%	19.5%	21.3%	7.2%	9.3%	12.2%	3.3%	3.5%	3.8%	2,615	2,410	2,448
NSF	23.5%	19.0%	15.3%	36.9%	40.1%	35.9%	24.3%	26.2%	27.5%	10.8%	10.2%	14.9%	4.5%	4.6%	6.5%	879	886	853
OMB	11.9%	8.2%	4.2%	39.6%	28.1%	22.4%	30.4%	35.5%	28.0%	14.6%	24.2%	28.8%	3.5%	4.0%	16.6%	302	297	304
OPM	14.4%	12.7%	13.3%	38.8%	37.8%	39.6%	22.3%	23.6%	22.8%	16.3%	16.6%	16.5%	8.3%	9.3%	7.8%	3,297	3,511	2,828
PBGC	19.5%	17.0%	16.6%	41.7%	44.3%	42.7%	23.4%	21.7%	19.9%	11.3%	12.3%	12.5%	4.0%	4.7%	8.4%	611	462	378
RRB	13.0%	16.2%	11.3%	37.6%	35.5%	41.4%	27.7%	25.9%	27.3%	15.5%	14.4%	13.9%	6.2%	8.0%	6.1%	464	518	583
SBA	10.0%	9.8%	10.1%	27.8%	30.1%	32.1%	26.5%	25.5%	26.8%	20.6%	21.3%	19.9%	15.1%	13.3%	11.2%	1,246	1,333	1,467
SEC	18.8%	15.2%	12.9%	43.6%	41.9%	39.6%	22.2%	25.5%	26.4%	10.7%	11.9%	13.9%	4.7%	5.4%	7.1%	1,867	2,376	2,332

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.2%	12.0%	11.8%	38.4%	37.7%	37.9%	23.8%	24.3%	24.6%	15.9%	16.8%	16.8%	8.8%	9.1%	8.9%	404,872	374,483	357,694
SSA	14.7%	12.3%	12.3%	42.4%	45.6%	42.6%	22.6%	22.4%	24.5%	14.3%	14.0%	14.1%	6.1%	5.8%	6.5%	9,953	9,040	7,836
State	15.3%	14.2%	15.2%	40.9%	42.6%	38.9%	23.6%	23.1%	22.9%	14.5%	15.3%	16.1%	5.7%	4.7%	7.0%	3,861	3,536	2,327
Treas	11.4%	10.5%	11.7%	35.8%	36.2%	38.1%	22.9%	22.2%	22.4%	18.6%	20.0%	17.9%	11.4%	11.1%	9.9%	49,935	49,128	47,815
USAID	12.6%	11.7%	10.8%	41.2%	39.9%	39.4%	24.8%	25.7%	25.6%	16.6%	16.7%	17.8%	4.9%	6.1%	6.4%	1,915	1,937	2,163
USDA	11.8%	10.0%	8.6%	41.3%	39.6%	38.4%	24.0%	25.6%	25.8%	15.7%	17.3%	18.5%	7.2%	7.5%	8.6%	20,090	19,703	12,765
VA	13.0%	13.1%	13.7%	38.2%	38.7%	39.6%	23.7%	23.7%	23.4%	15.9%	15.3%	15.0%	9.2%	9.0%	8.3%	30,187	25,451	27,735
Small Agencies	18.4%	14.4%	14.2%	36.0%	35.9%	34.9%	23.9%	25.1%	25.4%	13.5%	15.7%	16.1%	8.2%	8.8%	9.4%	5,000	4,638	4,943
DOD	13.2%	11.8%	11.4%	38.0%	36.6%	37.1%	24.7%	25.3%	25.5%	15.6%	17.0%	16.8%	8.5%	9.3%	9.1%	69,615	70,997	61,583
USACE	13.0%	10.3%	9.4%	39.3%	37.6%	35.3%	22.2%	24.1%	25.5%	16.7%	18.1%	19.8%	8.8%	10.0%	10.0%	4,180	2,296	2,123
Air Force	14.1%	12.1%	11.8%	39.0%	37.0%	38.1%	23.8%	25.9%	25.4%	15.1%	16.3%	16.5%	8.0%	8.8%	8.2%	17,833	18,088	11,485
Army‡	13.0%	11.5%	11.2%	36.8%	36.0%	35.9%	24.9%	25.4%	25.3%	15.9%	17.3%	17.6%	9.4%	9.9%	10.0%	15,846	18,763	18,763
Navy‡	11.8%	10.8%	10.7%	37.9%	35.8%	37.6%	26.2%	26.2%	26.6%	15.9%	17.8%	16.5%	8.2%	9.5%	8.7%	15,548	16,894	16,553
Marine Corps	14.0%	15.0%	13.6%	36.2%	35.6%	36.2%	25.3%	23.8%	24.5%	16.0%	16.2%	14.9%	8.4%	9.4%	10.9%	1,610	1,639	1,990
DOD 4th Estate	14.7%	13.7%	12.8%	38.9%	38.7%	38.4%	23.3%	23.1%	24.7%	14.8%	16.0%	15.4%	8.2%	8.4%	8.7%	14,598	13,317	10,669

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	20.6%	19.5%	19.8%	44.6%	44.6%	45.2%	17.9%	18.6%	18.5%	11.3%	11.6%	11.2%	5.7%	5.8%	5.4%	404,704	374,286	357,338
BBG	18.2%	14.6%	16.4%	43.6%	44.6%	47.9%	19.8%	20.6%	18.6%	10.9%	13.8%	11.3%	7.5%	6.5%	5.9%	1,071	1,024	1,127
CSOSA	21.6%	17.2%	20.7%	45.1%	46.8%	43.4%	19.9%	19.1%	18.4%	8.3%	11.5%	12.0%	5.1%	5.4%	5.4%	624	690	681
DHS	13.6%	14.3%	14.7%	38.5%	38.8%	41.2%	20.6%	20.9%	20.9%	16.2%	15.9%	14.6%	11.1%	10.1%	8.7%	41,254	40,110	36,514
DOC	23.3%	25.6%	24.1%	46.8%	46.3%	47.4%	16.2%	15.7%	15.6%	9.5%	8.7%	9.4%	4.2%	3.6%	3.5%	9,815	9,625	9,134
DOE	19.0%	16.4%	18.2%	45.1%	43.7%	45.7%	18.2%	20.6%	19.2%	12.1%	13.4%	11.8%	5.6%	5.8%	5.1%	8,270	6,312	6,464
DOI	19.9%	18.3%	18.7%	45.8%	45.6%	46.1%	17.7%	18.5%	18.3%	11.2%	12.3%	11.9%	5.4%	5.4%	5.0%	25,426	17,745	17,698
DOJ	26.3%	23.1%	22.8%	46.7%	46.7%	47.2%	14.7%	17.0%	16.9%	8.6%	9.1%	9.2%	3.8%	4.2%	4.0%	19,010	16,149	15,801
DOL	22.3%	20.1%	18.8%	45.4%	44.7%	43.1%	17.1%	18.0%	18.7%	9.8%	11.2%	12.7%	5.4%	6.0%	6.7%	11,106	10,646	4,937
DOT	23.1%	21.2%	21.6%	46.5%	46.0%	47.6%	17.1%	17.9%	17.3%	9.4%	10.4%	9.5%	3.9%	4.5%	4.0%	15,063	11,265	22,167
Educ	22.9%	21.9%	20.7%	43.5%	42.8%	44.3%	17.3%	16.7%	16.7%	11.1%	12.7%	12.1%	5.3%	5.9%	6.2%	2,644	2,339	2,583
EEOC	27.8%	24.4%	24.0%	43.6%	42.6%	43.7%	13.5%	14.4%	14.3%	8.8%	10.4%	11.5%	6.4%	8.2%	6.6%	1,213	1,077	1,147
EPA	18.5%	16.1%	17.2%	45.2%	45.0%	46.1%	18.6%	19.5%	18.9%	12.3%	14.3%	12.9%	5.4%	5.2%	4.9%	4,341	3,737	3,800
FCC	24.0%	23.0%	25.0%	41.0%	46.8%	50.3%	16.4%	14.4%	15.0%	11.0%	10.9%	6.0%	7.7%	4.9%	3.7%	545	676	775
FERC	35.1%	27.9%	25.9%	40.4%	46.0%	46.0%	14.5%	12.7%	15.1%	7.2%	10.0%	8.4%	2.9%	3.4%	4.6%	972	876	864
FTC	38.6%	37.5%	33.7%	37.4%	37.0%	39.9%	12.6%	11.8%	13.1%	7.2%	9.6%	10.0%	4.3%	4.1%	3.2%	610	501	554

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	20.6%	19.5%	19.8%	44.6%	44.6%	45.2%	17.9%	18.6%	18.5%	11.3%	11.6%	11.2%	5.7%	5.8%	5.4%	404,704	374,286	357,338
GSA	23.9%	22.1%	22.6%	45.0%	45.6%	46.3%	17.0%	17.7%	16.9%	9.5%	10.3%	9.9%	4.6%	4.3%	4.4%	7,631	8,269	8,086
HHS	23.3%	21.8%	21.8%	45.4%	45.6%	45.6%	17.2%	17.4%	18.1%	9.4%	10.3%	9.8%	4.7%	4.9%	4.6%	35,216	31,213	30,710
HUD	19.4%	15.5%	15.1%	42.1%	40.1%	40.0%	18.7%	19.6%	21.6%	12.7%	15.3%	13.9%	7.1%	9.5%	9.4%	5,247	3,724	3,459
NARA	21.8%	19.1%	17.3%	41.0%	39.9%	41.3%	17.4%	19.0%	18.3%	12.2%	12.9%	13.9%	7.5%	9.1%	9.2%	1,674	1,639	1,564
NASA	35.0%	33.6%	31.8%	43.5%	43.3%	44.6%	12.0%	13.5%	13.6%	6.9%	7.1%	7.3%	2.6%	2.5%	2.7%	9,625	9,150	9,673
NCUA	25.7%	23.8%	21.2%	46.8%	48.0%	49.3%	17.6%	16.3%	16.4%	7.6%	9.4%	9.6%	2.3%	2.5%	3.6%	763	788	774
NLRB	26.1%	20.0%	19.3%	43.0%	44.2%	44.6%	16.9%	16.4%	16.8%	9.2%	12.9%	13.1%	4.8%	6.5%	6.2%	873	660	689
NRC	31.1%	30.8%	30.6%	44.6%	43.8%	43.8%	13.2%	14.4%	14.9%	8.1%	7.8%	7.8%	2.9%	3.1%	3.0%	2,614	2,402	2,447
NSF	28.5%	24.6%	22.6%	42.8%	43.9%	43.5%	14.3%	15.0%	16.3%	10.2%	10.7%	11.8%	4.2%	5.7%	5.8%	880	892	857
OMB	28.2%	22.6%	13.4%	51.0%	48.9%	49.8%	14.4%	18.3%	19.5%	5.0%	8.1%	12.1%	1.4%	2.1%	5.2%	302	299	304
OPM	25.2%	22.7%	25.9%	47.0%	50.0%	46.4%	15.4%	15.7%	16.0%	8.1%	8.3%	8.2%	4.4%	3.3%	3.5%	3,299	3,512	2,817
PBGC	18.9%	20.5%	21.3%	48.3%	43.6%	40.5%	19.8%	19.2%	21.8%	8.4%	10.2%	9.9%	4.7%	6.5%	6.6%	611	461	375
RRB	23.5%	21.3%	23.3%	48.1%	48.6%	47.9%	14.7%	17.9%	17.9%	8.4%	7.8%	7.6%	5.2%	4.3%	3.3%	464	517	581
SBA	16.6%	21.3%	23.0%	43.0%	43.0%	43.4%	20.7%	18.7%	17.0%	11.0%	10.5%	10.4%	8.6%	6.5%	6.1%	1,251	1,332	1,459
SEC	26.0%	22.8%	19.5%	45.1%	45.5%	44.8%	14.5%	17.0%	18.4%	9.2%	10.1%	11.6%	5.3%	4.5%	5.7%	1,867	2,372	2,333

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	20.6%	19.5%	19.8%	44.6%	44.6%	45.2%	17.9%	18.6%	18.5%	11.3%	11.6%	11.2%	5.7%	5.8%	5.4%	404,704	374,286	357,338
SSA	24.2%	20.1%	20.1%	46.7%	48.2%	48.0%	15.8%	16.8%	16.9%	9.2%	10.4%	9.9%	4.1%	4.6%	5.0%	9,946	9,040	7,828
State	23.9%	22.8%	24.3%	47.1%	50.9%	47.0%	16.0%	14.4%	16.1%	9.5%	8.5%	8.7%	3.5%	3.4%	3.9%	3,854	3,541	2,322
Treas	19.2%	19.5%	20.4%	45.7%	47.2%	46.1%	18.1%	18.0%	17.7%	10.9%	10.0%	10.4%	6.0%	5.3%	5.5%	49,888	49,031	47,779
USAID	18.7%	16.9%	16.4%	46.4%	44.2%	47.8%	18.1%	20.0%	19.2%	12.0%	13.6%	12.6%	4.8%	5.2%	4.1%	1,921	1,942	2,162
USDA	19.1%	16.9%	16.3%	48.2%	48.5%	49.0%	17.9%	18.6%	19.2%	10.5%	11.5%	11.1%	4.4%	4.5%	4.4%	20,091	19,693	12,751
VA	20.2%	20.4%	21.6%	43.5%	43.1%	44.0%	18.3%	18.6%	17.8%	12.0%	11.5%	11.0%	6.0%	6.4%	5.7%	30,135	25,456	27,669
Small Agencies	25.2%	22.5%	24.8%	42.2%	41.8%	41.9%	15.8%	18.5%	16.5%	10.7%	10.6%	11.0%	6.1%	6.6%	5.9%	5,009	4,636	4,948
DOD	20.3%	18.8%	18.9%	45.1%	44.9%	45.1%	18.2%	19.2%	19.4%	11.2%	11.7%	11.5%	5.1%	5.4%	5.1%	69,579	70,945	61,505
USACE	21.6%	17.3%	17.6%	47.0%	47.9%	46.0%	17.7%	19.1%	19.5%	10.1%	10.4%	12.0%	3.6%	5.3%	4.8%	4,171	2,293	2,114
Air Force	21.1%	19.1%	19.0%	45.6%	45.0%	44.7%	17.0%	19.1%	19.7%	11.3%	11.7%	11.6%	5.0%	5.2%	5.0%	17,843	18,081	11,475
Army†	20.2%	18.0%	18.7%	43.7%	44.1%	44.5%	18.7%	19.5%	19.5%	11.9%	12.3%	11.9%	5.5%	6.1%	5.4%	15,833	18,743	18,747
Navy†	19.2%	18.4%	18.8%	46.6%	46.1%	46.7%	18.8%	19.2%	19.2%	10.6%	11.7%	10.8%	4.7%	4.6%	4.5%	15,525	16,877	16,546
Marine Corps	21.1%	22.8%	22.6%	44.0%	42.9%	41.7%	17.4%	17.6%	19.2%	10.7%	11.5%	11.1%	6.7%	5.3%	5.5%	1,612	1,638	1,987
DOD 4th Estate	21.1%	20.1%	19.3%	44.1%	43.9%	44.6%	18.1%	18.9%	19.2%	11.2%	11.2%	11.2%	5.6%	5.9%	5.7%	14,595	13,313	10,636

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	16.0%	15.0%	14.1%	41.1%	40.8%	39.5%	17.3%	17.9%	18.2%	16.4%	17.1%	18.2%	9.2%	9.3%	10.1%	405,405	374,805	357,967
BBG	15.8%	12.3%	15.0%	41.1%	44.4%	42.2%	19.5%	19.8%	19.0%	14.7%	14.6%	16.3%	9.0%	8.9%	7.5%	1,078	1,021	1,131
CSOSA	22.1%	20.6%	19.2%	45.4%	44.4%	43.4%	13.7%	14.9%	17.8%	12.9%	12.9%	13.7%	5.9%	7.1%	5.9%	625	692	680
DHS	14.2%	14.8%	14.3%	35.4%	36.3%	36.4%	16.4%	16.4%	16.9%	18.6%	18.3%	18.4%	15.4%	14.2%	14.0%	41,274	40,192	36,562
DOC	19.0%	20.5%	17.8%	43.7%	44.1%	43.1%	16.1%	15.9%	16.9%	14.3%	13.5%	15.2%	6.9%	6.0%	6.9%	9,847	9,638	9,147
DOE	18.4%	16.1%	17.3%	44.4%	44.1%	43.7%	16.9%	17.7%	17.0%	13.8%	14.7%	14.7%	6.5%	7.4%	7.4%	8,287	6,326	6,468
DOI	15.9%	14.8%	14.0%	43.2%	43.2%	41.3%	17.2%	18.4%	18.8%	15.8%	15.7%	17.6%	7.9%	7.8%	8.2%	25,493	17,764	17,736
DOJ	19.4%	17.4%	16.2%	43.4%	43.7%	43.2%	15.3%	16.0%	16.3%	14.6%	15.8%	16.2%	7.4%	7.1%	8.1%	19,026	16,178	15,808
DOL	18.3%	16.2%	13.9%	43.4%	43.3%	40.2%	17.0%	17.7%	19.3%	13.9%	15.2%	17.2%	7.4%	7.7%	9.4%	11,108	10,664	4,948
DOT	19.1%	18.1%	19.9%	40.3%	41.0%	40.2%	16.8%	16.2%	16.2%	15.6%	15.5%	15.9%	8.2%	9.2%	7.8%	15,131	11,276	22,210
Educ	21.0%	19.9%	18.5%	45.2%	44.2%	42.3%	14.8%	14.8%	15.1%	12.5%	14.7%	15.5%	6.4%	6.3%	8.6%	2,648	2,337	2,583
EEOC	21.3%	18.5%	14.9%	41.7%	42.0%	36.5%	13.3%	13.9%	14.4%	15.5%	15.8%	20.3%	8.2%	9.8%	14.0%	1,218	1,076	1,153
EPA	19.4%	18.0%	14.9%	43.0%	44.5%	40.4%	15.9%	16.5%	16.0%	14.4%	13.6%	19.1%	7.3%	7.5%	9.6%	4,350	3,742	3,802
FCC	18.3%	17.2%	16.7%	39.7%	42.9%	43.8%	17.0%	16.1%	16.3%	15.1%	13.7%	14.4%	10.0%	10.0%	8.8%	546	675	785
FERC	22.2%	23.0%	17.0%	42.9%	38.9%	41.5%	16.0%	16.2%	17.5%	13.4%	15.3%	16.7%	5.4%	6.5%	7.3%	970	879	864
FTC	12.5%	12.5%	8.4%	34.8%	35.5%	36.0%	20.9%	16.7%	19.9%	20.6%	22.4%	23.4%	11.2%	13.0%	12.3%	609	500	550

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	16.0%	15.0%	14.1%	41.1%	40.8%	39.5%	17.3%	17.9%	18.2%	16.4%	17.1%	18.2%	9.2%	9.3%	10.1%	405,405	374,805	357,967
GSA	20.4%	18.7%	18.4%	45.5%	45.8%	44.5%	16.8%	17.3%	17.0%	11.8%	12.3%	13.5%	5.5%	5.8%	6.7%	7,635	8,273	8,094
HHS	18.5%	16.9%	16.4%	42.6%	42.5%	40.8%	17.5%	17.8%	18.0%	14.3%	15.4%	16.8%	7.1%	7.4%	8.0%	35,295	31,279	30,761
HUD	21.0%	18.4%	16.2%	43.8%	43.3%	40.2%	15.6%	16.2%	18.3%	12.5%	13.6%	15.1%	7.2%	8.5%	10.2%	5,263	3,715	3,473
NARA	18.8%	15.1%	15.1%	33.7%	34.1%	34.1%	13.8%	15.3%	14.3%	17.2%	19.0%	18.2%	16.4%	16.5%	18.3%	1,679	1,634	1,575
NASA	26.5%	24.7%	23.7%	43.0%	43.3%	42.0%	14.7%	15.5%	15.7%	11.0%	11.8%	13.4%	4.8%	4.7%	5.3%	9,642	9,168	9,690
NCUA	23.0%	17.7%	11.5%	45.2%	42.6%	30.9%	15.3%	16.0%	17.4%	10.3%	15.5%	23.2%	6.2%	8.2%	17.1%	764	790	777
NLRB	17.0%	16.8%	12.6%	40.4%	37.1%	40.1%	13.6%	15.4%	15.8%	18.1%	18.6%	19.8%	10.9%	12.1%	11.7%	875	662	695
NRC	24.2%	23.8%	21.9%	44.1%	42.7%	40.5%	15.3%	16.1%	15.9%	11.3%	11.2%	15.3%	5.2%	6.1%	6.5%	2,617	2,411	2,446
NSF	21.0%	19.9%	15.2%	38.2%	38.8%	39.1%	16.1%	15.5%	17.0%	16.8%	16.8%	17.8%	7.9%	9.0%	10.9%	883	887	856
OMB	14.0%	12.0%	8.0%	50.2%	46.3%	37.5%	18.4%	19.9%	18.1%	13.1%	15.4%	23.9%	4.3%	6.4%	12.5%	301	299	305
OPM	22.2%	20.5%	20.1%	46.6%	47.4%	45.0%	14.2%	14.4%	15.8%	11.4%	12.5%	12.7%	5.6%	5.2%	6.5%	3,305	3,517	2,828
PBGC	14.0%	14.5%	13.0%	42.2%	37.5%	33.7%	17.4%	21.0%	22.8%	15.8%	17.7%	17.7%	10.7%	9.4%	12.8%	613	460	374
RRB	17.3%	17.5%	14.5%	44.8%	40.5%	42.0%	17.1%	19.9%	19.0%	13.4%	15.7%	16.2%	7.4%	6.4%	8.2%	466	516	586
SBA	15.8%	18.2%	18.7%	43.4%	41.9%	41.9%	17.1%	17.0%	18.3%	15.7%	15.3%	14.4%	7.9%	7.6%	6.8%	1,256	1,324	1,463
SEC	23.5%	21.2%	17.8%	39.4%	41.1%	38.3%	14.7%	16.0%	17.2%	13.6%	13.6%	17.4%	8.9%	8.0%	9.3%	1,879	2,376	2,336

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	16.0%	15.0%	14.1%	41.1%	40.8%	39.5%	17.3%	17.9%	18.2%	16.4%	17.1%	18.2%	9.2%	9.3%	10.1%	405,405	374,805	357,967
SSA	20.8%	19.1%	16.3%	44.9%	45.0%	42.5%	14.8%	15.8%	17.2%	13.5%	14.3%	16.3%	6.0%	5.8%	7.6%	9,965	9,047	7,861
State	18.2%	18.9%	17.6%	46.3%	48.6%	43.9%	16.8%	15.5%	16.7%	13.6%	12.6%	15.4%	5.1%	4.4%	6.4%	3,864	3,537	2,331
Treas	15.3%	15.0%	13.5%	39.0%	40.3%	35.9%	16.4%	16.6%	16.3%	17.7%	17.8%	20.1%	11.5%	10.4%	14.2%	49,970	49,140	47,866
USAID	15.0%	13.4%	12.8%	45.0%	45.0%	43.7%	17.8%	17.5%	17.4%	14.9%	16.4%	18.6%	7.3%	7.7%	7.4%	1,924	1,954	2,166
USDA	15.0%	12.8%	11.3%	43.3%	43.8%	41.8%	17.8%	18.4%	19.0%	16.2%	17.3%	19.3%	7.6%	7.8%	8.5%	20,111	19,718	12,759
VA	12.4%	12.5%	12.7%	37.5%	36.6%	36.6%	18.5%	19.0%	18.8%	19.9%	19.9%	20.4%	11.7%	11.9%	11.6%	30,179	25,434	27,731
Small Agencies	18.0%	16.1%	15.9%	37.5%	37.5%	36.4%	15.7%	17.0%	17.7%	17.5%	18.6%	18.8%	11.2%	10.9%	11.3%	5,019	4,635	4,958
DOD	15.8%	14.0%	12.7%	42.7%	41.4%	39.9%	18.1%	19.1%	19.4%	15.6%	17.1%	18.2%	7.8%	8.4%	9.8%	69,690	71,069	61,609
USACE	15.7%	13.4%	11.2%	44.6%	42.0%	40.5%	18.0%	20.1%	19.7%	15.0%	16.6%	18.9%	6.8%	7.9%	9.7%	4,172	2,298	2,123
Air Force	15.7%	14.0%	12.4%	43.5%	41.2%	39.7%	17.2%	18.6%	18.9%	16.3%	18.0%	18.4%	7.4%	8.2%	10.6%	17,856	18,118	11,500
Army‡	15.7%	13.0%	12.1%	41.3%	40.5%	39.0%	18.5%	19.3%	19.8%	16.1%	17.8%	18.7%	8.4%	9.4%	10.5%	15,867	18,787	18,761
Navy‡	14.8%	13.8%	12.8%	42.6%	41.6%	40.4%	18.7%	19.7%	19.9%	15.8%	16.9%	17.8%	8.0%	8.0%	9.1%	15,546	16,898	16,570
Marine Corps	15.6%	16.3%	13.4%	43.0%	41.6%	40.8%	17.7%	16.7%	18.6%	16.1%	17.0%	18.5%	7.7%	8.3%	8.7%	1,613	1,642	1,993
DOD 4th Estate	18.0%	16.4%	14.4%	43.7%	42.7%	40.6%	18.0%	18.3%	18.5%	13.6%	14.9%	17.5%	6.7%	7.7%	9.0%	14,636	13,326	10,662

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	14.7%	13.8%	14.0%	40.9%	40.8%	41.6%	22.0%	22.8%	22.7%	14.5%	14.9%	14.4%	7.9%	7.8%	7.3%	405,517	375,127	358,271
BBG	11.5%	7.8%	9.0%	34.6%	34.4%	38.3%	22.3%	26.1%	24.4%	19.1%	18.7%	17.3%	12.5%	13.0%	11.0%	1,080	1,030	1,132
CSOSA	16.2%	14.7%	16.3%	40.9%	44.0%	43.8%	24.2%	20.4%	21.7%	13.3%	14.2%	12.5%	5.5%	6.7%	5.7%	623	688	683
DHS	9.0%	9.6%	9.9%	30.4%	32.1%	34.5%	22.7%	23.1%	23.1%	20.8%	20.0%	19.5%	17.2%	15.1%	13.0%	41,273	40,203	36,584
DOC	18.8%	20.8%	19.4%	44.0%	44.6%	44.7%	20.0%	19.3%	19.4%	12.0%	10.7%	11.4%	5.2%	4.7%	5.1%	9,832	9,634	9,162
DOE	13.7%	11.5%	13.3%	40.4%	38.4%	42.3%	22.6%	23.6%	21.8%	15.9%	18.0%	15.8%	7.5%	8.5%	6.8%	8,293	6,318	6,480
DOI	13.7%	12.4%	13.2%	41.8%	41.4%	42.1%	22.4%	23.0%	23.1%	14.7%	15.9%	14.9%	7.3%	7.2%	6.7%	25,533	17,774	17,739
DOJ	20.9%	17.6%	17.7%	46.5%	46.5%	46.4%	17.8%	20.0%	20.2%	10.4%	10.7%	11.0%	4.4%	5.1%	4.7%	19,028	16,193	15,822
DOL	17.4%	14.9%	14.7%	43.8%	41.1%	39.4%	20.9%	22.6%	22.0%	11.4%	13.7%	15.8%	6.5%	7.7%	8.1%	11,112	10,674	4,950
DOT	15.2%	13.5%	12.5%	43.2%	41.7%	43.4%	22.0%	23.2%	22.6%	13.5%	14.8%	14.9%	6.1%	6.7%	6.6%	15,129	11,275	22,224
Educ	17.3%	17.2%	15.9%	44.3%	41.6%	40.9%	20.5%	19.2%	21.5%	11.1%	14.6%	14.0%	6.9%	7.3%	7.7%	2,650	2,339	2,583
EEOC	19.7%	19.2%	16.6%	42.1%	37.7%	41.2%	18.9%	19.9%	18.3%	12.1%	13.6%	14.2%	7.2%	9.6%	9.7%	1,217	1,087	1,150
EPA	12.1%	11.4%	12.8%	41.2%	40.6%	42.5%	23.1%	23.6%	22.1%	16.3%	17.5%	15.6%	7.3%	6.8%	7.1%	4,356	3,747	3,800
FCC	19.7%	19.5%	20.9%	39.6%	47.0%	50.0%	17.8%	18.3%	16.9%	14.6%	10.3%	8.2%	8.3%	5.0%	4.1%	546	675	786
FERC	30.8%	26.6%	23.3%	44.1%	45.2%	47.2%	15.5%	15.4%	17.8%	6.9%	9.3%	7.5%	2.7%	3.6%	4.3%	969	878	866
FTC	34.9%	36.6%	32.8%	43.4%	37.1%	41.0%	13.0%	14.8%	13.2%	5.5%	7.5%	10.0%	3.2%	3.9%	3.1%	610	500	552

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	14.7%	13.8%	14.0%	40.9%	40.8%	41.6%	22.0%	22.8%	22.7%	14.5%	14.9%	14.4%	7.9%	7.8%	7.3%	405,517	375,127	358,271
GSA	19.0%	17.2%	17.6%	42.3%	43.0%	43.4%	21.0%	21.6%	20.8%	11.6%	12.4%	12.4%	6.1%	5.8%	5.7%	7,654	8,302	8,101
HHS	18.5%	16.8%	16.4%	44.2%	43.8%	44.0%	20.5%	21.0%	21.8%	11.1%	12.4%	12.0%	5.7%	6.0%	5.8%	35,275	31,295	30,776
HUD	13.2%	10.0%	9.9%	38.0%	32.7%	32.4%	23.3%	21.6%	23.7%	16.2%	20.3%	20.0%	9.2%	15.5%	13.9%	5,251	3,726	3,488
NARA	13.2%	11.4%	10.9%	34.4%	32.0%	33.3%	20.4%	22.7%	23.0%	19.0%	19.6%	19.5%	13.0%	14.2%	13.4%	1,680	1,647	1,579
NASA	29.5%	27.7%	26.4%	43.5%	43.6%	44.5%	15.5%	16.6%	16.8%	7.9%	8.7%	8.7%	3.6%	3.4%	3.7%	9,640	9,168	9,683
NCUA	22.5%	21.4%	18.6%	46.0%	45.1%	43.9%	20.5%	22.4%	21.1%	8.1%	8.2%	12.6%	2.9%	2.8%	3.8%	761	789	777
NLRB	19.2%	14.7%	14.0%	42.9%	40.7%	41.4%	19.8%	22.4%	21.4%	12.5%	15.9%	17.1%	5.5%	6.3%	6.1%	872	661	697
NRC	26.9%	26.4%	26.8%	44.1%	44.2%	44.6%	16.2%	16.6%	16.5%	9.2%	8.9%	8.6%	3.6%	3.9%	3.4%	2,619	2,407	2,447
NSF	24.3%	22.7%	19.9%	41.4%	41.9%	40.1%	18.5%	16.5%	18.6%	11.0%	11.1%	14.8%	4.9%	7.7%	6.7%	881	893	859
OMB	18.5%	15.6%	9.1%	55.1%	46.7%	41.2%	16.4%	22.5%	22.3%	7.8%	11.4%	20.4%	2.2%	3.7%	7.0%	301	298	305
OPM	18.2%	17.2%	19.8%	46.3%	47.0%	46.8%	19.4%	19.4%	18.6%	10.8%	11.4%	9.9%	5.2%	5.1%	4.9%	3,304	3,523	2,830
PBGC	15.4%	16.6%	14.5%	47.1%	42.8%	44.4%	22.4%	22.2%	20.0%	10.1%	10.9%	13.8%	5.1%	7.5%	7.3%	607	462	378
RRB	20.7%	20.3%	20.7%	47.1%	46.6%	48.5%	19.8%	19.8%	18.6%	8.2%	10.9%	9.3%	4.2%	2.4%	2.9%	462	517	587
SBA	12.6%	14.6%	16.5%	35.3%	37.3%	40.6%	23.1%	23.4%	22.9%	17.7%	15.5%	13.1%	11.3%	9.2%	6.9%	1,258	1,334	1,464
SEC	21.2%	17.9%	14.8%	44.9%	43.0%	39.6%	17.3%	22.2%	22.5%	10.5%	11.7%	15.8%	6.1%	5.2%	7.2%	1,866	2,381	2,337

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	14.7%	13.8%	14.0%	40.9%	40.8%	41.6%	22.0%	22.8%	22.7%	14.5%	14.9%	14.4%	7.9%	7.8%	7.3%	405,517	375,127	358,271
SSA	19.2%	16.1%	15.7%	47.1%	46.5%	47.6%	18.9%	20.4%	20.6%	10.4%	11.9%	10.9%	4.4%	5.2%	5.2%	9,958	9,035	7,856
State	17.9%	17.6%	18.0%	46.6%	50.1%	48.0%	19.7%	18.1%	19.4%	11.8%	10.9%	10.2%	4.1%	3.3%	4.4%	3,865	3,540	2,335
Treas	13.3%	12.9%	13.8%	40.7%	42.7%	41.9%	22.7%	22.8%	21.9%	15.0%	14.3%	14.2%	8.4%	7.4%	8.3%	50,025	49,194	47,896
USAID	12.9%	12.1%	11.1%	46.4%	41.1%	44.9%	20.6%	23.7%	23.5%	15.2%	16.8%	15.7%	4.8%	6.2%	4.8%	1,928	1,953	2,171
USDA	12.0%	10.3%	9.5%	42.2%	41.0%	41.4%	23.4%	24.4%	25.1%	15.9%	17.3%	16.7%	6.5%	7.0%	7.2%	20,129	19,732	12,762
VA	12.9%	13.3%	14.3%	39.6%	39.5%	40.9%	23.4%	23.7%	22.6%	15.7%	15.2%	14.6%	8.5%	8.3%	7.6%	30,210	25,493	27,780
Small Agencies	20.6%	18.8%	20.7%	39.7%	38.5%	39.2%	18.6%	19.6%	19.1%	12.9%	15.2%	13.6%	8.2%	7.9%	7.4%	5,020	4,647	4,955
DOD	14.6%	13.3%	13.5%	41.6%	40.8%	41.5%	22.7%	23.8%	23.9%	14.1%	14.9%	14.4%	7.0%	7.1%	6.7%	69,700	71,115	61,695
USACE	14.9%	12.5%	12.1%	45.3%	43.1%	43.0%	22.0%	24.2%	24.3%	12.9%	14.1%	14.6%	4.8%	6.1%	6.1%	4,181	2,304	2,126
Air Force	16.4%	14.6%	14.3%	42.3%	40.6%	41.4%	21.3%	23.1%	23.7%	13.8%	14.7%	13.9%	6.3%	6.9%	6.7%	17,851	18,120	11,517
Army‡	14.0%	12.1%	13.1%	39.4%	39.6%	39.9%	23.6%	24.4%	24.2%	15.1%	15.7%	15.4%	7.9%	8.2%	7.4%	15,881	18,795	18,795
Navy‡	13.4%	12.3%	12.9%	42.9%	42.5%	44.0%	23.6%	24.1%	23.5%	13.5%	15.0%	13.8%	6.6%	6.1%	5.8%	15,543	16,917	16,592
Marine Corps	14.0%	16.5%	17.0%	40.3%	38.9%	37.9%	22.4%	22.5%	23.6%	14.9%	14.4%	14.2%	8.5%	7.7%	7.3%	1,611	1,642	1,992
DOD 4th Estate	15.5%	15.2%	14.0%	41.3%	40.2%	40.7%	21.8%	23.1%	24.0%	13.8%	14.0%	14.0%	7.5%	7.4%	7.2%	14,633	13,337	10,673

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

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	37.6%	35.7%	---	21.3%	21.2%	---	31.2%	32.8%	---	9.8%	10.3%	---	404,547	374,027	---
BBG	48.5%	43.1%	---	13.6%	13.0%	---	27.0%	34.4%	---	10.9%	9.4%	---	1,078	1,024	---
CSOSA	81.1%	78.5%	---	11.3%	12.4%	---	6.3%	6.4%	---	1.3%	2.8%	---	621	693	---
DHS	22.7%	21.6%	---	21.9%	20.5%	---	42.3%	44.7%	---	13.1%	13.3%	---	41,131	40,033	---
DOC	75.7%	73.2%	---	7.6%	8.1%	---	10.9%	11.9%	---	5.8%	6.9%	---	9,807	9,595	---
DOE	63.9%	62.2%	---	12.1%	12.7%	---	16.2%	16.8%	---	7.9%	8.3%	---	8,259	6,300	---
DOI	60.4%	60.0%	---	14.6%	14.0%	---	16.6%	17.3%	---	8.4%	8.7%	---	25,452	17,707	---
DOJ	12.3%	12.1%	---	22.9%	21.9%	---	50.2%	51.2%	---	14.6%	14.8%	---	18,965	16,107	---
DOL	81.1%	74.4%	---	7.4%	8.4%	---	6.7%	11.1%	---	4.8%	6.1%	---	11,063	10,635	---
DOT	61.0%	60.2%	---	18.4%	20.5%	---	14.4%	13.8%	---	6.2%	5.4%	---	15,103	11,269	---
Educ	94.7%	92.0%	---	2.1%	2.8%	---	1.6%	2.8%	---	1.6%	2.5%	---	2,640	2,335	---
EEOC	71.0%	70.0%	---	10.6%	9.4%	---	11.3%	13.7%	---	7.0%	6.9%	---	1,211	1,082	---
EPA	86.0%	85.4%	---	4.0%	3.3%	---	5.0%	5.9%	---	5.0%	5.4%	---	4,331	3,738	---
FCC	84.6%	82.8%	---	4.5%	5.0%	---	7.5%	8.2%	---	3.5%	4.0%	---	544	678	---
FERC	93.4%	90.3%	---	3.0%	5.1%	---	1.5%	3.1%	---	2.0%	1.6%	---	973	869	---
FTC	84.8%	74.6%	---	6.9%	8.4%	---	3.7%	9.5%	---	4.6%	7.5%	---	608	499	---

Report by Agency

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	37.6%	35.7%	---	21.3%	21.2%	---	31.2%	32.8%	---	9.8%	10.3%	---	404,547	374,027	---
GSA	94.4%	93.3%	---	3.7%	4.0%	---	1.1%	1.4%	---	0.8%	1.3%	---	7,620	8,267	---
HHS	66.1%	63.8%	---	9.9%	10.0%	---	17.0%	18.4%	---	7.0%	7.8%	---	35,237	31,231	---
HUD	80.4%	78.9%	---	7.4%	7.3%	---	8.0%	9.2%	---	4.3%	4.6%	---	5,245	3,719	---
NARA	47.1%	44.3%	---	15.1%	16.4%	---	27.3%	28.7%	---	10.5%	10.6%	---	1,677	1,634	---
NASA	84.7%	85.0%	---	5.2%	4.4%	---	4.3%	4.8%	---	5.8%	5.9%	---	9,637	9,159	---
NCUA	54.7%	55.5%	---	21.9%	18.2%	---	9.5%	11.5%	---	13.9%	14.9%	---	718	781	---
NLRB	74.6%	74.2%	---	7.8%	7.1%	---	12.0%	12.6%	---	5.6%	6.1%	---	873	662	---
NRC	80.5%	77.8%	---	5.8%	6.5%	---	7.2%	8.6%	---	6.5%	7.0%	---	2,617	2,407	---
NSF	91.2%	93.4%	---	2.2%	1.6%	---	2.6%	2.6%	---	4.0%	2.4%	---	880	896	---
OMB	88.0%	91.3%	---	3.2%	2.2%	---	3.5%	3.7%	---	5.2%	2.8%	---	303	298	---
OPM	86.5%	82.4%	---	7.9%	10.5%	---	2.3%	2.3%	---	3.4%	4.7%	---	3,282	3,504	---
PBGC	93.4%	88.5%	---	3.4%	6.0%	---	2.7%	2.9%	---	0.4%	2.7%	---	609	459	---
RRB	31.7%	30.3%	---	31.5%	30.1%	---	28.5%	29.7%	---	8.2%	9.9%	---	466	517	---
SBA	75.8%	73.5%	---	9.2%	9.5%	---	10.4%	12.0%	---	4.6%	5.0%	---	1,252	1,332	---
SEC	84.9%	82.0%	---	1.9%	2.7%	---	5.7%	7.7%	---	7.5%	7.7%	---	1,853	2,373	---

Report by Agency

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	37.6%	35.7%	---	21.3%	21.2%	---	31.2%	32.8%	---	9.8%	10.3%	---	404,547	374,027	---
SSA	28.9%	28.3%	---	19.5%	20.0%	---	42.9%	42.1%	---	8.7%	9.6%	---	9,951	9,021	---
State	40.0%	35.0%	---	19.9%	19.3%	---	29.0%	33.5%	---	11.0%	12.2%	---	3,855	3,539	---
Treas	63.9%	63.7%	---	10.8%	10.1%	---	19.4%	19.4%	---	5.9%	6.7%	---	49,968	49,031	---
USAID	62.0%	62.0%	---	12.0%	11.3%	---	17.8%	19.2%	---	8.2%	7.5%	---	1,923	1,944	---
USDA	71.7%	71.5%	---	14.2%	15.1%	---	8.5%	7.9%	---	5.7%	5.5%	---	20,080	19,720	---
VA	17.3%	14.8%	---	35.9%	36.9%	---	34.5%	35.7%	---	12.3%	12.5%	---	30,149	25,408	---
Small Agencies	72.8%	71.5%	---	10.7%	9.6%	---	10.7%	12.5%	---	5.8%	6.5%	---	5,000	4,637	---
DOD	31.0%	27.5%	---	22.0%	21.9%	---	37.1%	39.9%	---	9.9%	10.7%	---	69,566	70,924	---
USACE	46.4%	42.9%	---	17.9%	21.7%	---	25.1%	26.8%	---	10.6%	8.6%	---	4,174	2,298	---
Air Force	17.1%	13.7%	---	26.4%	25.1%	---	45.4%	48.4%	---	11.1%	12.7%	---	17,825	18,071	---
Army‡	19.2%	16.9%	---	23.9%	23.6%	---	46.0%	48.2%	---	10.8%	11.3%	---	15,851	18,740	---
Navy‡	35.8%	30.8%	---	20.8%	21.0%	---	33.5%	37.2%	---	9.9%	11.1%	---	15,532	16,867	---
Marine Corps	22.1%	21.5%	---	32.1%	31.1%	---	35.3%	37.7%	---	10.6%	9.6%	---	1,609	1,639	---
DOD 4th Estate	63.1%	60.4%	---	13.2%	13.4%	---	17.6%	19.7%	---	6.1%	6.5%	---	14,575	13,309	---

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

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	4.8%	4.0%	3.3%	10.9%	10.3%	9.2%	4.5%	4.4%	4.0%	11.1%	10.9%	10.2%	31.7%	32.1%	34.1%	4.7%	5.2%	5.5%	19.8%	20.3%	21.2%	12.5%	12.9%	12.5%	400,800	368,971	351,757
BBG	2.6%	1.9%	1.2%	17.1%	14.5%	12.3%	4.6%	3.9%	4.5%	13.5%	13.0%	12.9%	25.3%	28.2%	28.3%	7.3%	6.4%	8.7%	14.4%	19.2%	19.8%	15.2%	12.8%	12.4%	1,067	1,016	1,117
CSOSA	6.4%	3.1%	2.5%	22.8%	24.6%	20.7%	29.8%	27.4%	28.3%	9.2%	10.5%	11.2%	11.0%	12.4%	10.3%	1.1%	1.4%	2.0%	6.8%	7.2%	9.7%	12.8%	13.6%	15.3%	629	691	681
DHS	2.5%	2.0%	1.4%	7.5%	6.7%	6.1%	2.7%	2.8%	2.9%	6.0%	6.3%	6.1%	57.9%	57.8%	56.6%	1.8%	2.0%	2.3%	13.6%	14.1%	15.9%	8.0%	8.2%	8.6%	40,791	39,540	35,903
DOC	20.4%	19.1%	17.9%	25.2%	22.6%	18.8%	7.6%	8.2%	7.5%	16.9%	16.5%	16.9%	8.6%	8.9%	10.5%	2.3%	3.2%	3.4%	7.6%	8.8%	11.9%	11.3%	12.6%	13.1%	9,758	9,544	9,045
DOE	1.6%	1.4%	1.1%	14.3%	13.4%	11.0%	10.3%	10.0%	9.3%	25.8%	25.5%	26.3%	15.5%	14.9%	15.3%	3.3%	3.5%	3.6%	10.1%	12.7%	12.9%	19.2%	18.5%	20.5%	8,257	6,276	6,436
DOI	3.2%	2.4%	2.4%	12.8%	11.6%	9.7%	7.6%	6.7%	6.0%	20.3%	20.0%	18.6%	22.1%	21.2%	23.6%	4.5%	5.4%	5.6%	12.6%	14.1%	14.8%	16.9%	18.5%	19.3%	25,374	17,643	17,613
DOJ	0.9%	0.9%	0.9%	3.5%	3.2%	3.2%	1.5%	1.5%	1.6%	5.1%	4.9%	4.6%	60.5%	59.4%	61.2%	5.2%	5.2%	5.1%	13.8%	15.2%	15.1%	9.5%	9.7%	8.4%	18,679	15,798	15,505
DOL	7.3%	6.2%	5.3%	30.2%	25.7%	21.9%	10.1%	9.1%	9.5%	19.7%	21.4%	22.6%	8.6%	9.8%	10.6%	2.0%	2.9%	3.2%	7.0%	10.7%	12.1%	14.9%	14.2%	14.7%	11,064	10,565	4,913
DOT	4.3%	3.5%	2.6%	18.0%	15.2%	11.0%	10.7%	10.8%	8.5%	17.1%	18.4%	14.7%	25.6%	24.7%	35.1%	3.8%	3.7%	4.8%	9.2%	10.9%	11.7%	11.2%	12.7%	11.6%	15,092	11,269	22,079
Educ	12.1%	8.8%	6.4%	49.0%	43.3%	37.9%	11.9%	12.7%	14.3%	16.7%	21.3%	23.6%	1.1%	1.8%	1.9%	0.6%	1.6%	1.9%	1.8%	2.8%	3.4%	6.9%	7.7%	10.7%	2,648	2,339	2,580
EEOC	3.1%	1.8%	1.3%	31.7%	31.8%	30.1%	9.3%	10.5%	8.5%	17.5%	16.9%	17.4%	6.4%	7.0%	8.0%	1.3%	2.2%	2.0%	11.9%	10.9%	13.4%	18.8%	18.9%	19.2%	1,210	1,077	1,142
EPA	2.2%	1.9%	1.7%	43.1%	39.1%	36.1%	10.8%	13.2%	13.2%	22.7%	22.5%	24.0%	2.5%	2.6%	3.7%	1.7%	2.3%	2.3%	4.0%	4.1%	5.2%	13.0%	14.2%	13.8%	4,349	3,741	3,811
FCC	7.5%	4.1%	3.4%	47.6%	42.1%	35.4%	7.2%	8.9%	8.7%	18.9%	20.8%	19.6%	3.8%	3.5%	5.2%	1.3%	3.5%	4.6%	5.3%	4.5%	8.4%	8.4%	12.7%	14.8%	546	676	785
FERC	3.2%	4.9%	4.1%	42.6%	38.3%	34.6%	14.3%	12.1%	11.8%	20.1%	17.4%	17.9%	1.4%	1.7%	1.4%	0.3%	0.7%	2.2%	3.2%	5.1%	5.8%	15.0%	19.8%	22.3%	972	873	865
FTC	1.5%	1.1%	1.2%	21.1%	16.2%	12.5%	15.9%	10.4%	12.3%	37.4%	40.8%	39.0%	4.4%	4.9%	5.0%	3.4%	2.3%	2.8%	4.8%	10.2%	9.8%	11.6%	14.1%	17.4%	611	498	549

Report by Agency

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	4.8%	4.0%	3.3%	10.9%	10.3%	9.2%	4.5%	4.4%	4.0%	11.1%	10.9%	10.2%	31.7%	32.1%	34.1%	4.7%	5.2%	5.5%	19.8%	20.3%	21.2%	12.5%	12.9%	12.5%	400,800	368,971	351,757
GSA	30.3%	29.0%	21.1%	42.3%	41.0%	46.3%	7.1%	7.9%	8.8%	9.7%	9.8%	9.8%	2.2%	2.9%	3.0%	0.8%	1.0%	1.3%	2.4%	2.4%	2.7%	5.2%	6.1%	7.0%	7,668	8,307	8,107
HHS	6.6%	4.6%	3.9%	33.4%	32.8%	31.1%	7.3%	7.3%	7.6%	15.1%	15.9%	14.5%	14.6%	14.4%	15.6%	2.2%	2.7%	3.0%	10.3%	11.0%	12.1%	10.5%	11.3%	12.4%	35,109	31,014	30,475
HUD	12.0%	11.2%	8.6%	40.7%	41.5%	38.2%	5.1%	4.3%	5.1%	12.2%	12.8%	11.6%	3.4%	3.0%	3.8%	1.7%	1.8%	1.5%	7.4%	7.3%	9.8%	17.7%	18.1%	21.4%	5,250	3,719	3,482
NARA	4.2%	3.5%	3.0%	15.1%	14.1%	14.2%	4.5%	4.5%	4.3%	15.4%	14.4%	14.4%	33.9%	35.3%	36.0%	5.2%	5.4%	5.5%	8.6%	9.5%	8.4%	13.1%	13.4%	14.2%	1,658	1,626	1,552
NASA	2.0%	1.9%	1.5%	15.1%	14.2%	13.2%	19.2%	18.9%	17.1%	39.0%	39.2%	38.0%	4.7%	4.8%	5.9%	2.2%	2.2%	2.4%	4.5%	4.2%	5.2%	13.3%	14.6%	16.7%	9,635	9,159	9,665
NCUA	14.3%	15.1%	15.8%	11.8%	12.1%	11.9%	12.5%	12.5%	12.4%	23.2%	23.5%	21.2%	19.3%	18.6%	19.8%	0.9%	0.7%	0.8%	9.8%	7.6%	9.3%	8.1%	9.8%	8.9%	697	772	734
NLRB	6.2%	5.5%	3.6%	34.6%	30.2%	7.7%	7.2%	7.9%	11.5%	15.0%	14.2%	21.4%	4.2%	5.2%	9.8%	2.6%	3.8%	3.0%	10.1%	8.8%	23.1%	20.1%	24.5%	20.0%	865	656	680
NRC	3.8%	3.2%	3.0%	29.5%	29.1%	27.5%	9.8%	9.4%	10.7%	28.2%	28.3%	27.9%	6.2%	6.5%	7.3%	1.3%	1.5%	1.5%	3.8%	4.5%	4.0%	17.3%	17.6%	17.9%	2,616	2,410	2,438
NSF	2.0%	1.1%	1.5%	33.7%	31.3%	29.6%	15.8%	17.5%	19.1%	31.6%	30.8%	32.8%	1.1%	0.9%	0.7%	1.7%	2.9%	1.1%	1.7%	2.3%	1.6%	12.3%	13.2%	13.5%	882	897	857
OMB	0.4%	1.6%	0.3%	13.2%	10.9%	7.5%	11.4%	8.5%	13.8%	57.1%	56.4%	55.2%	1.4%	1.7%	0.6%	0.0%	0.3%	0.9%	2.6%	3.4%	3.2%	13.8%	17.3%	18.5%	303	298	305
OPM	31.3%	28.8%	28.1%	30.8%	30.4%	28.9%	6.0%	6.1%	6.9%	12.6%	12.9%	13.3%	6.8%	8.7%	7.5%	1.2%	1.5%	1.7%	3.5%	3.8%	5.0%	7.8%	7.8%	8.7%	3,277	3,475	2,809
PBGC	2.1%	1.7%	1.4%	48.6%	43.7%	43.7%	9.6%	10.4%	11.5%	23.1%	25.0%	18.3%	0.9%	1.3%	1.8%	1.3%	0.9%	0.0%	2.9%	4.7%	7.2%	11.4%	12.3%	16.1%	612	461	375
RRB	0.9%	0.0%	0.7%	14.3%	17.0%	14.5%	1.3%	1.0%	1.2%	5.0%	5.8%	4.8%	27.5%	22.2%	24.6%	8.7%	10.2%	8.6%	29.3%	30.2%	30.5%	13.0%	13.6%	15.1%	454	507	570
SBA	3.4%	2.6%	1.8%	26.1%	25.2%	20.0%	9.3%	8.0%	7.4%	22.5%	22.6%	23.0%	4.3%	4.9%	6.7%	4.4%	3.9%	3.5%	13.9%	14.2%	17.1%	16.0%	18.6%	20.4%	1,251	1,329	1,456
SEC	10.1%	8.6%	2.9%	36.5%	31.7%	28.9%	11.2%	10.6%	11.5%	27.5%	29.0%	31.9%	1.2%	1.4%	2.0%	0.5%	0.8%	1.2%	1.7%	3.2%	4.7%	11.3%	14.8%	16.9%	1,864	2,367	2,317

Report by Agency

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	4.8%	4.0%	3.3%	10.9%	10.3%	9.2%	4.5%	4.4%	4.0%	11.1%	10.9%	10.2%	31.7%	32.1%	34.1%	4.7%	5.2%	5.5%	19.8%	20.3%	21.2%	12.5%	12.9%	12.5%	400,800	368,971	351,757
SSA	6.7%	2.2%	1.0%	8.8%	12.1%	6.1%	2.4%	2.8%	1.0%	1.7%	1.5%	2.1%	12.9%	18.3%	31.7%	7.7%	7.7%	11.2%	46.1%	39.5%	35.7%	13.7%	16.0%	11.1%	9,550	8,569	7,176
State	0.7%	0.5%	0.4%	5.8%	5.9%	5.4%	4.7%	4.6%	4.4%	19.7%	17.8%	16.6%	37.2%	36.4%	36.3%	5.4%	6.0%	6.2%	13.1%	15.2%	16.8%	13.5%	13.5%	14.0%	3,830	3,498	2,301
Treas	20.1%	17.6%	14.6%	20.5%	21.3%	20.7%	7.7%	8.6%	7.4%	12.2%	12.9%	13.0%	11.3%	12.3%	14.3%	5.2%	6.2%	7.1%	14.6%	12.2%	13.4%	8.3%	8.9%	9.5%	49,068	47,927	46,500
USAID	2.1%	1.5%	1.0%	15.2%	15.5%	12.7%	12.8%	10.4%	10.3%	28.6%	29.2%	28.1%	9.3%	10.0%	9.2%	2.2%	3.3%	3.6%	16.3%	16.8%	19.1%	13.5%	13.2%	16.0%	1,913	1,934	2,137
USDA	6.2%	5.3%	3.9%	16.9%	15.6%	14.0%	8.5%	7.4%	6.7%	20.5%	21.8%	21.4%	18.8%	18.6%	20.8%	4.5%	5.0%	5.3%	6.9%	7.4%	8.7%	17.7%	18.9%	19.2%	20,043	19,623	12,730
VA	5.4%	4.1%	3.1%	3.7%	3.1%	2.8%	1.3%	1.1%	1.2%	3.5%	3.3%	3.2%	43.4%	44.2%	46.7%	3.9%	4.2%	4.5%	28.1%	29.1%	28.9%	10.6%	10.8%	9.6%	29,461	24,543	26,818
Small Agencies	5.5%	5.4%	5.3%	25.9%	23.1%	20.4%	11.7%	12.8%	11.6%	23.2%	24.0%	23.7%	10.2%	9.5%	11.6%	1.8%	2.5%	2.8%	8.6%	8.9%	9.2%	13.1%	13.8%	15.5%	5,002	4,620	4,932
DOD	1.8%	1.6%	1.4%	6.6%	5.9%	5.4%	3.7%	3.2%	2.8%	12.0%	10.8%	9.5%	29.7%	30.4%	32.1%	6.5%	7.3%	7.3%	24.8%	25.9%	27.2%	14.9%	14.8%	14.2%	68,745	69,714	60,317
USACE	1.3%	1.5%	1.4%	6.8%	6.7%	5.8%	6.0%	4.4%	4.0%	24.8%	22.4%	19.4%	22.3%	21.1%	23.6%	3.2%	4.0%	3.5%	19.5%	21.9%	23.4%	16.1%	17.9%	18.9%	4,141	2,277	2,105
Air Force	0.6%	0.4%	0.6%	1.9%	1.8%	1.6%	1.3%	1.0%	1.1%	6.6%	5.2%	4.9%	36.3%	37.3%	36.9%	9.1%	9.5%	9.3%	29.4%	30.9%	32.3%	14.8%	13.9%	13.3%	17,539	17,648	11,192
Army†	0.7%	0.7%	0.7%	3.5%	2.6%	2.8%	2.0%	2.2%	1.7%	7.4%	6.5%	5.6%	34.2%	34.3%	35.8%	5.4%	6.6%	6.6%	31.5%	31.4%	32.7%	15.2%	15.6%	14.1%	15,623	18,388	18,331
Navy†	0.8%	0.7%	0.8%	6.3%	5.4%	5.0%	5.2%	4.4%	3.5%	15.7%	14.2%	11.4%	27.2%	28.8%	32.3%	8.1%	8.9%	9.0%	21.4%	22.5%	23.7%	15.3%	15.1%	14.3%	15,335	16,604	16,253
Marine Corps	0.2%	0.5%	0.5%	2.2%	2.8%	2.5%	3.7%	2.5%	2.1%	10.9%	11.0%	9.2%	35.0%	34.1%	36.6%	6.2%	6.8%	7.1%	28.7%	29.3%	29.4%	13.1%	13.0%	12.7%	1,587	1,610	1,947
DOD 4th Estate	8.3%	7.3%	5.5%	21.0%	20.5%	18.3%	6.7%	6.0%	6.2%	18.1%	18.3%	17.6%	17.1%	17.3%	18.9%	3.1%	3.6%	4.2%	12.1%	13.6%	15.2%	13.7%	13.4%	14.1%	14,520	13,187	10,489

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

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	33.1%	33.0%	32.6%	46.0%	45.2%	45.2%	20.9%	21.8%	22.2%	403,625	372,726	355,682
BBG	16.9%	18.9%	15.2%	59.3%	53.4%	58.3%	23.8%	27.8%	26.5%	1,071	1,019	1,122
CSOSA	57.3%	58.2%	53.8%	35.2%	30.6%	33.5%	7.5%	11.1%	12.8%	624	687	677
DHS	25.0%	25.4%	23.6%	43.3%	40.3%	42.0%	31.7%	34.3%	34.4%	41,201	39,901	36,310
DOC	52.8%	52.2%	52.8%	37.6%	37.5%	35.9%	9.6%	10.4%	11.3%	9,802	9,608	9,111
DOE	53.3%	54.8%	56.0%	37.6%	36.4%	36.2%	9.0%	8.9%	7.8%	8,259	6,304	6,429
DOI	48.1%	49.2%	46.8%	40.5%	39.8%	41.5%	11.4%	11.0%	11.8%	25,382	17,657	17,626
DOJ	23.5%	24.3%	22.0%	47.2%	45.2%	46.7%	29.3%	30.6%	31.3%	18,931	16,043	15,744
DOL	22.5%	26.2%	28.9%	70.9%	56.3%	53.2%	6.6%	17.5%	17.9%	11,067	10,580	4,900
DOT	58.7%	59.3%	52.5%	30.7%	30.1%	33.4%	10.6%	10.6%	14.0%	15,055	11,219	22,100
Educ	44.3%	43.9%	46.0%	50.3%	50.7%	48.0%	5.4%	5.3%	5.9%	2,627	2,331	2,558
EEOC	56.4%	56.4%	57.7%	39.5%	41.0%	37.2%	4.0%	2.6%	5.1%	1,208	1,077	1,145
EPA	68.8%	67.6%	67.3%	28.4%	29.9%	29.4%	2.7%	2.5%	3.3%	4,323	3,713	3,773
FCC	11.4%	13.1%	14.5%	83.7%	82.8%	81.2%	4.9%	4.1%	4.3%	540	674	780
FERC	76.7%	75.9%	75.7%	22.5%	23.0%	23.3%	0.8%	1.1%	1.0%	969	875	864
FTC	27.9%	28.4%	29.6%	58.1%	58.2%	57.7%	14.0%	13.5%	12.7%	610	498	548

Report by Agency

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	33.1%	33.0%	32.6%	46.0%	45.2%	45.2%	20.9%	21.8%	22.2%	403,625	372,726	355,682
GSA	66.7%	66.4%	66.1%	30.9%	30.4%	31.1%	2.3%	3.2%	2.8%	7,623	8,273	8,065
HHS	31.9%	31.6%	33.6%	52.6%	53.0%	51.4%	15.5%	15.4%	15.0%	35,127	31,141	30,597
HUD	38.5%	40.1%	38.4%	56.7%	55.6%	57.3%	4.8%	4.3%	4.3%	5,254	3,701	3,461
NARA	21.5%	20.4%	21.8%	66.3%	65.3%	62.8%	12.2%	14.2%	15.4%	1,674	1,635	1,567
NASA	31.9%	32.3%	33.2%	63.3%	62.8%	62.0%	4.8%	4.8%	4.8%	9,595	9,107	9,605
NCUA	70.9%	66.2%	70.3%	20.5%	22.1%	19.7%	8.6%	11.7%	10.0%	755	786	774
NLRB	52.9%	54.9%	45.8%	39.4%	38.4%	44.9%	7.7%	6.7%	9.3%	863	658	685
NRC	58.9%	59.5%	61.1%	38.2%	37.3%	35.4%	2.9%	3.2%	3.4%	2,613	2,398	2,442
NSF	15.5%	15.0%	15.5%	72.4%	71.7%	72.7%	12.1%	13.3%	11.8%	878	887	850
OMB	16.3%	15.1%	15.9%	52.7%	52.4%	47.2%	31.0%	32.6%	36.9%	303	298	305
OPM	47.1%	46.4%	45.5%	49.0%	48.7%	48.9%	3.9%	4.8%	5.6%	3,292	3,521	2,824
PBGC	32.2%	32.3%	32.8%	64.5%	63.2%	61.1%	3.2%	4.5%	6.2%	610	455	370
RRB	34.6%	39.0%	39.1%	34.6%	31.6%	35.2%	30.8%	29.3%	25.7%	458	512	579
SBA	53.7%	55.7%	55.1%	40.4%	38.7%	39.0%	5.9%	5.6%	5.9%	1,250	1,330	1,464
SEC	52.8%	54.5%	45.9%	45.8%	43.9%	50.7%	1.4%	1.6%	3.4%	1,861	2,369	2,321

Report by Agency

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	33.1%	33.0%	32.6%	46.0%	45.2%	45.2%	20.9%	21.8%	22.2%	403,625	372,726	355,682
SSA	16.5%	16.1%	18.0%	72.6%	73.2%	69.8%	10.9%	10.7%	12.2%	9,892	8,957	7,756
State	14.2%	15.0%	14.6%	56.3%	56.7%	55.2%	29.5%	28.4%	30.2%	3,831	3,520	2,302
Treas	42.2%	42.5%	41.3%	49.5%	49.2%	50.7%	8.3%	8.3%	8.0%	49,806	48,913	47,629
USAID	24.9%	24.4%	24.4%	51.8%	50.4%	49.3%	23.3%	25.2%	26.3%	1,921	1,928	2,150
USDA	42.9%	42.3%	43.2%	43.8%	44.5%	43.7%	13.3%	13.2%	13.0%	20,010	19,608	12,666
VA	17.3%	17.1%	17.6%	50.7%	50.3%	48.9%	32.0%	32.6%	33.5%	29,975	25,219	27,340
Small Agencies	39.7%	40.2%	40.6%	47.8%	47.1%	46.6%	12.5%	12.8%	12.8%	4,996	4,625	4,946
DOD	37.9%	36.8%	36.3%	41.9%	41.6%	41.7%	20.1%	21.6%	22.0%	69,369	70,699	61,297
USACE	34.6%	36.5%	35.6%	48.5%	46.9%	47.9%	16.9%	16.6%	16.6%	4,174	2,287	2,108
Air Force	33.9%	32.5%	32.1%	42.7%	43.3%	43.1%	23.4%	24.2%	24.9%	17,764	18,001	11,443
Army‡	34.4%	34.4%	33.4%	41.9%	41.0%	41.6%	23.7%	24.7%	25.0%	15,807	18,671	18,672
Navy‡	43.1%	40.7%	40.9%	39.6%	39.6%	38.9%	17.3%	19.7%	20.3%	15,476	16,830	16,476
Marine Corps	42.6%	38.0%	43.9%	38.1%	35.6%	38.0%	19.2%	26.4%	18.1%	1,603	1,631	1,987
DOD 4th Estate	41.3%	41.7%	39.1%	43.7%	43.1%	43.4%	15.0%	15.3%	17.5%	14,545	13,279	10,611

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

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	27.4%	28.0%	28.2%	60.7%	59.9%	59.4%	11.9%	12.2%	12.4%	402,481	371,495	354,458
BBG	20.7%	25.2%	25.8%	69.3%	62.6%	64.8%	10.0%	12.2%	9.5%	1,065	1,006	1,116
CSOSA	42.4%	41.2%	37.1%	52.6%	54.4%	57.8%	5.0%	4.4%	5.1%	619	683	675
DHS	23.6%	24.5%	23.0%	59.9%	57.5%	58.5%	16.5%	18.0%	18.5%	41,148	39,710	36,124
DOC	24.9%	26.6%	27.5%	65.0%	63.1%	62.0%	10.1%	10.3%	10.5%	9,772	9,583	9,063
DOE	34.3%	35.6%	36.7%	59.7%	58.2%	57.9%	6.0%	6.2%	5.4%	8,233	6,264	6,432
DOI	29.1%	29.6%	29.6%	56.8%	56.2%	55.4%	14.1%	14.1%	15.0%	25,363	17,633	17,602
DOJ	27.8%	27.6%	27.9%	58.5%	58.5%	57.4%	13.7%	13.9%	14.8%	18,836	15,953	15,642
DOL	23.4%	24.0%	25.0%	70.3%	66.9%	65.9%	6.4%	9.1%	9.1%	11,011	10,561	4,898
DOT	17.9%	18.6%	18.3%	63.4%	62.3%	63.7%	18.7%	19.1%	18.0%	15,017	11,208	22,009
Educ	27.2%	28.3%	27.1%	68.1%	67.6%	68.2%	4.7%	4.2%	4.7%	2,628	2,321	2,553
EEOC	20.9%	23.4%	23.9%	63.7%	62.7%	58.9%	15.5%	13.9%	17.2%	1,206	1,070	1,132
EPA	39.5%	39.2%	37.5%	56.7%	57.7%	58.3%	3.8%	3.1%	4.2%	4,320	3,712	3,773
FCC	21.5%	28.3%	26.2%	72.9%	67.0%	68.5%	5.6%	4.7%	5.3%	539	672	771
FERC	44.6%	44.4%	46.2%	51.2%	50.4%	48.1%	4.1%	5.2%	5.7%	969	868	858
FTC	16.8%	19.8%	20.8%	77.5%	75.6%	73.8%	5.7%	4.6%	5.4%	606	496	550

Report by Agency

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	27.4%	28.0%	28.2%	60.7%	59.9%	59.4%	11.9%	12.2%	12.4%	402,481	371,495	354,458
GSA	21.1%	22.9%	26.2%	68.0%	65.6%	62.3%	10.9%	11.5%	11.5%	7,606	8,217	8,036
HHS	25.3%	26.6%	27.5%	65.1%	64.5%	63.1%	9.6%	8.9%	9.4%	35,034	31,066	30,521
HUD	28.3%	28.7%	26.5%	61.9%	61.4%	61.5%	9.8%	9.9%	12.0%	5,226	3,682	3,445
NARA	27.6%	21.4%	22.3%	60.7%	62.2%	61.1%	11.7%	16.4%	16.6%	1,670	1,625	1,563
NASA	49.8%	49.4%	49.9%	49.1%	49.6%	48.8%	1.0%	1.0%	1.3%	9,591	9,127	9,626
NCUA	21.8%	22.5%	20.8%	57.6%	55.8%	55.2%	20.6%	21.7%	24.0%	759	783	769
NLRB	24.9%	24.6%	26.7%	65.6%	66.4%	63.7%	9.4%	9.0%	9.5%	864	657	684
NRC	44.6%	42.4%	42.4%	53.2%	55.6%	55.3%	2.2%	2.0%	2.4%	2,599	2,381	2,427
NSF	34.6%	35.1%	37.8%	63.5%	63.6%	59.7%	1.9%	1.4%	2.5%	880	888	851
OMB	29.5%	27.5%	26.9%	69.4%	71.0%	69.6%	1.1%	1.5%	3.5%	301	297	304
OPM	19.6%	21.7%	29.7%	68.7%	64.3%	58.4%	11.8%	14.0%	11.9%	3,272	3,508	2,815
PBGC	38.6%	41.0%	39.4%	59.1%	57.2%	58.0%	2.3%	1.9%	2.5%	610	457	368
RRB	47.8%	52.0%	48.2%	41.1%	39.0%	42.2%	11.1%	9.0%	9.5%	453	513	574
SBA	17.9%	16.1%	16.9%	59.4%	63.3%	62.7%	22.7%	20.6%	20.4%	1,244	1,329	1,452
SEC	22.4%	25.7%	22.9%	72.5%	69.4%	71.0%	5.1%	4.9%	6.0%	1,852	2,364	2,326

Report by Agency

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	27.4%	28.0%	28.2%	60.7%	59.9%	59.4%	11.9%	12.2%	12.4%	402,481	371,495	354,458
SSA	20.9%	22.7%	22.9%	69.7%	68.1%	66.8%	9.5%	9.2%	10.4%	9,855	8,944	7,754
State	22.6%	21.6%	20.2%	65.6%	65.8%	64.6%	11.8%	12.6%	15.2%	3,826	3,502	2,313
Treas	22.7%	23.8%	24.8%	67.4%	66.2%	65.6%	9.9%	10.0%	9.6%	49,616	48,696	47,314
USAID	27.1%	25.7%	26.2%	62.7%	62.1%	58.9%	10.2%	12.2%	14.9%	1,913	1,928	2,146
USDA	30.5%	30.5%	32.0%	55.6%	55.2%	53.2%	13.9%	14.3%	14.9%	19,992	19,583	12,650
VA	20.8%	21.6%	21.9%	67.7%	67.1%	66.1%	11.5%	11.3%	12.0%	29,817	25,052	27,292
Small Agencies	29.4%	30.1%	32.4%	59.4%	58.7%	57.6%	11.2%	11.3%	10.0%	4,985	4,612	4,908
DOD	33.1%	33.2%	33.3%	55.4%	55.1%	55.3%	11.5%	11.7%	11.4%	69,184	70,544	61,122
USACE	23.1%	22.6%	27.8%	58.2%	57.1%	53.6%	18.7%	20.3%	18.6%	4,161	2,293	2,102
Air Force	51.1%	51.1%	52.1%	43.7%	44.4%	43.7%	5.3%	4.5%	4.2%	17,712	17,972	11,430
Army‡	23.7%	24.4%	23.9%	61.9%	61.0%	62.1%	14.4%	14.6%	14.0%	15,752	18,629	18,601
Navy‡	24.8%	24.2%	26.1%	61.3%	60.8%	59.9%	13.9%	14.9%	14.0%	15,439	16,789	16,444
Marine Corps	36.8%	38.1%	40.1%	50.0%	47.8%	49.2%	13.2%	14.0%	10.7%	1,602	1,627	1,969
DOD 4th Estate	42.3%	41.7%	38.9%	49.8%	50.6%	51.6%	7.9%	7.7%	9.5%	14,518	13,234	10,576

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

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.9%	14.3%	14.3%	80.7%	80.3%	80.0%	5.4%	5.4%	5.7%	398,860	368,151	351,827
BBG	6.9%	6.4%	6.9%	82.3%	78.7%	81.3%	10.8%	14.9%	11.8%	1,046	1,001	1,107
CSOSA	27.2%	26.5%	26.8%	71.1%	71.9%	72.1%	1.7%	1.6%	1.1%	611	674	669
DHS	15.3%	17.9%	17.5%	80.9%	77.9%	77.7%	3.8%	4.2%	4.8%	41,087	39,455	35,916
DOC	12.1%	12.3%	13.0%	82.7%	82.3%	81.6%	5.2%	5.4%	5.5%	9,688	9,484	9,005
DOE	15.5%	16.1%	15.6%	82.1%	81.5%	82.2%	2.4%	2.5%	2.2%	8,175	6,215	6,380
DOI	20.2%	21.5%	21.2%	76.9%	76.0%	76.4%	2.9%	2.5%	2.4%	25,132	17,454	17,415
DOJ	22.8%	24.4%	22.1%	75.2%	73.4%	75.8%	2.1%	2.2%	2.1%	18,702	15,886	15,594
DOL	14.1%	15.9%	16.4%	83.4%	80.4%	80.3%	2.5%	3.6%	3.3%	10,963	10,495	4,876
DOT	14.4%	14.5%	14.0%	81.7%	81.8%	82.6%	3.9%	3.7%	3.4%	14,856	11,083	21,877
Educ	9.4%	9.9%	10.1%	87.6%	87.8%	86.8%	3.0%	2.3%	3.1%	2,589	2,310	2,538
EEOC	15.0%	16.4%	14.2%	82.0%	81.4%	83.1%	3.0%	2.2%	2.7%	1,196	1,061	1,131
EPA	12.0%	12.1%	12.1%	85.1%	85.2%	85.3%	2.9%	2.7%	2.6%	4,274	3,675	3,732
FCC	9.6%	11.0%	9.2%	88.6%	87.4%	88.1%	1.8%	1.5%	2.7%	538	669	770
FERC	10.6%	9.2%	10.6%	87.2%	88.4%	85.7%	2.3%	2.5%	3.7%	952	856	847
FTC	7.5%	9.9%	7.0%	90.3%	88.3%	90.8%	2.2%	1.8%	2.2%	604	494	551

Report by Agency

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.9%	14.3%	14.3%	80.7%	80.3%	80.0%	5.4%	5.4%	5.7%	398,860	368,151	351,827
GSA	11.9%	12.7%	12.8%	83.8%	82.9%	82.3%	4.3%	4.5%	4.9%	7,496	8,156	7,937
HHS	13.4%	14.0%	14.2%	81.8%	81.7%	81.1%	4.8%	4.3%	4.7%	34,736	30,796	30,284
HUD	16.3%	16.7%	16.7%	81.0%	80.9%	81.0%	2.7%	2.5%	2.3%	5,160	3,660	3,429
NARA	14.9%	14.2%	12.9%	80.9%	79.2%	81.3%	4.2%	6.6%	5.8%	1,661	1,614	1,541
NASA	15.7%	14.9%	15.9%	83.5%	84.4%	83.3%	0.8%	0.7%	0.9%	9,499	9,045	9,557
NCUA	10.5%	10.6%	10.3%	82.5%	79.5%	79.9%	7.0%	9.9%	9.8%	750	777	768
NLRB	9.2%	9.9%	10.6%	88.5%	87.4%	86.8%	2.3%	2.7%	2.7%	855	649	677
NRC	19.9%	19.4%	17.3%	79.1%	80.0%	81.6%	0.9%	0.6%	1.0%	2,584	2,378	2,423
NSF	11.5%	12.0%	12.2%	86.6%	86.3%	85.5%	1.9%	1.8%	2.2%	872	874	848
OMB	5.4%	6.1%	7.1%	93.1%	92.6%	90.8%	1.5%	1.3%	2.1%	298	296	302
OPM	11.0%	11.7%	11.0%	85.5%	85.5%	86.2%	3.5%	2.8%	2.8%	3,241	3,460	2,779
PBGC	9.5%	9.8%	11.5%	88.2%	85.2%	85.9%	2.4%	5.0%	2.5%	595	454	370
RRB	17.9%	18.0%	18.7%	78.3%	80.6%	79.2%	3.8%	1.4%	2.1%	456	511	575
SBA	15.2%	12.9%	14.9%	80.2%	83.1%	81.8%	4.6%	4.0%	3.3%	1,241	1,312	1,450
SEC	6.5%	8.3%	7.3%	90.7%	89.3%	89.8%	2.8%	2.4%	2.8%	1,842	2,342	2,307

Report by Agency

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	13.9%	14.3%	14.3%	80.7%	80.3%	80.0%	5.4%	5.4%	5.7%	398,860	368,151	351,827
SSA	18.9%	20.0%	20.8%	78.4%	77.8%	76.9%	2.6%	2.1%	2.3%	9,798	8,878	7,709
State	6.9%	6.6%	5.9%	82.7%	82.6%	80.2%	10.4%	10.8%	13.9%	3,811	3,467	2,296
Treas	17.1%	17.4%	18.2%	79.7%	79.5%	79.0%	3.2%	3.1%	2.9%	49,000	48,201	46,996
USAID	8.2%	8.3%	7.3%	79.9%	78.9%	78.2%	11.9%	12.8%	14.5%	1,886	1,896	2,110
USDA	19.2%	18.7%	19.9%	77.9%	78.2%	77.5%	2.9%	3.1%	2.6%	19,804	19,397	12,578
VA	11.9%	12.4%	12.3%	80.7%	80.5%	80.3%	7.4%	7.2%	7.3%	29,530	24,864	27,122
Small Agencies	14.5%	15.5%	16.0%	81.1%	80.5%	80.7%	4.4%	4.0%	3.3%	4,926	4,550	4,877
DOD	11.3%	10.8%	11.1%	81.6%	82.0%	81.2%	7.1%	7.2%	7.7%	68,406	69,762	60,484
USACE	14.3%	12.9%	14.7%	81.2%	82.9%	80.2%	4.4%	4.3%	5.1%	4,105	2,265	2,084
Air Force	10.0%	9.1%	9.9%	82.2%	83.5%	83.0%	7.8%	7.4%	7.2%	17,475	17,774	11,292
Army‡	11.2%	11.3%	10.8%	79.4%	78.8%	79.2%	9.4%	9.8%	10.0%	15,600	18,423	18,406
Navy‡	10.5%	9.6%	10.3%	83.7%	84.3%	82.3%	5.8%	6.1%	7.4%	15,295	16,592	16,271
Marine Corps	8.9%	8.2%	8.4%	83.8%	83.5%	81.4%	7.2%	8.3%	10.2%	1,577	1,601	1,952
DOD 4th Estate	14.1%	14.3%	14.3%	81.0%	81.0%	81.0%	4.9%	4.6%	4.8%	14,354	13,107	10,479

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

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	3.8%	3.9%	3.9%	78.8%	78.7%	78.7%	17.4%	17.4%	17.4%	403,125	372,753	356,035
BBG	1.4%	1.6%	1.6%	78.6%	75.8%	80.0%	19.9%	22.6%	18.4%	1,069	1,012	1,124
CSOSA	6.3%	6.0%	6.1%	72.3%	75.3%	73.4%	21.4%	18.7%	20.5%	621	689	673
DHS	1.5%	2.3%	2.2%	73.9%	72.4%	72.7%	24.6%	25.3%	25.1%	41,065	39,902	36,337
DOC	3.6%	3.8%	4.2%	82.1%	82.7%	81.4%	14.3%	13.5%	14.4%	9,775	9,591	9,095
DOE	3.0%	3.5%	3.3%	81.3%	80.8%	81.9%	15.7%	15.7%	14.8%	8,245	6,296	6,442
DOI	1.7%	1.8%	1.7%	73.9%	74.8%	75.1%	24.4%	23.4%	23.3%	25,379	17,682	17,640
DOJ	2.5%	2.9%	2.4%	72.9%	72.6%	73.4%	24.6%	24.5%	24.2%	18,893	16,060	15,727
DOL	4.4%	4.7%	5.2%	88.3%	84.5%	84.2%	7.3%	10.8%	10.7%	11,056	10,577	4,928
DOT	3.1%	3.6%	2.8%	77.9%	77.5%	78.1%	19.0%	18.8%	19.1%	15,047	11,248	22,100
Educ	3.4%	2.9%	2.8%	86.5%	87.8%	86.9%	10.1%	9.3%	10.3%	2,631	2,326	2,559
EEOC	2.3%	2.2%	2.4%	71.1%	75.7%	71.2%	26.6%	22.1%	26.4%	1,204	1,073	1,143
EPA	3.3%	4.1%	3.3%	84.7%	84.2%	85.6%	12.0%	11.7%	11.0%	4,326	3,728	3,789
FCC	1.4%	1.6%	0.7%	78.4%	78.7%	80.1%	20.2%	19.7%	19.3%	542	674	781
FERC	5.1%	5.9%	5.9%	88.2%	87.5%	86.9%	6.7%	6.6%	7.2%	968	873	863
FTC	2.8%	3.1%	1.5%	90.2%	90.4%	91.2%	7.0%	6.4%	7.3%	609	497	549

Report by Agency

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	3.8%	3.9%	3.9%	78.8%	78.7%	78.7%	17.4%	17.4%	17.4%	403,125	372,753	356,035
GSA	3.6%	4.3%	4.3%	85.7%	84.0%	83.7%	10.7%	11.7%	12.0%	7,604	8,238	8,023
HHS	4.3%	4.4%	4.2%	81.4%	82.2%	81.3%	14.3%	13.4%	14.4%	35,083	31,137	30,601
HUD	3.0%	3.4%	3.1%	81.8%	81.8%	80.1%	15.2%	14.9%	16.8%	5,235	3,699	3,462
NARA	2.6%	2.3%	2.5%	73.0%	71.7%	72.5%	24.4%	26.0%	25.0%	1,674	1,629	1,568
NASA	5.4%	5.6%	5.7%	90.6%	90.8%	90.4%	4.1%	3.6%	3.9%	9,596	9,121	9,645
NCUA	1.1%	1.6%	0.8%	69.2%	69.4%	68.1%	29.7%	29.0%	31.1%	757	785	774
NLRB	1.8%	2.1%	2.9%	78.5%	76.1%	74.9%	19.7%	21.7%	22.2%	865	656	684
NRC	3.8%	4.3%	4.2%	88.2%	87.7%	88.8%	8.0%	8.0%	7.0%	2,599	2,394	2,434
NSF	4.4%	5.1%	4.9%	92.2%	91.1%	90.8%	3.4%	3.7%	4.4%	879	888	849
OMB	9.6%	8.2%	7.3%	84.6%	84.0%	88.0%	5.8%	7.8%	4.7%	300	298	304
OPM	2.6%	3.0%	3.3%	82.6%	82.0%	82.0%	14.8%	15.0%	14.7%	3,287	3,510	2,820
PBGC	2.0%	1.1%	3.4%	84.2%	85.0%	81.9%	13.8%	13.8%	14.7%	609	459	369
RRB	2.4%	2.5%	2.8%	74.5%	76.4%	76.1%	23.1%	21.1%	21.1%	465	511	580
SBA	1.6%	1.4%	1.7%	68.9%	74.3%	76.1%	29.5%	24.2%	22.3%	1,246	1,330	1,457
SEC	7.6%	8.0%	6.7%	87.8%	86.6%	87.3%	4.6%	5.4%	6.1%	1,858	2,366	2,326

Report by Agency

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	3.8%	3.9%	3.9%	78.8%	78.7%	78.7%	17.4%	17.4%	17.4%	403,125	372,753	356,035
SSA	2.6%	2.7%	3.2%	79.3%	78.5%	77.4%	18.1%	18.8%	19.4%	9,896	8,969	7,811
State	3.6%	4.2%	3.5%	78.2%	77.5%	77.1%	18.2%	18.3%	19.4%	3,845	3,511	2,313
Treas	2.3%	2.2%	2.6%	82.5%	82.6%	82.7%	15.1%	15.2%	14.7%	49,694	48,860	47,553
USAID	4.3%	3.4%	3.1%	76.1%	75.8%	74.5%	19.6%	20.9%	22.3%	1,919	1,937	2,140
USDA	1.9%	1.8%	1.9%	75.5%	75.2%	74.4%	22.6%	23.0%	23.7%	20,027	19,654	12,717
VA	3.6%	3.8%	3.6%	78.3%	78.7%	79.3%	18.1%	17.5%	17.1%	29,944	25,238	27,504
Small Agencies	1.9%	2.0%	2.0%	74.2%	73.0%	75.0%	24.0%	25.0%	23.0%	4,995	4,621	4,939
DOD	5.5%	5.3%	5.5%	80.3%	80.3%	80.1%	14.2%	14.4%	14.4%	69,318	70,714	61,412
USACE	3.8%	4.1%	4.2%	73.2%	72.8%	71.1%	23.0%	23.1%	24.7%	4,170	2,297	2,114
Air Force	6.0%	5.9%	5.9%	83.0%	83.8%	84.5%	11.0%	10.3%	9.6%	17,730	18,021	11,469
Army‡	6.6%	6.8%	6.4%	78.5%	77.9%	78.9%	14.8%	15.3%	14.7%	15,802	18,661	18,712
Navy‡	4.5%	4.1%	4.6%	80.7%	80.6%	79.5%	14.8%	15.3%	15.9%	15,478	16,834	16,500
Marine Corps	4.6%	4.7%	5.7%	82.8%	82.2%	79.4%	12.6%	13.1%	15.0%	1,593	1,629	1,987
DOD 4th Estate	5.1%	4.2%	5.0%	81.0%	81.4%	80.5%	13.9%	14.4%	14.6%	14,545	13,272	10,630

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

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	2.4%	2.5%	2.6%	80.1%	79.8%	79.7%	17.5%	17.7%	17.7%	403,461	373,277	356,650
BBG	1.5%	2.1%	1.4%	80.0%	76.1%	80.8%	18.5%	21.8%	17.8%	1,074	1,021	1,130
CSOSA	3.1%	2.9%	3.5%	74.8%	77.2%	73.4%	22.0%	19.9%	23.1%	622	691	681
DHS	1.3%	2.1%	1.9%	75.4%	74.1%	74.3%	23.3%	23.8%	23.8%	41,010	39,910	36,385
DOC	2.6%	3.1%	3.7%	83.4%	83.1%	81.8%	13.9%	13.8%	14.5%	9,787	9,596	9,105
DOE	2.5%	3.3%	3.1%	82.1%	81.5%	82.3%	15.4%	15.2%	14.6%	8,256	6,303	6,450
DOI	1.3%	1.7%	1.5%	74.9%	75.7%	75.8%	23.7%	22.6%	22.7%	25,411	17,691	17,669
DOJ	2.0%	2.5%	2.2%	74.6%	74.2%	74.5%	23.4%	23.3%	23.3%	18,905	16,068	15,753
DOL	2.6%	3.0%	3.1%	90.5%	85.9%	85.8%	6.9%	11.1%	11.1%	11,075	10,616	4,937
DOT	1.7%	2.1%	2.1%	80.1%	80.6%	80.3%	18.2%	17.3%	17.6%	15,088	11,251	22,125
Educ	2.3%	2.4%	2.4%	88.0%	88.8%	87.5%	9.7%	8.8%	10.1%	2,634	2,327	2,564
EEOC	2.7%	2.5%	1.5%	71.5%	74.8%	71.9%	25.8%	22.7%	26.6%	1,204	1,079	1,147
EPA	2.4%	3.1%	3.1%	84.4%	84.6%	84.2%	13.2%	12.3%	12.7%	4,335	3,729	3,793
FCC	2.9%	4.7%	3.8%	80.6%	83.3%	84.1%	16.5%	11.9%	12.1%	544	678	780
FERC	2.5%	3.7%	3.6%	89.4%	87.8%	84.8%	8.0%	8.4%	11.5%	965	872	856
FTC	1.1%	3.1%	1.8%	90.8%	89.7%	90.7%	8.1%	7.2%	7.5%	611	495	549

Report by Agency

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	2.4%	2.5%	2.6%	80.1%	79.8%	79.7%	17.5%	17.7%	17.7%	403,461	373,277	356,650
GSA	2.3%	2.5%	2.1%	85.5%	83.8%	83.2%	12.2%	13.7%	14.7%	7,629	8,282	8,053
HHS	2.8%	2.9%	3.3%	82.8%	84.0%	82.7%	14.4%	13.2%	14.0%	35,084	31,144	30,642
HUD	2.5%	2.4%	2.4%	82.0%	82.0%	79.6%	15.5%	15.6%	18.0%	5,226	3,705	3,465
NARA	1.4%	1.7%	1.5%	74.2%	71.6%	71.7%	24.4%	26.7%	26.8%	1,677	1,633	1,568
NASA	3.2%	2.9%	3.0%	91.6%	92.2%	91.3%	5.2%	5.0%	5.7%	9,610	9,140	9,648
NCUA	1.1%	1.6%	1.0%	69.6%	69.5%	67.4%	29.3%	28.9%	31.6%	753	784	774
NLRB	0.5%	1.7%	1.4%	78.5%	75.6%	75.4%	21.0%	22.7%	23.1%	862	657	686
NRC	3.1%	3.8%	3.1%	90.4%	89.5%	90.1%	6.5%	6.7%	6.8%	2,609	2,397	2,440
NSF	3.4%	3.4%	3.0%	92.7%	91.6%	90.7%	3.9%	5.0%	6.3%	874	888	857
OMB	1.5%	0.8%	1.7%	91.5%	91.3%	91.8%	6.9%	7.9%	6.5%	300	296	304
OPM	3.4%	3.4%	4.3%	84.6%	84.2%	83.8%	12.0%	12.4%	11.9%	3,288	3,516	2,832
PBGC	1.8%	2.2%	2.2%	88.0%	84.8%	86.3%	10.2%	13.0%	11.4%	609	459	375
RRB	6.8%	7.7%	6.4%	71.1%	71.3%	69.6%	22.1%	21.0%	24.0%	464	517	586
SBA	1.3%	1.3%	1.7%	69.2%	74.5%	75.9%	29.6%	24.2%	22.4%	1,246	1,330	1,457
SEC	2.5%	2.9%	3.2%	92.2%	92.4%	91.2%	5.3%	4.7%	5.6%	1,856	2,366	2,326

Report by Agency

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
All Responses	2.4%	2.5%	2.6%	80.1%	79.8%	79.7%	17.5%	17.7%	17.7%	403,461	373,277	356,650
SSA	2.2%	1.9%	2.5%	80.8%	80.4%	79.9%	17.0%	17.8%	17.7%	9,914	8,994	7,819
State	2.3%	2.7%	2.6%	81.5%	80.7%	80.3%	16.3%	16.6%	17.1%	3,846	3,524	2,312
Treas	2.0%	2.0%	2.2%	83.0%	82.9%	83.2%	14.9%	15.0%	14.6%	49,832	48,986	47,706
USAID	2.6%	2.6%	2.5%	79.4%	78.9%	76.4%	18.1%	18.5%	21.1%	1,919	1,934	2,149
USDA	1.8%	1.7%	1.7%	76.6%	76.2%	75.9%	21.5%	22.1%	22.3%	20,049	19,654	12,736
VA	3.3%	3.5%	3.4%	79.1%	79.2%	79.5%	17.5%	17.3%	17.1%	29,973	25,312	27,599
Small Agencies	2.3%	2.4%	2.5%	75.4%	74.7%	75.6%	22.3%	22.9%	21.9%	4,993	4,628	4,945
DOD	2.5%	2.4%	2.6%	81.7%	81.2%	81.1%	15.8%	16.4%	16.3%	69,327	70,804	61,447
USACE	1.4%	1.3%	2.1%	75.2%	75.0%	73.1%	23.4%	23.8%	24.8%	4,177	2,292	2,119
Air Force	2.4%	2.3%	2.6%	84.7%	85.5%	85.4%	12.9%	12.2%	12.0%	17,746	18,031	11,477
Army‡	2.8%	3.0%	2.6%	79.8%	79.3%	80.5%	17.4%	17.6%	16.9%	15,801	18,688	18,708
Navy‡	2.2%	1.7%	2.3%	82.1%	80.5%	79.9%	15.8%	17.7%	17.7%	15,453	16,866	16,522
Marine Corps	2.0%	1.8%	2.3%	83.4%	82.1%	80.0%	14.6%	16.1%	17.7%	1,601	1,635	1,991
DOD 4th Estate	3.2%	2.9%	3.2%	81.8%	81.8%	81.4%	15.0%	15.4%	15.4%	14,549	13,292	10,630

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

(79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	38.7%	37.3%	35.7%	39.5%	39.3%	39.9%	12.8%	14.0%	15.3%	6.5%	6.6%	6.4%	2.6%	2.8%	2.7%	190,959	167,341	147,505	6,780	7,571	8,017
BBG	31.9%	28.3%	25.7%	42.2%	44.3%	44.7%	16.6%	14.4%	14.6%	5.0%	7.3%	9.9%	4.2%	5.7%	5.0%	402	341	345	18	25	22
CSOSA	37.8%	35.4%	37.1%	36.9%	40.3%	38.1%	9.1%	9.8%	9.1%	11.5%	9.1%	11.4%	4.8%	5.4%	4.2%	428	452	435	5	7	5
DHS	35.0%	32.0%	30.7%	38.2%	38.6%	39.2%	14.0%	16.1%	17.2%	8.5%	9.0%	8.4%	4.2%	4.3%	4.5%	11,673	10,858	8,962	593	692	733
DOC	45.4%	50.5%	46.8%	39.1%	36.1%	37.8%	9.0%	8.5%	9.5%	4.8%	3.6%	4.3%	1.6%	1.3%	1.5%	7,059	6,484	5,780	195	207	207
DOE	33.8%	31.3%	30.4%	44.2%	43.0%	44.7%	12.6%	14.8%	15.1%	7.0%	8.1%	7.2%	2.4%	2.8%	2.6%	4,331	3,190	3,112	85	94	80
DOI	35.2%	33.2%	31.5%	43.1%	43.7%	43.5%	13.6%	15.2%	17.5%	6.0%	6.1%	5.8%	2.1%	1.9%	1.8%	11,311	7,358	6,774	305	253	238
DOJ	30.0%	28.4%	29.0%	36.2%	36.0%	35.1%	18.1%	21.2%	21.5%	10.5%	9.6%	10.6%	5.1%	4.8%	3.8%	3,679	3,109	2,856	410	389	373
DOL	43.4%	36.2%	34.0%	40.9%	41.7%	42.2%	9.4%	12.2%	13.5%	4.7%	7.2%	7.5%	1.6%	2.8%	2.8%	7,389	6,507	2,912	127	198	98
DOT	38.6%	35.9%	35.7%	40.0%	41.6%	40.6%	12.1%	12.5%	13.9%	6.6%	7.0%	7.0%	2.8%	3.0%	2.8%	10,110	7,427	11,453	156	119	262
Educ	45.8%	40.2%	42.1%	38.4%	41.3%	38.9%	8.2%	8.4%	9.4%	5.3%	7.4%	6.6%	2.3%	2.7%	3.0%	2,361	2,001	2,105	12	10	15
EEOC	41.2%	36.6%	35.6%	39.5%	39.0%	42.5%	9.7%	12.5%	13.3%	6.9%	7.6%	6.3%	2.7%	4.3%	2.4%	734	643	645	17	22	18
EPA	38.6%	36.6%	35.4%	42.4%	44.8%	46.0%	10.8%	10.2%	10.3%	6.1%	6.3%	6.2%	2.1%	2.0%	2.1%	3,426	2,878	2,873	31	30	31
FCC	39.1%	36.7%	33.9%	45.1%	47.0%	45.1%	7.2%	9.4%	10.4%	6.2%	4.8%	7.5%	2.4%	2.1%	3.1%	436	505	529	6	10	9
FERC	48.1%	45.3%	45.1%	38.8%	38.1%	37.9%	8.2%	10.0%	7.7%	3.3%	4.2%	6.6%	1.6%	2.4%	2.7%	779	632	588	9	5	6
FTC	29.4%	29.0%	32.3%	39.5%	44.8%	42.0%	12.8%	12.1%	15.6%	14.4%	11.3%	6.4%	3.8%	2.8%	3.7%	454	337	358	5	7	6

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	38.7%	37.3%	35.7%	39.5%	39.3%	39.9%	12.8%	14.0%	15.3%	6.5%	6.6%	6.4%	2.6%	2.8%	2.7%	190,959	167,341	147,505	6,780	7,571	8,017
GSA	56.5%	54.6%	52.7%	33.2%	33.9%	35.4%	5.8%	6.9%	7.2%	3.1%	3.3%	3.3%	1.4%	1.3%	1.4%	6,825	7,229	6,959	29	48	39
HHS	41.9%	40.0%	39.4%	40.4%	41.1%	42.0%	9.8%	10.9%	11.2%	5.7%	5.8%	5.3%	2.2%	2.2%	2.1%	23,715	20,081	18,490	497	536	615
HUD	43.7%	38.6%	37.5%	39.2%	42.2%	44.0%	7.8%	8.7%	9.6%	6.5%	7.1%	6.5%	2.7%	3.3%	2.4%	3,642	2,582	2,192	49	26	27
NARA	41.2%	36.8%	36.9%	39.5%	41.4%	39.3%	11.6%	13.3%	15.6%	5.6%	5.8%	5.5%	2.1%	2.7%	2.8%	670	639	590	38	20	35
NASA	49.5%	47.4%	45.2%	38.4%	39.1%	39.9%	8.1%	9.3%	10.5%	3.1%	3.4%	3.6%	0.9%	0.7%	0.8%	7,177	6,694	6,625	121	129	122
NCUA	31.1%	30.7%	30.9%	43.6%	39.6%	41.5%	17.0%	19.4%	18.5%	6.4%	7.7%	7.2%	1.9%	2.6%	1.8%	405	454	415	79	50	79
NLRB	39.1%	32.1%	16.9%	40.9%	47.2%	25.3%	10.3%	9.7%	15.3%	7.5%	8.6%	21.1%	2.3%	2.4%	21.4%	543	379	303	16	9	17
NRC	46.6%	47.0%	46.0%	41.1%	38.8%	39.1%	7.9%	8.8%	8.9%	3.2%	4.4%	4.3%	1.2%	1.0%	1.6%	1,843	1,652	1,645	24	23	42
NSF	42.9%	39.1%	35.7%	42.1%	44.3%	44.9%	8.2%	8.8%	10.8%	4.7%	5.8%	6.6%	2.1%	2.0%	1.9%	727	719	711	12	6	3
OMB	21.8%	27.6%	22.2%	42.6%	43.3%	46.6%	19.7%	17.3%	16.7%	10.6%	10.2%	12.0%	5.4%	1.6%	2.5%	249	229	234	1	2	1
OPM	50.5%	51.1%	51.4%	36.0%	35.0%	34.8%	8.0%	8.3%	9.2%	4.0%	4.3%	3.3%	1.6%	1.3%	1.3%	2,599	2,648	2,144	68	103	65
PBGC	42.0%	39.1%	34.3%	43.3%	41.1%	42.5%	8.4%	11.3%	12.7%	5.3%	7.3%	8.2%	1.0%	1.1%	2.3%	507	371	274	4	1	5
RRB	30.1%	35.0%	38.3%	39.7%	40.3%	35.0%	12.4%	11.7%	17.8%	10.8%	5.1%	4.7%	7.0%	7.9%	4.3%	102	114	112	9	13	16
SBA	32.8%	32.3%	36.3%	43.7%	42.8%	38.2%	10.0%	13.0%	14.6%	10.2%	9.0%	8.0%	3.3%	2.8%	3.0%	741	744	733	11	16	24
SEC	49.9%	46.3%	32.8%	36.4%	41.3%	42.8%	8.0%	7.8%	11.7%	4.0%	3.5%	8.7%	1.7%	1.0%	4.0%	1,575	1,864	1,723	13	25	34

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	38.7%	37.3%	35.7%	39.5%	39.3%	39.9%	12.8%	14.0%	15.3%	6.5%	6.6%	6.4%	2.6%	2.8%	2.7%	190,959	167,341	147,505	6,780	7,571	8,017
SSA	44.0%	37.0%	23.4%	35.9%	37.6%	36.1%	12.1%	14.9%	23.8%	5.8%	7.8%	10.7%	2.2%	2.8%	6.1%	2,842	2,376	811	367	410	582
State	23.1%	23.8%	25.4%	42.5%	41.3%	40.3%	18.4%	20.1%	21.0%	11.2%	10.8%	9.1%	4.8%	3.9%	4.2%	1,343	1,086	673	92	113	70
Treas	54.1%	51.0%	49.1%	34.5%	35.7%	37.5%	6.6%	7.5%	8.5%	3.4%	4.0%	3.6%	1.5%	1.8%	1.3%	29,941	29,170	26,216	987	1,219	1,359
USAID	36.0%	33.2%	31.0%	40.4%	41.4%	41.7%	12.7%	15.0%	16.2%	7.9%	7.2%	8.8%	3.1%	3.1%	2.3%	1,156	1,139	1,135	51	52	82
USDA	35.0%	33.4%	30.3%	43.1%	41.7%	43.5%	13.3%	15.5%	16.8%	6.3%	6.7%	6.7%	2.3%	2.7%	2.7%	11,160	10,334	6,295	210	252	142
VA	36.2%	33.6%	31.1%	35.6%	32.7%	34.6%	19.3%	23.1%	25.1%	6.0%	6.6%	6.0%	3.0%	4.1%	3.1%	6,304	4,531	3,768	788	809	923
Small Agencies	36.7%	35.9%	36.5%	40.1%	39.5%	40.3%	11.4%	12.5%	12.2%	7.8%	8.2%	7.6%	4.0%	4.0%	3.4%	3,355	3,104	3,030	64	71	92
DOD	31.5%	31.0%	30.1%	41.4%	40.3%	40.2%	15.9%	17.0%	18.9%	8.2%	8.1%	7.7%	3.1%	3.6%	3.1%	18,966	16,480	12,700	1,276	1,570	1,540
USACE	28.8%	28.7%	26.9%	43.8%	41.0%	42.0%	14.8%	18.4%	20.4%	9.5%	7.7%	8.3%	3.1%	4.2%	2.5%	1,673	872	683	72	34	35
Air Force	26.0%	24.7%	26.4%	37.7%	38.3%	35.5%	23.5%	21.9%	25.0%	9.9%	10.1%	9.0%	2.9%	5.1%	4.2%	1,732	1,269	936	380	468	343
Army‡	24.6%	22.5%	24.0%	41.1%	37.4%	36.8%	20.4%	23.9%	24.6%	10.1%	11.5%	10.2%	3.8%	4.7%	4.3%	2,114	2,222	2,032	323	442	498
Navy‡	28.7%	27.2%	25.6%	44.0%	44.6%	43.6%	16.7%	17.1%	20.0%	7.6%	7.9%	7.7%	2.9%	3.2%	3.1%	3,825	3,737	3,269	288	374	378
Marine Corps	20.7%	26.7%	24.5%	43.9%	40.8%	39.3%	22.8%	15.7%	25.6%	9.1%	11.0%	6.3%	3.5%	5.8%	4.3%	288	292	286	33	37	56
DOD 4th Estate	40.5%	40.7%	38.6%	39.2%	38.4%	40.0%	10.6%	12.2%	12.9%	6.8%	6.0%	6.1%	2.8%	2.7%	2.4%	9,334	8,088	5,494	180	215	230

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

**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

(80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	47.6%	46.4%	45.4%	41.4%	42.7%	43.3%	7.5%	7.5%	7.9%	2.5%	2.4%	2.3%	1.0%	1.0%	1.1%	151,249	138,977	134,642	2,908	3,202	3,316
BBG	39.8%	34.2%	33.4%	43.2%	47.4%	45.4%	14.2%	13.8%	14.8%	2.2%	1.1%	5.1%	0.6%	3.6%	1.3%	180	195	160	13	17	27
CSOSA	51.0%	50.0%	54.6%	41.5%	40.0%	37.8%	4.6%	4.7%	5.0%	1.4%	3.2%	1.7%	1.4%	2.0%	0.9%	351	385	353	5	9	11
DHS	45.5%	45.0%	44.9%	40.3%	40.5%	41.0%	8.8%	8.9%	9.2%	3.6%	3.9%	3.2%	1.8%	1.7%	1.7%	12,662	12,168	10,927	224	316	276
DOC	55.0%	60.6%	58.6%	37.4%	33.9%	35.8%	5.1%	3.8%	4.0%	1.8%	1.3%	1.2%	0.6%	0.5%	0.4%	5,243	5,116	5,074	67	55	58
DOE	52.0%	49.9%	50.1%	40.8%	43.1%	43.7%	4.8%	5.1%	4.6%	1.5%	1.5%	1.3%	0.9%	0.4%	0.4%	4,419	3,416	3,606	42	39	31
DOI	44.8%	42.6%	40.4%	45.3%	47.1%	48.8%	7.0%	7.1%	7.9%	2.1%	2.4%	2.0%	0.8%	0.8%	0.8%	12,061	8,489	8,269	145	121	163
DOJ	44.4%	42.4%	43.9%	42.0%	42.7%	40.1%	9.5%	9.9%	10.4%	3.2%	3.5%	3.8%	0.9%	1.5%	1.8%	4,545	3,932	3,642	145	158	140
DOL	52.0%	43.3%	42.5%	37.7%	44.9%	45.7%	8.3%	9.2%	9.8%	1.3%	2.0%	1.4%	0.7%	0.6%	0.5%	2,406	2,676	1,392	112	161	81
DOT	47.6%	45.3%	44.0%	41.7%	45.1%	45.4%	6.6%	5.6%	6.0%	3.0%	2.8%	2.8%	1.0%	1.1%	1.7%	9,532	6,988	13,246	78	71	135
Educ	52.0%	50.7%	49.1%	40.8%	41.6%	42.3%	5.2%	4.8%	5.6%	1.1%	1.9%	2.0%	0.9%	1.1%	1.0%	1,129	997	1,144	20	21	27
EEOC	54.8%	48.9%	50.1%	37.2%	41.9%	42.8%	5.4%	5.5%	4.6%	1.3%	2.3%	1.3%	1.3%	1.4%	1.1%	659	595	653	18	13	9
EPA	50.5%	49.1%	49.7%	41.1%	43.6%	44.9%	5.4%	4.9%	4.0%	2.5%	1.7%	1.1%	0.5%	0.7%	0.4%	2,973	2,536	2,576	32	22	28
FCC	53.4%	38.7%	47.0%	33.2%	50.1%	48.0%	10.3%	10.4%	5.0%	1.5%	0.0%	0.0%	1.5%	0.9%	0.0%	56	84	103	6	4	8
FERC	75.3%	72.4%	71.4%	23.2%	24.6%	25.0%	1.4%	2.2%	2.3%	0.1%	0.6%	1.1%	0.0%	0.2%	0.2%	750	661	656	1	3	3
FTC	65.9%	62.9%	66.2%	29.7%	33.3%	29.3%	2.6%	3.1%	3.9%	1.8%	0.8%	0.6%	0.0%	0.0%	0.0%	163	134	163	3	1	3

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	47.6%	46.4%	45.4%	41.4%	42.7%	43.3%	7.5%	7.5%	7.9%	2.5%	2.4%	2.3%	1.0%	1.0%	1.1%	151,249	138,977	134,642	2,908	3,202	3,316
GSA	69.2%	68.4%	67.9%	28.0%	28.7%	29.4%	2.0%	2.2%	1.8%	0.6%	0.6%	0.7%	0.2%	0.1%	0.3%	5,017	5,422	5,247	28	42	32
HHS	47.6%	46.8%	46.3%	41.0%	41.9%	41.8%	7.2%	7.4%	7.9%	2.8%	2.7%	2.7%	1.3%	1.2%	1.3%	11,314	9,918	10,306	288	317	346
HUD	50.3%	46.3%	47.7%	41.1%	44.2%	45.0%	6.4%	7.2%	5.0%	1.6%	1.6%	1.5%	0.6%	0.6%	0.7%	1,949	1,427	1,292	43	36	25
NARA	44.5%	46.3%	48.0%	38.2%	42.7%	40.9%	15.6%	8.9%	8.3%	0.8%	1.6%	1.5%	0.9%	0.5%	1.4%	344	308	313	20	20	22
NASA	60.6%	57.8%	54.6%	33.7%	36.9%	38.9%	4.8%	4.5%	5.6%	0.5%	0.6%	0.7%	0.4%	0.2%	0.2%	3,007	2,965	3,173	63	60	98
NCUA	48.4%	43.6%	42.4%	43.3%	46.5%	45.0%	5.0%	5.2%	8.8%	2.8%	4.0%	3.2%	0.4%	0.7%	0.5%	532	514	541	6	6	6
NLRB	45.0%	39.6%	25.1%	45.8%	49.2%	46.0%	5.6%	6.0%	9.0%	3.0%	3.6%	13.4%	0.7%	1.6%	6.4%	436	347	307	6	6	5
NRC	57.6%	62.1%	59.5%	37.7%	34.1%	35.8%	3.8%	2.7%	3.9%	0.6%	0.8%	0.5%	0.4%	0.3%	0.4%	1,528	1,410	1,481	15	18	13
NSF	62.0%	49.1%	52.8%	28.2%	41.9%	35.8%	5.5%	6.8%	6.9%	2.1%	1.5%	3.8%	2.2%	0.8%	0.7%	136	127	129	5	9	11
OMB	50.5%	51.0%	35.6%	41.1%	30.2%	43.3%	6.7%	10.4%	11.9%	1.7%	3.9%	6.5%	0.0%	4.4%	2.6%	45	46	42	0	1	1
OPM	65.3%	68.3%	64.5%	31.2%	28.4%	32.1%	2.5%	2.3%	2.4%	0.5%	0.7%	0.6%	0.5%	0.4%	0.4%	1,533	1,590	1,249	18	23	18
PBGC	51.1%	45.1%	37.9%	39.3%	49.2%	51.9%	7.2%	4.7%	8.7%	1.5%	0.0%	0.6%	0.9%	1.1%	0.9%	191	148	119	5	8	5
RRB	38.2%	38.5%	38.7%	50.5%	50.8%	46.8%	6.9%	8.0%	11.3%	4.4%	2.1%	2.9%	0.0%	0.7%	0.4%	157	200	224	7	5	7
SBA	55.0%	51.6%	53.0%	38.5%	42.5%	41.5%	5.0%	3.2%	3.3%	1.2%	1.9%	1.7%	0.5%	0.8%	0.5%	657	721	793	6	12	10
SEC	56.9%	55.8%	46.6%	36.5%	36.9%	42.7%	4.3%	5.0%	6.5%	1.5%	1.8%	3.4%	0.8%	0.5%	0.9%	989	1,278	1,059	12	11	13

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	47.6%	46.4%	45.4%	41.4%	42.7%	43.3%	7.5%	7.5%	7.9%	2.5%	2.4%	2.3%	1.0%	1.0%	1.1%	151,249	138,977	134,642	2,908	3,202	3,316
SSA	46.1%	44.3%	41.0%	41.3%	42.7%	44.2%	10.0%	9.5%	11.0%	1.8%	2.5%	2.9%	0.8%	0.9%	1.0%	1,571	1,437	1,335	110	109	120
State	43.4%	45.7%	42.7%	42.6%	42.8%	42.4%	9.7%	9.0%	9.1%	3.5%	1.8%	3.9%	0.8%	0.6%	1.9%	506	488	341	27	25	22
Treas	59.0%	58.3%	56.1%	34.2%	35.2%	36.7%	4.1%	4.1%	4.5%	1.8%	1.6%	1.7%	0.9%	0.8%	1.0%	20,595	20,343	19,340	310	328	347
USAID	52.1%	53.2%	51.9%	39.3%	36.9%	40.0%	5.4%	7.9%	5.8%	2.7%	1.4%	1.8%	0.6%	0.6%	0.5%	485	484	547	11	16	14
USDA	46.3%	45.2%	43.3%	45.2%	45.4%	47.0%	6.3%	7.2%	7.6%	1.5%	1.5%	1.5%	0.7%	0.6%	0.6%	9,061	9,113	5,758	173	188	130
VA	36.2%	33.9%	34.1%	43.4%	45.8%	45.1%	14.3%	14.6%	15.2%	4.1%	3.5%	3.6%	2.0%	2.1%	2.0%	6,216	5,025	5,356	307	300	430
Small Agencies	52.2%	50.5%	51.2%	37.9%	39.8%	39.4%	5.7%	6.3%	6.4%	2.6%	2.5%	2.3%	1.6%	0.8%	0.7%	1,985	1,856	1,981	34	30	35
DOD	47.0%	45.4%	44.3%	42.7%	44.2%	45.0%	7.1%	7.3%	7.6%	2.3%	2.2%	2.1%	0.9%	0.8%	0.9%	25,866	25,438	21,745	503	621	606
USACE	42.2%	39.2%	37.8%	47.0%	48.0%	50.1%	7.8%	7.9%	8.6%	1.9%	3.9%	2.3%	1.1%	1.0%	1.1%	1,403	828	740	25	11	17
Air Force	45.9%	43.8%	43.5%	42.9%	44.4%	44.8%	7.8%	8.6%	8.1%	2.4%	2.1%	2.6%	1.1%	1.2%	1.1%	6,147	6,018	3,682	135	168	121
Army‡	44.6%	42.6%	42.9%	43.3%	45.5%	45.9%	8.1%	8.3%	7.8%	3.2%	2.8%	2.3%	0.8%	0.8%	1.1%	5,066	5,992	5,899	133	190	180
Navy‡	47.3%	45.7%	44.4%	43.5%	45.3%	46.0%	6.8%	6.6%	7.2%	1.7%	1.9%	1.9%	0.7%	0.5%	0.6%	6,470	6,640	6,543	104	133	183
Marine Corps	44.1%	51.4%	44.0%	45.1%	39.0%	43.0%	5.9%	4.8%	9.2%	2.3%	2.7%	2.4%	2.6%	2.1%	1.5%	593	564	798	8	11	18
DOD 4th Estate	53.5%	52.4%	50.1%	38.1%	39.7%	40.7%	5.6%	5.8%	6.9%	2.2%	1.4%	1.5%	0.7%	0.8%	0.7%	6,187	5,396	4,083	98	108	87

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

**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

(81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	29.2%	27.7%	27.7%	50.6%	51.8%	51.9%	16.5%	16.7%	16.9%	2.7%	2.9%	2.7%	0.9%	0.9%	0.9%	106,036	100,599	95,574	7,380	7,562	7,496
BBG	25.6%	27.6%	27.8%	49.0%	48.3%	54.4%	21.0%	22.1%	15.8%	3.4%	2.0%	1.0%	0.9%	0.0%	1.1%	206	260	286	25	24	29
CSOSA	30.7%	31.4%	29.3%	53.3%	53.2%	52.5%	10.4%	11.5%	14.6%	3.9%	3.4%	3.0%	1.6%	0.5%	0.5%	259	261	236	7	26	24
DHS	23.2%	21.6%	22.2%	49.4%	51.0%	51.4%	21.1%	21.3%	20.3%	4.4%	4.6%	4.3%	1.9%	1.6%	1.8%	10,379	10,388	8,887	666	955	840
DOC	34.2%	38.8%	34.2%	51.8%	49.6%	50.7%	11.8%	10.5%	13.5%	2.0%	1.1%	1.3%	0.2%	0.1%	0.4%	2,514	2,561	2,594	140	135	157
DOE	30.8%	28.5%	30.6%	51.7%	53.8%	54.0%	13.4%	13.7%	12.0%	2.9%	3.0%	2.4%	1.2%	1.0%	0.9%	2,712	2,139	2,298	144	142	118
DOI	24.3%	22.2%	21.6%	52.5%	54.2%	54.2%	17.8%	18.6%	19.5%	4.3%	4.1%	3.7%	1.1%	0.9%	0.9%	7,126	5,106	5,010	391	289	314
DOJ	23.2%	21.4%	21.3%	53.9%	54.5%	53.3%	18.4%	20.3%	21.9%	3.6%	3.0%	2.8%	1.0%	0.8%	0.8%	5,015	4,394	4,724	506	451	440
DOL	29.8%	26.2%	27.2%	51.8%	53.0%	53.5%	14.8%	17.2%	16.4%	2.7%	3.0%	2.0%	1.0%	0.6%	0.9%	2,459	2,351	1,162	205	259	121
DOT	29.7%	28.7%	26.8%	50.6%	52.1%	51.6%	16.7%	15.7%	16.8%	2.5%	1.9%	2.1%	0.5%	1.5%	2.8%	3,014	2,407	4,340	217	168	420
Educ	30.6%	28.1%	31.1%	55.2%	54.0%	52.0%	11.1%	13.4%	12.5%	2.1%	3.8%	3.4%	1.0%	0.8%	1.0%	672	622	663	43	44	47
EEOC	35.0%	25.0%	20.3%	44.1%	52.5%	57.6%	15.6%	17.9%	17.8%	3.5%	3.9%	3.8%	1.8%	0.7%	0.4%	230	244	259	27	22	26
EPA	32.1%	34.2%	32.2%	50.4%	49.9%	51.6%	14.2%	11.4%	13.4%	2.7%	3.8%	2.4%	0.6%	0.7%	0.4%	1,556	1,349	1,394	65	49	52
FCC	34.7%	32.7%	28.2%	46.6%	58.4%	55.4%	13.2%	7.0%	14.3%	2.2%	1.0%	2.1%	3.3%	1.0%	0.0%	110	189	200	8	9	14
FERC	49.2%	48.3%	41.4%	43.6%	43.6%	51.1%	6.8%	7.3%	7.0%	0.2%	0.9%	0.3%	0.2%	0.0%	0.2%	421	372	386	14	12	16
FTC	22.4%	23.0%	35.1%	56.1%	50.3%	54.1%	19.5%	21.4%	9.8%	1.9%	5.3%	1.0%	0.0%	0.0%	0.0%	99	97	108	11	7	9

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	29.2%	27.7%	27.7%	50.6%	51.8%	51.9%	16.5%	16.7%	16.9%	2.7%	2.9%	2.7%	0.9%	0.9%	0.9%	106,036	100,599	95,574	7,380	7,562	7,496
GSA	40.4%	37.1%	37.6%	44.7%	45.6%	46.3%	12.7%	15.5%	13.5%	1.8%	1.2%	2.3%	0.4%	0.6%	0.4%	1,481	1,782	2,028	146	164	131
HHS	31.6%	30.0%	29.2%	51.2%	52.8%	53.0%	13.7%	14.0%	14.7%	2.6%	2.5%	2.4%	0.9%	0.7%	0.8%	8,694	8,155	8,170	583	543	593
HUD	25.9%	27.7%	24.0%	55.3%	52.6%	55.7%	15.3%	15.5%	15.7%	2.7%	3.0%	3.6%	0.8%	1.1%	0.9%	1,394	978	858	94	75	71
NARA	25.0%	23.2%	34.5%	52.1%	51.9%	47.0%	19.2%	21.9%	14.7%	2.7%	2.8%	2.5%	0.9%	0.3%	1.3%	437	320	322	27	32	27
NASA	44.4%	41.2%	40.6%	47.1%	49.1%	49.8%	7.3%	7.9%	7.7%	1.1%	1.6%	1.5%	0.2%	0.2%	0.4%	4,748	4,399	4,725	110	118	139
NCUA	33.4%	31.0%	35.0%	44.3%	44.2%	46.0%	18.3%	21.1%	13.8%	3.3%	2.9%	4.5%	0.6%	0.7%	0.6%	159	169	151	11	16	16
NLRB	22.0%	26.8%	20.1%	52.3%	52.8%	52.7%	21.1%	17.3%	25.0%	3.2%	2.1%	2.2%	1.4%	1.0%	0.0%	210	153	178	18	17	18
NRC	49.2%	46.7%	47.2%	42.6%	44.1%	43.9%	6.6%	6.7%	7.0%	1.1%	1.9%	1.6%	0.5%	0.6%	0.3%	1,141	1,001	1,009	35	38	31
NSF	42.3%	35.3%	35.8%	48.2%	51.0%	54.6%	8.0%	9.9%	6.9%	0.9%	3.1%	1.7%	0.6%	0.7%	1.0%	294	305	315	9	12	11
OMB	22.7%	31.4%	29.5%	59.5%	52.7%	56.6%	13.5%	10.5%	11.4%	0.9%	5.4%	2.5%	3.3%	0.0%	0.0%	87	82	77	4	2	3
OPM	31.9%	36.1%	41.4%	47.9%	46.2%	45.7%	16.3%	12.1%	12.0%	2.8%	4.8%	0.6%	1.1%	0.9%	0.2%	603	707	825	46	46	42
PBGC	36.4%	28.8%	34.0%	55.9%	63.8%	57.0%	7.3%	6.6%	7.3%	0.4%	0.5%	1.7%	0.0%	0.4%	0.0%	227	176	139	12	11	11
RRB	42.5%	40.7%	46.2%	48.9%	49.8%	45.3%	7.5%	8.3%	6.7%	1.1%	1.2%	1.4%	0.0%	0.0%	0.4%	206	266	274	16	12	11
SBA	28.8%	22.8%	23.4%	46.8%	51.9%	53.7%	20.9%	21.5%	20.6%	2.0%	3.0%	1.7%	1.5%	0.8%	0.6%	197	189	218	28	28	32
SEC	33.5%	32.5%	29.1%	48.9%	52.8%	53.6%	13.7%	11.4%	13.8%	3.6%	2.6%	3.1%	0.3%	0.7%	0.5%	383	567	509	22	40	24

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	29.2%	27.7%	27.7%	50.6%	51.8%	51.9%	16.5%	16.7%	16.9%	2.7%	2.9%	2.7%	0.9%	0.9%	0.9%	106,036	100,599	95,574	7,380	7,562	7,496
SSA	24.6%	21.4%	20.9%	52.3%	55.9%	54.5%	20.0%	19.5%	20.4%	2.6%	2.5%	3.0%	0.5%	0.8%	1.3%	1,991	2,000	1,692	193	178	186
State	19.2%	16.8%	18.4%	57.7%	57.1%	55.2%	16.6%	21.6%	21.9%	5.9%	3.5%	3.7%	0.6%	1.0%	0.8%	749	691	425	82	75	40
Treas	30.6%	30.2%	29.4%	51.1%	51.9%	52.2%	15.2%	15.1%	15.4%	2.3%	2.2%	2.1%	0.9%	0.7%	0.9%	10,557	10,982	11,259	942	894	953
USAID	32.5%	29.1%	29.5%	51.9%	56.5%	54.7%	14.0%	12.4%	14.4%	1.0%	1.8%	1.4%	0.6%	0.3%	0.0%	491	481	520	41	39	67
USDA	33.3%	32.3%	30.2%	51.5%	51.4%	52.4%	12.4%	13.5%	14.3%	2.3%	2.2%	2.4%	0.6%	0.5%	0.7%	5,521	5,873	3,582	311	305	197
VA	18.7%	17.8%	18.6%	52.7%	53.5%	53.4%	24.4%	23.7%	24.0%	3.3%	3.6%	3.0%	0.9%	1.4%	1.0%	5,690	4,997	5,570	722	692	742
Small Agencies	33.0%	32.3%	33.3%	48.8%	51.3%	48.2%	14.2%	14.1%	15.4%	3.0%	1.8%	2.4%	1.1%	0.5%	0.7%	1,418	1,325	1,570	84	95	93
DOD	33.1%	31.1%	31.2%	49.4%	50.7%	51.0%	14.6%	14.8%	14.7%	2.2%	2.6%	2.4%	0.7%	0.9%	0.7%	22,586	22,261	18,611	1,375	1,538	1,431
USACE	20.6%	16.9%	19.3%	56.4%	51.9%	54.1%	17.6%	22.2%	19.6%	4.6%	7.2%	5.8%	0.7%	1.8%	1.1%	915	511	555	75	30	40
Air Force	35.9%	34.3%	33.5%	51.6%	52.4%	52.4%	10.5%	10.9%	11.9%	1.6%	1.7%	1.8%	0.5%	0.6%	0.5%	8,242	8,276	5,566	414	461	272
Army‡	25.1%	22.3%	24.3%	51.0%	53.1%	54.0%	20.3%	20.1%	17.9%	2.9%	3.4%	3.0%	0.7%	1.1%	0.8%	3,438	4,139	4,060	327	454	493
Navy‡	26.7%	24.5%	26.8%	49.0%	51.0%	51.3%	20.7%	20.0%	18.1%	2.4%	3.5%	2.8%	1.1%	1.0%	1.0%	4,050	4,286	4,249	289	322	358
Marine Corps	34.4%	38.2%	34.9%	46.1%	44.5%	46.8%	15.4%	14.6%	15.1%	3.4%	1.7%	2.1%	0.7%	1.1%	1.1%	564	588	715	32	39	45
DOD 4th Estate	45.7%	43.0%	43.1%	43.3%	45.1%	43.7%	8.7%	9.6%	10.7%	1.7%	1.7%	1.9%	0.7%	0.6%	0.6%	5,377	4,461	3,466	238	232	223

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

**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

(82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	26.1%	25.3%	24.5%	48.7%	48.8%	49.5%	20.9%	21.6%	21.8%	2.8%	3.0%	2.7%	1.6%	1.4%	1.5%	55,156	52,178	50,775	8,714	8,882	8,526
BBG	26.6%	25.6%	21.0%	39.0%	44.0%	49.5%	31.5%	21.4%	27.1%	1.4%	7.2%	2.3%	1.5%	1.8%	0.0%	66	70	78	39	27	28
CSOSA	37.5%	35.4%	32.3%	52.0%	45.3%	49.2%	8.6%	16.1%	15.6%	1.1%	3.3%	1.7%	0.8%	0.0%	1.2%	155	167	164	16	25	28
DHS	23.4%	22.2%	23.9%	49.9%	49.1%	49.4%	21.2%	23.3%	21.7%	3.4%	3.5%	3.2%	2.1%	1.9%	1.8%	5,712	6,334	5,750	584	1,146	973
DOC	27.8%	32.5%	29.5%	49.9%	47.0%	44.6%	18.3%	16.8%	22.7%	2.8%	2.9%	2.0%	1.2%	0.8%	1.2%	1,114	1,097	1,109	173	169	173
DOE	29.5%	27.3%	30.0%	48.6%	49.9%	50.4%	18.8%	19.3%	17.0%	1.9%	2.4%	1.6%	1.2%	1.1%	0.9%	1,197	952	965	176	160	139
DOI	22.0%	20.9%	19.8%	53.8%	54.3%	55.5%	19.7%	20.1%	20.5%	2.9%	3.4%	3.2%	1.6%	1.2%	1.0%	4,856	3,639	3,683	559	421	405
DOJ	30.1%	30.0%	28.5%	50.7%	49.9%	50.2%	15.4%	16.4%	18.3%	2.5%	2.4%	2.2%	1.3%	1.3%	0.9%	3,655	3,376	3,234	459	434	368
DOL	32.6%	28.3%	24.7%	49.2%	51.4%	52.5%	15.3%	17.3%	18.5%	1.9%	1.9%	2.4%	1.1%	1.2%	1.9%	1,513	1,533	749	183	292	150
DOT	29.6%	27.0%	26.5%	50.4%	53.7%	52.6%	16.8%	17.1%	17.1%	2.0%	2.0%	1.9%	1.1%	0.2%	1.9%	2,133	1,636	3,124	350	265	504
Educ	29.9%	34.4%	33.6%	47.6%	45.9%	47.8%	19.9%	17.8%	15.7%	2.1%	1.1%	0.8%	0.4%	0.9%	2.1%	241	207	242	57	44	42
EEOC	33.7%	22.3%	22.2%	41.5%	49.3%	54.7%	18.8%	26.5%	20.2%	3.5%	1.3%	2.9%	2.5%	0.6%	0.0%	164	160	144	34	33	34
EPA	30.4%	28.7%	24.8%	52.0%	46.0%	53.4%	14.7%	22.4%	19.0%	2.3%	2.3%	1.9%	0.5%	0.6%	0.8%	496	435	475	98	75	82
FCC	35.0%	23.2%	22.8%	41.2%	46.8%	56.3%	19.3%	28.6%	19.3%	4.5%	1.3%	0.0%	0.0%	0.0%	1.5%	38	61	66	10	14	16
FERC	31.6%	36.1%	34.0%	47.9%	42.7%	49.0%	19.5%	16.3%	12.7%	1.1%	3.6%	2.9%	0.0%	1.3%	1.3%	100	78	79	17	19	25
FTC	32.1%	21.9%	36.3%	49.0%	50.4%	52.1%	16.8%	21.9%	9.2%	0.0%	3.8%	2.4%	2.2%	2.1%	0.0%	46	50	36	7	6	4

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	26.1%	25.3%	24.5%	48.7%	48.8%	49.5%	20.9%	21.6%	21.8%	2.8%	3.0%	2.7%	1.6%	1.4%	1.5%	55,156	52,178	50,775	8,714	8,882	8,526
GSA	38.7%	32.2%	32.0%	37.7%	45.9%	43.7%	20.3%	19.7%	21.9%	2.4%	1.5%	1.5%	0.9%	0.7%	0.9%	818	940	949	212	222	223
HHS	28.8%	26.0%	27.0%	47.7%	50.0%	50.2%	18.8%	19.8%	19.1%	3.3%	2.8%	2.6%	1.3%	1.5%	1.2%	4,307	4,049	4,026	738	657	686
HUD	25.6%	25.3%	24.5%	49.9%	51.3%	50.1%	19.2%	19.2%	20.8%	3.1%	2.9%	3.5%	2.3%	1.4%	1.1%	799	567	519	120	79	82
NARA	28.1%	24.1%	34.5%	46.3%	51.6%	45.0%	19.3%	20.4%	16.4%	4.5%	2.8%	2.0%	1.8%	1.0%	2.2%	227	203	180	30	39	43
NASA	48.1%	43.7%	41.8%	40.9%	43.3%	46.8%	9.2%	10.8%	9.4%	1.7%	1.8%	1.5%	0.1%	0.4%	0.6%	1,467	1,380	1,501	147	115	161
NCUA	30.7%	21.9%	33.6%	51.6%	50.2%	45.3%	16.6%	22.4%	18.6%	1.1%	4.0%	0.0%	0.0%	1.5%	2.4%	73	70	77	22	26	10
NLRB	37.4%	30.9%	22.4%	44.8%	44.0%	58.8%	12.1%	19.5%	14.9%	4.4%	2.6%	1.3%	1.3%	3.0%	2.7%	68	64	75	25	14	12
NRC	42.4%	47.3%	45.0%	45.9%	40.6%	43.1%	9.5%	9.1%	9.4%	1.3%	1.9%	1.5%	0.8%	1.1%	1.0%	502	443	403	39	48	41
NSF	43.7%	27.2%	32.1%	43.1%	52.6%	51.3%	12.3%	14.8%	12.8%	0.0%	3.5%	0.9%	0.9%	1.8%	2.9%	98	101	97	14	20	11
OMB	11.0%	24.4%	18.5%	78.3%	49.0%	43.1%	10.7%	16.1%	38.4%	0.0%	6.0%	0.0%	0.0%	4.5%	0.0%	16	19	16	4	2	6
OPM	34.7%	33.6%	34.0%	38.3%	44.6%	46.8%	23.8%	18.9%	16.0%	1.5%	1.5%	1.3%	1.7%	1.3%	1.9%	335	373	307	77	85	53
PBGC	34.2%	35.7%	31.8%	33.8%	48.2%	49.7%	27.6%	12.4%	13.9%	2.9%	3.7%	1.6%	1.6%	0.0%	3.1%	61	44	39	14	10	5
RRB	23.5%	35.9%	29.7%	53.6%	50.4%	51.9%	14.3%	10.5%	15.3%	5.1%	2.1%	2.2%	3.4%	1.0%	0.9%	75	85	96	12	15	24
SBA	17.7%	17.1%	18.0%	52.3%	52.9%	49.2%	27.3%	28.1%	29.2%	1.4%	0.7%	1.7%	1.3%	1.2%	2.0%	161	161	186	38	33	44
SEC	26.3%	32.5%	27.4%	51.1%	47.2%	52.8%	18.1%	16.2%	14.8%	3.4%	1.5%	3.3%	1.2%	2.6%	1.7%	128	189	176	20	38	28

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	26.1%	25.3%	24.5%	48.7%	48.8%	49.5%	20.9%	21.6%	21.8%	2.8%	3.0%	2.7%	1.6%	1.4%	1.5%	55,156	52,178	50,775	8,714	8,882	8,526
SSA	27.9%	29.0%	25.4%	50.5%	49.6%	52.2%	16.6%	16.2%	17.7%	3.6%	4.1%	3.2%	1.4%	1.0%	1.6%	1,686	1,605	1,557	173	183	173
State	23.3%	19.7%	21.7%	45.3%	48.1%	46.6%	25.3%	29.9%	27.9%	5.1%	2.1%	2.4%	0.9%	0.2%	1.4%	220	223	135	66	73	38
Treas	30.5%	30.9%	30.0%	50.2%	50.4%	51.3%	16.0%	15.5%	15.9%	2.2%	2.2%	2.0%	1.1%	1.0%	0.8%	8,217	8,131	8,228	1,005	937	946
USAID	30.5%	28.5%	26.8%	44.3%	49.9%	45.1%	21.0%	18.2%	26.6%	1.4%	3.4%	0.9%	2.8%	0.0%	0.6%	152	147	149	46	56	57
USDA	25.9%	25.2%	23.7%	52.0%	52.7%	53.5%	18.6%	18.1%	19.0%	2.5%	2.9%	2.9%	1.0%	1.1%	0.9%	3,582	3,585	2,376	403	442	293
VA	21.8%	21.0%	19.8%	43.9%	47.6%	48.7%	28.0%	25.5%	25.5%	3.9%	3.8%	3.7%	2.3%	2.1%	2.3%	3,270	2,813	3,089	764	699	776
Small Agencies	29.5%	28.8%	26.7%	47.7%	47.9%	47.8%	17.9%	19.0%	22.5%	2.6%	2.7%	2.3%	2.3%	1.7%	0.7%	643	611	696	126	129	132
DOD	24.4%	23.3%	22.8%	48.4%	46.1%	47.0%	23.4%	26.4%	26.3%	2.2%	2.8%	2.3%	1.6%	1.3%	1.6%	6,765	6,580	6,000	1,857	1,830	1,711
USACE	17.9%	21.3%	18.7%	55.5%	49.9%	50.0%	21.8%	24.3%	27.3%	3.1%	3.4%	2.8%	1.8%	1.1%	1.2%	588	290	302	87	58	51
Air Force	25.3%	23.2%	23.6%	50.5%	49.2%	45.8%	20.4%	23.8%	26.6%	2.3%	2.3%	1.7%	1.4%	1.5%	2.2%	1,353	1,248	962	524	432	332
Army‡	24.4%	20.8%	19.9%	44.5%	46.5%	49.3%	27.1%	28.5%	26.2%	2.1%	3.0%	2.7%	1.9%	1.2%	2.0%	1,510	1,886	1,810	419	516	518
Navy‡	20.7%	20.4%	22.0%	51.0%	45.6%	45.4%	24.7%	29.8%	28.1%	2.0%	2.7%	3.0%	1.6%	1.6%	1.4%	1,466	1,482	1,438	438	444	459
Marine Corps	18.2%	24.1%	31.6%	50.9%	41.3%	33.1%	25.9%	29.0%	31.7%	2.0%	3.7%	2.0%	3.0%	1.9%	1.7%	115	115	135	46	48	54
DOD 4th Estate	31.4%	31.6%	28.2%	45.8%	42.3%	47.2%	19.6%	22.2%	22.6%	2.1%	3.0%	1.4%	1.1%	0.9%	0.7%	1,733	1,559	1,353	343	332	297

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

**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

(83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	31.8%	31.3%	30.1%	39.8%	40.4%	40.3%	24.4%	23.9%	25.9%	2.6%	2.7%	2.4%	1.5%	1.7%	1.3%	10,781	10,509	10,108	4,620	4,356	4,459
BBG	34.0%	16.3%	10.7%	30.1%	21.3%	29.1%	30.8%	62.3%	55.6%	5.2%	0.0%	4.6%	0.0%	0.0%	0.0%	20	24	19	10	13	12
CSOSA	41.9%	63.5%	41.1%	27.9%	25.9%	26.7%	26.9%	10.5%	32.3%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	35	29	34	8	13	19
DHS	22.4%	25.3%	26.9%	34.3%	38.0%	34.0%	36.5%	29.9%	36.5%	4.6%	3.6%	1.8%	2.2%	3.3%	0.8%	491	704	645	317	433	372
DOC	32.7%	40.8%	39.0%	41.0%	35.6%	34.5%	22.0%	21.4%	24.2%	3.4%	1.8%	2.1%	0.9%	0.5%	0.2%	329	355	347	115	102	126
DOE	33.4%	37.5%	38.2%	40.0%	40.2%	38.2%	24.5%	19.8%	20.9%	2.1%	1.8%	1.7%	0.0%	0.7%	1.0%	203	174	170	99	79	89
DOI	27.8%	21.3%	24.4%	36.6%	36.9%	31.5%	29.7%	35.5%	38.6%	4.1%	4.3%	2.1%	1.7%	2.0%	3.4%	382	265	257	210	159	168
DOJ	28.7%	23.7%	26.5%	40.7%	38.4%	33.9%	26.7%	36.2%	36.3%	1.0%	1.1%	2.1%	2.9%	0.7%	1.2%	360	327	305	228	203	187
DOL	40.4%	41.7%	33.6%	39.5%	35.0%	42.5%	17.4%	22.5%	22.9%	1.3%	0.2%	1.0%	1.5%	0.5%	0.0%	403	401	194	153	185	91
DOT	35.2%	36.1%	29.4%	39.4%	43.6%	40.6%	22.1%	14.0%	22.9%	2.6%	3.9%	6.5%	0.8%	2.4%	0.6%	367	303	598	170	117	259
Educ	26.8%	29.2%	19.9%	34.2%	25.4%	31.9%	26.6%	39.0%	33.8%	8.6%	5.4%	10.7%	3.7%	1.0%	3.8%	76	62	64	33	20	26
EEOC	35.6%	25.5%	14.7%	39.8%	32.5%	56.4%	19.6%	38.3%	25.8%	5.0%	0.0%	0.0%	0.0%	3.7%	3.1%	20	26	27	20	15	10
EPA	36.0%	36.2%	35.4%	40.8%	43.9%	30.3%	19.3%	17.8%	28.5%	1.3%	2.2%	3.3%	2.6%	0.0%	2.4%	124	105	96	57	56	51
FCC	57.6%	34.4%	17.3%	32.1%	29.3%	33.7%	10.3%	26.7%	49.0%	0.0%	0.0%	0.0%	0.0%	9.7%	0.0%	6	10	6	3	3	5
FERC	52.7%	55.0%	60.5%	36.2%	30.9%	20.8%	11.1%	14.1%	18.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	39	42	32	16	12	18
FTC	34.0%	48.4%	22.6%	20.2%	26.3%	31.2%	37.0%	25.3%	35.1%	8.8%	0.0%	0.0%	0.0%	0.0%	11.1%	12	14	9	5	5	3

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	31.8%	31.3%	30.1%	39.8%	40.4%	40.3%	24.4%	23.9%	25.9%	2.6%	2.7%	2.4%	1.5%	1.7%	1.3%	10,781	10,509	10,108	4,620	4,356	4,459
GSA	45.2%	37.6%	34.2%	27.4%	29.4%	35.5%	25.2%	29.9%	26.7%	1.3%	2.4%	1.5%	0.8%	0.7%	2.2%	212	293	262	118	142	155
HHS	36.8%	30.5%	31.3%	40.4%	43.4%	41.8%	18.2%	21.1%	22.1%	3.8%	3.3%	3.4%	0.7%	1.7%	1.5%	1,303	1,162	1,145	425	375	394
HUD	34.5%	32.9%	25.6%	40.1%	39.5%	43.4%	20.1%	27.6%	24.4%	3.6%	0.0%	3.3%	1.8%	0.0%	3.2%	134	99	76	64	44	49
NARA	16.1%	21.8%	25.5%	33.5%	35.0%	38.1%	37.5%	24.7%	33.7%	6.9%	11.5%	0.0%	5.9%	7.0%	2.7%	30	32	34	21	16	17
NASA	52.2%	48.5%	45.1%	33.3%	34.4%	43.5%	13.5%	16.1%	10.2%	1.0%	0.6%	1.2%	0.0%	0.4%	0.0%	464	464	468	100	93	130
NCUA	40.5%	18.9%	75.4%	38.8%	47.2%	0.0%	20.7%	33.9%	24.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8	9	4	6	8	5
NLRB	38.1%	46.6%	22.6%	26.5%	25.0%	35.6%	29.5%	19.2%	34.6%	6.0%	0.0%	7.2%	0.0%	9.3%	0.0%	15	10	21	7	6	8
NRC	40.8%	40.8%	47.5%	40.9%	35.1%	29.4%	17.0%	24.1%	19.1%	0.0%	0.0%	2.5%	1.2%	0.0%	1.7%	81	78	77	34	43	38
NSF	47.3%	49.5%	44.2%	32.3%	41.7%	40.0%	9.2%	4.5%	10.8%	5.8%	2.2%	2.1%	5.4%	2.2%	2.9%	32	38	37	13	11	14
OMB	24.4%	27.1%	9.1%	37.7%	45.3%	54.9%	26.9%	12.0%	22.6%	11.0%	10.8%	13.3%	0.0%	4.8%	0.0%	29	25	21	2	1	3
OPM	47.0%	39.7%	39.3%	21.5%	37.2%	37.9%	31.5%	17.7%	22.9%	0.0%	4.2%	0.0%	0.0%	1.1%	0.0%	80	83	79	23	31	28
PBGC	18.1%	49.6%	30.1%	41.3%	17.2%	38.1%	31.4%	33.2%	31.7%	9.2%	0.0%	0.0%	0.0%	0.0%	0.0%	10	6	13	7	2	5
RRB	14.0%	29.6%	35.8%	40.6%	33.3%	38.4%	45.5%	37.1%	25.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7	10	13	5	9	11
SBA	21.2%	24.5%	14.5%	28.3%	28.5%	28.8%	39.3%	41.9%	51.5%	11.2%	0.0%	0.0%	0.0%	5.1%	5.3%	18	20	19	10	8	16
SEC	46.0%	48.9%	42.0%	41.0%	37.3%	41.7%	10.8%	10.4%	12.7%	2.3%	2.3%	1.4%	0.0%	1.2%	2.2%	126	174	141	19	25	21

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	31.8%	31.3%	30.1%	39.8%	40.4%	40.3%	24.4%	23.9%	25.9%	2.6%	2.7%	2.4%	1.5%	1.7%	1.3%	10,781	10,509	10,108	4,620	4,356	4,459
SSA	35.8%	33.5%	23.5%	28.9%	35.8%	38.9%	30.1%	24.3%	30.0%	3.3%	3.4%	4.2%	1.9%	3.1%	3.5%	235	204	216	98	112	80
State	28.8%	20.1%	42.3%	48.3%	45.0%	31.4%	17.9%	19.8%	20.2%	2.3%	8.8%	3.5%	2.7%	6.2%	2.6%	122	137	76	39	41	28
Treas	32.7%	32.3%	30.3%	34.7%	35.2%	36.0%	28.2%	29.4%	30.3%	2.9%	1.6%	2.2%	1.6%	1.5%	1.3%	989	927	1,027	557	455	570
USAID	38.5%	51.7%	30.3%	41.0%	28.1%	38.3%	16.7%	13.8%	26.6%	2.3%	5.0%	1.6%	1.5%	1.4%	3.2%	81	61	57	15	23	40
USDA	27.3%	24.4%	24.8%	39.6%	42.7%	38.6%	29.9%	29.5%	32.0%	2.0%	1.1%	2.7%	1.2%	2.3%	2.0%	350	317	215	179	168	118
VA	23.2%	23.4%	23.9%	37.4%	40.8%	37.5%	35.6%	30.1%	32.9%	1.8%	3.4%	3.3%	2.0%	2.4%	2.4%	817	716	796	384	324	395
Small Agencies	19.4%	37.8%	30.5%	39.5%	32.4%	31.6%	27.7%	22.4%	30.3%	12.0%	6.3%	6.5%	1.5%	1.1%	1.1%	69	82	83	46	36	43
DOD	33.9%	34.1%	31.7%	42.2%	41.7%	43.7%	20.0%	20.5%	21.8%	2.6%	2.5%	1.9%	1.3%	1.2%	0.9%	2,702	2,721	2,425	1,004	968	855
USACE	29.6%	38.2%	39.7%	46.0%	40.6%	35.0%	20.8%	18.1%	23.7%	3.6%	3.1%	1.5%	0.0%	0.0%	0.0%	144	76	70	37	20	22
Air Force	33.2%	35.4%	31.3%	46.9%	43.4%	43.8%	17.0%	18.0%	22.1%	2.0%	2.2%	1.9%	0.9%	1.1%	0.9%	799	750	489	323	260	170
Army‡	34.0%	31.8%	30.2%	42.7%	43.8%	46.8%	19.1%	21.4%	20.1%	2.8%	2.0%	2.0%	1.4%	1.1%	1.0%	730	936	893	266	321	284
Navy‡	31.8%	32.9%	29.7%	38.8%	40.5%	44.1%	24.0%	20.5%	23.3%	3.5%	4.2%	2.0%	2.0%	1.9%	0.9%	554	535	554	183	192	211
Marine Corps	33.0%	33.1%	31.6%	40.8%	39.8%	41.6%	22.0%	24.4%	26.9%	0.3%	0.0%	0.0%	3.9%	2.7%	0.0%	50	54	72	24	27	27
DOD 4th Estate	39.8%	39.5%	37.7%	37.9%	34.6%	37.1%	19.7%	23.0%	22.1%	2.0%	1.9%	2.3%	0.7%	1.0%	0.8%	425	370	347	171	148	141

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

**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

(84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	26.6%	25.9%	25.3%	39.7%	41.7%	41.0%	31.3%	29.5%	31.3%	1.4%	1.8%	1.6%	1.1%	1.1%	0.7%	7,497	7,385	7,391	3,831	3,459	3,445
BBG	52.0%	17.2%	13.2%	20.5%	42.3%	37.6%	22.0%	35.1%	37.6%	0.0%	0.0%	0.0%	5.5%	5.4%	11.6%	19	23	16	7	10	7
CSOSA	30.0%	34.1%	36.4%	33.9%	50.9%	27.9%	36.1%	14.9%	31.3%	0.0%	0.0%	4.4%	0.0%	0.0%	0.0%	18	13	25	6	8	3
DHS	22.0%	23.8%	25.0%	34.9%	40.3%	35.5%	37.7%	30.4%	37.1%	3.2%	3.3%	1.7%	2.2%	2.3%	0.8%	464	637	590	339	392	315
DOC	30.4%	32.5%	35.2%	39.7%	40.7%	42.6%	27.5%	26.3%	20.4%	2.1%	0.5%	1.8%	0.3%	0.0%	0.0%	266	298	327	95	85	112
DOE	23.2%	23.7%	30.6%	49.0%	50.7%	43.0%	26.1%	24.6%	23.6%	0.5%	1.0%	2.8%	1.2%	0.0%	0.0%	170	171	170	86	68	69
DOI	24.9%	19.8%	30.3%	38.5%	42.4%	33.4%	34.4%	35.2%	32.2%	1.3%	2.3%	3.3%	0.8%	0.3%	0.8%	295	228	228	160	150	155
DOJ	30.4%	26.0%	25.3%	38.7%	42.6%	36.9%	29.5%	29.7%	34.5%	0.9%	1.1%	1.8%	0.5%	0.7%	1.5%	324	305	291	202	182	139
DOL	24.5%	31.1%	23.8%	44.2%	38.6%	48.1%	30.8%	29.4%	27.3%	0.5%	0.5%	0.8%	0.0%	0.5%	0.0%	217	243	110	128	133	72
DOT	29.9%	23.9%	22.4%	43.4%	35.3%	39.4%	24.8%	36.7%	36.5%	2.0%	1.7%	0.9%	0.0%	2.4%	0.9%	272	241	498	121	100	225
Educ	35.7%	34.4%	34.3%	32.2%	42.7%	26.8%	29.4%	20.8%	37.1%	2.6%	0.0%	0.0%	0.0%	2.2%	1.8%	43	46	49	32	21	25
EEOC	34.5%	30.7%	17.0%	33.9%	38.2%	40.3%	28.4%	22.1%	42.7%	3.3%	5.5%	0.0%	0.0%	3.4%	0.0%	28	28	17	16	8	5
EPA	28.3%	25.4%	20.5%	42.3%	46.0%	47.1%	25.2%	27.2%	28.3%	3.0%	0.6%	3.1%	1.1%	0.8%	1.1%	92	90	89	41	38	39
FCC	57.4%	29.0%	8.9%	28.8%	64.5%	53.7%	13.8%	6.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11	31	27	4	2	8
FERC	27.3%	24.0%	24.1%	43.9%	47.0%	33.8%	28.8%	25.3%	38.4%	0.0%	3.8%	3.8%	0.0%	0.0%	0.0%	21	24	25	10	11	15
FTC	38.2%	34.8%	28.0%	19.2%	43.0%	40.8%	42.6%	22.2%	31.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5	14	10	3	6	4

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	26.6%	25.9%	25.3%	39.7%	41.7%	41.0%	31.3%	29.5%	31.3%	1.4%	1.8%	1.6%	1.1%	1.1%	0.7%	7,497	7,385	7,391	3,831	3,459	3,445
GSA	37.9%	40.8%	33.6%	30.4%	32.2%	31.6%	31.8%	26.3%	34.2%	0.0%	0.6%	0.6%	0.0%	0.0%	0.0%	131	155	136	71	85	82
HHS	31.0%	26.2%	26.5%	42.0%	44.5%	46.1%	24.7%	26.2%	24.2%	1.8%	1.9%	2.0%	0.4%	1.3%	1.3%	859	726	830	360	345	343
HUD	33.5%	32.0%	13.5%	37.3%	36.5%	55.7%	21.6%	29.7%	29.2%	2.7%	0.0%	1.6%	4.8%	1.8%	0.0%	115	65	60	58	37	38
NARA	18.3%	14.1%	22.3%	43.2%	40.9%	42.3%	38.5%	32.5%	35.4%	0.0%	7.2%	0.0%	0.0%	5.3%	0.0%	14	28	23	16	10	12
NASA	37.7%	33.3%	28.5%	40.5%	42.0%	46.1%	20.5%	22.3%	24.2%	1.3%	0.4%	0.8%	0.0%	1.9%	0.5%	262	229	244	93	79	99
NCUA	41.5%	25.8%	50.4%	23.8%	38.1%	0.0%	23.3%	36.2%	34.5%	11.4%	0.0%	15.1%	0.0%	0.0%	0.0%	8	11	6	10	6	4
NLRB	30.6%	9.8%	13.1%	34.0%	20.8%	27.5%	35.4%	69.4%	35.6%	0.0%	0.0%	23.9%	0.0%	0.0%	0.0%	6	6	9	8	9	8
NRC	35.0%	40.5%	39.1%	48.7%	36.9%	36.2%	12.2%	22.6%	24.7%	1.3%	0.0%	0.0%	2.7%	0.0%	0.0%	72	68	58	18	37	29
NSF	20.5%	23.9%	41.9%	42.8%	47.2%	40.6%	29.9%	21.3%	13.1%	3.5%	2.9%	0.0%	3.3%	4.7%	4.4%	24	27	24	13	5	3
OMB	0.0%	0.0%	36.8%	75.4%	64.7%	26.4%	24.6%	35.3%	36.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4	3	3	2	1	2
OPM	32.8%	34.1%	34.7%	40.0%	39.3%	45.4%	27.3%	24.4%	19.1%	0.0%	0.0%	0.0%	0.0%	2.2%	0.8%	95	92	107	30	31	19
PBGC	21.1%	39.5%	36.4%	50.9%	35.0%	31.9%	28.0%	25.5%	31.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9	11	10	8	2	0
RRB	24.2%	15.0%	13.3%	71.3%	55.4%	70.2%	4.6%	29.6%	16.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26	34	29	7	7	10
SBA	32.4%	18.9%	21.4%	30.3%	31.5%	39.5%	37.4%	49.6%	39.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12	21	21	10	5	14
SEC	35.8%	30.4%	31.7%	34.5%	39.3%	37.6%	25.1%	30.3%	27.5%	1.9%	0.0%	3.2%	2.6%	0.0%	0.0%	43	66	66	23	19	21

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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
All Responses	26.6%	25.9%	25.3%	39.7%	41.7%	41.0%	31.3%	29.5%	31.3%	1.4%	1.8%	1.6%	1.1%	1.1%	0.7%	7,497	7,385	7,391	3,831	3,459	3,445
SSA	33.8%	27.3%	28.3%	34.3%	41.1%	37.5%	27.9%	28.1%	29.6%	0.9%	0.0%	3.1%	3.1%	3.5%	1.5%	180	150	167	86	76	70
State	25.2%	25.8%	47.1%	47.3%	39.3%	33.4%	21.7%	34.9%	18.9%	5.8%	0.0%	0.5%	0.0%	0.0%	0.0%	87	95	59	34	26	31
Treas	29.7%	28.7%	32.3%	38.3%	41.5%	37.8%	29.3%	27.5%	27.8%	1.6%	1.4%	1.4%	1.0%	0.9%	0.6%	895	862	876	394	345	407
USAID	31.6%	30.8%	28.8%	41.1%	39.9%	36.0%	24.7%	29.3%	31.0%	2.7%	0.0%	4.3%	0.0%	0.0%	0.0%	45	41	45	16	25	29
USDA	24.4%	25.2%	25.9%	45.2%	42.7%	45.0%	28.4%	28.9%	27.4%	1.3%	1.9%	0.8%	0.7%	1.2%	0.8%	320	293	209	164	161	93
VA	22.1%	23.5%	23.1%	41.6%	46.2%	43.0%	33.2%	27.0%	31.4%	1.7%	2.2%	1.8%	1.5%	1.1%	0.7%	721	667	722	320	252	262
Small Agencies	24.7%	38.4%	32.8%	43.5%	33.1%	31.6%	27.1%	26.0%	31.0%	3.7%	1.6%	3.4%	1.1%	0.9%	1.2%	96	96	107	43	29	40
DOD	27.1%	26.6%	23.1%	38.3%	38.5%	41.2%	33.2%	32.2%	33.8%	0.6%	1.9%	1.3%	0.8%	0.8%	0.6%	1,228	1,247	1,108	797	653	636
USACE	23.9%	15.8%	15.5%	46.4%	44.0%	44.6%	29.6%	37.9%	32.7%	0.0%	2.3%	4.8%	0.0%	0.0%	2.4%	50	31	32	16	14	16
Air Force	23.2%	26.2%	22.6%	44.5%	40.0%	41.3%	32.0%	31.8%	34.8%	0.1%	2.0%	0.9%	0.2%	0.0%	0.4%	295	277	204	242	189	137
Army‡	26.0%	25.5%	22.9%	39.0%	38.1%	39.8%	33.8%	34.1%	34.2%	0.0%	0.8%	2.6%	1.2%	1.4%	0.6%	315	439	366	198	211	214
Navy‡	23.9%	21.8%	16.6%	33.4%	37.0%	45.0%	40.1%	37.2%	37.9%	1.5%	2.8%	0.1%	1.0%	1.2%	0.4%	263	230	249	188	119	134
Marine Corps	24.3%	32.5%	32.8%	42.6%	29.9%	44.1%	33.1%	29.3%	23.1%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	24	24	25	12	12	20
DOD 4th Estate	37.7%	35.3%	31.2%	35.7%	39.2%	38.4%	24.9%	22.9%	29.4%	0.8%	2.3%	0.1%	0.8%	0.3%	0.8%	281	246	232	141	108	115

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

**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.

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