



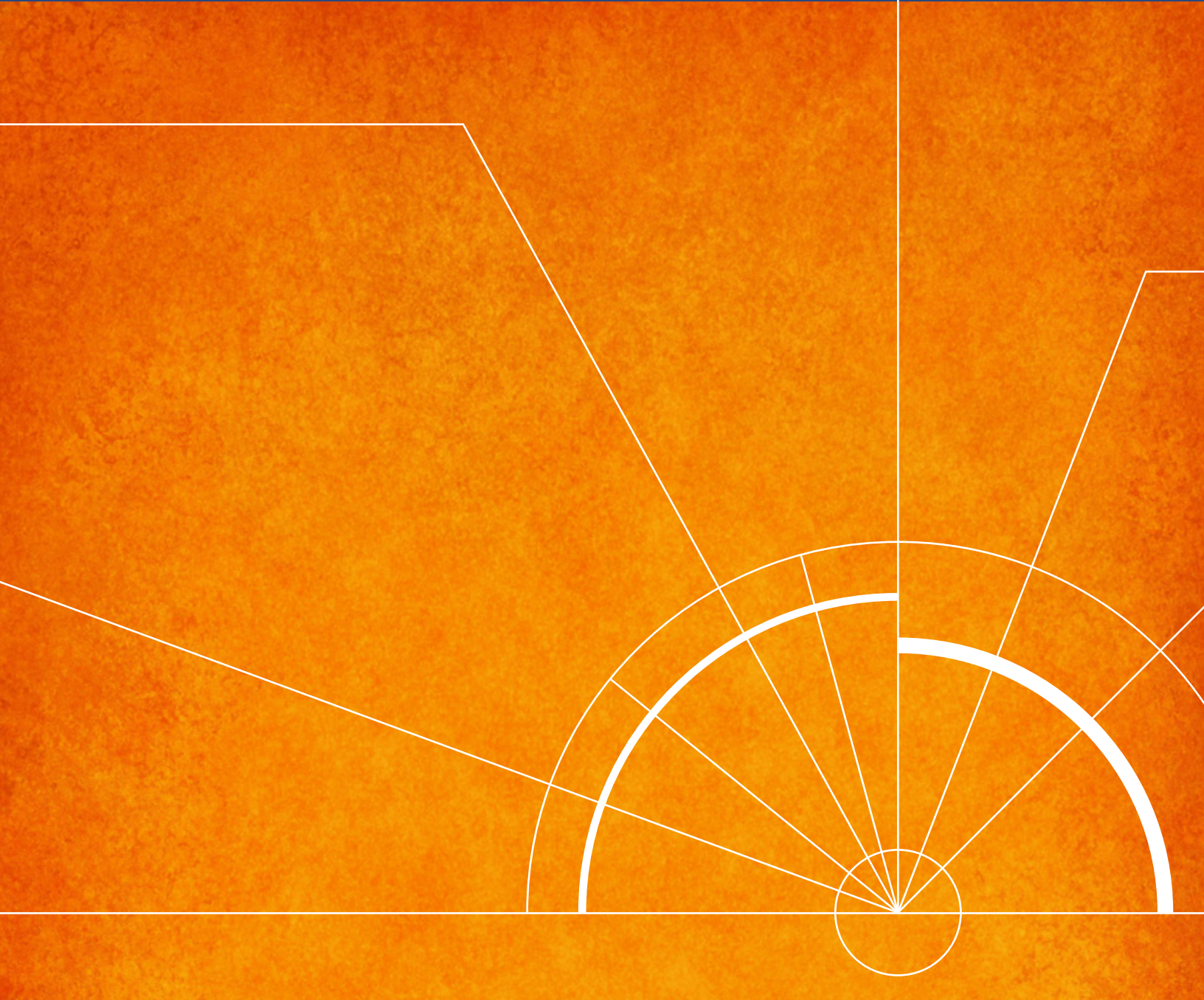
# Federal Employee Viewpoint Survey Results

*Employees Influencing Change*

**Report by Demographic Questions by Agency**

(Unweighted Data)

MODIFIED APRIL 2025 in accordance with EO 14168



# 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY

(Unweighted data)

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**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY:  
REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY**  
(Unweighted data)

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## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

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

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

### Survey Items

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

### Who Participated?

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

### How Was the Survey Administered?

The survey was a self-administered Web survey.

### When Were Employees Surveyed?

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

### Data Weighting

Data collected from the 2015 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2015 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

## Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various demographic categories. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: **[www.opm.gov/FEVS](http://www.opm.gov/FEVS)**.

## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	2015	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
BBG	2015	1,102	91.8%	8.2%	61.4%	12.7%	16.4%	8.0%	1.6%	3.7%	0.7%	45.3%	47.6%	0.9%	0.0%	1.9%
	'14	1,051	94.4%	5.6%	60.8%	13.4%	16.6%	7.4%	1.8%	3.4%	0.6%	45.8%	48.2%	1.1%	0.0%	0.9%
	'13	1,156	93.9%	6.1%	57.6%	14.5%	18.8%	7.5%	1.6%	3.8%	0.9%	46.3%	46.7%	1.1%	0.1%	1.1%
CSOSA	2015	648	47.4%	52.6%	73.1%	6.4%	13.6%	5.0%	1.9%	0.6%	1.6%	63.0%	33.0%	1.1%	0.0%	0.6%
	'14	722	43.3%	56.7%	72.8%	7.1%	14.1%	3.8%	2.2%	0.4%	1.3%	64.3%	29.5%	1.3%	0.0%	3.1%
	'13	714	45.6%	54.4%	72.7%	6.3%	14.7%	5.0%	1.2%	0.1%	1.5%	65.2%	29.6%	1.0%	0.0%	2.5%
DHS	2015	43,090	25.3%	74.7%	63.7%	12.7%	14.7%	7.3%	1.5%	3.4%	1.8%	38.2%	42.5%	1.1%	0.1%	12.9%
	'14	42,798	25.8%	74.2%	62.8%	13.2%	14.9%	7.6%	1.6%	3.5%	1.9%	39.2%	42.3%	1.1%	0.1%	11.9%
	'13	39,090	27.1%	72.9%	63.4%	13.6%	14.4%	7.2%	1.4%	4.1%	2.5%	36.7%	40.5%	1.1%	0.2%	15.0%
DOC	2015	10,129	65.5%	34.5%	64.1%	12.6%	14.2%	6.4%	2.7%	1.5%	5.3%	29.7%	51.6%	3.0%	0.9%	8.0%
	'14	9,892	65.5%	34.5%	64.7%	13.1%	13.8%	5.8%	2.6%	1.4%	6.7%	31.2%	49.6%	2.8%	1.1%	7.1%
	'13	9,447	68.6%	31.4%	65.0%	12.6%	13.8%	5.5%	3.1%	1.4%	7.0%	34.1%	47.7%	2.7%	0.8%	6.3%
DOE	2015	8,469	44.1%	55.9%	66.4%	14.6%	11.2%	4.9%	2.9%	4.2%	0.5%	21.2%	60.3%	3.6%	0.6%	9.6%
	'14	6,515	43.9%	56.1%	68.1%	13.5%	11.8%	4.3%	2.2%	4.2%	0.6%	22.5%	60.4%	3.1%	0.6%	8.7%
	'13	6,707	45.6%	54.4%	68.9%	13.3%	10.8%	3.5%	3.5%	4.1%	0.7%	23.6%	59.4%	3.1%	0.8%	8.3%
DOI	2015	26,366	35.2%	64.8%	56.0%	15.7%	17.6%	9.6%	1.1%	4.7%	5.5%	58.5%	28.5%	0.6%	0.1%	2.2%
	'14	18,384	34.0%	66.0%	56.5%	15.9%	17.4%	9.1%	1.1%	4.6%	6.2%	60.2%	26.4%	0.6%	0.1%	1.8%
	'13	18,396	35.6%	64.4%	56.9%	16.2%	16.6%	9.4%	0.8%	5.0%	6.8%	59.4%	26.1%	0.7%	0.1%	1.9%
DOJ	2015	20,218	33.9%	66.1%	64.9%	12.4%	14.8%	5.6%	2.3%	2.7%	2.3%	41.9%	46.1%	1.9%	0.4%	4.7%
	'14	17,213	32.4%	67.6%	66.0%	11.9%	14.7%	5.3%	2.2%	3.1%	2.2%	43.1%	45.9%	1.7%	0.4%	3.5%
	'13	17,004	31.3%	68.7%	68.3%	10.9%	13.8%	5.0%	2.0%	3.6%	2.0%	44.9%	45.2%	1.8%	0.2%	2.2%
DOL	2015	11,359	37.0%	63.0%	70.4%	8.7%	13.5%	5.7%	1.7%	0.1%	3.9%	53.8%	40.5%	1.3%	0.1%	0.4%
	'14	10,953	37.1%	62.9%	70.9%	8.6%	13.1%	5.7%	1.6%	0.1%	4.3%	53.6%	40.3%	1.2%	0.1%	0.4%
	'13	5,205	41.7%	58.3%	72.4%	9.1%	11.4%	5.4%	1.7%	0.0%	5.4%	54.7%	37.8%	1.3%	0.2%	0.5%
DOT	2015	15,598	30.8%	69.2%	69.2%	12.1%	10.5%	6.3%	1.8%	4.2%	1.7%	18.9%	55.0%	1.8%	0.3%	18.1%
	'14	11,673	34.4%	65.6%	68.1%	11.6%	11.5%	6.4%	2.3%	3.8%	1.6%	18.4%	54.6%	2.4%	0.3%	19.0%
	'13	23,204	26.1%	73.9%	67.6%	11.6%	12.5%	6.9%	1.4%	5.1%	1.7%	19.9%	47.1%	1.3%	0.3%	24.6%

SOURCE: Federal Employee Viewpoint Survey

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



## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	2015	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
Educ	2015	2,701	67.5%	32.5%	70.7%	9.9%	11.9%	5.0%	2.6%	0.1%	0.7%	26.0%	67.2%	2.5%	0.3%	3.2%
	'14	2,415	68.0%	32.0%	71.4%	10.0%	11.2%	5.0%	2.4%	0.1%	0.7%	28.1%	65.3%	2.3%	0.5%	3.0%
	'13	2,658	70.1%	29.9%	71.5%	10.5%	10.6%	4.9%	2.5%	0.2%	0.6%	29.5%	63.8%	2.0%	0.3%	3.5%
EEOC	2015	1,247	18.8%	81.2%	75.1%	5.6%	11.3%	5.5%	2.5%	0.1%	10.7%	45.5%	41.9%	1.7%	0.0%	0.2%
	'14	1,129	21.0%	79.0%	73.3%	6.8%	11.8%	5.7%	2.4%	0.1%	9.5%	44.9%	43.8%	1.5%	0.0%	0.2%
	'13	1,180	20.6%	79.4%	74.5%	6.8%	11.1%	5.4%	2.1%	0.0%	10.1%	45.4%	42.4%	1.8%	0.0%	0.4%
EPA	2015	4,456	40.5%	59.5%	70.8%	10.9%	10.2%	4.0%	4.0%	0.1%	0.4%	16.9%	78.3%	4.0%	0.2%	0.1%
	'14	3,863	39.2%	60.8%	71.3%	10.8%	9.5%	4.3%	4.0%	0.0%	0.4%	19.0%	76.5%	3.7%	0.2%	0.2%
	'13	3,924	34.1%	65.9%	72.4%	11.0%	8.9%	3.8%	3.9%	0.1%	0.7%	22.6%	72.8%	3.5%	0.1%	0.2%
FCC	2015	573	82.1%	17.9%	65.7%	12.2%	13.8%	5.9%	2.4%	0.2%	0.9%	15.3%	80.4%	2.8%	0.4%	0.0%
	'14	702	83.7%	16.3%	65.4%	14.1%	12.2%	6.8%	1.5%	0.0%	0.4%	16.5%	80.5%	1.8%	0.7%	0.0%
	'13	814	85.5%	14.5%	60.4%	14.0%	13.7%	8.8%	3.1%	0.3%	0.8%	16.7%	78.7%	2.8%	0.4%	0.4%
FERC	2015	996	88.2%	11.8%	62.2%	18.7%	10.5%	4.3%	4.3%	0.0%	0.1%	17.5%	76.3%	4.2%	1.4%	0.5%
	'14	896	86.5%	13.5%	61.2%	20.0%	10.5%	4.8%	3.4%	0.1%	0.2%	20.8%	72.8%	3.8%	1.4%	0.9%
	'13	893	87.5%	12.5%	62.2%	19.5%	9.0%	3.9%	5.3%	0.0%	0.5%	19.8%	73.1%	4.2%	1.3%	1.2%
FTC	2015	626	77.2%	22.8%	50.4%	30.8%	9.8%	5.3%	3.7%	0.0%	0.2%	18.6%	75.9%	5.2%	0.0%	0.2%
	'14	518	73.6%	26.4%	44.5%	38.7%	8.3%	4.7%	3.8%	0.0%	0.6%	18.2%	75.7%	4.9%	0.0%	0.6%
	'13	565	75.2%	24.8%	52.5%	31.7%	8.7%	3.1%	4.0%	0.0%	0.2%	19.4%	76.4%	3.7%	0.2%	0.2%
GSA	2015	7,874	45.5%	54.5%	68.5%	9.5%	13.6%	6.9%	1.4%	0.5%	0.9%	43.2%	54.2%	1.0%	0.0%	0.3%
	'14	8,567	43.6%	56.4%	67.8%	10.3%	13.4%	7.0%	1.6%	1.0%	1.3%	45.3%	51.3%	0.8%	0.0%	0.3%
	'13	8,429	43.7%	56.3%	68.8%	10.3%	12.6%	7.4%	0.9%	0.8%	1.8%	46.7%	49.6%	0.8%	0.0%	0.3%
HHS	2015	36,772	62.7%	37.3%	65.8%	14.0%	12.8%	5.3%	2.0%	1.0%	4.2%	29.6%	56.8%	1.0%	0.9%	6.4%
	'14	32,806	61.6%	38.4%	67.0%	13.9%	12.3%	5.0%	1.8%	1.3%	4.8%	31.2%	55.1%	0.9%	0.8%	5.9%
	'13	32,329	59.0%	41.0%	67.9%	13.7%	11.8%	5.2%	1.3%	1.3%	5.7%	33.1%	55.1%	0.9%	0.3%	3.6%
HUD	2015	5,404	37.8%	62.2%	71.4%	8.5%	11.5%	6.6%	2.0%	0.0%	0.5%	31.8%	66.1%	1.4%	0.1%	0.1%
	'14	3,890	33.8%	66.2%	72.4%	8.5%	10.6%	6.9%	1.5%	0.1%	0.4%	36.4%	61.9%	1.1%	0.0%	0.2%
	'13	3,741	31.6%	68.4%	71.9%	7.7%	11.0%	8.0%	1.4%	0.1%	0.7%	37.5%	60.3%	1.2%	0.0%	0.1%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	2015	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
NARA	2015	1,721	46.2%	53.8%	67.2%	13.8%	12.2%	5.7%	1.1%	0.5%	26.0%	42.7%	29.2%	1.0%	0.1%	0.4%
	'14	1,686	45.0%	55.0%	66.7%	15.4%	11.6%	5.3%	1.1%	0.3%	25.6%	44.5%	27.9%	1.0%	0.1%	0.7%
	'13	1,617	45.3%	54.7%	66.1%	15.1%	12.0%	5.6%	1.1%	0.5%	24.2%	46.1%	27.5%	0.8%	0.3%	0.6%
NASA	2015	9,936	10.3%	89.7%	56.3%	26.8%	10.0%	3.8%	3.1%	0.0%	0.6%	15.2%	80.4%	3.0%	0.7%	0.1%
	'14	9,430	9.3%	90.7%	55.2%	27.0%	10.6%	4.1%	3.1%	0.0%	0.6%	15.8%	79.6%	3.1%	0.7%	0.1%
	'13	9,985	8.7%	91.3%	56.1%	27.3%	9.9%	3.6%	3.1%	0.1%	0.6%	16.4%	79.4%	2.7%	0.7%	0.1%
NCUA	2015	777	29.0%	71.0%	70.2%	12.8%	12.3%	1.1%	3.7%	0.7%	0.9%	39.8%	35.6%	3.1%	0.1%	19.8%
	'14	809	25.9%	74.1%	72.2%	12.2%	10.3%	1.4%	3.8%	1.2%	1.2%	42.4%	30.9%	3.6%	0.1%	20.7%
	'13	799	27.9%	72.1%	70.9%	12.7%	10.9%	1.2%	4.3%	0.7%	0.9%	41.7%	32.0%	3.8%	0.3%	20.6%
NLRB	2015	902	33.9%	66.1%	68.9%	3.2%	15.1%	9.3%	3.5%	0.4%	6.8%	23.3%	62.3%	4.2%	0.0%	3.0%
	'14	696	35.0%	65.0%	68.5%	4.7%	14.8%	8.6%	3.3%	0.5%	8.1%	24.0%	61.8%	4.1%	0.0%	1.5%
	'13	726	30.2%	69.8%	69.4%	3.6%	13.9%	9.1%	4.0%	0.4%	9.4%	26.4%	58.8%	4.2%	0.0%	0.7%
NRC	2015	2,675	70.8%	29.2%	76.5%	6.4%	10.6%	3.6%	2.9%	0.0%	1.5%	10.3%	80.6%	4.6%	1.5%	1.4%
	'14	2,467	71.0%	29.0%	74.9%	7.1%	11.7%	3.2%	3.1%	0.0%	1.1%	10.4%	80.3%	4.6%	1.6%	1.9%
	'13	2,509	69.9%	30.1%	76.1%	7.0%	10.2%	1.9%	4.8%	0.0%	1.5%	11.4%	79.2%	4.7%	1.6%	1.6%
NSF	2015	900	98.1%	1.9%	65.2%	16.1%	10.8%	3.9%	4.0%	0.8%	1.2%	24.7%	42.2%	6.3%	5.1%	19.7%
	'14	917	98.2%	1.8%	62.5%	19.6%	10.5%	3.2%	4.1%	0.5%	2.0%	26.8%	39.1%	6.7%	5.7%	19.4%
	'13	888	98.1%	1.9%	61.4%	18.7%	10.5%	2.8%	6.5%	0.9%	0.7%	25.8%	41.4%	6.9%	6.4%	17.9%
OMB	2015	305	100.0%	0.0%	71.2%	9.6%	13.6%	3.6%	2.0%	0.0%	0.0%	11.4%	71.7%	16.5%	0.0%	0.3%
	'14	304	100.0%	0.0%	68.8%	12.2%	12.9%	2.7%	3.4%	0.0%	0.0%	10.9%	73.5%	15.6%	0.0%	0.0%
	'13	314	99.7%	0.3%	72.3%	10.6%	9.2%	1.0%	6.9%	0.0%	0.0%	18.8%	67.1%	13.4%	0.7%	0.0%
OPM	2015	3,378	40.0%	60.0%	80.1%	7.1%	8.4%	2.7%	1.7%	0.1%	4.7%	60.1%	33.3%	1.5%	0.2%	0.2%
	'14	3,596	38.1%	61.9%	81.7%	6.7%	8.1%	2.3%	1.2%	0.1%	4.6%	62.0%	32.0%	0.9%	0.1%	0.3%
	'13	2,929	41.6%	58.4%	80.1%	7.6%	8.4%	2.5%	1.5%	0.1%	6.2%	58.6%	33.4%	1.5%	0.0%	0.1%
PBGC	2015	630	99.3%	0.7%	66.9%	9.7%	13.3%	5.6%	4.4%	0.2%	0.3%	21.6%	72.4%	0.0%	4.7%	0.8%
	'14	481	99.3%	0.7%	67.9%	9.8%	12.0%	5.7%	4.6%	0.0%	0.4%	26.7%	67.8%	0.0%	4.9%	0.2%
	'13	401	99.2%	0.8%	66.3%	11.3%	10.8%	7.0%	4.6%	0.0%	0.6%	24.1%	70.4%	0.0%	4.4%	0.6%

SOURCE: Federal Employee Viewpoint Survey

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



## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	2015	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
RRB	2015	481	73.4%	26.6%	69.3%	10.7%	11.8%	5.8%	2.4%	0.0%	5.6%	65.2%	27.4%	1.3%	0.0%	0.4%
	'14	526	75.6%	24.4%	73.1%	9.5%	9.9%	5.2%	2.3%	0.0%	5.8%	69.0%	24.0%	1.0%	0.2%	0.0%
	'13	610	70.6%	29.4%	69.7%	11.6%	11.5%	5.6%	1.5%	0.2%	7.3%	67.7%	23.7%	1.0%	0.0%	0.2%
SBA	2015	1,303	30.4%	69.6%	66.2%	10.1%	11.6%	8.9%	3.3%	0.0%	2.0%	44.6%	51.1%	2.0%	0.2%	0.2%
	'14	1,395	31.0%	69.0%	70.1%	9.1%	10.8%	7.4%	2.6%	0.0%	2.4%	48.0%	47.3%	1.7%	0.1%	0.5%
	'13	1,511	32.2%	67.8%	68.0%	10.7%	10.3%	9.2%	1.9%	0.0%	3.2%	43.3%	51.5%	1.8%	0.1%	0.1%
SEC	2015	1,921	52.2%	47.8%	66.8%	13.3%	10.6%	5.2%	4.1%	0.8%	0.3%	7.6%	42.0%	3.5%	1.6%	44.2%
	'14	2,472	56.9%	43.1%	69.6%	12.8%	10.1%	4.7%	2.8%	0.8%	0.7%	9.1%	43.2%	2.8%	0.9%	42.4%
	'13	2,422	56.9%	43.1%	69.2%	12.9%	9.9%	5.1%	3.0%	1.0%	0.7%	9.5%	45.4%	3.0%	0.7%	39.7%
SSA	2015	10,527	30.1%	69.9%	74.6%	9.7%	7.7%	6.4%	1.7%	0.2%	4.5%	62.4%	29.4%	1.4%	0.2%	1.9%
	'14	9,540	30.0%	70.0%	74.4%	9.0%	8.7%	6.1%	1.7%	0.3%	2.4%	64.8%	29.0%	1.3%	0.2%	2.0%
	'13	8,345	25.2%	74.8%	74.8%	9.1%	8.0%	6.5%	1.7%	0.2%	3.5%	72.9%	20.5%	1.2%	0.2%	1.6%
State	2015	4,060	55.4%	44.6%	41.7%	12.6%	18.0%	16.9%	10.9%	1.2%	0.6%	19.4%	40.0%	13.5%	0.8%	24.6%
	'14	3,776	49.1%	50.9%	42.6%	12.5%	20.9%	15.3%	8.8%	1.2%	0.8%	22.8%	36.3%	9.8%	0.9%	28.3%
	'13	2,551	50.6%	49.4%	45.4%	13.7%	20.5%	15.4%	5.0%	1.3%	1.1%	24.0%	38.2%	4.4%	0.3%	30.8%
Treas	2015	51,700	31.3%	68.7%	74.4%	9.3%	10.5%	4.2%	1.6%	1.8%	7.3%	45.5%	35.4%	0.8%	0.3%	8.9%
	'14	51,038	30.2%	69.8%	74.1%	9.5%	10.8%	4.0%	1.5%	1.9%	7.5%	44.9%	35.7%	0.7%	0.3%	9.0%
	'13	50,010	31.3%	68.7%	73.9%	9.6%	11.1%	4.6%	0.9%	2.1%	8.1%	45.0%	34.1%	0.7%	0.3%	9.7%
USAID	2015	2,004	64.2%	35.8%	42.7%	14.1%	24.3%	13.0%	6.0%	1.0%	0.2%	13.5%	51.9%	4.3%	0.8%	28.3%
	'14	2,045	64.1%	35.9%	44.2%	14.7%	20.9%	13.9%	6.2%	1.1%	0.5%	13.9%	51.3%	4.2%	0.5%	28.3%
	'13	2,266	58.4%	41.6%	45.3%	13.7%	21.5%	13.5%	6.0%	1.5%	0.6%	15.0%	45.9%	4.5%	0.3%	32.2%
USDA	2015	20,624	33.3%	66.7%	60.2%	12.2%	19.1%	6.5%	2.0%	1.0%	4.2%	63.1%	29.7%	1.5%	0.2%	0.4%
	'14	20,162	32.6%	67.4%	59.4%	12.2%	19.8%	6.9%	1.8%	1.2%	4.9%	65.5%	26.4%	1.4%	0.2%	0.4%
	'13	13,256	30.8%	69.2%	60.9%	11.5%	19.2%	6.8%	1.6%	1.0%	5.6%	64.7%	25.1%	1.4%	0.1%	2.1%
VA	2015	32,236	38.3%	61.7%	70.0%	14.0%	9.4%	5.0%	1.6%	6.2%	18.2%	42.4%	20.6%	0.8%	0.9%	10.9%
	'14	27,639	40.4%	59.6%	70.5%	14.4%	9.2%	4.3%	1.6%	6.1%	20.2%	40.8%	19.4%	0.8%	1.0%	11.8%
	'13	29,893	41.1%	58.9%	70.3%	14.7%	9.3%	4.6%	1.1%	6.1%	20.7%	41.8%	17.9%	0.8%	1.0%	11.6%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	2015	421,748	39.4%	60.6%	65.4%	13.4%	13.1%	6.1%	2.0%	3.2%	5.6%	42.0%	41.0%	1.4%	0.4%	6.5%
	'14	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
DOD	2015	72,919	40.6%	59.4%	60.5%	17.3%	14.0%	6.3%	1.9%	7.2%	7.8%	51.8%	30.3%	0.7%	0.1%	2.1%
	'14	75,025	40.5%	59.5%	60.8%	17.4%	14.1%	6.1%	1.6%	7.8%	8.8%	52.7%	27.6%	0.6%	0.1%	2.4%
	'13	65,007	43.7%	56.3%	61.3%	17.4%	13.5%	6.9%	0.8%	8.9%	8.6%	50.6%	28.0%	0.7%	0.1%	3.1%
USACE	2015	4,306	40.5%	59.5%	62.6%	18.2%	12.4%	4.8%	2.0%	7.9%	4.0%	53.5%	31.0%	0.8%	0.1%	2.7%
	'14	2,433	42.8%	57.2%	63.2%	18.9%	11.4%	4.9%	1.7%	7.2%	3.8%	54.4%	31.1%	0.7%	0.0%	2.8%
	'13	2,222	41.9%	58.1%	62.5%	19.8%	12.2%	4.9%	0.5%	7.1%	4.5%	52.6%	32.5%	0.5%	0.0%	2.8%
Air Force	2015	18,776	29.0%	71.0%	59.1%	16.9%	14.7%	7.5%	1.7%	12.2%	8.1%	55.8%	22.0%	0.4%	0.1%	1.4%
	'14	19,168	28.1%	71.9%	58.9%	17.1%	14.9%	7.8%	1.3%	12.7%	8.0%	57.5%	20.2%	0.3%	0.1%	1.3%
	'13	12,129	34.1%	65.9%	61.4%	16.4%	13.7%	7.7%	0.8%	14.6%	6.4%	53.2%	23.5%	0.5%	0.1%	1.7%
Army‡	2015	16,697	55.2%	44.8%	62.5%	16.9%	13.3%	5.3%	2.0%	6.0%	10.2%	53.1%	27.8%	0.8%	0.1%	2.0%
	'14	19,981	54.8%	45.2%	63.3%	16.6%	13.5%	4.9%	1.6%	7.5%	10.9%	52.9%	26.0%	0.5%	0.1%	2.2%
	'13	19,908	55.6%	44.4%	63.1%	16.7%	13.4%	6.3%	0.6%	7.5%	9.8%	53.4%	26.1%	0.4%	0.1%	2.7%
Navy‡	2015	16,210	42.4%	57.6%	57.1%	20.6%	13.8%	6.4%	2.1%	6.3%	7.3%	48.3%	33.3%	0.5%	0.2%	4.1%
	'14	17,745	42.4%	57.6%	56.9%	21.5%	13.7%	5.9%	1.9%	6.2%	8.3%	48.4%	31.7%	0.6%	0.3%	4.5%
	'13	17,426	43.3%	56.7%	58.1%	20.8%	13.4%	6.9%	0.8%	9.4%	7.5%	47.3%	29.4%	0.6%	0.3%	5.4%
Marine Corps	2015	1,681	57.9%	42.1%	49.9%	18.3%	20.8%	9.2%	1.9%	6.9%	5.4%	54.1%	30.8%	0.3%	0.0%	2.5%
	'14	1,716	55.9%	44.1%	53.6%	19.3%	18.3%	7.1%	1.6%	6.8%	5.8%	55.6%	28.9%	0.4%	0.0%	2.6%
	'13	2,092	56.6%	43.4%	54.9%	19.0%	17.0%	8.7%	0.5%	8.6%	6.2%	56.1%	25.8%	0.3%	0.0%	3.0%
DOD 4th Estate	2015	15,249	35.1%	64.9%	64.0%	14.4%	13.9%	6.0%	1.7%	3.3%	6.6%	48.4%	39.6%	1.1%	0.1%	0.9%
	'14	13,982	32.8%	67.2%	65.1%	13.1%	14.3%	5.8%	1.7%	3.8%	8.8%	50.8%	34.0%	1.2%	0.0%	1.4%
	'13	11,230	32.1%	67.9%	64.2%	13.9%	13.0%	7.3%	1.6%	5.0%	11.8%	46.5%	33.5%	1.5%	0.1%	1.6%

SOURCE: Federal Employee Viewpoint Survey

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

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

## Report on Demographic Questions by Agency (Unweighted)

			Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2015	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
BBG	2015	1,102	70.2%	6.8%	13.1%	5.0%	5.0%	4.4%	9.9%	11.5%	74.2%	0.2%	1.1%	10.7%	23.9%	37.5%	26.7%
	'14	1,051	69.7%	7.1%	12.8%	5.5%	4.9%	4.1%	9.9%	9.8%	76.2%	0.5%	1.0%	11.7%	25.1%	37.1%	24.5%
	'13	1,156	73.6%	6.0%	11.2%	4.4%	4.9%	2.6%	10.6%	11.3%	75.5%	0.5%	1.5%	14.3%	24.7%	37.1%	21.8%
CSOSA	2015	648	58.1%	3.7%	33.1%	1.3%	3.9%	2.4%	6.3%	7.9%	83.3%	0.2%	2.8%	31.0%	36.9%	21.0%	8.2%
	'14	722	57.0%	3.5%	33.1%	1.8%	4.5%	2.4%	5.4%	5.4%	86.7%	0.1%	5.4%	33.9%	33.8%	20.4%	6.4%
	'13	714	61.3%	2.9%	30.0%	2.4%	3.4%	1.6%	4.0%	7.5%	86.9%	0.7%	6.7%	34.7%	32.4%	20.5%	4.9%
DHS	2015	43,090	59.7%	4.8%	25.4%	4.4%	5.6%	3.1%	8.5%	10.2%	78.2%	0.9%	3.6%	22.5%	31.7%	30.3%	11.0%
	'14	42,798	59.7%	4.7%	25.7%	4.4%	5.6%	3.0%	7.8%	9.8%	79.3%	1.0%	3.8%	22.6%	31.9%	30.0%	10.7%
	'13	39,090	62.3%	4.5%	23.4%	4.4%	5.5%	2.8%	7.4%	9.1%	80.6%	1.4%	4.6%	22.5%	31.8%	29.3%	10.4%
DOC	2015	10,129	71.3%	4.3%	15.7%	4.1%	4.6%	2.6%	7.7%	8.7%	81.1%	1.1%	4.3%	21.6%	26.9%	31.4%	14.6%
	'14	9,892	72.2%	4.7%	14.7%	4.3%	4.0%	3.0%	7.1%	8.0%	81.8%	1.0%	4.7%	20.8%	27.1%	32.2%	14.2%
	'13	9,447	74.0%	4.2%	13.3%	4.6%	4.0%	2.2%	7.2%	8.1%	82.4%	1.7%	5.9%	20.9%	27.7%	30.8%	13.0%
DOE	2015	8,469	64.7%	6.8%	17.3%	6.0%	5.2%	4.3%	11.3%	12.1%	72.3%	0.5%	2.7%	17.7%	24.6%	38.3%	16.1%
	'14	6,515	62.0%	7.8%	17.5%	6.7%	6.0%	4.6%	11.5%	11.9%	71.9%	0.6%	3.1%	16.5%	24.5%	39.6%	15.6%
	'13	6,707	66.4%	6.2%	15.5%	6.8%	5.0%	4.0%	11.3%	11.3%	73.4%	1.2%	3.7%	16.6%	25.3%	38.2%	15.0%
DOI	2015	26,366	65.7%	6.7%	18.9%	3.8%	4.9%	4.2%	11.0%	11.7%	73.1%	0.8%	3.0%	17.2%	26.4%	36.3%	16.2%
	'14	18,384	63.6%	7.9%	18.8%	4.6%	5.1%	5.1%	11.2%	12.0%	71.7%	0.9%	3.1%	16.4%	25.7%	37.8%	16.1%
	'13	18,396	66.6%	7.3%	16.5%	4.7%	4.9%	4.3%	11.8%	11.5%	72.4%	1.1%	3.4%	16.4%	26.6%	38.4%	14.2%
DOJ	2015	20,218	73.3%	6.1%	13.4%	3.7%	3.5%	4.0%	10.1%	11.3%	74.6%	0.7%	3.4%	21.7%	36.5%	29.1%	8.5%
	'14	17,213	71.7%	6.6%	14.1%	3.9%	3.6%	4.0%	10.4%	11.2%	74.4%	0.7%	3.3%	22.3%	37.0%	29.1%	7.8%
	'13	17,004	74.0%	5.7%	12.5%	4.2%	3.6%	3.5%	9.9%	10.3%	76.2%	1.0%	4.0%	23.5%	37.9%	27.3%	6.3%
DOL	2015	11,359	66.6%	5.8%	19.4%	3.7%	4.5%	3.8%	9.3%	10.0%	77.0%	0.7%	4.0%	20.2%	25.4%	32.7%	17.0%
	'14	10,953	64.7%	5.9%	20.2%	4.6%	4.6%	3.6%	9.9%	9.3%	77.2%	0.6%	4.6%	19.4%	25.8%	32.6%	17.0%
	'13	5,205	62.6%	6.7%	20.5%	5.3%	4.9%	4.1%	10.3%	10.5%	75.1%	1.1%	4.7%	18.2%	25.8%	33.2%	17.1%
DOT	2015	15,598	69.8%	6.4%	15.8%	4.0%	4.1%	4.0%	11.0%	12.0%	73.0%	0.4%	2.1%	12.7%	24.6%	41.1%	19.1%
	'14	11,673	68.3%	6.9%	16.0%	4.3%	4.5%	4.5%	10.9%	12.2%	72.4%	0.5%	2.3%	12.6%	25.8%	40.9%	17.9%
	'13	23,204	71.9%	7.1%	12.4%	4.5%	4.2%	4.2%	11.1%	11.6%	73.1%	0.7%	2.4%	12.7%	28.0%	40.6%	15.6%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

			Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2015	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
Educ	2015	2,701	64.9%	5.6%	19.8%	4.5%	5.2%	2.9%	10.5%	9.7%	76.8%	0.6%	3.6%	19.5%	28.8%	30.4%	17.1%
	'14	2,415	64.2%	5.8%	20.7%	4.8%	4.5%	3.4%	9.2%	10.3%	77.0%	1.0%	3.8%	18.7%	29.0%	30.0%	17.4%
	'13	2,658	65.2%	4.7%	19.8%	5.1%	5.2%	2.4%	9.1%	9.5%	79.0%	1.1%	5.2%	19.5%	29.3%	29.6%	15.3%
EEOC	2015	1,247	64.7%	7.2%	20.7%	2.5%	4.9%	4.4%	9.0%	11.5%	75.1%	0.6%	1.8%	16.8%	26.9%	34.8%	19.2%
	'14	1,129	63.0%	7.5%	21.3%	3.2%	5.0%	5.0%	10.7%	10.1%	74.1%	0.0%	1.1%	15.3%	26.8%	35.5%	21.3%
	'13	1,180	63.7%	7.3%	19.3%	5.2%	4.5%	3.6%	11.9%	10.1%	74.3%	0.2%	1.8%	16.2%	26.3%	34.9%	20.6%
EPA	2015	4,456	69.5%	5.9%	15.9%	4.8%	3.9%	3.7%	10.1%	11.4%	74.8%	0.2%	1.9%	16.5%	25.1%	40.0%	16.2%
	'14	3,863	69.0%	6.2%	15.5%	5.1%	4.2%	3.5%	10.5%	10.8%	75.2%	0.5%	2.7%	17.1%	24.3%	39.8%	15.7%
	'13	3,924	72.3%	6.2%	12.6%	4.9%	4.0%	3.1%	10.4%	10.5%	76.0%	0.9%	3.3%	16.7%	26.2%	37.7%	15.2%
FCC	2015	573	69.3%	7.6%	12.8%	4.8%	5.4%	6.1%	10.3%	10.3%	73.4%	0.5%	1.7%	15.5%	24.8%	35.6%	21.8%
	'14	702	74.1%	7.7%	11.3%	3.6%	3.2%	4.9%	12.6%	9.0%	73.5%	0.4%	2.0%	14.4%	26.2%	36.6%	20.4%
	'13	814	73.9%	7.9%	10.1%	4.1%	4.0%	4.3%	11.7%	9.9%	74.1%	1.2%	3.2%	13.1%	28.1%	33.6%	20.8%
FERC	2015	996	72.7%	3.2%	10.7%	9.1%	4.2%	2.3%	8.4%	8.7%	80.5%	1.4%	7.8%	29.8%	20.4%	24.1%	16.5%
	'14	896	70.8%	3.4%	14.0%	8.6%	3.2%	2.1%	7.0%	11.0%	79.9%	1.9%	8.4%	29.0%	20.0%	25.3%	15.4%
	'13	893	66.9%	4.7%	12.2%	10.3%	5.9%	2.7%	7.7%	10.0%	79.6%	2.7%	10.5%	25.1%	21.2%	25.8%	14.8%
FTC	2015	626	66.2%	3.4%	15.3%	9.6%	5.5%	2.0%	5.4%	6.6%	85.9%	0.6%	4.2%	28.0%	28.8%	27.3%	11.2%
	'14	518	67.6%	3.7%	14.7%	9.5%	4.5%	2.7%	5.3%	7.4%	84.6%	1.0%	4.6%	27.6%	28.0%	26.4%	12.4%
	'13	565	66.2%	4.1%	15.0%	9.1%	5.7%	2.4%	6.7%	6.3%	84.6%	1.5%	4.9%	27.7%	28.9%	24.7%	12.3%
GSA	2015	7,874	68.5%	5.8%	18.1%	3.2%	4.3%	3.6%	9.5%	9.7%	77.2%	0.9%	4.8%	20.9%	24.6%	34.0%	14.8%
	'14	8,567	68.6%	5.4%	18.3%	3.2%	4.5%	3.1%	9.4%	10.6%	76.9%	1.3%	5.3%	19.4%	25.7%	33.7%	14.7%
	'13	8,429	69.8%	5.1%	17.1%	3.6%	4.3%	3.1%	9.1%	9.8%	78.0%	1.8%	6.3%	19.1%	26.8%	32.8%	13.3%
HHS	2015	36,772	68.4%	4.5%	18.4%	4.1%	4.7%	2.9%	7.7%	9.2%	80.2%	0.9%	3.4%	20.4%	28.0%	31.2%	16.3%
	'14	32,806	66.8%	4.9%	18.8%	4.4%	5.0%	3.0%	8.3%	9.3%	79.4%	0.8%	3.4%	19.3%	27.7%	32.1%	16.7%
	'13	32,329	69.3%	4.9%	17.4%	4.0%	4.4%	3.0%	8.2%	9.0%	79.8%	0.9%	3.6%	19.1%	28.7%	32.8%	14.9%
HUD	2015	5,404	62.0%	8.2%	21.0%	4.3%	4.5%	5.2%	11.8%	12.1%	70.9%	0.8%	2.7%	14.8%	22.7%	36.3%	22.7%
	'14	3,890	58.7%	8.5%	22.6%	4.9%	5.3%	5.0%	12.8%	12.2%	70.0%	0.5%	2.9%	14.3%	21.7%	36.9%	23.7%
	'13	3,741	61.3%	8.1%	19.4%	5.5%	5.7%	5.3%	12.1%	11.7%	71.0%	0.6%	3.7%	13.4%	23.3%	37.5%	21.5%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2015	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
NARA	2015	1,721	66.9%	4.4%	19.8%	3.5%	5.4%	2.6%	7.5%	7.9%	82.0%	0.7%	4.8%	19.2%	26.6%	32.7%	16.0%
	'14	1,686	61.1%	6.1%	22.2%	5.0%	5.6%	4.0%	8.1%	8.1%	79.8%	0.8%	5.0%	19.3%	26.3%	31.9%	16.8%
	'13	1,617	64.8%	5.0%	19.7%	5.3%	5.2%	3.3%	7.4%	9.0%	80.3%	1.2%	5.2%	19.9%	28.5%	30.3%	14.9%
NASA	2015	9,936	78.1%	6.0%	8.4%	3.8%	3.8%	3.3%	10.2%	12.2%	74.3%	1.4%	3.4%	14.6%	23.3%	43.5%	13.7%
	'14	9,430	77.7%	5.5%	8.8%	4.1%	3.9%	3.3%	10.1%	11.6%	75.0%	1.4%	3.6%	14.5%	25.0%	42.2%	13.4%
	'13	9,985	78.3%	5.3%	8.3%	4.2%	3.9%	2.9%	9.7%	11.3%	76.1%	1.5%	3.5%	13.6%	27.8%	41.5%	12.2%
NCUA	2015	777	77.3%	3.2%	10.9%	3.9%	4.7%	1.9%	7.5%	9.1%	81.6%	0.4%	5.9%	21.8%	28.4%	34.2%	9.3%
	'14	809	78.8%	2.8%	10.3%	3.7%	4.3%	1.7%	6.8%	9.0%	82.6%	1.0%	7.5%	20.3%	28.2%	34.6%	8.4%
	'13	799	74.6%	3.5%	11.9%	5.4%	4.6%	2.6%	5.8%	8.7%	82.9%	3.0%	7.4%	20.2%	31.1%	31.3%	7.0%
NLRB	2015	902	71.8%	5.9%	12.1%	4.4%	5.7%	3.1%	12.0%	10.6%	74.3%	1.0%	4.7%	22.3%	23.2%	28.8%	20.1%
	'14	696	68.3%	8.0%	14.1%	5.0%	4.6%	4.0%	11.5%	11.5%	73.0%	0.7%	6.8%	20.1%	23.0%	30.5%	19.0%
	'13	726	69.4%	8.8%	13.0%	5.1%	3.7%	5.1%	12.3%	11.0%	71.6%	2.3%	5.9%	18.0%	22.9%	31.5%	19.4%
NRC	2015	2,675	74.6%	5.8%	10.4%	4.7%	4.5%	3.8%	10.2%	10.3%	75.7%	1.2%	3.8%	20.6%	20.6%	34.6%	19.2%
	'14	2,467	74.2%	5.7%	11.1%	4.6%	4.5%	3.6%	10.1%	10.3%	76.0%	1.0%	5.0%	19.0%	21.6%	34.7%	18.8%
	'13	2,509	78.2%	5.1%	8.6%	4.9%	3.2%	3.2%	9.5%	10.5%	76.8%	1.2%	4.8%	19.3%	21.1%	36.7%	16.8%
NSF	2015	900	64.9%	4.8%	20.8%	5.0%	4.5%	3.4%	11.6%	12.8%	72.2%	0.9%	4.0%	13.8%	24.2%	33.9%	23.2%
	'14	917	64.4%	5.8%	19.5%	4.5%	5.7%	4.1%	11.9%	11.3%	72.7%	1.2%	4.0%	13.2%	27.2%	32.0%	22.5%
	'13	888	64.9%	6.4%	18.5%	5.3%	5.0%	3.7%	11.3%	10.5%	74.5%	1.6%	2.6%	12.5%	29.5%	32.7%	21.1%
OMB	2015	305	65.3%	2.7%	17.2%	9.4%	5.4%	1.7%	4.1%	5.1%	89.1%	1.0%	8.2%	42.3%	24.6%	16.4%	7.5%
	'14	304	58.7%	2.7%	20.8%	13.0%	4.8%	2.4%	5.8%	5.2%	86.6%	0.0%	7.6%	43.8%	23.0%	16.4%	9.2%
	'13	314	55.6%	2.0%	20.2%	16.2%	6.1%	1.0%	4.1%	2.7%	92.2%	0.0%	15.4%	42.5%	20.9%	15.8%	5.5%
OPM	2015	3,378	69.2%	5.1%	19.8%	2.3%	3.5%	3.5%	8.4%	8.4%	79.7%	0.9%	4.1%	25.5%	26.3%	33.0%	10.3%
	'14	3,596	68.5%	4.4%	21.0%	2.2%	3.9%	2.7%	7.6%	8.5%	81.2%	1.1%	5.0%	25.4%	26.9%	31.6%	10.0%
	'13	2,929	70.8%	6.0%	17.6%	2.2%	3.4%	3.7%	8.5%	8.2%	79.6%	0.8%	6.1%	23.3%	27.1%	32.0%	10.7%
PBGC	2015	630	62.9%	5.9%	21.0%	3.6%	6.6%	4.3%	8.5%	8.0%	79.2%	1.0%	4.8%	14.4%	32.4%	31.6%	15.9%
	'14	481	61.9%	5.0%	23.9%	4.3%	5.0%	2.3%	9.6%	9.2%	78.9%	2.1%	4.2%	15.4%	27.9%	35.8%	14.8%
	'13	401	61.4%	5.5%	21.6%	4.7%	6.8%	3.4%	9.2%	8.1%	79.3%	2.5%	3.9%	17.5%	26.8%	36.1%	13.2%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2015	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
RRB	2015	481	76.1%	8.6%	11.2%	2.4%	1.7%	5.2%	13.0%	13.4%	68.4%	0.0%	2.7%	13.3%	24.1%	39.9%	20.0%
	'14	526	70.6%	11.9%	12.8%	1.6%	3.1%	6.7%	16.2%	10.4%	66.7%	0.6%	2.5%	12.4%	26.0%	37.6%	20.9%
	'13	610	76.6%	10.7%	8.6%	1.5%	2.6%	6.3%	16.2%	11.7%	65.9%	0.7%	3.1%	9.7%	27.7%	39.3%	19.4%
SBA	2015	1,303	61.6%	6.0%	23.3%	3.9%	5.3%	4.0%	11.3%	12.0%	72.7%	0.4%	3.0%	13.1%	24.9%	36.1%	22.4%
	'14	1,395	63.4%	7.9%	20.8%	4.1%	3.7%	4.4%	11.7%	11.3%	72.6%	0.5%	3.6%	13.5%	23.1%	36.6%	22.8%
	'13	1,511	68.4%	7.7%	16.7%	3.7%	3.5%	5.0%	11.5%	12.7%	70.8%	0.8%	3.1%	12.3%	25.0%	36.0%	22.9%
SEC	2015	1,921	78.5%	2.2%	7.2%	8.0%	4.1%	1.2%	5.4%	6.5%	87.0%	0.1%	1.8%	24.5%	36.7%	27.2%	9.7%
	'14	2,472	75.6%	2.8%	8.7%	8.0%	4.8%	1.3%	4.4%	6.8%	87.5%	0.1%	1.7%	26.7%	34.9%	26.9%	9.7%
	'13	2,422	73.3%	2.5%	10.2%	9.1%	4.8%	1.3%	4.8%	6.8%	87.1%	0.2%	2.2%	28.6%	35.6%	25.5%	8.0%
SSA	2015	10,527	74.7%	6.8%	12.3%	2.8%	3.5%	3.9%	9.6%	8.6%	77.9%	0.7%	3.9%	26.0%	27.7%	27.0%	14.7%
	'14	9,540	73.5%	7.8%	11.9%	2.8%	3.9%	4.6%	10.7%	9.9%	74.8%	0.2%	4.1%	23.5%	26.5%	29.7%	16.0%
	'13	8,345	73.9%	7.3%	11.9%	3.2%	3.7%	4.0%	10.7%	9.5%	75.7%	0.6%	5.4%	24.6%	26.9%	28.7%	13.9%
State	2015	4,060	70.4%	7.1%	11.4%	6.4%	4.6%	4.3%	11.0%	12.1%	72.5%	0.5%	4.3%	23.7%	26.4%	32.6%	12.5%
	'14	3,776	72.3%	6.6%	11.5%	5.4%	4.3%	4.3%	10.3%	11.5%	73.9%	0.4%	4.5%	23.6%	27.7%	31.7%	12.0%
	'13	2,551	72.9%	5.5%	12.0%	6.0%	3.6%	3.9%	9.0%	9.1%	78.0%	0.6%	4.1%	24.1%	29.3%	30.2%	11.6%
Treas	2015	51,700	72.1%	7.9%	12.5%	3.5%	4.0%	4.7%	13.0%	12.9%	69.4%	0.4%	2.2%	14.8%	24.0%	41.2%	17.4%
	'14	51,038	72.8%	7.7%	12.6%	3.3%	3.7%	4.6%	12.5%	12.7%	70.2%	0.5%	2.6%	14.4%	25.1%	40.4%	16.9%
	'13	50,010	74.4%	7.3%	10.5%	4.0%	3.8%	4.4%	11.9%	11.8%	71.8%	0.9%	3.3%	14.4%	27.5%	39.0%	14.8%
USAID	2015	2,004	64.7%	4.6%	15.4%	8.9%	6.4%	2.7%	7.2%	8.5%	81.7%	0.6%	2.4%	30.6%	29.7%	25.4%	11.3%
	'14	2,045	62.1%	4.3%	14.9%	10.3%	8.3%	3.2%	6.1%	8.1%	82.5%	0.5%	3.0%	31.8%	29.2%	24.7%	10.7%
	'13	2,266	66.5%	4.4%	14.5%	8.1%	6.5%	3.5%	7.3%	6.8%	82.4%	1.0%	4.0%	30.9%	28.7%	24.8%	10.7%
USDA	2015	20,624	68.5%	6.9%	16.3%	3.8%	4.6%	4.2%	12.0%	12.6%	71.2%	0.7%	2.5%	16.4%	24.6%	38.6%	17.2%
	'14	20,162	67.7%	7.2%	15.5%	4.6%	5.0%	4.3%	11.6%	12.3%	71.8%	0.8%	2.9%	16.3%	25.0%	39.6%	15.4%
	'13	13,256	69.8%	6.8%	14.0%	5.0%	4.4%	3.8%	11.6%	12.5%	72.2%	1.0%	3.0%	15.6%	25.6%	40.9%	14.0%
VA	2015	32,236	64.8%	5.8%	18.2%	4.5%	6.7%	3.6%	9.6%	10.7%	76.1%	0.4%	2.5%	16.5%	25.4%	36.9%	18.3%
	'14	27,639	65.7%	5.8%	17.4%	4.8%	6.2%	3.6%	9.5%	11.0%	75.8%	0.6%	2.9%	15.5%	25.2%	37.3%	18.6%
	'13	29,893	68.7%	5.9%	15.1%	4.5%	5.8%	3.4%	9.6%	10.8%	76.2%	0.6%	3.3%	15.6%	25.8%	37.6%	17.0%

SOURCE: Federal Employee Viewpoint Survey

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



## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2015	421,748	66.5%	6.1%	18.5%	4.0%	4.9%	3.8%	10.2%	11.1%	75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
DOD	2015	72,919	59.1%	6.4%	25.4%	3.5%	5.6%	4.0%	10.6%	11.8%	73.7%	0.6%	2.8%	14.0%	24.0%	43.3%	15.4%
	'14	75,025	58.5%	6.7%	24.9%	4.1%	5.8%	4.1%	10.3%	11.6%	74.0%	0.6%	3.1%	13.3%	25.3%	42.8%	14.9%
	'13	65,007	61.4%	7.0%	21.6%	4.4%	5.6%	4.1%	10.8%	11.2%	73.9%	0.9%	3.3%	12.7%	26.6%	42.3%	14.2%
USACE	2015	4,306	64.7%	7.9%	19.0%	3.7%	4.7%	4.9%	11.4%	10.9%	72.8%	1.2%	4.8%	18.2%	23.2%	37.5%	15.0%
	'14	2,433	60.3%	8.7%	21.4%	4.9%	4.7%	6.0%	11.9%	11.8%	70.4%	1.0%	4.0%	15.1%	22.9%	40.5%	16.5%
	'13	2,222	64.0%	9.3%	16.3%	5.2%	5.2%	5.2%	13.2%	11.7%	69.9%	1.1%	3.9%	14.9%	23.6%	40.0%	16.4%
Air Force	2015	18,776	58.4%	6.1%	25.6%	3.6%	6.3%	4.1%	10.2%	11.9%	73.8%	0.5%	1.7%	12.0%	24.7%	46.5%	14.6%
	'14	19,168	58.4%	6.3%	24.8%	4.3%	6.2%	3.9%	9.7%	11.8%	74.6%	0.5%	2.2%	11.6%	26.4%	45.6%	13.7%
	'13	12,129	61.4%	6.3%	22.1%	4.7%	5.5%	3.6%	10.1%	11.3%	74.9%	0.6%	2.7%	11.3%	28.0%	44.1%	13.4%
Army‡	2015	16,697	56.2%	6.8%	27.7%	3.3%	5.9%	4.1%	11.0%	12.8%	72.1%	0.3%	1.7%	12.3%	24.3%	44.0%	17.4%
	'14	19,981	54.7%	7.2%	27.5%	4.1%	6.6%	4.2%	11.2%	12.3%	72.4%	0.4%	2.0%	12.3%	25.3%	43.4%	16.6%
	'13	19,908	56.7%	6.6%	25.5%	4.5%	6.7%	4.1%	10.2%	11.2%	74.5%	0.7%	2.2%	12.8%	27.5%	42.2%	14.7%
Navy‡	2015	16,210	61.0%	6.7%	23.1%	3.8%	5.4%	4.1%	11.2%	11.7%	73.0%	0.6%	3.0%	13.2%	23.8%	44.4%	15.0%
	'14	17,745	60.5%	7.2%	22.4%	4.4%	5.5%	4.3%	10.4%	11.7%	73.6%	0.9%	3.2%	12.8%	25.0%	43.8%	14.3%
	'13	17,426	65.0%	7.5%	18.1%	4.6%	4.7%	4.3%	11.4%	11.3%	73.0%	1.1%	4.0%	12.5%	26.0%	42.4%	14.0%
Marine Corps	2015	1,681	57.0%	5.6%	29.4%	3.0%	5.0%	3.3%	10.4%	13.3%	73.0%	0.1%	1.5%	12.6%	25.8%	44.7%	15.2%
	'14	1,716	56.4%	5.9%	28.0%	3.6%	6.1%	3.5%	9.2%	10.5%	76.8%	0.2%	2.0%	12.6%	28.7%	42.5%	13.9%
	'13	2,092	62.3%	4.6%	24.0%	3.8%	5.3%	2.7%	9.2%	11.5%	76.6%	0.2%	2.3%	13.3%	29.4%	42.3%	12.5%
DOD 4th Estate	2015	15,249	59.6%	5.8%	26.5%	3.5%	4.7%	3.6%	9.6%	10.6%	76.2%	0.8%	4.5%	18.0%	23.1%	38.8%	14.7%
	'14	13,982	61.2%	5.8%	24.9%	3.3%	4.8%	3.8%	9.8%	10.2%	76.1%	0.9%	5.7%	17.3%	24.3%	37.4%	14.4%
	'13	11,230	63.5%	7.4%	20.4%	3.6%	5.1%	4.5%	11.3%	11.0%	73.2%	1.6%	4.9%	13.7%	24.5%	40.9%	14.4%

SOURCE: Federal Employee Viewpoint Survey

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

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

## Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
Agency	Year	Number of Respondents													
All Responses	2015	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
BBG	2015	1,102	1.2%	6.4%	8.0%	24.7%	26.5%	33.1%	0.6%	4.7%	7.2%	23.0%	13.8%	11.3%	39.4%
	'14	1,051	1.1%	8.4%	9.9%	21.8%	24.8%	34.0%	0.7%	5.8%	8.9%	20.8%	13.3%	9.4%	41.0%
	'13	1,156	1.3%	11.1%	10.7%	20.0%	23.1%	33.8%	0.8%	9.8%	9.3%	18.0%	13.3%	9.3%	39.6%
CSOSA	2015	648	1.5%	8.9%	9.7%	31.7%	44.2%	4.0%	0.8%	4.6%	9.3%	26.4%	18.9%	22.1%	17.9%
	'14	722	0.9%	10.6%	14.0%	30.1%	40.4%	4.1%	0.6%	5.7%	12.1%	25.8%	22.9%	16.6%	16.2%
	'13	714	1.5%	13.7%	14.9%	31.1%	35.7%	3.1%	0.4%	9.8%	12.6%	27.2%	20.9%	14.5%	14.6%
DHS	2015	43,090	1.8%	11.3%	12.3%	30.0%	34.0%	10.5%	1.0%	6.9%	9.9%	25.6%	22.4%	14.7%	19.4%
	'14	42,798	1.4%	14.0%	14.6%	27.8%	31.6%	10.7%	0.7%	9.0%	11.4%	23.9%	21.7%	13.4%	20.0%
	'13	39,090	2.0%	17.4%	16.8%	29.4%	24.1%	10.2%	1.3%	12.4%	12.8%	25.6%	16.8%	11.4%	19.7%
DOC	2015	10,129	3.6%	12.4%	10.5%	23.6%	25.1%	24.7%	2.3%	9.0%	9.0%	22.3%	11.5%	14.3%	31.6%
	'14	9,892	1.7%	14.7%	11.5%	21.6%	25.4%	25.2%	1.1%	10.7%	10.1%	20.5%	11.8%	14.0%	31.9%
	'13	9,447	4.0%	13.9%	13.1%	19.8%	24.1%	25.2%	3.1%	10.6%	11.1%	18.8%	13.2%	10.9%	32.4%
DOE	2015	8,469	2.5%	10.6%	11.5%	26.3%	20.7%	28.4%	1.2%	5.9%	8.8%	22.6%	13.4%	9.4%	38.7%
	'14	6,515	1.9%	12.6%	14.8%	22.4%	20.5%	27.8%	0.9%	7.6%	11.6%	19.0%	13.7%	8.3%	38.8%
	'13	6,707	2.2%	15.0%	16.0%	17.4%	20.9%	28.4%	1.2%	10.2%	12.0%	15.8%	12.8%	7.5%	40.5%
DOI	2015	26,366	2.0%	9.3%	11.3%	20.7%	28.4%	28.2%	0.8%	4.9%	8.2%	17.7%	14.5%	14.7%	39.2%
	'14	18,384	0.8%	11.4%	12.0%	19.0%	27.4%	29.3%	0.3%	6.1%	9.0%	15.4%	15.0%	13.1%	41.2%
	'13	18,396	1.2%	13.1%	11.4%	17.5%	26.5%	30.1%	0.5%	7.9%	8.6%	14.6%	14.3%	12.1%	42.1%
DOJ	2015	20,218	2.9%	7.6%	10.2%	20.8%	35.0%	23.5%	1.9%	5.6%	8.2%	18.9%	15.4%	19.3%	30.8%
	'14	17,213	1.2%	9.4%	11.7%	19.8%	33.8%	24.2%	0.8%	6.7%	9.6%	17.9%	14.5%	18.5%	32.0%
	'13	17,004	1.5%	12.4%	11.3%	20.2%	30.6%	24.0%	1.2%	9.1%	9.2%	18.5%	14.2%	16.4%	31.4%
DOL	2015	11,359	3.5%	14.3%	12.9%	24.0%	24.4%	20.9%	1.9%	9.1%	11.3%	22.8%	12.0%	13.1%	29.8%
	'14	10,953	1.2%	17.5%	14.1%	21.6%	24.3%	21.4%	0.7%	11.5%	12.2%	20.3%	13.0%	11.5%	30.8%
	'13	5,205	4.8%	19.8%	11.3%	17.6%	23.3%	23.1%	2.6%	13.8%	10.2%	16.9%	12.0%	11.0%	33.6%
DOT	2015	15,598	4.1%	10.2%	10.9%	23.8%	27.0%	24.0%	2.1%	6.6%	9.2%	21.7%	13.8%	13.2%	33.4%
	'14	11,673	1.2%	12.4%	12.7%	21.3%	27.2%	25.2%	0.5%	8.1%	10.6%	18.9%	13.5%	12.7%	35.8%
	'13	23,204	2.8%	12.3%	11.9%	18.2%	26.0%	28.9%	1.8%	9.2%	9.6%	16.6%	12.8%	11.5%	38.5%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
Agency	Year	Number of Respondents													
All Responses	2015	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
Educ	2015	2,701	4.2%	10.7%	17.5%	19.7%	22.9%	25.0%	2.6%	6.9%	13.6%	17.8%	10.6%	12.4%	36.1%
	'14	2,415	3.5%	14.2%	14.7%	19.9%	23.9%	23.9%	2.1%	9.2%	12.2%	17.7%	10.1%	12.1%	36.6%
	'13	2,658	1.9%	22.9%	10.2%	17.4%	23.7%	23.9%	0.9%	16.1%	8.3%	16.0%	10.6%	11.2%	37.0%
EEOC	2015	1,247	8.5%	3.4%	13.9%	20.4%	26.1%	27.7%	4.2%	3.0%	9.6%	20.1%	7.9%	15.6%	39.7%
	'14	1,129	0.0%	4.9%	20.0%	17.3%	26.8%	30.9%	0.1%	2.4%	14.6%	16.7%	9.9%	12.1%	44.2%
	'13	1,180	0.3%	15.2%	16.9%	9.8%	27.2%	30.6%	0.1%	8.5%	13.6%	11.7%	11.2%	11.6%	43.3%
EPA	2015	4,456	0.7%	3.3%	9.5%	17.7%	27.5%	41.3%	0.4%	1.9%	7.0%	14.9%	11.9%	14.1%	49.8%
	'14	3,863	0.5%	7.1%	9.3%	16.8%	25.7%	40.6%	0.2%	5.2%	7.4%	14.0%	10.1%	13.4%	49.6%
	'13	3,924	0.4%	11.3%	9.0%	13.7%	24.1%	41.4%	0.2%	8.2%	7.3%	12.3%	9.8%	12.4%	49.9%
FCC	2015	573	2.2%	12.7%	6.3%	16.6%	30.4%	31.8%	0.6%	8.6%	4.5%	16.4%	13.0%	14.3%	42.6%
	'14	702	1.1%	15.5%	4.5%	13.0%	33.9%	32.0%	0.5%	9.4%	5.1%	13.0%	12.7%	15.7%	43.7%
	'13	814	4.7%	9.7%	7.0%	11.1%	35.0%	32.6%	2.8%	6.3%	5.7%	11.0%	13.7%	16.6%	43.9%
FERC	2015	996	4.3%	18.1%	11.5%	26.8%	16.1%	23.2%	2.6%	13.6%	11.3%	26.5%	11.4%	6.5%	28.1%
	'14	896	2.9%	18.5%	17.7%	22.7%	14.3%	23.9%	2.2%	14.2%	15.3%	22.7%	9.1%	6.7%	29.8%
	'13	893	4.7%	17.9%	20.4%	19.1%	13.2%	24.6%	2.9%	14.2%	18.4%	19.9%	8.2%	6.5%	29.9%
FTC	2015	626	3.5%	21.5%	10.9%	21.1%	24.0%	19.0%	1.8%	13.9%	10.2%	20.7%	14.7%	13.0%	25.7%
	'14	518	4.3%	21.6%	12.4%	19.0%	23.9%	18.8%	2.2%	14.5%	11.2%	19.2%	13.5%	14.3%	25.1%
	'13	565	5.7%	20.3%	9.2%	22.0%	21.3%	21.4%	3.3%	14.7%	8.5%	21.9%	13.4%	10.7%	27.4%
GSA	2015	7,874	2.9%	8.5%	12.8%	24.7%	22.4%	28.7%	0.9%	4.4%	9.8%	21.8%	14.0%	8.5%	40.6%
	'14	8,567	1.5%	11.1%	15.6%	21.5%	19.9%	30.4%	0.5%	6.4%	12.7%	17.8%	12.5%	7.3%	42.9%
	'13	8,429	1.9%	15.9%	14.1%	20.0%	18.3%	29.8%	1.0%	10.5%	11.6%	16.5%	11.1%	6.9%	42.3%
HHS	2015	36,772	4.0%	15.0%	14.0%	22.4%	26.4%	18.2%	2.2%	9.7%	11.8%	21.2%	14.8%	13.4%	26.7%
	'14	32,806	2.7%	17.8%	14.6%	20.8%	25.6%	18.5%	1.6%	12.1%	12.4%	19.1%	15.4%	11.7%	27.7%
	'13	32,329	4.0%	18.5%	13.2%	19.4%	25.4%	19.4%	2.0%	13.4%	11.0%	17.9%	15.3%	11.0%	29.3%
HUD	2015	5,404	5.9%	7.6%	12.7%	20.1%	22.5%	31.3%	3.1%	5.0%	10.4%	17.8%	11.3%	10.6%	41.9%
	'14	3,890	0.5%	13.4%	13.7%	18.8%	21.0%	32.7%	0.2%	8.8%	11.0%	15.7%	11.7%	8.8%	43.8%
	'13	3,741	2.9%	17.0%	13.5%	13.4%	19.6%	33.7%	1.5%	11.6%	11.9%	11.4%	11.7%	7.1%	44.7%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
Agency	Year	Number of Respondents													
All Responses	2015	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
NARA	2015	1,721	2.5%	8.3%	13.2%	25.8%	27.5%	22.6%	0.8%	4.0%	11.0%	23.9%	16.3%	13.1%	30.8%
	'14	1,686	1.1%	10.4%	17.9%	23.8%	24.7%	22.0%	0.5%	5.4%	14.7%	21.5%	16.5%	11.2%	30.2%
	'13	1,617	1.1%	14.7%	16.4%	21.6%	23.6%	22.6%	0.5%	10.3%	13.8%	18.2%	15.8%	11.0%	30.3%
NASA	2015	9,936	0.9%	7.0%	7.3%	17.0%	21.6%	46.2%	0.7%	5.4%	6.4%	15.2%	11.8%	9.5%	51.0%
	'14	9,430	1.4%	7.7%	7.6%	17.2%	20.4%	45.8%	1.0%	6.0%	6.7%	15.4%	11.4%	8.1%	51.3%
	'13	9,985	1.6%	7.5%	7.6%	16.4%	18.6%	48.3%	1.1%	5.8%	6.4%	14.8%	11.0%	7.0%	53.8%
NCUA	2015	777	3.5%	18.0%	16.3%	19.3%	20.0%	22.9%	0.9%	8.9%	14.9%	22.9%	8.1%	13.3%	31.0%
	'14	809	3.7%	21.0%	15.0%	17.7%	18.1%	24.6%	1.3%	11.8%	17.4%	17.8%	7.1%	12.2%	32.4%
	'13	799	3.1%	25.7%	9.9%	14.0%	22.5%	24.8%	0.9%	20.2%	10.7%	13.4%	11.7%	9.9%	33.1%
NLRB	2015	902	4.3%	10.5%	11.8%	11.2%	27.2%	35.1%	2.2%	6.9%	10.7%	11.0%	12.2%	14.4%	42.5%
	'14	696	1.2%	14.2%	8.6%	11.3%	27.6%	37.1%	0.3%	9.5%	8.2%	12.1%	15.7%	11.1%	43.1%
	'13	726	2.5%	15.3%	4.8%	13.4%	24.9%	39.1%	1.2%	11.6%	5.7%	12.6%	14.5%	9.6%	44.9%
NRC	2015	2,675	2.9%	8.5%	7.4%	36.0%	24.6%	20.6%	2.2%	5.4%	6.4%	30.0%	16.5%	9.8%	29.7%
	'14	2,467	2.5%	6.2%	12.3%	36.6%	20.5%	22.0%	1.7%	4.5%	8.9%	30.5%	14.5%	8.5%	31.4%
	'13	2,509	0.8%	9.6%	17.3%	32.0%	16.9%	23.3%	0.5%	7.3%	12.6%	28.2%	12.3%	7.3%	31.8%
NSF	2015	900	2.6%	14.4%	11.1%	23.6%	28.2%	20.1%	1.7%	6.9%	7.2%	19.0%	18.4%	12.9%	33.8%
	'14	917	2.3%	16.3%	10.3%	25.7%	24.8%	20.6%	0.7%	8.9%	8.6%	19.7%	16.1%	12.0%	34.1%
	'13	888	2.6%	15.0%	12.3%	24.9%	22.6%	22.5%	0.7%	7.3%	8.3%	20.7%	12.8%	12.9%	37.4%
OMB	2015	305	8.8%	10.1%	19.9%	29.1%	18.9%	13.2%	4.4%	5.4%	16.3%	28.8%	13.6%	11.9%	19.7%
	'14	304	0.0%	17.3%	17.7%	33.0%	17.7%	14.3%	0.0%	10.0%	12.4%	33.0%	11.0%	12.0%	21.6%
	'13	314	3.7%	26.4%	19.7%	22.0%	16.9%	11.2%	1.0%	17.2%	18.9%	24.0%	10.8%	10.1%	17.9%
OPM	2015	3,378	2.2%	13.1%	20.9%	33.0%	16.7%	14.1%	1.1%	6.2%	14.7%	26.3%	12.5%	10.2%	28.9%
	'14	3,596	1.5%	20.3%	17.0%	33.9%	13.5%	13.8%	0.5%	11.7%	13.6%	23.7%	12.4%	8.3%	29.9%
	'13	2,929	3.6%	25.4%	10.9%	30.9%	12.6%	16.6%	1.4%	15.8%	9.7%	21.6%	11.7%	7.6%	32.2%
PBGC	2015	630	2.0%	15.0%	10.9%	23.2%	25.8%	23.1%	1.2%	9.6%	8.6%	19.9%	13.0%	15.6%	32.1%
	'14	481	4.3%	15.8%	10.4%	22.3%	24.3%	23.0%	2.4%	9.4%	9.6%	18.7%	13.1%	14.0%	32.7%
	'13	401	3.6%	14.7%	15.0%	19.2%	25.8%	21.7%	1.7%	12.7%	6.6%	19.6%	13.5%	14.0%	32.0%

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
Agency	Year	Number of Respondents													
All Responses	2015	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
RRB	2015	481	6.9%	10.1%	12.3%	11.2%	8.8%	50.6%	3.4%	6.5%	11.4%	12.1%	5.2%	4.3%	57.1%
	'14	526	3.3%	12.6%	9.3%	9.9%	8.8%	56.0%	2.1%	7.0%	10.1%	11.8%	4.3%	3.1%	61.6%
	'13	610	4.5%	14.7%	7.6%	7.6%	10.1%	55.5%	2.1%	10.5%	7.4%	9.0%	3.8%	3.8%	63.5%
SBA	2015	1,303	2.1%	19.3%	13.0%	17.8%	18.2%	29.7%	0.9%	10.3%	10.2%	18.8%	6.5%	12.0%	41.4%
	'14	1,395	3.6%	21.2%	11.9%	14.5%	18.3%	30.5%	1.8%	12.0%	10.6%	15.8%	5.6%	12.7%	41.6%
	'13	1,511	4.7%	14.7%	13.5%	10.9%	21.1%	35.0%	3.3%	8.8%	10.6%	10.1%	6.3%	13.8%	47.2%
SEC	2015	1,921	3.0%	18.7%	9.8%	17.5%	37.3%	13.8%	1.0%	12.0%	9.0%	18.4%	21.4%	17.0%	21.1%
	'14	2,472	2.3%	18.7%	10.4%	25.1%	30.0%	13.5%	1.1%	13.3%	9.3%	23.7%	17.4%	14.4%	20.9%
	'13	2,422	3.7%	14.9%	11.0%	26.9%	28.6%	14.9%	2.3%	10.6%	10.3%	24.2%	16.5%	14.3%	21.9%
SSA	2015	10,527	5.7%	6.1%	10.7%	24.8%	26.6%	26.1%	4.1%	4.9%	9.9%	23.3%	14.8%	11.8%	31.2%
	'14	9,540	0.4%	6.6%	16.2%	21.4%	26.4%	29.0%	0.1%	5.0%	14.5%	20.3%	14.1%	11.0%	35.1%
	'13	8,345	1.4%	11.9%	14.9%	19.7%	22.8%	29.4%	0.8%	10.4%	13.9%	18.9%	12.0%	9.8%	34.3%
State	2015	4,060	1.6%	11.2%	12.0%	22.3%	27.3%	25.7%	0.5%	6.9%	10.7%	21.7%	15.4%	12.3%	32.5%
	'14	3,776	2.2%	14.5%	11.3%	23.8%	25.6%	22.5%	1.2%	9.8%	9.6%	22.4%	16.1%	10.9%	29.9%
	'13	2,551	2.7%	16.1%	12.8%	25.4%	25.0%	18.1%	1.3%	11.7%	10.3%	25.9%	15.9%	9.5%	25.5%
Treas	2015	51,700	1.3%	5.7%	9.7%	22.8%	22.3%	38.2%	0.5%	3.4%	7.6%	20.4%	11.6%	11.1%	45.4%
	'14	51,038	0.9%	7.2%	12.1%	19.0%	21.5%	39.3%	0.5%	4.2%	10.0%	16.9%	11.7%	9.8%	46.9%
	'13	50,010	1.5%	10.6%	10.8%	16.6%	20.7%	39.8%	0.9%	7.2%	8.8%	14.9%	11.8%	9.0%	47.5%
USAID	2015	2,004	3.0%	17.3%	21.4%	25.9%	20.2%	12.2%	1.4%	9.9%	15.4%	26.6%	15.7%	10.4%	20.6%
	'14	2,045	3.1%	23.5%	23.3%	19.6%	16.9%	13.6%	1.3%	13.5%	19.1%	22.1%	13.8%	9.3%	20.9%
	'13	2,266	3.0%	30.5%	18.5%	16.7%	17.0%	14.4%	1.7%	18.7%	15.5%	20.3%	14.3%	8.1%	21.4%
USDA	2015	20,624	2.1%	6.5%	9.4%	18.9%	28.0%	35.2%	0.8%	3.6%	7.1%	16.1%	15.4%	13.5%	43.4%
	'14	20,162	0.9%	8.2%	10.3%	19.1%	25.2%	36.2%	0.3%	4.9%	7.9%	16.0%	15.0%	11.5%	44.3%
	'13	13,256	1.0%	11.0%	9.0%	17.8%	24.0%	37.2%	0.4%	7.1%	7.0%	14.9%	13.7%	11.1%	45.7%
VA	2015	32,236	4.7%	21.5%	14.6%	26.1%	17.9%	15.3%	2.8%	15.9%	12.7%	25.6%	12.1%	9.8%	21.3%
	'14	27,639	4.7%	22.1%	15.6%	24.0%	17.4%	16.3%	2.9%	16.3%	14.1%	23.6%	11.8%	9.1%	22.2%
	'13	29,893	4.7%	20.7%	18.1%	21.0%	17.7%	17.7%	3.1%	15.9%	16.2%	20.5%	11.0%	9.3%	24.0%

## Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
Agency	Year	Number of Respondents													
All Responses	2015	421,748	3.0%	11.3%	12.6%	24.2%	25.0%	23.9%	1.5%	7.1%	10.3%	22.1%	14.3%	12.3%	32.3%
	'14	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
DOD	2015	72,919	3.7%	13.3%	16.8%	27.2%	20.2%	18.7%	1.5%	7.8%	14.2%	25.8%	13.4%	9.6%	27.8%
	'14	75,025	2.1%	17.2%	18.3%	24.2%	18.9%	19.2%	0.6%	11.3%	15.5%	22.9%	12.6%	8.4%	28.8%
	'13	65,007	2.6%	20.4%	16.6%	21.1%	17.8%	21.4%	0.8%	14.5%	13.7%	20.1%	10.8%	7.9%	32.3%
USACE	2015	4,306	2.5%	7.8%	13.5%	24.3%	22.4%	29.5%	1.2%	4.1%	10.4%	20.5%	14.0%	10.9%	38.8%
	'14	2,433	0.7%	8.1%	18.9%	17.8%	22.8%	31.7%	0.1%	4.4%	13.5%	15.2%	13.8%	10.9%	42.1%
	'13	2,222	1.8%	12.4%	16.9%	15.2%	20.0%	33.8%	0.6%	8.1%	12.5%	13.4%	10.7%	9.8%	44.9%
Air Force	2015	18,776	4.7%	14.5%	16.7%	23.9%	22.1%	18.1%	2.1%	8.9%	15.6%	24.1%	14.4%	10.6%	24.3%
	'14	19,168	3.2%	17.2%	16.7%	22.6%	21.4%	18.8%	0.9%	12.6%	15.3%	22.7%	14.1%	9.5%	24.9%
	'13	12,129	2.1%	20.9%	14.3%	21.2%	20.7%	20.8%	0.0%	16.3%	12.5%	20.9%	12.7%	8.8%	28.8%
Army‡	2015	16,697	3.9%	12.5%	18.1%	31.6%	19.4%	14.5%	0.9%	6.0%	13.9%	29.9%	14.8%	9.9%	24.6%
	'14	19,981	2.2%	17.6%	20.1%	27.7%	17.0%	15.4%	0.4%	9.8%	16.0%	25.8%	12.8%	8.3%	26.9%
	'13	19,908	3.7%	22.7%	18.8%	23.5%	15.6%	15.7%	1.2%	14.0%	15.1%	23.4%	11.0%	7.9%	27.4%
Navy‡	2015	16,210	3.2%	12.0%	15.8%	26.0%	20.8%	22.3%	1.2%	8.0%	14.2%	24.6%	12.3%	9.0%	30.7%
	'14	17,745	1.3%	15.8%	17.5%	22.3%	20.3%	22.8%	0.5%	11.8%	15.3%	20.7%	12.1%	7.8%	31.8%
	'13	17,426	1.3%	18.4%	15.7%	19.2%	19.0%	26.5%	0.0%	14.8%	13.3%	17.7%	10.5%	7.2%	36.5%
Marine Corps	2015	1,681	1.8%	12.8%	16.6%	34.4%	20.0%	14.4%	0.6%	8.1%	14.1%	31.5%	13.4%	8.4%	24.0%
	'14	1,716	1.8%	17.4%	20.6%	27.9%	16.7%	15.7%	0.9%	11.0%	17.9%	26.2%	11.6%	7.8%	24.7%
	'13	2,092	4.7%	17.3%	20.3%	23.9%	15.5%	18.3%	2.3%	13.6%	17.0%	21.9%	9.4%	7.4%	28.6%
DOD 4th Estate	2015	15,249	3.6%	15.8%	17.3%	28.0%	17.5%	17.8%	1.8%	9.2%	13.9%	25.6%	11.5%	8.5%	29.5%
	'14	13,982	1.7%	20.2%	18.5%	24.7%	16.0%	18.9%	0.6%	12.3%	15.3%	22.7%	10.7%	7.4%	31.1%
	'13	11,230	3.2%	21.1%	16.1%	20.4%	17.0%	22.2%	1.6%	14.4%	12.6%	18.0%	9.3%	7.7%	36.4%

SOURCE: Federal Employee Viewpoint Survey

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

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



## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	
All Responses	2015	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	
BBG	2015	1,102	60.4%	39.6%	10.8%	89.2%	0.4%	18.2%	20.6%	0.2%	58.0%	2.7%	
	'14	1,051	58.4%	41.6%	9.5%	90.5%	0.5%	19.3%	22.1%	0.3%	55.1%	2.6%	
	'13	1,156	60.2%	39.8%	8.8%	91.2%	0.3%	19.8%	21.1%	0.3%	56.3%	2.2%	
CSOSA	2015	648	36.1%	63.9%	6.2%	93.8%	0.7%	1.8%	74.4%	0.2%	20.1%	2.8%	
	'14	722	36.3%	63.7%	5.7%	94.3%	0.3%	1.9%	73.8%	0.0%	19.6%	4.3%	
	'13	714	34.9%	65.1%	6.7%	93.3%	0.6%	1.7%	76.1%	0.3%	18.0%	3.4%	
DHS	2015	43,090	63.9%	36.1%	15.6%	84.4%	1.1%	4.4%	12.7%	1.0%	76.6%	4.2%	
	'14	42,798	63.5%	36.5%	15.2%	84.8%	1.0%	4.2%	12.9%	0.9%	76.7%	4.3%	
	'13	39,090	61.9%	38.1%	14.7%	85.3%	1.0%	4.4%	13.9%	1.0%	75.8%	3.8%	
DOC	2015	10,129	54.1%	45.9%	5.5%	94.5%	0.6%	10.5%	14.5%	0.3%	70.7%	3.4%	
	'14	9,892	54.3%	45.7%	5.3%	94.7%	0.4%	10.7%	14.5%	0.5%	70.5%	3.4%	
	'13	9,447	52.7%	47.3%	5.0%	95.0%	0.5%	10.8%	16.2%	0.3%	69.2%	3.0%	
DOE	2015	8,469	62.6%	37.4%	7.6%	92.4%	1.4%	3.9%	8.6%	0.3%	81.9%	3.9%	
	'14	6,515	61.8%	38.2%	7.3%	92.7%	1.3%	3.7%	8.2%	0.3%	82.4%	4.0%	
	'13	6,707	60.2%	39.8%	7.0%	93.0%	1.3%	3.8%	8.8%	0.3%	82.3%	3.4%	
DOI	2015	26,366	55.2%	44.8%	6.3%	93.7%	9.1%	1.8%	4.4%	0.4%	80.4%	3.9%	
	'14	18,384	54.9%	45.1%	6.3%	93.7%	8.6%	1.7%	4.0%	0.5%	81.3%	3.9%	
	'13	18,396	54.2%	45.8%	5.8%	94.2%	8.0%	1.9%	4.1%	0.5%	82.1%	3.5%	
DOJ	2015	20,218	54.8%	45.2%	10.2%	89.8%	0.9%	3.1%	16.1%	0.6%	76.5%	2.8%	
	'14	17,213	55.4%	44.6%	10.8%	89.2%	0.9%	3.0%	16.9%	0.6%	75.6%	3.0%	
	'13	17,004	56.1%	43.9%	10.7%	89.3%	0.9%	2.9%	16.8%	0.8%	75.9%	2.7%	
DOL	2015	11,359	51.3%	48.7%	10.9%	89.1%	0.8%	5.2%	20.2%	0.4%	70.1%	3.3%	
	'14	10,953	51.2%	48.8%	10.4%	89.6%	0.9%	4.5%	19.2%	0.5%	71.5%	3.5%	
	'13	5,205	47.9%	52.1%	10.9%	89.1%	0.9%	4.7%	19.8%	0.4%	70.5%	3.7%	
DOT	2015	15,598	66.1%	33.9%	7.5%	92.5%	1.3%	4.2%	12.7%	0.6%	77.3%	4.0%	
	'14	11,673	64.5%	35.5%	7.4%	92.6%	1.2%	4.3%	13.5%	0.5%	76.7%	3.8%	
	'13	23,204	67.7%	32.3%	7.9%	92.1%	1.3%	4.4%	12.3%	0.7%	77.8%	3.5%	

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	
All Responses	2015	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	
Educ	2015	2,701	38.5%	61.5%	6.8%	93.2%	0.7%	4.4%	33.8%	0.4%	56.6%	4.1%	
	'14	2,415	36.8%	63.2%	6.6%	93.4%	0.7%	3.8%	32.6%	0.2%	59.4%	3.3%	
	'13	2,658	37.3%	62.7%	6.2%	93.8%	0.6%	4.1%	32.9%	0.4%	58.4%	3.6%	
EEOC	2015	1,247	37.5%	62.5%	17.6%	82.4%	0.7%	4.1%	35.6%	0.2%	55.4%	4.0%	
	'14	1,129	37.1%	62.9%	16.4%	83.6%	0.9%	3.2%	37.2%	0.2%	54.1%	4.5%	
	'13	1,180	34.9%	65.1%	15.2%	84.8%	0.9%	3.3%	37.0%	0.0%	54.7%	4.2%	
EPA	2015	4,456	46.3%	53.7%	7.1%	92.9%	0.7%	5.1%	14.3%	0.4%	76.6%	2.9%	
	'14	3,863	45.9%	54.1%	6.7%	93.3%	0.8%	5.3%	14.1%	0.4%	75.8%	3.6%	
	'13	3,924	45.4%	54.6%	6.9%	93.1%	0.9%	5.2%	14.3%	0.3%	76.3%	3.1%	
FCC	2015	573	53.6%	46.4%	4.4%	95.6%	0.4%	8.0%	18.9%	0.0%	69.9%	2.8%	
	'14	702	49.3%	50.7%	4.7%	95.3%	0.2%	6.8%	23.8%	0.8%	66.1%	2.4%	
	'13	814	47.7%	52.3%	4.4%	95.6%	0.5%	6.6%	23.3%	0.5%	66.3%	2.7%	
FERC	2015	996	57.9%	42.1%	5.9%	94.1%	0.2%	7.0%	15.8%	0.1%	73.3%	3.5%	
	'14	896	56.5%	43.5%	5.1%	94.9%	0.0%	6.7%	16.9%	0.1%	72.0%	4.3%	
	'13	893	59.4%	40.6%	5.6%	94.4%	0.4%	6.3%	18.6%	0.1%	71.9%	2.7%	
FTC	2015	626	51.3%	48.7%	3.4%	96.6%	0.0%	6.9%	14.7%	0.2%	76.8%	1.4%	
	'14	518	49.4%	50.6%	4.2%	95.8%	0.2%	5.8%	14.3%	0.0%	77.5%	2.1%	
	'13	565	50.0%	50.0%	1.7%	98.3%	0.4%	6.1%	13.9%	0.8%	76.0%	2.9%	
GSA	2015	7,874	52.4%	47.6%	7.0%	93.0%	0.8%	5.4%	21.0%	0.7%	68.4%	3.7%	
	'14	8,567	51.2%	48.8%	6.7%	93.3%	1.0%	5.0%	22.7%	0.6%	66.8%	3.8%	
	'13	8,429	50.7%	49.3%	6.9%	93.1%	0.8%	5.3%	20.6%	0.7%	69.3%	3.3%	
HHS	2015	36,772	36.6%	63.4%	6.1%	93.9%	8.3%	8.9%	18.8%	0.4%	60.1%	3.5%	
	'14	32,806	35.5%	64.5%	5.7%	94.3%	9.8%	8.5%	18.2%	0.3%	59.7%	3.4%	
	'13	32,329	34.6%	65.4%	5.6%	94.4%	11.0%	7.5%	18.8%	0.3%	59.0%	3.3%	
HUD	2015	5,404	39.6%	60.4%	9.2%	90.8%	1.4%	4.5%	35.5%	0.4%	54.2%	4.0%	
	'14	3,890	39.1%	60.9%	8.0%	92.0%	1.2%	4.1%	31.0%	0.5%	59.8%	3.5%	
	'13	3,741	38.9%	61.1%	8.0%	92.0%	1.3%	4.1%	28.9%	0.4%	61.9%	3.4%	

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	
All Responses	2015	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	
NARA	2015	1,721	47.2%	52.8%	4.1%	95.9%	0.4%	2.2%	20.0%	0.7%	73.2%	3.6%	
	'14	1,686	46.4%	53.6%	3.9%	96.1%	0.5%	2.1%	18.6%	0.6%	74.4%	3.8%	
	'13	1,617	45.5%	54.5%	3.7%	96.3%	0.7%	2.4%	17.5%	0.6%	75.8%	3.0%	
NASA	2015	9,936	63.6%	36.4%	6.6%	93.4%	0.8%	5.3%	10.8%	0.4%	79.3%	3.3%	
	'14	9,430	63.0%	37.0%	7.1%	92.9%	0.8%	5.7%	10.2%	0.5%	79.7%	3.1%	
	'13	9,985	62.5%	37.5%	6.8%	93.2%	0.8%	5.9%	10.4%	0.5%	79.6%	2.8%	
NCUA	2015	777	55.0%	45.0%	7.9%	92.1%	0.6%	4.7%	12.9%	0.6%	78.6%	2.6%	
	'14	809	54.7%	45.3%	6.8%	93.2%	0.8%	4.4%	12.2%	0.7%	78.1%	3.8%	
	'13	799	54.0%	46.0%	5.8%	94.2%	0.8%	6.1%	14.2%	0.4%	75.5%	3.0%	
NLRB	2015	902	35.9%	64.1%	9.6%	90.4%	0.0%	4.9%	20.9%	0.6%	70.0%	3.6%	
	'14	696	34.0%	66.0%	9.4%	90.6%	0.2%	3.4%	20.8%	0.5%	72.2%	3.0%	
	'13	726	33.2%	66.8%	10.3%	89.7%	0.5%	3.6%	21.4%	0.5%	70.2%	3.9%	
NRC	2015	2,675	63.4%	36.6%	7.4%	92.6%	0.7%	8.1%	12.7%	0.5%	74.1%	3.9%	
	'14	2,467	63.5%	36.5%	7.1%	92.9%	0.8%	8.0%	11.8%	0.3%	74.9%	4.2%	
	'13	2,509	63.2%	36.8%	7.0%	93.0%	0.7%	7.9%	11.8%	0.4%	75.1%	4.0%	
NSF	2015	900	37.7%	62.3%	5.1%	94.9%	0.1%	5.5%	22.4%	0.2%	68.8%	2.9%	
	'14	917	38.0%	62.0%	4.8%	95.2%	0.2%	5.0%	24.4%	0.4%	67.2%	2.8%	
	'13	888	37.4%	62.6%	5.2%	94.8%	0.2%	5.0%	22.6%	0.2%	69.1%	2.8%	
OMB	2015	305	48.3%	51.7%	2.0%	98.0%	1.0%	10.1%	3.5%	0.0%	82.6%	2.8%	
	'14	304	47.3%	52.7%	2.4%	97.6%	0.0%	9.8%	4.3%	0.4%	83.0%	2.5%	
	'13	314	47.3%	52.7%	4.7%	95.3%	0.0%	6.7%	4.3%	0.0%	85.5%	3.5%	
OPM	2015	3,378	42.3%	57.7%	6.7%	93.3%	0.7%	2.6%	19.9%	0.4%	72.7%	3.7%	
	'14	3,596	42.3%	57.7%	6.9%	93.1%	0.5%	3.1%	20.4%	0.4%	72.2%	3.5%	
	'13	2,929	40.0%	60.0%	5.6%	94.4%	0.5%	2.6%	19.9%	0.4%	73.4%	3.2%	
PBGC	2015	630	46.0%	54.0%	5.1%	94.9%	0.2%	7.7%	36.7%	0.2%	51.4%	3.8%	
	'14	481	46.7%	53.3%	5.9%	94.1%	0.2%	8.8%	34.6%	0.7%	54.3%	1.4%	
	'13	401	43.6%	56.4%	5.1%	94.9%	0.3%	5.6%	36.7%	0.3%	53.4%	3.8%	

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	
All Responses	2015	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	
RRB	2015	481	42.5%	57.5%	7.0%	93.0%	0.2%	2.7%	33.9%	0.7%	59.9%	2.7%	
	'14	526	39.6%	60.4%	6.7%	93.3%	0.8%	2.2%	36.6%	0.4%	57.5%	2.4%	
	'13	610	41.7%	58.3%	5.2%	94.8%	0.5%	2.3%	36.4%	0.9%	56.7%	3.2%	
SBA	2015	1,303	47.2%	52.8%	12.6%	87.4%	0.8%	5.7%	22.1%	1.3%	66.5%	3.7%	
	'14	1,395	46.2%	53.8%	12.0%	88.0%	1.3%	6.2%	22.1%	1.4%	65.4%	3.6%	
	'13	1,511	45.2%	54.8%	13.6%	86.4%	1.2%	6.3%	22.1%	1.4%	65.6%	3.5%	
SEC	2015	1,921	53.9%	46.1%	5.7%	94.3%	0.2%	8.4%	14.0%	0.2%	74.7%	2.5%	
	'14	2,472	52.4%	47.6%	5.9%	94.1%	0.3%	8.2%	14.3%	0.3%	74.4%	2.5%	
	'13	2,422	51.9%	48.1%	5.5%	94.5%	0.5%	7.2%	14.9%	0.2%	74.7%	2.5%	
SSA	2015	10,527	34.2%	65.8%	13.7%	86.3%	1.0%	5.4%	23.7%	0.5%	65.9%	3.5%	
	'14	9,540	34.0%	66.0%	13.1%	86.9%	1.0%	5.1%	23.7%	0.7%	66.1%	3.3%	
	'13	8,345	31.5%	68.5%	14.3%	85.7%	1.3%	4.7%	24.9%	0.6%	64.7%	3.7%	
State	2015	4,060	54.0%	46.0%	6.4%	93.6%	0.4%	4.7%	13.0%	0.3%	78.0%	3.6%	
	'14	3,776	51.2%	48.8%	6.5%	93.5%	0.4%	5.3%	14.8%	0.3%	75.4%	3.9%	
	'13	2,551	49.9%	50.1%	7.0%	93.0%	0.4%	5.2%	16.4%	0.4%	73.4%	4.2%	
Treas	2015	51,700	40.6%	59.4%	9.2%	90.8%	1.1%	5.2%	20.2%	0.5%	69.3%	3.7%	
	'14	51,038	41.1%	58.9%	8.8%	91.2%	1.0%	5.1%	19.8%	0.5%	70.1%	3.4%	
	'13	50,010	40.9%	59.1%	8.6%	91.4%	1.2%	4.8%	19.2%	0.5%	71.0%	3.3%	
USAID	2015	2,004	45.8%	54.2%	6.2%	93.8%	0.5%	5.9%	18.6%	0.1%	71.7%	3.2%	
	'14	2,045	45.8%	54.2%	6.3%	93.7%	0.3%	6.0%	18.9%	0.2%	71.1%	3.5%	
	'13	2,266	45.1%	54.9%	6.0%	94.0%	0.5%	6.8%	18.8%	0.3%	69.9%	3.7%	
USDA	2015	20,624	50.1%	49.9%	7.3%	92.7%	1.6%	3.3%	12.1%	0.5%	78.8%	3.8%	
	'14	20,162	49.9%	50.1%	7.3%	92.7%	1.9%	2.8%	11.4%	0.4%	79.6%	3.9%	
	'13	13,256	49.5%	50.5%	7.4%	92.6%	2.0%	3.1%	10.8%	0.4%	80.0%	3.7%	
VA	2015	32,236	41.2%	58.8%	7.9%	92.1%	1.3%	4.4%	18.6%	0.8%	70.8%	4.1%	
	'14	27,639	40.4%	59.6%	7.6%	92.4%	1.5%	4.8%	18.1%	0.8%	70.8%	4.0%	
	'13	29,893	39.3%	60.7%	7.3%	92.7%	1.4%	4.7%	18.5%	0.9%	71.0%	3.6%	

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	
All Responses	2015	421,748	52.1%	47.9%	8.7%	91.3%	2.2%	4.9%	15.9%	0.7%	72.4%	3.8%	
	'14	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	
DOD	2015	72,919	63.4%	36.6%	7.8%	92.2%	1.2%	4.5%	14.3%	1.1%	74.5%	4.5%	
	'14	75,025	63.4%	36.6%	7.7%	92.3%	1.1%	4.5%	14.9%	1.1%	74.3%	4.1%	
	'13	65,007	63.2%	36.8%	7.7%	92.3%	1.2%	4.6%	14.9%	1.2%	74.2%	3.8%	
USACE	2015	4,306	64.3%	35.7%	4.7%	95.3%	1.1%	4.7%	8.9%	0.6%	81.3%	3.4%	
	'14	2,433	61.5%	38.5%	4.7%	95.3%	1.0%	4.1%	8.7%	0.5%	82.6%	3.1%	
	'13	2,222	63.9%	36.1%	4.9%	95.1%	1.1%	5.0%	8.1%	0.5%	81.9%	3.4%	
Air Force	2015	18,776	68.2%	31.8%	8.4%	91.6%	1.5%	2.5%	11.6%	1.0%	78.7%	4.7%	
	'14	19,168	69.1%	30.9%	7.7%	92.3%	1.3%	2.3%	10.5%	0.9%	81.0%	4.0%	
	'13	12,129	69.3%	30.7%	7.6%	92.4%	1.5%	2.3%	10.7%	0.8%	81.1%	3.6%	
Army‡	2015	16,697	61.3%	38.7%	9.9%	90.1%	1.2%	3.4%	18.1%	1.1%	71.6%	4.6%	
	'14	19,981	62.9%	37.1%	9.7%	90.3%	1.3%	3.4%	19.6%	1.1%	70.2%	4.3%	
	'13	19,908	62.0%	38.0%	9.6%	90.4%	1.4%	3.1%	18.5%	1.1%	72.0%	4.0%	
Navy‡	2015	16,210	67.3%	32.7%	6.3%	93.7%	1.0%	6.9%	11.4%	1.6%	74.4%	4.6%	
	'14	17,745	66.7%	33.3%	6.2%	93.8%	1.0%	7.0%	11.6%	1.6%	74.4%	4.2%	
	'13	17,426	66.5%	33.5%	6.2%	93.8%	1.1%	7.6%	12.3%	1.8%	73.4%	3.8%	
Marine Corps	2015	1,681	69.2%	30.8%	8.0%	92.0%	1.2%	3.1%	16.9%	1.3%	72.6%	4.9%	
	'14	1,716	69.4%	30.6%	7.8%	92.2%	0.7%	3.2%	17.5%	1.3%	72.2%	5.1%	
	'13	2,092	67.4%	32.6%	7.6%	92.4%	1.1%	3.9%	16.9%	1.3%	71.5%	5.3%	
DOD 4th Estate	2015	15,249	55.0%	45.0%	7.1%	92.9%	0.9%	5.5%	17.8%	0.8%	70.9%	4.0%	
	'14	13,982	52.0%	48.0%	7.1%	92.9%	0.9%	5.9%	19.0%	0.9%	69.6%	3.8%	
	'13	11,230	52.6%	47.4%	7.2%	92.8%	1.0%	4.9%	18.3%	1.2%	71.1%	3.4%	

SOURCE: Federal Employee Viewpoint Survey

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

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2015	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
BBG	2015	1,102	0.3%	4.3%	2.3%	14.5%	5.2%	37.5%	32.7%	3.2%	6.1%	93.9%	89.1%	0.2%	2.8%	8.0%
	'14	1,051	0.1%	4.4%	2.8%	13.2%	5.2%	38.6%	32.2%	3.5%	5.9%	94.1%	89.4%	0.2%	3.2%	7.3%
	'13	1,156	---	---	---	---	---	---	---	---	4.7%	95.3%	---	---	---	---
CSOSA	2015	648	0.0%	4.2%	0.5%	10.3%	4.0%	41.0%	34.1%	5.9%	7.7%	92.3%	89.2%	0.7%	2.6%	7.5%
	'14	722	0.0%	3.9%	1.5%	10.9%	5.1%	39.2%	34.2%	5.2%	7.9%	92.1%	86.9%	1.2%	2.9%	9.0%
	'13	714	---	---	---	---	---	---	---	---	8.8%	91.2%	---	---	---	---
DHS	2015	43,090	0.1%	6.1%	2.3%	21.8%	9.4%	36.6%	18.2%	5.5%	12.2%	87.8%	63.2%	2.2%	13.0%	21.6%
	'14	42,798	0.1%	6.3%	2.3%	22.0%	9.3%	36.8%	17.9%	5.3%	12.0%	88.0%	62.4%	2.4%	13.5%	21.7%
	'13	39,090	---	---	---	---	---	---	---	---	11.9%	88.1%	---	---	---	---
DOC	2015	10,129	0.1%	3.0%	1.1%	9.0%	4.0%	32.9%	30.7%	19.2%	8.0%	92.0%	86.7%	0.5%	3.5%	9.3%
	'14	9,892	0.1%	3.2%	1.3%	9.5%	4.1%	33.1%	30.3%	18.5%	7.2%	92.8%	87.1%	0.5%	3.2%	9.2%
	'13	9,447	---	---	---	---	---	---	---	---	6.8%	93.2%	---	---	---	---
DOE	2015	8,469	0.1%	3.5%	3.1%	10.4%	6.1%	36.1%	32.2%	8.6%	10.1%	89.9%	71.9%	1.1%	8.0%	19.0%
	'14	6,515	0.1%	3.1%	3.2%	10.8%	6.3%	36.3%	32.0%	8.2%	10.4%	89.6%	71.7%	1.2%	8.1%	19.0%
	'13	6,707	---	---	---	---	---	---	---	---	9.5%	90.5%	---	---	---	---
DOI	2015	26,366	0.1%	4.5%	2.8%	13.5%	7.5%	38.1%	26.1%	7.3%	10.1%	89.9%	80.8%	0.6%	4.6%	14.0%
	'14	18,384	0.1%	4.6%	2.7%	13.9%	7.7%	37.5%	25.7%	7.8%	9.9%	90.1%	80.8%	0.7%	4.4%	14.1%
	'13	18,396	---	---	---	---	---	---	---	---	9.7%	90.3%	---	---	---	---
DOJ	2015	20,218	0.0%	5.8%	2.3%	15.0%	7.4%	36.4%	16.5%	16.5%	8.3%	91.7%	74.2%	2.2%	5.1%	18.5%
	'14	17,213	0.1%	6.3%	2.5%	16.2%	7.4%	36.5%	15.5%	15.5%	8.4%	91.6%	74.0%	2.2%	5.1%	18.6%
	'13	17,004	---	---	---	---	---	---	---	---	8.0%	92.0%	---	---	---	---
DOL	2015	11,359	0.1%	4.4%	1.7%	12.5%	5.9%	35.3%	27.6%	12.6%	15.3%	84.7%	76.5%	1.2%	7.4%	14.9%
	'14	10,953	0.1%	4.6%	1.6%	12.7%	5.9%	35.1%	26.9%	13.2%	15.2%	84.8%	76.3%	1.0%	7.2%	15.4%
	'13	5,205	---	---	---	---	---	---	---	---	16.9%	83.1%	---	---	---	---
DOT	2015	15,598	0.1%	3.6%	3.3%	17.1%	10.2%	38.0%	22.8%	4.9%	13.4%	86.6%	64.5%	1.5%	12.6%	21.5%
	'14	11,673	0.1%	3.7%	3.1%	16.8%	9.4%	37.2%	24.0%	5.8%	12.3%	87.7%	66.0%	1.5%	11.8%	20.7%
	'13	23,204	---	---	---	---	---	---	---	---	12.5%	87.5%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

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



## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2015	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
Educ	2015	2,701	0.1%	2.7%	0.5%	8.5%	2.5%	31.1%	32.8%	21.8%	10.4%	89.6%	86.7%	0.7%	3.7%	8.9%
	'14	2,415	0.0%	3.3%	0.5%	8.6%	2.6%	29.8%	33.8%	21.4%	10.3%	89.7%	87.3%	0.6%	3.8%	8.2%
	'13	2,658	---	---	---	---	---	---	---	---	10.0%	90.0%	---	---	---	---
EEOC	2015	1,247	0.3%	2.6%	1.4%	12.1%	4.8%	30.3%	19.2%	29.4%	32.1%	67.9%	71.1%	1.6%	9.4%	17.9%
	'14	1,129	0.0%	3.3%	1.0%	14.5%	5.0%	29.8%	16.1%	30.2%	29.3%	70.7%	74.9%	1.2%	7.4%	16.5%
	'13	1,180	---	---	---	---	---	---	---	---	26.3%	73.7%	---	---	---	---
EPA	2015	4,456	0.0%	1.4%	0.5%	5.7%	2.4%	31.5%	38.2%	20.3%	6.9%	93.1%	91.0%	0.6%	1.9%	6.4%
	'14	3,863	0.0%	1.4%	0.5%	5.7%	2.4%	31.7%	38.6%	19.6%	7.1%	92.9%	90.0%	0.5%	2.7%	6.8%
	'13	3,924	---	---	---	---	---	---	---	---	7.0%	93.0%	---	---	---	---
FCC	2015	573	0.0%	5.0%	0.9%	8.6%	3.6%	22.6%	16.3%	43.0%	10.1%	89.9%	87.2%	0.4%	4.4%	8.0%
	'14	702	0.0%	6.2%	1.4%	9.2%	2.9%	24.1%	14.8%	41.5%	8.3%	91.7%	88.2%	0.3%	3.7%	7.8%
	'13	814	---	---	---	---	---	---	---	---	6.9%	93.1%	---	---	---	---
FERC	2015	996	0.2%	1.3%	0.6%	5.5%	2.2%	25.1%	38.3%	26.8%	6.5%	93.5%	91.5%	0.5%	1.0%	7.0%
	'14	896	0.0%	1.6%	0.9%	6.3%	2.1%	27.5%	37.8%	23.8%	6.7%	93.3%	90.6%	0.5%	1.3%	7.6%
	'13	893	---	---	---	---	---	---	---	---	7.1%	92.9%	---	---	---	---
FTC	2015	626	0.0%	1.2%	1.2%	5.3%	1.8%	13.7%	8.8%	67.9%	8.1%	91.9%	92.0%	0.5%	1.4%	6.1%
	'14	518	0.0%	1.8%	0.4%	4.3%	3.0%	15.0%	8.3%	67.1%	8.3%	91.7%	91.4%	0.4%	1.6%	6.6%
	'13	565	---	---	---	---	---	---	---	---	6.3%	93.7%	---	---	---	---
GSA	2015	7,874	0.2%	3.6%	2.0%	12.5%	5.2%	43.1%	29.7%	3.7%	10.2%	89.8%	76.9%	1.2%	8.0%	13.9%
	'14	8,567	0.2%	4.4%	2.2%	14.2%	5.8%	41.4%	28.5%	3.3%	10.4%	89.6%	77.0%	1.0%	7.6%	14.4%
	'13	8,429	---	---	---	---	---	---	---	---	9.7%	90.3%	---	---	---	---
HHS	2015	36,772	0.1%	2.8%	1.9%	9.3%	4.8%	24.6%	29.2%	27.5%	8.4%	91.6%	87.2%	0.9%	3.3%	8.5%
	'14	32,806	0.1%	3.2%	2.1%	9.7%	5.1%	23.9%	28.7%	27.2%	8.4%	91.6%	87.0%	0.9%	3.5%	8.7%
	'13	32,329	---	---	---	---	---	---	---	---	8.4%	91.6%	---	---	---	---
HUD	2015	5,404	0.1%	3.7%	1.2%	15.4%	5.9%	31.0%	30.2%	12.3%	12.6%	87.4%	82.5%	0.7%	4.4%	12.5%
	'14	3,890	0.2%	3.6%	1.6%	16.0%	5.7%	31.3%	29.7%	12.0%	12.8%	87.2%	82.6%	0.5%	4.4%	12.5%
	'13	3,741	---	---	---	---	---	---	---	---	13.2%	86.8%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2015	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
NARA	2015	1,721	0.2%	8.9%	1.7%	15.0%	5.9%	26.3%	38.2%	3.7%	12.2%	87.8%	77.4%	1.3%	7.0%	14.3%
	'14	1,686	0.3%	7.6%	2.0%	16.0%	5.5%	27.0%	37.5%	4.2%	10.6%	89.4%	77.7%	1.1%	7.1%	14.2%
	'13	1,617	---	---	---	---	---	---	---	---	9.4%	90.6%	---	---	---	---
NASA	2015	9,936	0.0%	1.3%	0.6%	4.6%	4.6%	35.8%	38.5%	14.5%	6.9%	93.1%	85.9%	0.7%	4.2%	9.3%
	'14	9,430	0.0%	1.4%	0.6%	4.9%	4.3%	36.3%	38.8%	13.6%	6.7%	93.3%	85.3%	0.7%	4.6%	9.4%
	'13	9,985	---	---	---	---	---	---	---	---	6.3%	93.7%	---	---	---	---
NCUA	2015	777	0.0%	0.9%	0.5%	4.5%	1.1%	57.7%	31.3%	4.0%	12.7%	87.3%	81.3%	0.9%	4.6%	13.1%
	'14	809	0.0%	1.3%	0.9%	3.6%	1.5%	60.5%	29.0%	3.2%	10.5%	89.5%	81.2%	1.3%	3.9%	13.6%
	'13	799	---	---	---	---	---	---	---	---	9.6%	90.4%	---	---	---	---
NLRB	2015	902	0.0%	5.0%	2.0%	9.3%	4.5%	12.0%	14.7%	52.5%	10.0%	90.0%	90.3%	0.2%	1.9%	7.5%
	'14	696	0.0%	5.9%	1.8%	11.0%	4.4%	12.2%	14.8%	49.9%	9.8%	90.2%	90.3%	0.3%	2.6%	6.8%
	'13	726	---	---	---	---	---	---	---	---	10.0%	90.0%	---	---	---	---
NRC	2015	2,675	0.0%	2.0%	0.7%	6.2%	2.4%	39.4%	37.2%	12.2%	7.7%	92.3%	74.6%	1.7%	6.7%	16.9%
	'14	2,467	0.0%	2.3%	0.5%	5.7%	2.7%	39.6%	36.7%	12.4%	8.1%	91.9%	75.4%	1.6%	6.7%	16.3%
	'13	2,509	---	---	---	---	---	---	---	---	7.9%	92.1%	---	---	---	---
NSF	2015	900	0.0%	2.8%	0.9%	10.2%	4.3%	24.6%	24.7%	32.4%	7.8%	92.2%	88.3%	0.8%	3.1%	7.8%
	'14	917	0.0%	3.5%	0.6%	11.2%	4.2%	24.6%	23.7%	32.3%	6.5%	93.5%	88.7%	0.4%	2.7%	8.2%
	'13	888	---	---	---	---	---	---	---	---	7.4%	92.6%	---	---	---	---
OMB	2015	305	0.0%	1.0%	0.0%	2.0%	0.3%	7.7%	71.8%	17.1%	4.0%	96.0%	92.9%	1.0%	1.7%	4.4%
	'14	304	0.0%	0.7%	0.0%	2.4%	0.3%	8.9%	68.0%	19.6%	4.1%	95.9%	93.4%	0.7%	2.1%	3.8%
	'13	314	---	---	---	---	---	---	---	---	2.4%	97.6%	---	---	---	---
OPM	2015	3,378	0.1%	6.0%	1.9%	13.6%	6.5%	44.8%	23.3%	3.7%	13.7%	86.3%	73.3%	0.9%	10.2%	15.6%
	'14	3,596	0.1%	6.8%	1.9%	13.3%	6.2%	45.0%	22.7%	4.1%	14.6%	85.4%	73.6%	1.1%	10.5%	14.9%
	'13	2,929	---	---	---	---	---	---	---	---	13.3%	86.7%	---	---	---	---
PBGC	2015	630	0.0%	1.5%	1.7%	11.1%	2.3%	39.9%	28.8%	14.7%	9.3%	90.7%	87.2%	0.3%	2.4%	10.1%
	'14	481	0.2%	2.2%	1.3%	10.2%	2.4%	41.4%	26.1%	16.0%	10.3%	89.7%	87.6%	0.7%	2.3%	9.4%
	'13	401	---	---	---	---	---	---	---	---	8.1%	91.9%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2015	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
RRB	2015	481	0.0%	5.9%	2.2%	18.9%	4.6%	51.0%	14.5%	3.0%	9.2%	90.8%	83.2%	0.7%	3.3%	12.9%
	'14	526	0.0%	8.5%	2.5%	18.4%	4.7%	49.5%	14.2%	2.1%	10.5%	89.5%	83.0%	0.6%	3.1%	13.3%
	'13	610	---	---	---	---	---	---	---	---	10.6%	89.4%	---	---	---	---
SBA	2015	1,303	0.2%	3.6%	1.1%	15.2%	6.8%	36.9%	26.5%	9.8%	12.2%	87.8%	77.5%	1.1%	6.1%	15.3%
	'14	1,395	0.1%	4.7%	1.0%	16.5%	6.3%	36.0%	25.0%	10.4%	10.4%	89.6%	78.0%	0.8%	5.8%	15.3%
	'13	1,511	---	---	---	---	---	---	---	---	10.8%	89.2%	---	---	---	---
SEC	2015	1,921	0.0%	1.3%	0.5%	5.2%	1.9%	27.4%	21.7%	42.0%	6.3%	93.7%	91.2%	0.4%	2.1%	6.2%
	'14	2,472	0.0%	1.6%	0.5%	5.4%	2.0%	24.7%	21.2%	44.6%	6.0%	94.0%	91.8%	0.3%	1.7%	6.1%
	'13	2,422	---	---	---	---	---	---	---	---	5.8%	94.2%	---	---	---	---
SSA	2015	10,527	0.0%	5.5%	1.5%	14.9%	7.3%	43.3%	15.9%	11.5%	12.4%	87.6%	85.1%	0.8%	3.7%	10.5%
	'14	9,540	0.1%	6.5%	1.9%	16.4%	7.0%	42.5%	14.2%	11.4%	11.4%	88.6%	86.6%	0.7%	3.4%	9.3%
	'13	8,345	---	---	---	---	---	---	---	---	11.8%	88.2%	---	---	---	---
State	2015	4,060	0.1%	2.6%	0.8%	6.6%	3.3%	27.4%	47.2%	12.2%	6.4%	93.6%	79.4%	1.3%	6.9%	12.4%
	'14	3,776	0.1%	2.4%	1.0%	8.1%	3.9%	29.2%	44.5%	11.0%	6.9%	93.1%	79.2%	1.1%	6.6%	13.1%
	'13	2,551	---	---	---	---	---	---	---	---	6.8%	93.2%	---	---	---	---
Treas	2015	51,700	0.2%	8.4%	2.5%	19.7%	7.7%	39.9%	16.7%	4.9%	11.4%	88.6%	86.5%	0.5%	3.0%	9.9%
	'14	51,038	0.2%	8.5%	2.4%	19.4%	7.7%	40.1%	16.7%	5.0%	10.7%	89.3%	86.3%	0.5%	3.0%	10.3%
	'13	50,010	---	---	---	---	---	---	---	---	10.9%	89.1%	---	---	---	---
USAID	2015	2,004	0.2%	1.0%	0.5%	4.5%	1.6%	13.9%	60.9%	17.6%	7.0%	93.0%	87.1%	1.2%	3.3%	8.4%
	'14	2,045	0.1%	0.9%	0.6%	4.4%	1.5%	14.2%	61.0%	17.4%	6.6%	93.4%	87.6%	0.8%	3.3%	8.3%
	'13	2,266	---	---	---	---	---	---	---	---	4.5%	95.5%	---	---	---	---
USDA	2015	20,624	0.1%	5.6%	2.0%	13.9%	6.8%	39.6%	21.1%	10.9%	10.9%	89.1%	86.0%	0.6%	3.8%	9.7%
	'14	20,162	0.1%	5.8%	2.3%	14.6%	7.0%	40.6%	20.1%	9.6%	10.1%	89.9%	85.5%	0.5%	3.7%	10.2%
	'13	13,256	---	---	---	---	---	---	---	---	10.2%	89.8%	---	---	---	---
VA	2015	32,236	0.2%	5.0%	4.7%	15.3%	12.1%	28.3%	24.5%	9.8%	25.8%	74.2%	60.6%	1.8%	12.7%	24.8%
	'14	27,639	0.2%	5.3%	5.0%	15.9%	12.5%	28.1%	23.1%	9.9%	24.4%	75.6%	62.1%	1.7%	12.0%	24.2%
	'13	29,893	---	---	---	---	---	---	---	---	23.1%	76.9%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

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

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Military Service			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2015	421,748	0.1%	4.9%	2.4%	15.2%	7.9%	34.3%	24.8%	10.4%	13.6%	86.4%	71.9%	1.8%	11.1%	15.2%
	'14	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
DOD	2015	72,919	0.1%	4.8%	2.9%	18.6%	11.5%	31.4%	27.4%	3.3%	21.7%	78.3%	44.0%	4.9%	32.4%	18.7%
	'14	75,025	0.1%	5.2%	3.1%	19.8%	11.8%	31.0%	25.7%	3.4%	22.3%	77.7%	43.5%	4.7%	32.8%	19.0%
	'13	65,007	---	---	---	---	---	---	---	---	20.9%	79.1%	---	---	---	---
USACE	2015	4,306	0.0%	4.0%	3.0%	12.5%	8.3%	41.7%	25.4%	5.1%	10.2%	89.8%	69.9%	1.6%	10.5%	18.1%
	'14	2,433	0.0%	4.4%	2.7%	12.4%	7.9%	41.0%	25.8%	5.8%	12.3%	87.7%	68.6%	1.2%	11.5%	18.8%
	'13	2,222	---	---	---	---	---	---	---	---	10.8%	89.2%	---	---	---	---
Air Force	2015	18,776	0.1%	3.6%	3.1%	20.3%	14.5%	27.0%	29.0%	2.4%	25.1%	74.9%	29.2%	10.8%	43.9%	16.1%
	'14	19,168	0.1%	3.9%	3.2%	20.4%	15.2%	27.6%	27.5%	2.2%	25.6%	74.4%	29.2%	10.2%	43.7%	16.9%
	'13	12,129	---	---	---	---	---	---	---	---	22.2%	77.8%	---	---	---	---
Army‡	2015	16,697	0.1%	5.0%	3.3%	20.3%	13.0%	28.8%	25.4%	4.0%	26.3%	73.7%	38.1%	5.3%	35.4%	21.3%
	'14	19,981	0.1%	5.6%	3.6%	21.9%	12.9%	28.4%	23.8%	3.7%	26.7%	73.3%	38.2%	5.0%	35.1%	21.7%
	'13	19,908	---	---	---	---	---	---	---	---	25.7%	74.3%	---	---	---	---
Navy‡	2015	16,210	0.1%	6.2%	3.4%	19.7%	11.5%	32.9%	22.8%	3.4%	20.8%	79.2%	47.4%	1.6%	32.2%	18.8%
	'14	17,745	0.1%	6.3%	3.4%	20.7%	11.4%	32.0%	22.3%	3.9%	20.0%	80.0%	47.7%	1.5%	31.7%	19.0%
	'13	17,426	---	---	---	---	---	---	---	---	18.2%	81.8%	---	---	---	---
Marine Corps	2015	1,681	0.0%	7.6%	4.6%	24.9%	10.8%	27.2%	23.1%	1.7%	27.5%	72.5%	30.7%	2.1%	42.8%	24.4%
	'14	1,716	0.1%	7.1%	4.5%	27.0%	9.4%	27.9%	21.8%	2.2%	27.0%	73.0%	32.6%	2.0%	42.5%	22.9%
	'13	2,092	---	---	---	---	---	---	---	---	24.2%	75.8%	---	---	---	---
DOD 4th Estate	2015	15,249	0.1%	4.3%	1.7%	14.6%	7.2%	35.5%	33.4%	3.2%	16.4%	83.6%	59.2%	1.9%	20.6%	18.3%
	'14	13,982	0.1%	5.1%	1.6%	15.3%	7.2%	36.7%	30.4%	3.5%	15.8%	84.2%	62.3%	1.7%	18.4%	17.7%
	'13	11,230	---	---	---	---	---	---	---	---	16.5%	83.5%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

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

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



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