Empowering Employees. Inspiring Change.

Report by Demographic Questions by Agency (Unweighted Data)

Modified April 2025 in accordance with EO 14168



## 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY

(Unweighted data)

#### **Table of Contents**

2016 Federal Employee Viewpoint Surve	y Methods	111
Demographic Question	Abridged Report Heading	Page Number
Where do you work?	Work Location	1
What is your supervisory status?	Supervisory Status	1
What is your pay category/grade?	Pay Category	1
Are you considering leaving your organization within the next year, and if so, why?	Leaving	6
I am planning to retire.	Retiring	6
What is your age group?	Age Group	6
How long have you been with your current agency?	Time with Current Agency	11
How long have you been with the Federal Government (excluding military service)?	Time in Federal Government	11
Are you (Male/Female)?	Sex	16
Are you Hispanic or Latino?	Hispanic or Latino	16
Please select the racial category or categories with which you most closely identify.	Race	16

# 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY

(Unweighted data)

Demographic	Abridged	Page
Question	Report Heading	Number
Do you consider yourself to be one or more of the following?	Redacted in accordance with EO 1-	4168 16
What is the highest degree or level of education you have completed?	Level of Education	21
Are you an individual with a disability?	Disability	21
What is your US military service status?	Military Service	21

#### 2016 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 80 agencies (37 departments/large agencies and 43 small/independent agencies) participated in this year's survey. Of the 889,590 employees who received the FEVS, 407,789 completed the survey for a governmentwide response rate of 45.8 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 26th and May 3rd.

#### **Data Weighting**

Data collected from the 2016 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 2016 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.

	Work Location								-	`						
			Work L	_ocation		Sup	ervisory Sta	atus				F	Pay Category	<u> </u>		
Agency	Year	Number of Respondents	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	2016	407,789	40.4%	59.6%	65.3%	12.8%	13.5%	6.4%	2.1%	2.5%	4.9%	39.9%	44.1%	1.5%	0.4%	6.7%
	'15	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%
BBG	2016	904	92.9%	7.1%	61.6%	12.4%	17.1%	7.2%	1.6%	2.6%	0.6%	45.7%	49.1%	0.8%	0.0%	1.2%
	'15	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%
CSOSA	2016	618	44.8%	55.2%	71.5%	7.9%	13.5%	4.6%	2.5%	0.3%	1.9%	61.0%	32.9%	1.7%	0.0%	2.2%
	'15	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%
DHS	2016	46,991	27.6%	72.4%	63.2%	12.2%	15.3%	7.7%	1.6%	2.7%	1.7%	36.8%	46.6%	1.2%	0.1%	10.9%
	'15	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%
DOC	2016	9,784	66.5%	33.5%	63.9%	12.6%	13.9%	6.7%	2.8%	1.4%	3.8%	27.7%	56.1%	3.0%	1.0%	7.0%
	'15	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%
DOE	2016	8,075	44.5%	55.5%	67.8%	12.5%	12.0%	5.0%	2.7%	3.3%	0.4%	20.7%	62.7%	3.7%	0.7%	8.5%
	'15	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%
DOI	2016	23,098	35.9%	64.1%	55.7%	15.0%	17.8%	10.2%	1.3%	4.3%	5.6%	57.2%	30.1%	0.6%	0.1%	1.9%
	'15	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%
DO I	'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%
DOJ	2016	16,501	<b>36.8%</b> 33.9%	63.2%	64.7%	12.1%	14.9%	5.8%	2.5%	<b>2.1%</b> 2.7%	2.2%	39.3%	49.3%	2.3%	0.3%	<b>4.4%</b> 4.7%
	'15	20,218		66.1%	64.9%	12.4%	14.8%	5.6%	2.3%		2.3%	41.9%	46.1%	1.9%	0.4%	
DOL	'14	17,213	32.4% <b>37.4%</b>	67.6%	66.0%	11.9%	14.7%	5.3%	2.2%	3.1%	2.2% <b>3.6%</b>	43.1%	45.9% <b>41.5%</b>	1.7%	0.4%	3.5%
DOL	<b>2016</b> '15	<b>11,262</b> 11,359	<b>37.4%</b> 37.0%	<b>62.6%</b> 63.0%	<b>70.2%</b> 70.4%	<b>8.7%</b> 8.7%	<b>13.3%</b> 13.5%	<b>6.0%</b> 5.7%	<b>1.8%</b> 1.7%	<b>0.1%</b> 0.1%	3.6%	<b>52.8%</b> 53.8%	41.5% 40.5%	<b>1.3%</b> 1.3%	<b>0.2%</b> 0.1%	<b>0.5%</b> 0.4%
	'14	10,953	37.0% 37.1%	62.9%	70.4%	8.6%	13.5%	5.7% 5.7%	1.7%	0.1%	3.9% 4.3%	53.6%	40.5%	1.3%	0.1%	0.4%
DOT	2016	10,953 <b>14,871</b>	37.1%	66.5%	68.3%	11.7%	13.1% 11.1%	6.6%	2.3%	3.8%	0.8%	19.1%	55.6%	2.0%	0.1%	18.4%
531	'15	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%
	17	11,073	JT. <b>T</b> /0	00.070	00.170	1 1.0 /0	11.070	U. <del>T</del> /U	2.070	0.070	1.0 /0	10.7/0	JT.U /U	∠.→ /0	0.070	10.070

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			Work L	_ocation		Sup	ervisory St	atus				F	Pay Category	У		
Agency	Year	Number of Respondents	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	2016	407,789	40.4%	59.6%	65.3%	12.8%	13.5%	6.4%	2.1%	2.5%	4.9%	39.9%	44.1%	1.5%	0.4%	6.7%
	'15	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%
Educ	2016	2,862	69.5%	30.5%	71.1%	9.5%	12.6%	4.8%	2.0%	0.1%	0.6%	26.8%	66.2%	2.4%	0.4%	3.6%
	'15	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%
EEOC	2016	1,510	19.6%	80.4%	74.7%	5.9%	11.6%	5.6%	2.2%	0.1%	10.8%	45.5%	41.5%	1.5%	0.0%	0.6%
	'15	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%
EPA	2016	10,156	37.6%	62.4%	72.4%	11.5%	9.7%	4.1%	2.2%	0.1%	0.3%	19.3%	77.9%	2.0%	0.3%	0.2%
	'15	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%
FCC	2016	648	87.0%	13.0%	61.9%	12.6%	14.5%	7.0%	4.0%	0.0%	0.8%	13.5%	81.4%	3.9%	0.5%	0.0%
	'15	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%
FERC	2016	1,150	90.3%	9.7%	61.3%	19.1%	11.7%	4.2%	3.7%	0.0%	0.1%	18.6%	75.0%	3.7%	1.4%	1.1%
	'15	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%
FTC	2016	641	78.5%	21.5%	52.4%	30.0%	9.9%	4.7%	3.1%	0.0%	0.5%	15.1%	79.8%	4.6%	0.0%	0.0%
	'15	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%
GSA	2016	7,081	46.3%	53.7%	67.9%	8.9%	14.3%	7.6%	1.4%	0.3%	0.7%	40.6%	57.1%	0.9%	0.0%	0.3%
	'15	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%
HHS	2016	40,345	64.8%	35.2%	66.5%	13.5%	12.7%	5.3%	2.0%	0.8%	3.5%	27.9%	59.6%	0.9%	1.0%	6.1%
	'15	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%
IIIIB	'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%
HUD	2016	5,464	37.7%	62.3%	72.1%	7.6%	12.1%	6.5%	1.7%	0.0%	0.6%	31.1%	66.5%	1.3%	0.1%	0.4%
	'15	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%

	Work Location								-							
			Work L	ocation		Sup	ervisory Sta	atus				F	Pay Category	У		
Agency	Year	Number of Respondents	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	2016	407,789	40.4%	59.6%	65.3%	12.8%	13.5%	6.4%	2.1%	2.5%	4.9%	39.9%	44.1%	1.5%	0.4%	6.7%
	'15	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%
NARA	2016	1,870	45.1%	54.9%	69.0%	12.8%	11.2%	5.8%	1.1%	0.3%	31.3%	40.1%	27.0%	0.9%	0.1%	0.4%
	'15	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%
NASA	2016	11,202	8.9%	91.1%	55.4%	27.5%	10.1%	3.9%	3.1%	0.0%	0.6%	14.4%	81.1%	2.9%	0.7%	0.2%
	'15	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%
NCUA	2016	661	31.8%	68.2%	70.9%	11.7%	12.3%	0.9%	4.1%	1.3%	0.8%	37.6%	38.1%	3.5%	0.0%	18.8%
	'15	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%
NLRB	2016	882	34.5%	65.5%	68.7%	3.5%	15.0%	9.1%	3.7%	0.5%	6.3%	24.6%	61.7%	4.1%	0.0%	2.9%
	'15	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%
NRC	2016	2,152	69.0%	31.0%	77.7%	5.2%	10.5%	3.6%	2.9%	0.0%	0.9%	9.8%	81.3%	4.8%	1.8%	1.3%
	'15	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%
NSF	2016	854	98.6%	1.4%	64.7%	17.0%	11.0%	2.4%	4.8%	0.4%	1.0%	24.2%	42.8%	6.9%	5.5%	19.3%
	'15	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%
OHD	'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%
OMB	2016	351	99.1%	0.9%	70.7%	10.9%	11.8%	3.4%	3.2%	0.0%	0.0%	19.4%	66.0%	14.4%	0.3%	0.0%
	'15	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%
ODM	'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%
ОРМ	2016	3,196	40.9%	59.1%	81.0%	6.4%	8.2%	2.9%	1.5%	0.1%	5.2%	60.7%	32.7%	1.2%	0.1%	0.1%
	'15	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%
DDCC	'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%
PBGC	2016	569	99.6%	0.4%	67.5%	9.4%	13.5%	4.6%	5.0%	0.0%	0.4%	20.7%	74.1%	0.2%	4.5%	0.2%
	'15	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%

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			WORKL	_ocation		Sup	ervisory Sta	atus					ay Category	У		
Agency	Year	Number of Respondents	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	2016	407,789	40.4%	59.6%	65.3%	12.8%	13.5%	6.4%	2.1%	2.5%	4.9%	39.9%	44.1%	1.5%	0.4%	6.7%
	'15	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%
RRB	2016	320	76.2%	23.8%	68.1%	11.1%	13.0%	4.6%	3.3%	0.0%	5.3%	63.8%	28.6%	2.0%	0.0%	0.3%
	'15	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%
SBA	2016	1,383	34.5%	65.5%	65.7%	9.7%	12.2%	10.0%	2.4%	0.1%	1.5%	40.9%	55.3%	1.8%	0.1%	0.4%
	'15	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%
SEC	2016	3,213	58.8%	41.2%	69.5%	10.5%	12.2%	4.9%	3.0%	0.9%	0.4%	7.0%	38.6%	2.7%	0.9%	49.4%
	'15	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%
SSA	2016	8,907	32.0%	68.0%	74.1%	9.7%	7.8%	6.7%	1.8%	0.2%	4.4%	59.7%	32.0%	1.4%	0.2%	2.2%
	'15	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%
04-4-	'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%
State	2016	5,256	35.2%	64.8%	35.1%	10.3%	23.1%	23.0%	8.5%	1.2%	0.9%	20.9%	37.2%	10.3%	0.4%	29.0%
	'15	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%
Treas	'14	3,776 <b>45,497</b>	49.1% <b>32.1%</b>	50.9% <b>67.9%</b>	42.6%	12.5% <b>9.3%</b>	20.9%	15.3%	8.8%	1.2% <b>1.6%</b>	0.8% <b>6.7%</b>	22.8% <b>44.2%</b>	36.3%	9.8% <b>0.9%</b>	0.9% <b>0.2%</b>	28.3% <b>9.4%</b>
ileas	<b>2016</b> '15	<b>43,497</b> 51,700	31.3%	68.7%	<b>73.7%</b> 74.4%	9.3%	<b>10.8%</b> 10.5%	<b>4.4%</b> 4.2%	<b>1.8%</b> 1.6%	1.8%	7.3%	45.5%	<b>37.0%</b> 35.4%	0.8%	0.2%	<b>9.4%</b> 8.9%
	'14	51,700	30.2%	69.8%	74.4%	9.5%	10.3%	4.2%	1.5%	1.9%	7.5% 7.5%	44.9%	35.7%	0.7%	0.3%	9.0%
USAID	2016	2,285	59.9%	40.1%	38.9%	13.8%	24.0%	16.8%	6.5%	0.9%	0.4%	10.9%	53.6%	5.1%	0.9%	28.1%
	'15	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%
USDA	2016	22,878	32.6%	67.4%	61.8%	10.7%	19.6%	6.3%	1.6%	1.0%	5.1%	62.1%	28.9%	1.2%	0.2%	1.6%
	'15	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%
VA	2016	30,313	39.1%	60.9%	69.4%	14.0%	9.4%	5.4%	1.8%	5.4%	17.8%	41.4%	21.9%	0.9%	0.8%	11.8%
	'15	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%

			Work L	ocation		Sup	ervisory Sta	atus				F	Pay Category	v		
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Agency	Year	Number of Respondents	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	2016	407,789	40.4%	59.6%	65.3%	12.8%	13.5%	6.4%	2.1%	2.5%	4.9%	39.9%	44.1%	1.5%	0.4%	6.7%
	'15	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%
DOD	2016	58,630	41.2%	58.8%	60.9%	16.2%	14.5%	6.5%	2.0%	5.6%	6.2%	52.6%	32.9%	0.8%	0.1%	1.8%
	'15	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%
USACE	2016	3,599	45.0%	55.0%	60.2%	17.5%	13.8%	6.1%	2.5%	5.1%	2.9%	52.3%	36.2%	1.0%	0.1%	2.4%
	'15	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%
Air																
Force	2016	15,586	29.1%	70.9%	60.7%	16.4%	13.8%	7.3%	1.7%	10.8%	7.8%	58.1%	21.5%	0.4%	0.0%	1.3%
	'15	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%
Army‡	2016	13,487	56.3%	43.7%	60.7%	16.4%	15.2%	5.6%	2.1%	3.7%	7.3%	55.9%	30.6%	0.8%	0.1%	1.6%
	'15	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%
Navy‡	2016	11,146	42.4%	57.6%	56.9%	19.3%	14.4%	7.0%	2.4%	5.7%	5.4%	48.1%	35.9%	0.9%	0.3%	3.7%
	'15	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%
Marine																
Corps	2016	1,215	59.6%	40.4%	53.4%	17.0%	20.4%	7.1%	2.1%	7.1%	5.2%	53.2%	31.7%	0.5%	0.0%	2.4%
	'15	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%
DOD 4th																
Estate	2016	13,597	36.4%	63.6%	65.3%	12.8%	14.4%	5.9%	1.6%	1.7%	4.8%	46.8%	44.6%	1.1%	0.1%	0.9%
	'15	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%

SOURCE: Federal Employee Viewpoint Survey

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

					Leaving				Retir	ring				Age (	Group		
Agonov	Year	Number of Respondents	No	Yes, to	Yes, to other job in Govt	Yes, to other job outside Govt	Yes,	Within 1	Between 1 and 3	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
Agency	Tear	Respondents	NO	retire	III GOVE	GOVE	Other	year	years	years	years	under	20-29	30-39	40-43	30-39	oluei
All	2010	40= =00	<b>07 5</b> 0/	= 00/	40.40/	0.00/	4 =0/	0.00/	40.00/	44.40/	40/	0 =0/	0.00/	40.00/	00.00/	00.00/	4= =0/
Responses	2016	407,789	67.5%	5.8%	18.4%	3.6%	4.7%	3.6%	10.0%	11.1%	75.4%	0.7%	2.8%	18.8%	26.2%	36.0%	15.5%
	'15	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%
BBG	'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%
БВС	2016	904	72.7%	5.3%	13.5%	3.9%	4.5%	3.4%	11.0%	11.2%	74.4%	0.1%	1.3%	<b>11.5%</b> 10.7%	24.0%	37.1%	26.0%
	'15 '14	1,102 1,051	70.2% 69.7%	6.8%	13.1%	5.0% 5.5%	5.0%	4.4%	9.9%	11.5% 9.8%	74.2% 76.2%	0.2% 0.5%	1.1% 1.0%	10.7%	23.9% 25.1%	37.5% 37.1%	26.7% 24.5%
CSOSA	2016	1,051 <b>618</b>	60.3%	7.1% <b>3.4%</b>	12.8%	2.2%	4.9% <b>5.3%</b>	4.1% <b>1.6%</b>	9.9% <b>6.0%</b>	9.6% <b>8.1%</b>	84.3%	0.5%	2.1%	33.2%	25.1% 36.9%	19.9%	7.6%
CSOSA	'15	648	58.1%	3.7%	<b>28.9%</b> 33.1%	1.3%	3.9%	2.4%	6.3%	7.9%	83.3%	0.3%	2.1%	31.0%	36.9%	21.0%	8.2%
	'14	722	57.0%	3.7%	33.1%	1.8%	3.9% 4.5%	2.4%	5.4%	7.9% 5.4%	86.7%	0.2%	5.4%	33.9%	33.8%	20.4%	6.4%
DHS	2016	46,991	62.0%	4.9%	24.5%	3.5%	5.2%	3.0%	8.9%	10.4%	77.7%	0.1%	3.0%	22.4%	32.5%	30.4%	10.9%
Diio	'15	43,090	59.7%	4.8%	25.4%	4.4%	5.6%	3.1%	8.5%	10.4%	78.2%	0.7 %	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%
DOC	2016	9.784	73.5%	3.8%	15.2%	3.3%	4.2%	2.4%	6.9%	8.6%	82.1%	1.2%	3.8%	22.7%	27.2%	31.4%	13.6%
	'15	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%
DOE	2016	8.075	66.7%	6.6%	16.9%	5.0%	4.8%	4.1%	11.5%	11.5%	72.9%	0.5%	2.9%	18.6%	24.4%	37.4%	16.4%
	'15	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%
DOI	2016	23,098	66.6%	6.2%	19.0%	3.3%	4.8%	3.8%	10.6%	11.5%	74.1%	0.9%	2.7%	17.9%	26.8%	35.4%	16.4%
	'15	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%
DOJ	2016	16,501	71.5%	6.4%	14.6%	3.7%	3.8%	4.0%	10.6%	11.3%	74.1%	0.7%	3.1%	21.6%	34.1%	30.8%	9.6%
	'15	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%
DOL	2016	11,262	68.1%	5.2%	19.0%	3.4%	4.3%	3.1%	8.9%	9.6%	78.4%	0.8%	3.9%	21.4%	25.2%	31.9%	16.7%
	'15	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%
DOT	2016	14,871	69.5%	6.6%	16.8%	3.5%	3.6%	3.9%	11.1%	12.7%	72.3%	0.3%	2.1%	13.1%	23.6%	41.6%	19.2%
	'15	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%

Page 6 NOTE: All counts and percents in this table are based on unweighted data.

Agency   Year   Respondents   No   retire   in Govt   Govt   Other   Year   Years   Years   Years   Years   Under   26-29   30-39   40-49   50-59						Leaving				Retir	ing				Age (	Group		
All Responses 2016 407,789 67.5% 5.8% 18.4% 3.6% 4.7% 3.6% 10.0% 11.1% 75.4% 0.7% 2.8% 18.8% 26.2% 36.0% 11.1 4 21.748 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% 14.9% 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% 26.5% 36.6% 14.1% 75.1% 0.7% 3.3% 17.3% 26.5% 36.6% 14.1% 15.2% 11.1% 10.1% 11.0% 75.1% 0.7% 3.3% 17.3% 26.5% 36.6% 15.2% 20.16 2.862 64.4% 5.5% 20.9% 4.5% 3.2% 9.8% 9.1% 78.0% 0.5% 3.6% 21.0% 28.1% 31.1% 11.1	<b>v</b> oncy	Voor		No	•	other job	other job outside	•		and 3	and 5	more		26-29	30-30	40-49	50_50	60 or older
Responses   2016   407,789   67.5%   5.8%   18.4%   3.6%   4.7%   3.6%   10.0%   11.1%   75.4%   0.7%   2.8%   18.8%   26.2%   36.0%   11.5   421,748   66.5%   6.1%   18.5%   4.0%   4.9%   3.8%   10.2%   11.1%   75.0%   0.7%   3.0%   17.3%   26.5%   36.4%   1.4%   392,752   65.8%   6.3%   18.6%   4.3%   4.9%   3.9%   10.2%   11.1%   75.0%   0.7%   3.0%   17.3%   26.5%   36.4%   3.6%   2.6%   3.8%   2.2%   3.8%   3.9%   10.2%   3.8%   3.4%   75.1%   0.7%   3.3%   17.3%   26.5%   36.4%   3.6%   2.6%   3.6%   3.6%   2.6%   3.6%   3.6%   2.6%   3.6%   3.6%   2.6%   3.6%   3.6%   2.6%   3.6%   3.6%   2.6%   3.6%		I eai	Respondents	NO	Tetile	III GOVE	GOVE	Other	yeai	years	years	years	under	20-23	30-33	40-43	30-33	Older
15		2016	407 780	67 F9/	E 90/	10 /0/	2 60/	A 70/	2 60/	10.0%	11 10/	75 A9/	0.7%	2 90/	10 00/	26.2%	36 Nº/	15.5%
Tide	sponses		•															15.5%
Educ         2016         2,862         64.4%         5.5%         20.9%         4.5%         4.7%         3.2%         9.8%         9.1%         78.0%         0.5%         3.6%         21.0%         28.1%         31.1%           115         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%           144         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%           15         1,510         66.6%         5.9%         19.9%         2.2%         5.4%         3.0%         10.3%         9.8%         77.0%         0.6%         1.8%         16.8%         26.9%         34.8%           14         1,129         63.0%         7.5%         21.3%         3.2%         5.0%         10.7%         10.1%         74.1%         0.0%         1.1%         15.3%         26.8%         35.5%         14         3.8%         3.6%         10.7%         10.1%         74.1%         0.0% <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>15.1%</th></t<>																		15.1%
15	luc																	15.8%
Table   Tabl																		17.1%
EEOC         2016         1,510         66.6%         5.9%         19.9%         2.2%         5.4%         3.0%         10.3%         9.8%         77.0%         0.8%         3.2%         19.0%         26.0%         32.5%         4.9%         4.4%         9.0%         11.5%         75.1%         0.6%         1.8%         16.8%         26.9%         34.8%         77.0%         0.8%         3.2%         19.0%         26.9%         34.8%         77.0%         0.0%         11.5%         75.1%         0.6%         1.8%         16.8%         26.9%         34.8%         3.5%         10.7%         10.1%         74.1%         0.0%         1.1%         15.3%         26.8%         35.5%         2           EPA         2016         10,156         72.9%         5.8%         14.4%         3.1%         3.8%         3.6%         10.8%         11.4%         74.3%         0.5%         2.4%         16.5%         24.0%         39.6%           115         4.456         69.5%         15.5%         5.1%         4.2%         3.5%         10.5%         10.1%         74.8%         0.2%         17.1%         24.3%         39.8%           FCC         2016         648         68.0%         6.9%			•															17.4%
14	ОС	2016																18.5%
EPA         2016         10,156         72.9%         5.8%         14.4%         3.1%         3.8%         3.6%         10.8%         11.4%         74.3%         0.5%         2.4%         16.5%         24.0%         39.6%           '15         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%           '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%           FCC         2016         648         68.0%         6.9%         11.1%         7.3%         6.6%         4.1%         10.3%         10.3%         73.4%         0.5%         1.7%         15.5%         24.8%         35.6%         1           '15         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%         2         2.6%         6.1%         10.3%         1		'15	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%
15		'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%
14	PA	2016	10,156	72.9%	5.8%	14.4%	3.1%	3.8%	3.6%	10.8%	11.4%	74.3%	0.5%	2.4%	16.5%	24.0%	39.6%	17.0%
FCC 2016 648 68.0% 6.9% 11.1% 7.3% 6.6% 4.1% 10.3% 12.3% 73.4% 0.3% 2.0% 14.0% 25.2% 37.3% 2 1.15 573 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% 2 1.4 702 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% 2 1.5 996 72.7% 5.6% 10.4% 7.0% 4.4% 4.3% 7.5% 8.4% 79.8% 1.1% 6.4% 31.4% 19.6% 23.0% 11.5 996 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% 11.4 896 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% 11.5 626 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% 11.4 518 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% 11.5 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% 11.5 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% 11.5 11.5 7.874 68.5% 5.8% 18.1% 3.2% 4.3% 3.6% 9.5% 9.5% 9.7% 77.2% 0.9% 4.8% 20.9% 24.6% 34.0% 11.5 11.5 7.874 68.5% 5.8% 18.1% 3.2% 4.3% 3.6% 9.5% 9.5% 9.7% 77.2% 0.9% 4.8% 20.9% 24.6% 34.0% 11.5 11.5 11.5 11.5 11.5 11.5 11.5 11.		'15	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%
15		'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%
FERC 2016 1,150 72.7% 5.6% 10.4% 7.0% 4.4% 4.3% 7.5% 8.4% 79.8% 1.1% 6.4% 31.4% 19.6% 23.0% 11.5 996 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% 11.4 896 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% 11.5 626 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% 11.4% 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% 11.5 7.874 68.5% 5.8% 18.1% 3.2% 4.3% 3.6% 9.5% 9.5% 9.7% 77.2% 0.9% 4.8% 20.9% 24.6% 34.0% 11.5 7.874 68.5% 5.8% 18.1% 3.2% 4.3% 3.6% 9.5% 9.5% 9.7% 77.2% 0.9% 4.8% 20.9% 24.6% 34.0% 11.5 12.6% 9.0% 12.6% 34.0% 11.5% 12.6% 9.0% 12.6% 34.0% 12.6% 9.5% 9.5% 9.7% 77.2% 0.9% 4.8% 20.9% 24.6% 34.0% 12.6% 34.0% 12.6% 34.0% 12.6% 9.5% 9.5% 9.5% 9.7% 77.2% 0.9% 4.8% 20.9% 24.6% 34.0% 12.6% 34	C	2016	648	68.0%	6.9%	11.1%	7.3%	6.6%	4.1%	10.3%	12.3%	73.4%	0.3%	2.0%	14.0%	25.2%	37.3%	21.1%
FERC         2016         1,150         72.7%         5.6%         10.4%         7.0%         4.4%         4.3%         7.5%         8.4%         79.8%         1.1%         6.4%         31.4%         19.6%         23.0%           '15         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%         24.1%         23.0%         22.1%         7.0%         11.0%         79.9%         1.9%         8.4%         29.0%         20.0%         25.3%         22.1%         7.0%         11.0%         79.9%         1.9%         8.4%         29.0%         20.0%         25.3%         22.1%         7.0%         11.0%         79.9%         1.9%         8.4%         29.0%         20.0%         25.3%         22.1%         7.0%         11.0%         79.9%         1.9%         8.4%         29.0%         20.0%         25.3%         22.8%         5.5%         7.1%         84.6%         0.3%         3.7%         31.4%         29.0%         24.5%         22.3%         2.8%         5.5%         7.1%         84.6%         0.3%         3.7%         22.0%         25.3%				69.3%				5.4%					0.5%					21.8%
15													0.4%			26.2%		20.4%
FTC 2016 641 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% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.1% 84.6% 0.3% 3.7% 31.4% 29.0% 24.5% 7.3% 7.4% 84.6% 1.0% 4.6% 27.6% 28.0% 26.4% 7.1% 20.0% 25.3% 7.4% 84.6% 1.0% 4.6% 27.6% 28.0% 26.4% 7.1% 20.0% 25.3% 34.9% 77.6% 20.0% 25.3% 34.9% 77.6% 20.0% 25.3% 25.0% 25.0% 25.3% 25.0%	RC		•															18.4%
FTC         2016         641         70.8%         3.8%         14.9%         6.9%         3.6%         2.8%         5.5%         7.1%         84.6%         0.3%         3.7%         31.4%         29.0%         24.5%           '15         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%																		16.5%
15   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%   14.7%   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%   27.6%   28.0%   26.4%   27.6%   28.0%   28.0%   26.4%   28.0%   28.																		15.4%
'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%   68.5%   7.081   70.9%   5.6%   17.3%   2.7%   3.5%   3.4%   9.0%   9.9%   77.6%   0.9%   3.7%   22.5%   23.6%   34.9%   7.4%   3.6%   9.5%   9.5%   9.7%   77.2%   0.9%   4.8%   20.9%   24.6%   34.0%   3.6%   2.5%   3.6%	С		-															11.1%
GSA 2016 7,081 70.9% 5.6% 17.3% 2.7% 3.5% 3.4% 9.0% 9.9% 77.6% 0.9% 3.7% 22.5% 23.6% 34.9% 7.5% 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% 7.5%																		11.2%
'15 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%	24																	12.4%
	DA		•															14.4%
'44    0 E67  60 60/   E 40/   40 20/   2 20/   4 E0/   2 40/   0 40/   40 60/   76 00/   4 20/   E 20/   40 40/   25 70/   22 70/		'14	7,674 8,567	68.6%	5.6% 5.4%	18.3%	3.2%	4.5% 4.5%	3.6%	9.5%	9.7% 10.6%	76.9%	1.3%	4.6% 5.3%	20.9% 19.4%	25.7%	33.7%	14.8% 14.7%
	16																	15.8%
			,															16.3%
			•															16.7%
	JD																	22.5%
, , , , , , , , , , , , , , , , , , ,	-		-, -															22.7%
																		23.7%

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					Leaving				Retir	ing				Age	Froup		
Agency	Year	Number of Respondents	No	Yes, to	Yes, to other job in Govt	Yes, to other job outside Govt	Yes,	Within 1	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
-	I Cai	Respondents	110	Totalo	III COTT		Othici	your	youro	youro	yours	under			40 40		Older
All	2016	407,789	67.5%	5.8%	18.4%	3.6%	4.7%	3.6%	10.0%	11.1%	75.4%	0.7%	2.8%	18.8%	26.2%	36.0%	15.5%
Responses	'15	407,769	66.5%	6.1%	18.5%	4.0%	4.7%	3.8%	10.0%	11.1%	75.4% 75.0%	0.7%	3.0%	17.9%	26.5%	36.4%	15.5%
	'14	392,752	65.8%	6.3%	18.6%	4.0%	4.9%	3.9%	10.2%	11.1%	75.0% 75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.5%
NARA	2016	1,870	65.4%	4.4%	21.7%	3.1%	5.4%	2.4%	7.2%	8.7%	81.7%	2.3%	5.7%	21.9%	24.1%	31.4%	14.6%
ITAIN	'15	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%	0.7 %	5.0%	19.3%	26.3%	31.9%	16.8%
NASA	2016	11,202	79.5%	5.6%	8.0%	3.1%	3.8%	3.4%	9.8%	12.4%	74.4%	1.2%	3.6%	16.0%	21.8%	43.3%	14.1%
10.071	'15	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%
NCUA	2016	661	73.6%	5.2%	14.2%	2.7%	4.3%	3.7%	8.7%	10.2%	77.5%	0.5%	4.4%	22.1%	26.6%	35.9%	10.6%
	'15	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%
NLRB	2016	882	69.1%	7.0%	14.4%	4.0%	5.5%	4.6%	8.9%	8.7%	77.8%	0.9%	4.8%	22.8%	24.7%	27.8%	19.0%
	'15	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%
NRC	2016	2,152	71.7%	5.8%	12.2%	4.8%	5.5%	4.4%	9.6%	11.6%	74.4%	1.3%	3.6%	20.4%	19.7%	34.9%	20.0%
	'15	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%
NSF	2016	854	66.9%	4.8%	18.7%	4.2%	5.3%	3.5%	10.6%	11.1%	74.9%	1.3%	4.4%	13.9%	24.7%	32.0%	23.7%
	'15	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%
OMB	2016	351	66.1%	3.8%	14.6%	10.2%	5.3%	2.1%	4.8%	3.9%	89.3%	1.4%	10.5%	42.2%	22.5%	16.5%	6.8%
	'15	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%
OPM	2016	3,196	68.9%	4.7%	19.9%	1.9%	4.6%	3.2%	8.4%	8.8%	79.7%	1.0%	3.9%	26.2%	26.1%	32.4%	10.5%
	'15	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%
PBGC	2016	569	67.7%	5.6%	19.1%	4.3%	3.3%	3.4%	8.2%	8.6%	79.8%	1.1%	3.3%	16.7%	29.0%	33.0%	16.9%
	'15	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%

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					Leaving				Retir	ing				Age	Froup		
Agonov	Year	Number of Respondents	No	Yes, to	Yes, to other job in Govt	Yes, to other job outside Govt	Yes,	Within 1	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
Agency	I eai	Respondents	NO	Tettie	III GOVE	GOVE	Other	yeai	years	years	years	under	20-29	30-33	40-43	30-33	Oldel
All	2010	40= =00	O= =0/	= 00/	40.40/	0.00/	4 =0/	0.00/	40.00/	44.40/	40/	o =o/	0.00/	40.00/	00.00/	00.00/	4= =0/
Responses	2016	407,789	67.5%	5.8%	18.4%	3.6%	4.7%	3.6%	10.0%	11.1%	75.4%	0.7%	2.8%	18.8%	26.2%	36.0%	15.5%
	'15	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%
RRB	'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%
KKD	<b>2016</b> '15	<b>320</b> 481	<b>73.1%</b> 76.1%	<b>8.9%</b> 8.6%	12.8%	2.6%	2.6%	4.6%	16.1%	14.5%	64.8%	<b>0.3%</b> 0.0%	<b>1.9%</b> 2.7%	<b>13.1%</b> 13.3%	<b>20.0%</b> 24.1%	41.9%	22.8%
	'14	526	70.1%	0.6% 11.9%	11.2% 12.8%	2.4% 1.6%	1.7% 3.1%	5.2% 6.7%	13.0% 16.2%	13.4% 10.4%	68.4% 66.7%	0.6%	2.7%	12.4%	26.0%	39.9% 37.6%	20.0% 20.9%
SBA	2016	1,383	59.9%	6.9%	24.7%	2.5%	6.0%	3.8%	11.8%	11.7%	72.7%	0.0%	2.5%	14.3%	24.0%	36.2%	20.9% <b>22.7%</b>
JDA	'15	1,303	61.6%	6.0%	23.3%	3.9%	5.3%	4.0%	11.3%	12.0%	72.7%	0.2%	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%	0.4%	3.6%	13.1%	23.1%	36.6%	22.4%
SEC	2016	3,213	80.6%	2.7%	5.5%	7.0%	4.1%	1.4%	5.1%	6.4%	87.1%	0.5%	1.8%	25.9%	36.2%	26.5%	9.5%
020	'15	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%
SSA	2016	8,907	73.7%	5.8%	13.8%	2.9%	3.9%	3.3%	8.5%	8.7%	79.5%	0.6%	3.3%	27.9%	28.3%	26.3%	13.6%
	'15	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%
State	2016	5,256	73.1%	5.7%	11.1%	5.7%	4.5%	3.2%	9.4%	11.3%	76.1%	0.4%	3.1%	25.6%	30.0%	29.7%	11.2%
	'15	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%
Treas	2016	45,497	72.2%	8.3%	12.7%	3.2%	3.7%	5.0%	13.6%	13.5%	67.9%	0.4%	1.8%	14.6%	22.6%	42.0%	18.7%
	'15	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%
USAID	2016	2,285	67.0%	4.3%	13.4%	7.8%	7.4%	3.0%	7.0%	9.6%	80.4%	0.2%	2.2%	29.4%	30.1%	26.7%	11.5%
	'15	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%
USDA	2016	22,878	70.8%	6.9%	14.9%	3.3%	4.1%	4.2%	12.2%	12.0%	71.6%	1.1%	3.2%	17.3%	23.5%	38.3%	16.7%
	'15	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%
VA	2016	30,313	66.1%	5.4%	17.4%	4.8%	6.4%	3.4%	9.2%	10.8%	76.6%	0.5%	2.5%	17.2%	25.3%	36.6%	18.0%
	'15	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%

					Leaving				Retir	ing				Age (	Group		
Agency	Year	Number of Respondents	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	2016	407,789	67.5%	5.8%	18.4%	3.6%	4.7%	3.6%	10.0%	11.1%	75.4%	0.7%	2.8%	18.8%	26.2%	36.0%	15.5%
	'15	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%
DOD	2016	58,630	58.3%	6.0%	27.0%	3.1%	5.6%	3.8%	10.0%	12.1%	74.1%	0.6%	2.3%	15.1%	23.5%	43.2%	15.3%
	'15	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%
USACE	2016	3,599	66.8%	7.1%	18.4%	2.9%	4.8%	4.4%	11.0%	10.8%	73.8%	0.9%	4.1%	21.1%	23.5%	35.5%	14.8%
	'15	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%
Air																	
Force	2016	15,586	58.5%	6.0%	25.8%	3.3%	6.4%	4.0%	10.3%	12.5%	73.3%	0.5%	1.6%	12.5%	23.7%	46.5%	15.1%
	'15	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%
Army‡	2016	13,487	53.0%	6.0%	31.0%	3.4%	6.6%	3.7%	10.2%	13.0%	73.2%	0.4%	1.5%	12.5%	24.2%	44.9%	16.6%
	'15	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%
Navy‡	2016	11,146	60.9%	6.3%	24.7%	3.0%	5.1%	3.8%	9.8%	12.3%	74.1%	0.6%	2.3%	14.5%	23.7%	43.8%	15.0%
•	'15	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%
Marine																	
Corps	2016	1,215	57.3%	5.3%	30.1%	3.1%	4.1%	2.8%	10.6%	12.5%	74.1%	0.3%	1.7%	11.5%	25.2%	46.3%	15.0%
	'15	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%
DOD 4th Estate	2016	13,597	59.2%	5.4%	28.4%	2.7%	4.4%	3.5%	9.5%	11.0%	76.1%	0.7%	3.6%	19.9%	22.3%	38.9%	14.6%
	'15	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%

					<u> </u>										
					Time with Cu	ırrent Agen	су				Time in	Federal Gov	vernment		
		Number of	Less than	1 to 3	4 to 5	6 to 10	11 to 20	More than	Less than	1 to 3	4 to 5	6 to 10	11 to 14	15 to 20	More than
Agency	Year	Respondents	1 year	years	years	years	years	20 years	1 year	years	years	years	years	years	20 years
	I cai	Respondents	. you.	youro	youro	youro	youro	<b>20</b> youro	. you.	youro	youro	youro	youro	youro	20 )00.0
All Responses	2016	407,789	3.4%	12.4%	9.9%	25.6%	25.7%	22.9%	1.8%	7.8%	7.8%	23.8%	14.3%	13.4%	31.1%
Responses	'15	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%
BBG	2016	904		6.7%	5.8%	27.9%	29.4%	28.7%	2.0%	4.8%	5.0%	25.5%	13.4%	14.7%	34.7%
	'15	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%
CSOSA	2016	618		8.9%	8.9%	31.1%	44.4%	3.4%	1.9%	5.3%	5.5%	29.5%	17.5%	23.7%	16.7%
000071	'15	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%
DHS	2016	46,991	2.7%	10.1%	10.5%	30.9%	34.5%	11.4%	1.3%	6.1%	8.0%	26.4%	21.7%	16.3%	20.2%
	'15	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%
DOC	2016	9,784	3.8%	14.5%	9.7%	23.1%	26.6%	22.3%	2.2%	9.7%	8.5%	22.4%	12.5%	15.1%	29.5%
	'15	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%
DOE	2016	8,075	4.3%	12.5%	8.7%	26.8%	20.9%	26.8%	2.2%	6.4%	6.7%	24.3%	12.2%	12.0%	36.2%
	'15	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%
DOI	2016	23,098	3.0%	10.1%	9.6%	22.0%	28.4%	26.9%	1.2%	4.9%	6.9%	19.4%	13.8%	16.2%	37.6%
	'15	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%
DOJ	2016	16,501	2.4%	10.1%	7.3%	22.2%	34.0%	24.0%	1.4%	6.8%	6.0%	20.1%	15.0%	18.8%	31.9%
	'15	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%
DOL	2016	11,262	3.8%	13.6%	12.0%	25.8%	25.4%	19.4%	2.0%	8.7%	9.5%	25.5%	11.5%	14.5%	28.3%
	'15	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%
DOT	2016	14,871	3.3%	12.9%	8.8%	25.1%	26.7%	23.2%	1.9%	7.7%	7.1%	23.4%	12.6%	14.6%	32.7%
	'15	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%

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		Number of	Less than	1 to 3	4 to 5	6 to 10	11 to 20	More than	Less than	1 to 3	4 to 5	6 to 10	11 to 14	15 to 20	More than
Agency	Year	Respondents	1 year	years	years	years	years	20 years	1 year	years	years	years	years	years	20 years
All															
Responses	2016	407,789	3.4%	12.4%	9.9%	25.6%	25.7%	22.9%	1.8%	7.8%	7.8%	23.8%	14.3%	13.4%	31.1%
	'15	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%
Educ	2016	2,862	3.8%	15.1%	11.2%	22.3%	23.7%	23.9%	2.2%	9.4%	9.1%	21.1%	10.8%	12.9%	34.5%
	'15	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%
EEOC	2016	1,510	8.3%	14.0%	4.6%	24.3%	22.4%	26.4%	4.3%	10.4%	3.6%	22.7%	7.6%	14.7%	36.7%
	'15	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%
EPA	2016	10,156	2.6%	3.9%	6.3%	17.8%	27.9%	41.5%	1.7%	2.7%	4.9%	15.4%	11.4%	15.0%	48.9%
	'15	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%
FCC	2016	648	2.8%	11.1%	9.8%	15.0%	29.7%	31.6%	1.6%	6.0%	6.3%	15.3%	10.5%	18.6%	41.7%
	'15	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%
FERC	2016	1,150	5.0%	19.1%	10.7%	25.0%	18.1%	22.1%	3.7%	14.1%	9.4%	25.7%	11.8%	7.4%	27.8%
	'15	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%
FTC	2016	641	6.4%	20.6%	11.5%	24.3%	19.9%	17.3%	3.3%	12.2%	10.5%	25.6%	11.3%	12.6%	24.5%
	'15	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%
GSA	2016	7,081	3.6%	9.2%	9.7%	26.3%	25.2%	26.0%	1.7%	3.7%	6.7%	24.9%	15.0%	10.6%	37.4%
	'15	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%
HHS	2016	40,345	4.7%	16.6%	11.8%	24.4%	25.8%	16.7%	2.8%	10.8%	9.6%	23.7%	14.0%	14.3%	24.8%
	'15	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%
HIID	'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%
HUD	2016	5,464	2.9%	11.1%	9.9%	24.0%	22.9%	29.1%	1.5%	6.9%	7.0%	21.9%	10.6%	12.0%	40.1%
	'15	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%

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					Time with Cu	rrent Agen	су				Time in	Federal Gov	vernment		
		Number of	Less than	1 to 3	4 to 5	6 to 10	11 to 20	More than	Less than	1 to 3	4 to 5	6 to 10	11 to 14	15 to 20	More than
Agency	Year	Respondents	1 year	years	years	years	years	20 years	1 year	years	years	years	years	years	20 years
All		посрениение	,	,	,	,	,		, , ,	,	,	,	<b>,</b>	,	.,
Responses	2016	407,789	3.4%	12.4%	9.9%	25.6%	25.7%	22.9%	1.8%	7.8%	7.8%	23.8%	14.3%	13.4%	31.1%
	'15	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%
NARA	2016	1,870	6.5%	15.5%	7.5%	25.8%	24.8%	19.9%	3.1%	10.7%	6.7%	24.6%	13.0%	14.1%	27.8%
	'15	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%
NASA	2016	11,202	1.5%	7.0%	5.7%	17.9%	23.9%	44.1%	1.1%	5.0%	5.1%	16.8%	11.7%	11.8%	48.6%
	'15	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%
NCUA	2016	661	3.6%	18.3%	17.1%	19.1%	19.0%	22.9%	0.9%	7.6%	11.9%	25.8%	9.0%	13.4%	31.3%
	'15	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%
NLRB	2016	882	4.0%	13.5%	9.2%	12.6%	27.0%	33.7%	1.7%	8.5%	8.1%	14.4%	10.6%	15.9%	40.8%
	'15	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%
NRC	2016	2,152	1.8%	11.6%	4.3%	35.4%	26.7%	20.1%	1.6%	7.9%	3.6%	30.0%	17.7%	10.9%	28.4%
	'15	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%
NSF	2016	854	3.1%	15.5%	10.9%	25.5%	25.2%	19.8%	1.2%	7.4%	7.4%	21.4%	16.3%	14.0%	32.2%
	'15	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%
ОМВ	2016	351	13.2%	18.2%	11.4%	27.0%	17.6%	12.6%	6.4%	12.9%	9.1%	29.2%	9.9%	12.6%	19.9%
	'15	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%
OPM	2016	3,196	3.4%	13.0%	14.2%	33.7%	22.7%	13.1%	1.7%	7.5%	8.8%	29.9%	13.8%	10.8%	27.6%
	'15	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%
PBGC	2016	569	3.4%	16.1%	7.5%	24.2%	25.0%	23.8%	0.9%	9.0%	7.3%	20.2%	12.7%	17.0%	32.9%
	'15	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%

					Time with Cu	ırrent Agen	су				Time in	Federal Gov	vernment		
		Number of	Less than	1 to 3	4 to 5	6 to 10	11 to 20	More than	Less than	1 to 3	4 to 5	6 to 10	11 to 14	15 to 20	More than
Agency	Year	Respondents	1 year	years	years	years	years	20 years	1 year	years	years	years	years	years	20 years
All			,						,						,
Responses	2016	407,789	3.4%	12.4%	9.9%	25.6%	25.7%	22.9%	1.8%	7.8%	7.8%	23.8%	14.3%	13.4%	31.1%
	'15	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%
RRB	2016	320	4.3%	15.1%	9.2%	16.4%	9.5%	45.4%	1.7%	7.9%	6.3%	22.1%	3.0%	7.3%	51.8%
	'15	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%
SBA	2016	1,383	4.0%	16.5%	12.4%	20.6%	17.5%	29.0%	1.7%	7.9%	9.0%	22.0%	7.3%	11.1%	40.9%
	'15	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%
SEC	2016	3,213	3.8%	21.1%	11.0%	16.7%	33.9%	13.5%	2.2%	13.4%	9.2%	18.6%	18.8%	17.3%	20.4%
	'15	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%
SSA	2016	8,907	3.4%	12.0%	5.3%	26.8%	29.0%	23.4%	2.4%	9.4%	4.9%	25.5%	16.9%	12.5%	28.4%
	'15	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%
State	2016	5,256	1.9%	10.9%	11.2%	25.5%	30.5%	19.9%	1.0%	7.4%	9.7%	24.2%	18.1%	14.0%	25.7%
	'15	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%
Treas	2016	45,497	1.2%	5.6%	6.1%	25.5%	23.7%	37.9%	0.6%	3.2%	4.1%	22.9%	11.4%	12.6%	45.2%
	'15	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%
USAID	2016	2,285	2.7%	13.8%	17.7%	30.5%	23.9%	11.4%	1.0%	7.6%	11.9%	29.6%	17.7%	13.4%	18.9%
	'15	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%
1100.4	'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%
USDA	2016	22,878	2.9%	9.6%	6.9%	19.2%	27.3%	34.2%	1.6%	5.7%	5.3%	17.2%	14.8%	13.6%	41.9%
	'15	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%
V/A	'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%
VA	2016	30,313	5.0%	22.4%	13.8%	27.4%	17.7%	13.8%	3.1%	16.8%	11.8%	27.3%	11.5%	9.9%	<b>19.6%</b>
	'15	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%

					Time with Cu	irrent Agend	Ç <b>y</b>				Time in	Federal Gov	vernment		
		Number of	Less than	1 to 3	4 to 5	6 to 10	11 to 20	More than	Less than	1 to 3	4 to 5	6 to 10	11 to 14	15 to 20	More than
Agency	Year	Respondents	1 year	years	years	years	years	20 years	1 year	years	years	years	years	years	20 years
All															
Responses	2016	407,789	3.4%	12.4%	9.9%	25.6%	25.7%	22.9%	1.8%	7.8%	7.8%	23.8%	14.3%	13.4%	31.1%
	'15	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%
DOD	2016	58,630	4.8%	15.0%	13.0%	29.5%	20.8%	16.9%	1.9%	8.6%	10.3%	28.7%	14.3%	10.4%	25.8%
	'15	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%
USACE	2016	3,599	2.3%	9.1%	8.4%	28.9%	22.1%	29.3%	0.9%	4.8%	6.4%	25.9%	12.4%	11.6%	38.2%
	'15	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%
Air															
Force	2016	15,586	5.4%	15.8%	12.6%	26.6%	22.7%	16.8%	2.2%	9.7%	11.4%	26.9%	15.1%	12.0%	22.8%
	'15	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%
Army‡	2016	13,487	6.0%	15.9%	13.1%	32.4%	20.7%	11.9%	1.9%	8.1%	9.4%	31.0%	16.6%	10.3%	22.6%
	'15	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%
Navy‡	2016	11,146	4.3%	13.4%	13.0%	28.2%	20.8%	20.4%	1.7%	8.1%	11.2%	27.5%	13.0%	10.1%	28.4%
	'15	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%
Marine															
Corps	2016	1,215		12.3%	12.9%	35.2%	22.8%	14.0%	1.2%	6.6%	9.7%	33.8%	14.8%	10.0%	23.9%
	'15	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%
DOD 4th	0045	40	4.00/	10.00/	4.4 =0/	00.50/	40.001	4= 00/	0.40/	0. =0/	40.00/	00.50/	40.00/	0.00/	22.20/
Estate	2016	13,597	4.3%	16.3%	14.7%	30.5%	18.3%	15.9%	2.1%	9.5%	10.3%	29.5%	12.9%	8.8%	26.9%
	'15 '14	15,249 13,982	3.6% 1.7%	15.8% 20.2%	17.3% 18.5%	28.0% 24.7%	17.5% 16.0%	17.8% 18.9%	1.8% 0.6%	9.2% 12.3%	13.9% 15.3%	25.6% 22.7%	11.5% 10.7%	8.5% 7.4%	29.5% 31.1%
	14	13,982	1.1%	20.2%	10.5%	24.1%	10.0%	10.9%	0.0%	12.3%	15.3%	22.1%	10.7%	1.4%	31.1%

SOURCE: Federal Employee Viewpoint Survey

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

			_	1011	Illian								
			S	ex	Hispanic	or Latino			Ra	ice			
Agency	Year	Number of Respondents	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	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.
All													
Responses	2016	407,789	51.5%	48.5%	8.9%	91.1%	2.1%	5.3%	15.9%	0.6%	72.1%	3.9%	
	'15	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%	
BBG	2016	904	59.9%	40.1%	8.2%	91.8%	0.6%	19.3%	20.9%	0.4%	57.0%	1.9%	
	'15	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%	
CSOSA	2016	618	35.3%	64.7%	5.9%	94.1%	0.3%	2.9%	73.3%	0.0%	19.9%	3.5%	
	'15	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%	
DHS	2016	46,991	64.0%	36.0%	16.4%	83.6%	0.9%	4.5%	13.0%	0.9%	76.3%	4.4%	
	'15	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%	
DOC	2016	9,784	54.0%	46.0%	5.3%	94.7%	0.6%	10.3%	14.0%	0.4%	71.3%	3.4%	
	'15	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%	
DOE	2016	8,075	62.1%	37.9%	7.4%	92.6%	1.3%	4.0%	8.5%	0.4%	82.1%	3.8%	
	'15	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%	
DOI	2016	23,098	54.3%	45.7%	6.7%	93.3%	10.7%	1.9%	4.1%	0.5%	78.7%	4.1%	
	'15	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%	
DOJ	2016	16,501	54.3%	45.7%	9.6%	90.4%	1.0%	3.4%	15.8%	0.6%	76.2%	3.0%	
	'15	20,218	54.8%	45.2%	10.2%	89.8%	0.9%	3.1%	16.1%	0.6%	76.5%	2.8%	
DOL	'14	17,213	55.4%	44.6%	10.8%	89.2%	0.9%	3.0%	16.9%	0.6%	75.6%	3.0%	
DOL	2016	11,262	52.3%	47.7%	10.9%	89.1%	0.9%	5.4%	19.9%	0.4%	69.8%	3.5%	
	'15	11,359	51.3%	48.7%	10.9%	89.1%	0.8%	5.2%	20.2%	0.4%	70.1%	3.3%	
DOT	'14	10,953	51.2%	48.8%	10.4%	89.6%	0.9%	4.5%	19.2%	0.5%	71.5%	3.5%	
DOT	2016	14,871 15,500	64.8%	35.2%	<b>7.4%</b>	92.6%	1.3%	4.4%	13.0%	0.5%	<b>76.7%</b>	4.0%	
	'15 '14	15,598 11,673	66.1% 64.5%	33.9% 35.5%	7.5% 7.4%	92.5% 92.6%	1.3% 1.2%	4.2% 4.3%	12.7% 13.5%	0.6% 0.5%	77.3% 76.7%	4.0% 3.8%	
	14	11,673	04.5%	35.5%	7.4%	92.0%	1.2%	4.3%	13.5%	0.5%	10.1%	<b>პ.</b> 8%	

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			S	ex	Hispanic	or Latino			Ra	ice			
Agency	Year	Number of Respondents	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	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.
All		-											
Responses	2016	407,789	51.5%	48.5%	8.9%	91.1%	2.1%	5.3%	15.9%	0.6%	72.1%	3.9%	
	'15	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%	
Educ	2016	2,862	37.5%	62.5%	6.8%	93.2%	1.0%	4.5%	35.1%	0.4%	54.4%	4.6%	
	'15	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%	
EEOC	2016	1,510	37.3%	62.7%	17.5%	82.5%	0.9%	4.7%	38.6%	0.4%	51.1%	4.3%	
	'15	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%	
EPA	2016	10,156	46.5%	53.5%	6.9%	93.1%	0.7%	5.4%	15.5%	0.2%	74.8%	3.3%	
	'15	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%	
FCC	2016	648	50.4%	49.6%	5.5%	94.5%	0.3%	7.9%	18.3%	0.3%	70.0%	3.1%	
	'15	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%	
FERC	2016	1,150	58.9%	41.1%	6.2%	93.8%	0.1%	8.1%	16.7%	0.1%	72.9%	2.2%	
	'15	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%	
FTC	2016	641	47.6%	52.4%	5.9%	94.1%	0.3%	8.2%	15.4%	0.3%	74.5%	1.2%	
	'15	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%	
GSA	2016	7,081	52.9%	47.1%	7.2%	92.8%	1.2%	5.3%	20.5%	0.7%	68.6%	3.7%	
	'15	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%	
HHS	2016	40,345	36.7%	63.3%	6.3%	93.7%	6.2%	10.7%	19.5%	0.3%	59.8%	3.4%	
	'15	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%	
HUD	2016	5,464	39.6%	60.4%	9.1%	90.9%	1.5%	4.9%	35.6%	0.4%	53.6%	4.0%	
	'15	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%	

	Sex												
			S	ex	Hispanic	or Latino			Ra	ice			
Agency	Year	Number of Respondents	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	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.
All													
Responses	2016	407,789	51.5%	48.5%	8.9%	91.1%	2.1%	5.3%	15.9%	0.6%	72.1%	3.9%	
	'15	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%	
NARA	2016	1,870	47.3%	52.7%	4.5%	95.5%	0.8%	2.4%	21.3%	0.6%	70.5%	4.4%	
	'15	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%	
NASA	2016	11,202	64.1%	35.9%	7.2%	92.8%	0.9%	5.6%	10.9%	0.4%	78.9%	3.3%	
	'15	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%	
NCUA	2016	661	53.7%	46.3%	8.3%	91.7%	0.7%	5.3%	12.3%	0.3%	77.7%	3.6%	
	'15	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%	
NLRB	2016	882	36.2%	63.8%	10.1%	89.9%	0.5%	5.0%	19.5%	0.5%	71.0%	3.4%	
	'15	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%	
NRC	2016	2,152	65.4%	34.6%	7.0%	93.0%	0.7%	8.4%	10.9%	0.4%	75.1%	4.5%	
	'15	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%	
NSF	2016	854	39.3%	60.7%	5.3%	94.7%	0.1%	6.3%	24.6%	0.1%	64.8%	4.1%	
	'15	900	37.7%	62.3%	5.1%	94.9%	0.1%	5.5%	22.4%	0.2%	68.8%	2.9%	
OMP	'14	917	38.0%	62.0%	4.8%	95.2%	0.2%	5.0%	24.4%	0.4%	67.2%	2.8%	
OMB	2016	351	48.0%	52.0%	3.2%	96.8%	0.3%	8.5%	6.1%	0.0%	82.7%	2.4%	
	'15	305	48.3%	51.7%	2.0%	98.0%	1.0%	10.1%	3.5%	0.0%	82.6%	2.8%	
ОРМ	'14	304	47.3%	52.7%	2.4%	97.6%	0.0%	9.8%	4.3%	0.4%	83.0%	2.5%	
OPIVI	<b>2016</b> '15	<b>3,196</b> 3,378	<b>42.1%</b> 42.3%	<b>57.9%</b> 57.7%	7.1%	92.9%	<b>0.8%</b> 0.7%	<b>2.5%</b> 2.6%	<b>19.4%</b> 19.9%	<b>0.3%</b> 0.4%	<b>72.8%</b> 72.7%	<b>4.2%</b> 3.7%	
	'14	,		57.7% 57.7%	6.7% 6.9%	93.3%	0.7% 0.5%	2.6% 3.1%		0.4%	72.7% 72.2%		
PBGC	2016	3,596 <b>569</b>	42.3% <b>46.9%</b>	57.7% <b>53.1%</b>	5.6%	93.1% <b>94.4%</b>	0.5% <b>0.2%</b>	3.1% <b>8.4%</b>	20.4% <b>35.7%</b>	0.4%	53.6%	3.5% <b>2.2%</b>	
1 100	'15	630	46.0%	54.0%	5. <b>6%</b> 5.1%	94.4%	0.2%	7.7%	36.7%	0.0%	51.4%	3.8%	
	'14	481	46.0%	53.3%	5.1%	94.9% 94.1%	0.2%	7.7% 8.8%	34.6%	0.2%	51.4%	3.6% 1.4%	
	14	401	+0.7 /0	JJ.J /0	5.570	34.1 /0	U.Z /0	0.0 /0	J <del>4</del> .0 /0	0.7 /0	J <del>4</del> .J /0	1.4 /0	

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			S	ex	Hispanic	or Latino			Ra	ice			
Agency	Year	Number of Respondents	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	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.
All													
Responses	2016	407,789	51.5%	48.5%	8.9%	91.1%	2.1%	5.3%	15.9%	0.6%	72.1%	3.9%	
	'15	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%	
RRB	2016	320	42.6%	57.4%	6.6%	93.4%	0.0%	2.1%	33.3%	0.3%	59.5%	4.8%	
	'15	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%	
SBA	2016	1,383	47.1%	52.9%	12.2%	87.8%	0.7%	6.4%	23.8%	1.1%	63.9%	4.0%	
	'15	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%	
SEC	2016	3,213	53.9%	46.1%	6.3%	93.7%	0.3%	9.0%	14.5%	0.3%	72.8%	3.2%	
	'15	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%	
SSA	2016	8,907	34.7%	65.3%	13.4%	86.6%	1.2%	5.6%	23.4%	0.5%	65.5%	3.9%	
	'15	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%	
State	2016	5,256	55.7%	44.3%	7.3%	92.7%	0.4%	4.9%	11.4%	0.3%	79.0%	4.1%	
	'15	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%	
Treas	2016	45,497	41.2%	58.8%	9.3%	90.7%	1.1%	5.5%	19.8%	0.5%	69.4%	3.7%	
	'15	51,700	40.6%	59.4%	9.2%	90.8%	1.1%	5.2%	20.2%	0.5%	69.3%	3.7%	
LICAID	'14	51,038	41.1%	58.9%	8.8%	91.2%	1.0%	5.1%	19.8%	0.5%	70.1%	3.4%	
USAID	2016	2,285	47.4%	52.6%	6.5%	93.5%	0.2%	7.1%	17.4%	0.3%	71.2%	3.8%	
	'15	2,004	45.8%	54.2%	6.2%	93.8%	0.5%	5.9%	18.6%	0.1%	71.7%	3.2%	
LICDA	'14	2,045	45.8%	54.2%	6.3%	93.7%	0.3%	6.0%	18.9%	0.2%	71.1%	3.5%	
USDA	2016	22,878	46.9%	53.1%	6.8%	93.2%	1.6%	2.8%	11.0%	0.4%	80.4%	3.9%	
	'15	20,624	50.1%	49.9% 50.1%	7.3%	92.7%	1.6%	3.3%	12.1%	0.5%	78.8%	3.8%	
VA	'14 <b>2016</b>	20,162	49.9% <b>40.3%</b>	50.1% <b>59.7%</b>	7.3% <b>8.4%</b>	92.7% <b>91.6%</b>	1.9% <b>1.5%</b>	2.8% <b>4.7%</b>	11.4% <b>17.8%</b>	0.4% <b>0.8%</b>	79.6% <b>71.0%</b>	3.9% <b>4.2%</b>	
VA	'15	<b>30,313</b> 32,236	41.2%	58.8%	7.9%	91.6%	1.5%	4.7%	18.6%	0.8%	70.8%	<b>4.2%</b> 4.1%	
	'14	32,236 27,639	41.2%	58.8% 59.6%	7.9% 7.6%	92.1% 92.4%	1.5%	4.4% 4.8%	18.6%	0.8%	70.8% 70.8%	4.1% 4.0%	
	14	21,039	40.4%	59.6%	7.0%	92.4%	1.5%	4.0%	10.170	0.0%	70.0%	4.0%	

			S	ex	Hispanic	or Latino			Ra	ice			
Agency	Year	Number of Respondents	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	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.
All													
Responses	2016	407,789	51.5%	48.5%	8.9%	91.1%	2.1%	5.3%	15.9%	0.6%	72.1%	3.9%	
	'15	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%	
DOD	2016	58,630	63.0%	37.0%	7.9%	92.1%	1.1%	4.5%	14.2%	1.1%	74.4%	4.6%	
	'15	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%	
USACE	2016	3,599	63.6%	36.4%	5.5%	94.5%	0.7%	4.7%	6.9%	0.4%	83.8%	3.5%	
	'15	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%	
Air													
Force	2016	15,586	67.1%	32.9%	8.0%	92.0%	1.4%	2.4%	11.3%	1.0%	79.1%	4.8%	
	'15	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%	
Army‡	2016	13,487	61.6%	38.4%	9.3%	90.7%	1.1%	3.5%	18.1%	1.1%	71.3%	4.9%	
	'15	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%	
Navy‡	2016	11,146	67.2%	32.8%	6.9%	93.1%	1.2%	7.0%	12.1%	1.9%	73.0%	4.8%	
	'15	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%	
Marine													
Corps	2016	1,215	69.6%	30.4%	9.7%	90.3%	0.7%	2.3%	17.2%	1.1%	73.9%	4.8%	
	'15	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%	
DOD 4th													
Estate	2016	13,597	55.4%	44.6%	7.5%	92.5%	0.9%	6.1%	17.0%	0.7%	71.0%	4.3%	
	'15	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%	

SOURCE: Federal Employee Viewpoint Survey

						l evel of	Education				Disa	bility		Military	Service	
Agency	Year	Number of Respondents	Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College	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	2016	407,789	0.1%	4.2%	2.1%	13.8%	7.3%	34.5%	26.5%	11.5%	13.6%	86.4%	73.2%	1.6%	10.5%	14.7%
	'15	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%
BBG	2016	904	0.0%	4.0%	2.2%	12.8%	6.0%	36.6%	34.3%	4.0%	5.4%	94.6%	89.6%	0.3%	2.4%	7.6%
	'15	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%
CSOSA	2016	618	0.0%	3.6%	1.0%	10.9%	3.9%	38.4%	37.0%	5.3%	9.7%	90.3%	86.9%	1.5%	2.6%	9.0%
	'15	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%
DHS	2016	46,991	0.1%	5.5%	2.1%	20.3%	8.7%	38.1%	19.7%	5.5%	12.3%	87.7%	64.0%	2.1%	12.8%	21.1%
	'15	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%
DOC	2016	9,784	0.1%	2.5%	1.0%	7.9%	3.5%	31.4%	31.6%	22.0%	8.2%	91.8%	86.4%	0.5%	3.9%	9.2%
	'15	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%
DOE	2016	8,075	0.0%	2.8%	2.5%	9.4%	5.2%	36.7%	34.6%	8.8%	10.5%	89.5%	72.7%	1.4%	8.2%	17.7%
	'15	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%
D.O.I	'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%
DOI	2016	23,098	0.1%	4.1%	2.8%	13.1%	7.2%	37.5%	27.6%	7.6%	10.8%	89.2%	80.6%	0.7%	4.7%	13.9%
	'15	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%
DOJ	'14	18,384	0.1% <b>0.0%</b>	4.6% <b>5.1%</b>	2.7% <b>2.1%</b>	13.9%	7.7%	37.5%	25.7%	7.8%	9.9% <b>9.6%</b>	90.1%	80.8%	0.7%	4.4%	14.1%
DOJ	<b>2016</b> '15	16,501	0.0%	<b>5.1%</b> 5.8%	2.1%	<b>13.5%</b> 15.0%	<b>7.2%</b> 7.4%	36.2%	17.9%	18.0%	9. <b>6%</b> 8.3%	<b>90.4%</b> 91.7%	<b>75.2%</b> 74.2%	<b>2.0%</b> 2.2%	<b>5.4%</b> 5.1%	<b>17.3%</b> 18.5%
	'14	20,218	0.0%	6.3%	2.5% 2.5%	16.2%	7.4% 7.4%	36.4%	16.5%	16.5% 15.5%	8.4%	91.7%	74.2% 74.0%	2.2%	5.1%	18.6%
DOL	2016	17,213	0.1%	4.3%	2.5% <b>1.7%</b>	11.9%	7.4% <b>5.8%</b>	36.5% <b>35.1%</b>	15.5%	12.9%	15.9%	91.6% <b>84.1%</b>	74.0% 76.1%	1.4%	7.4%	15.1%
DOL	'15	<b>11,262</b> 11,359	0.1%	<b>4.3%</b> 4.4%	1.7%	11.9% 12.5%	<b>5.8%</b> 5.9%	35.1% 35.3%	<b>28.2%</b> 27.6%	12.9% 12.6%	15.9% 15.3%	84.7%	7 <b>6.1%</b> 76.5%	1.4% 1.2%	7.4%	1 <b>5.1%</b> 14.9%
	'14	10,953	0.1%	4.4%	1.7%	12.5%	5.9% 5.9%	35.3% 35.1%	26.9%	13.2%	15.3%	84.8%	76.3% 76.3%	1.2%	7.4% 7.2%	15.4%
DOT	2016	10,953	0.1%	4.6% <b>3.5%</b>	3.2%	16.5%	9.9%	38.0%	23.9%	5.0%	14.0%	86.0%	64.4%	1.0%	13.0%	21.2%
501	'15	15,598	0.0%	3.6%	3.2%	17.1%	10.2%	38.0%	22.8%	4.9%	13.4%	86.6%	64.4%	1.4%	12.6%	21.2%
	'14	11,673	0.1%	3.7%	3.3% 3.1%	16.8%	9.4%	36.0% 37.2%	22.6% 24.0%	4.9% 5.8%	13.4%	87.7%	66.0%	1.5%	11.8%	20.7%
	14	11,073	U. I 70	3.1 70	3.170	10.070	9.470	31.270	24.070	5.070	12.370	01.170	00.070	1.070	11.0%	ZU.170

						I evel of	Education				Disa	bility		Military	Service	
Agency	Year	Number of Respondents	Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College	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	2016	407,789	0.1%	4.2%	2.1%	13.8%	7.3%	34.5%	26.5%	11.5%	13.6%	86.4%	73.2%	1.6%	10.5%	14.7%
	'15	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%
Educ	2016	2,862	0.0%	2.9%	0.7%	9.2%	2.4%	29.4%	34.1%	21.4%	10.7%	89.3%	87.6%	0.6%	3.4%	8.4%
	'15	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%
EEOC	2016	1,510	0.0%	2.3%	1.0%	11.5%	5.1%	32.3%	19.8%	28.0%	33.2%	66.8%	69.2%	1.6%	8.8%	20.4%
	'15	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%
EPA	2016	10,156	0.1%	1.4%	0.5%	5.4%	2.4%	31.8%	39.2%	19.4%	7.7%	92.3%	89.9%	0.7%	2.4%	7.0%
	'15	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%
FCC	2016	648	0.0%	4.2%	1.0%	8.8%	2.8%	22.1%	16.9%	44.2%	8.5%	91.5%	88.8%	0.5%	3.4%	7.2%
	'15	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%
FERC	2016	1,150	0.0%	1.3%	0.6%	5.6%	1.9%	25.6%	38.9%	26.2%	6.2%	93.8%	91.1%	0.5%	1.0%	7.3%
	'15	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%
FTC	2016	641	0.0%	1.1%	0.7%	5.1%	1.8%	12.8%	8.5%	70.0%	7.3%	92.7%	93.1%	0.5%	1.3%	5.1%
	'15	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%
GSA	2016	7,081	0.2%	3.2%	1.8%	11.2%	5.2%	43.0%	31.7%	3.7%	11.1%	88.9%	76.0%	1.3%	8.7%	14.1%
	'15	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%
HHS	2016	40,345	0.1%	2.4%	1.5%	8.2%	4.1%	24.8%	29.8%	29.1%	8.4%	91.6%	87.5%	0.8%	3.4%	8.3%
	'15	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%
HUD	2016	5,464	0.1%	3.9%	1.5%	14.2%	5.6%	31.9%	30.3%	12.5%	13.0%	87.0%	82.6%	0.6%	4.8%	12.0%
	'15	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%

				Level of Education							Disa	bility	Military Service				
Agency	Year	Number of Respondents	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	2016	407,789	0.1%	4.2%	2.1%	13.8%	7.3%	34.5%	26.5%	11.5%	13.6%	86.4%	73.2%	1.6%	10.5%	14.7%	
	'15	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%	
NARA	2016	1,870	0.3%	7.3%	1.6%	15.9%	6.5%	26.7%	38.2%	3.4%	13.4%	86.6%	76.1%	1.0%	7.0%	15.8%	
	'15	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%	
NASA	2016	11,202	0.1%	1.2%	0.6%	4.3%	4.2%	37.0%	39.2%	13.5%	6.8%	93.2%	86.1%	0.7%	4.3%	8.8%	
	'15	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%	
NCUA	2016	661	0.0%	1.0%	0.5%	4.8%	1.0%	55.6%	32.9%	4.4%	15.4%	84.6%	79.8%	1.1%	5.4%	13.6%	
	'15	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%	
NLRB	2016	882	0.1%	3.5%	1.6%	10.5%	4.5%	13.6%	16.0%	50.1%	10.1%	89.9%	89.9%	0.1%	2.2%	7.8%	
	'15	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%	
NRC	2016	2,152	0.0%	1.6%	0.4%	5.1%	2.1%	39.6%	39.3%	11.9%	8.5%	91.5%	73.8%	1.7%	7.4%	17.2%	
	'15	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%	
NSF	2016	854	0.1%	2.2%	1.0%	11.1%	4.3%	23.0%	25.1%	33.2%	8.4%	91.6%	87.3%	0.8%	3.9%	8.1%	
	'15	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%	
ОМВ	2016	351	0.0%	0.3%	0.3%	1.8%	0.6%	7.6%	71.5%	17.9%	5.9%	94.1%	90.9%	2.0%	1.5%	5.6%	
	'15	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%	
OPM	2016	3,196	0.0%	6.2%	1.8%	13.4%	6.4%	45.2%	23.3%	3.6%	13.5%	86.5%	73.4%	1.4%	10.3%	14.9%	
	'15	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%	
PBGC	2016	569	0.0%	2.1%	0.9%	9.7%	3.4%	40.1%	27.2%	16.7%	10.2%	89.8%	86.2%	0.6%	2.7%	10.6%	
	'15	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%	

				Level of Education							Disa	bility	Military Service				
Agency	Year	Number of Respondents	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	2016	407,789	0.1%	4.2%	2.1%	13.8%	7.3%	34.5%	26.5%	11.5%	13.6%	86.4%	73.2%	1.6%	10.5%	14.7%	
	'15	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%	
RRB	2016	320	0.0%	4.9%	4.3%	14.1%	7.2%	48.4%	17.1%	3.9%	15.8%	84.2%	78.1%	1.6%	5.2%	15.0%	
	'15	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%	
SBA	2016	1,383	0.1%	4.0%	1.1%	13.6%	5.3%	35.8%	29.1%	10.9%	11.0%	89.0%	78.2%	0.9%	5.2%	15.7%	
	'15	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%	
SEC	2016	3,213	0.1%	1.1%	0.5%	4.7%	2.1%	24.8%	20.9%	45.8%	7.0%	93.0%	91.2%	0.5%	2.0%	6.3%	
	'15	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%	
SSA	2016	8,907	0.1%	4.9%	1.5%	13.8%	6.7%	43.8%	16.5%	12.8%	13.8%	86.2%	84.5%	0.9%	3.8%	10.8%	
	'15	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%	
State	2016	5,256	0.0%	1.6%	0.9%	6.1%	3.0%	30.4%	47.6%	10.4%	7.0%	93.0%	77.8%	1.4%	6.8%	13.9%	
	'15	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%	
Treas	2016	45,497	0.2%	7.7%	2.4%	19.1%	7.6%	40.1%	17.8%	5.1%	11.6%	88.4%	86.7%	0.5%	3.2%	9.6%	
	'15	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%	
USAID	2016	2,285	0.1%	1.1%	0.2%	3.2%	1.4%	13.4%	63.3%	17.3%	6.3%	93.7%	88.7%	0.6%	3.0%	7.8%	
	'15	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%	
USDA	2016	22,878	0.1%	5.9%	2.4%	13.7%	7.2%	39.5%	20.9%	10.3%	10.9%	89.1%	86.1%	0.6%	3.6%	9.7%	
	'15	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%	
VA	2016	30,313	0.2%	4.1%	4.4%	14.1%	11.8%	28.6%	26.1%	10.8%	25.8%	74.2%	61.9%	1.6%	12.3%	24.1%	
	'15	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%	

SOURCE: Federal Employee Viewpoint Survey

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

				Level of Education							Disa	bility	Military Service				
Agency	Year	Number of Respondents	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	2016	407,789	0.1%	4.2%	2.1%	13.8%	7.3%	34.5%	26.5%	11.5%	13.6%	86.4%	73.2%	1.6%	10.5%	14.7%	
	'15	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%	
DOD	2016	58,630	0.1%	3.7%	2.3%	16.4%	10.6%	32.8%	30.5%	3.6%	22.4%	77.6%	43.6%	4.6%	33.2%	18.6%	
	'15	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%	
USACE	2016	3,599	0.0%	2.4%	1.9%	10.7%	6.6%	43.3%	29.9%	5.1%	11.4%	88.6%	72.7%	1.4%	10.0%	15.9%	
	'15	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%	
Air																	
Force	2016	15,586	0.1%	3.3%	3.0%	18.6%	14.8%	27.7%	30.1%	2.4%	25.7%	74.3%	29.7%	9.6%	44.0%	16.7%	
	'15	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%	
Army‡	2016	13,487	0.1%	3.6%	2.2%	17.9%	11.4%	31.0%	29.6%	4.3%	27.3%	72.7%	35.3%	5.2%	38.9%	20.6%	
	'15	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%	
Navy±	2016	11,146	0.1%	5.3%	3.0%	18.3%	10.5%	34.1%	24.8%	3.9%	22.0%	78.0%	46.4%	1.7%	32.1%	19.8%	
7.	'15	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%	
Marine																	
Corps	2016	1,215	0.1%	8.3%	4.1%	23.9%	9.9%	27.5%	24.0%	2.0%	28.2%	71.8%	31.4%	1.5%	43.3%	23.8%	
	'15	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%	
DOD 4th																	
Estate	2016	13,597	0.0%	2.9%	1.1%	11.7%	6.3%	37.1%	37.3%	3.6%	16.5%	83.5%	58.4%	1.8%	21.9%	17.9%	
	'15	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%	

SOURCE: Federal Employee Viewpoint Survey

United States
Office of Personnel Management
Planning and Policy Analysis

1900 E Street, NW Washington, DC 20415

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