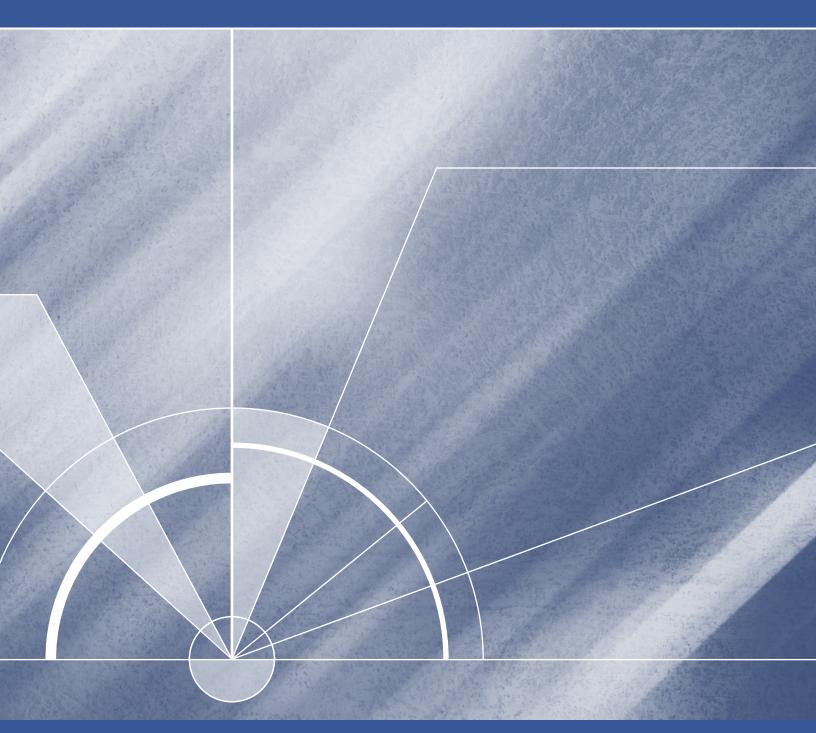# 2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Report by Demographic Question by Agency (Unweighted Data)
MODIFIED APRIL 2025 IN ACCORDANCE WITH EO 14168

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY
(Unweighted data)

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2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY:
REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY
(Unweighted data)

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2017 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 allows government employees to share their opinions about what matters most to them, and gives them the opportunity to let their leadership know how they feel about their job, their supervisor, and their agency. 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 agency and subagency 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 1,068,151 employees who received the FEVS, 486,105 completed the survey for a governmentwide response rate of 45.5 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 May 2nd and May 9th.

Data Analysis

In performing statistical analyses for this report, OPM calculated unweighted percentages for the various demographic categories by agency. More detailed survey statistics by agency and demographic questions 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.**

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	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	**2017**	**486,105**	**38.9%**	**61.1%**	**65.8%**	**12.5%**	**13.7%**	**6.2%**	**1.8%**	**2.9%**	**6.0%**	**42.2%**	**40.4%**	**1.2%**	**0.4%**	**6.8%**
	'16	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%
BBG	**2017**	**1,070**	**93.4%**	**6.6%**	**63.4%**	**12.5%**	**16.5%**	**6.3%**	**1.4%**	**2.6%**	**0.7%**	**45.9%**	**49.1%**	**0.7%**	**0.1%**	**1.0%**
	'16	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%
CSOSA	**2017**	**542**	**40.9%**	**59.1%**	**72.9%**	**7.1%**	**13.8%**	**3.8%**	**2.4%**	**0.4%**	**1.8%**	**59.9%**	**35.6%**	**1.4%**	**0.0%**	**1.0%**
	'16	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%
DHS	**2017**	**47,414**	**28.1%**	**71.9%**	**63.2%**	**11.9%**	**15.4%**	**7.9%**	**1.6%**	**2.5%**	**1.8%**	**36.5%**	**47.2%**	**1.1%**	**0.1%**	**10.7%**
	'16	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%
DOC	**2017**	**10,480**	**67.4%**	**32.6%**	**65.0%**	**11.4%**	**14.3%**	**6.8%**	**2.5%**	**1.2%**	**3.8%**	**27.0%**	**57.5%**	**2.8%**	**0.9%**	**6.8%**
	'16	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%
DOE	**2017**	**8,589**	**45.2%**	**54.8%**	**66.3%**	**13.2%**	**12.5%**	**5.2%**	**2.9%**	**4.1%**	**0.4%**	**20.5%**	**61.2%**	**3.5%**	**0.6%**	**9.7%**
	'16	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%
DOI	**2017**	**25,867**	**35.2%**	**64.8%**	**56.0%**	**14.9%**	**18.2%**	**9.9%**	**1.1%**	**4.1%**	**5.6%**	**57.3%**	**30.1%**	**0.6%**	**0.2%**	**2.2%**
	'16	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%
DOJ	**2017**	**16,126**	**35.5%**	**64.5%**	**66.3%**	**11.3%**	**14.4%**	**5.7%**	**2.2%**	**1.9%**	**3.4%**	**40.0%**	**48.5%**	**2.0%**	**0.5%**	**3.8%**
	'16	16,501	36.8%	63.2%	64.7%	12.1%	14.9%	5.8%	2.5%	2.1%	2.2%	39.3%	49.3%	2.3%	0.3%	4.4%
	'15	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%
DOL	**2017**	**8,837**	**37.0%**	**63.0%**	**69.2%**	**8.2%**	**14.1%**	**6.8%**	**1.7%**	**0.1%**	**3.3%**	**51.6%**	**42.9%**	**1.4%**	**0.1%**	**0.6%**
	'16	11,262	37.4%	62.6%	70.2%	8.7%	13.3%	6.0%	1.8%	0.1%	3.6%	52.8%	41.5%	1.3%	0.2%	0.5%
	'15	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%
DOT	**2017**	**16,835**	**32.9%**	**67.1%**	**68.1%**	**11.7%**	**11.3%**	**6.8%**	**2.1%**	**3.9%**	**0.9%**	**18.8%**	**56.0%**	**1.8%**	**0.4%**	**18.2%**
	'16	14,871	33.5%	66.5%	68.3%	11.7%	11.1%	6.6%	2.3%	3.8%	0.8%	19.1%	55.6%	2.0%	0.3%	18.4%
	'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%

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	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	2017	486,105	38.9%	61.1%	65.8%	12.5%	13.7%	6.2%	1.8%	2.9%	6.0%	42.2%	40.4%	1.2%	0.4%	6.8%
	'16	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%
Educ	2017	2,831	69.4%	30.6%	71.4%	9.5%	12.0%	5.0%	2.1%	0.0%	0.5%	27.3%	66.2%	2.0%	0.4%	3.7%
	'16	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%
EEOC	2017	1,416	20.6%	79.4%	75.4%	5.6%	11.9%	5.4%	1.8%	0.0%	8.7%	45.9%	43.3%	1.7%	0.0%	0.4%
	'16	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%
EPA	2017	9,414	37.7%	62.3%	72.6%	11.2%	10.1%	4.3%	1.9%	0.0%	0.4%	21.1%	76.0%	2.1%	0.3%	0.1%
	'16	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%
FCC	2017	715	88.5%	11.5%	63.0%	13.2%	13.2%	7.5%	3.1%	0.0%	0.7%	17.5%	78.2%	2.7%	0.7%	0.1%
	'16	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%
FERC	2017	1,070	89.9%	10.1%	59.0%	20.3%	12.1%	3.5%	5.1%	0.1%	0.1%	16.3%	77.0%	3.8%	1.7%	1.0%
	'16	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%
FTC	2017	612	76.0%	24.0%	50.3%	31.5%	9.4%	4.7%	4.0%	0.2%	0.0%	14.4%	80.0%	5.1%	0.0%	0.3%
	'16	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%
GSA	2017	7,532	46.9%	53.1%	68.5%	8.6%	14.2%	7.4%	1.3%	0.3%	0.8%	41.2%	56.5%	1.0%	0.0%	0.3%
	'16	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%
HHS	2017	43,086	63.1%	36.9%	66.4%	13.4%	13.2%	5.2%	1.8%	0.9%	3.8%	28.8%	58.0%	0.9%	1.0%	6.5%
	'16	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%
HUD	2017	4,960	37.8%	62.2%	70.7%	8.5%	12.3%	6.4%	2.1%	0.0%	0.4%	28.0%	69.7%	1.4%	0.1%	0.3%
	'16	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%

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	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	2017	486,105	38.9%	61.1%	65.8%	12.5%	13.7%	6.2%	1.8%	2.9%	6.0%	42.2%	40.4%	1.2%	0.4%	6.8%
	'16	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%
NARA	2017	1,861	45.7%	54.3%	70.5%	11.1%	11.7%	5.6%	1.1%	0.2%	29.1%	41.9%	27.3%	1.0%	0.1%	0.5%
	'16	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%
NASA	2017	11,814	8.5%	91.5%	56.9%	26.8%	9.7%	3.6%	3.0%	0.0%	0.9%	14.7%	80.4%	3.0%	0.8%	0.1%
	'16	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%
NCUA	2017	665	30.7%	69.3%	70.5%	12.3%	12.3%	1.1%	3.7%	1.0%	0.6%	37.1%	37.4%	3.7%	0.0%	20.2%
	'16	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%
NLRB	2017	850	37.0%	63.0%	69.4%	2.6%	15.8%	9.1%	3.1%	0.3%	4.2%	25.1%	63.7%	4.0%	0.0%	2.8%
	'16	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%
NRC	2017	2,442	69.3%	30.7%	77.0%	6.1%	10.1%	3.6%	3.3%	0.0%	1.3%	9.9%	80.8%	5.0%	1.7%	1.2%
	'16	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%
NSF	2017	910	98.4%	1.6%	66.6%	15.2%	11.3%	3.5%	3.4%	0.3%	1.0%	23.5%	44.4%	6.4%	4.2%	20.1%
	'16	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%
OMB	2017	343	99.7%	0.3%	70.7%	10.7%	13.0%	3.0%	2.7%	0.0%	0.3%	14.9%	69.6%	14.6%	0.6%	0.0%
	'16	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%
OPM	2017	2,914	39.3%	60.7%	80.7%	6.2%	8.3%	3.3%	1.6%	0.0%	5.1%	58.0%	35.3%	1.3%	0.1%	0.2%
	'16	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%
PBGC	2017	610	99.5%	0.5%	66.8%	9.2%	14.4%	5.3%	4.3%	0.0%	0.5%	18.5%	75.7%	0.2%	4.5%	0.5%
	'16	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%

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	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	2017	486,105	38.9%	61.1%	65.8%	12.5%	13.7%	6.2%	1.8%	2.9%	6.0%	42.2%	40.4%	1.2%	0.4%	6.8%
	'16	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%
RRB	2017	449	72.7%	27.3%	69.3%	10.1%	11.8%	6.6%	2.1%	0.2%	5.6%	66.4%	26.8%	0.7%	0.2%	0.0%
	'16	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%
SBA	2017	1,512	34.0%	66.0%	66.9%	9.2%	11.9%	9.0%	3.1%	0.1%	1.7%	39.5%	56.4%	1.9%	0.1%	0.3%
	'16	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%
SEC	2017	3,526	58.4%	41.6%	70.0%	10.7%	12.0%	4.6%	2.6%	0.5%	0.3%	6.3%	38.2%	2.4%	0.8%	51.4%
	'16	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%
SSA	2017	8,501	33.6%	66.4%	73.7%	10.1%	7.9%	6.6%	1.7%	0.1%	2.8%	59.0%	34.5%	1.5%	0.2%	2.0%
	'16	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%
State	2017	4,294	39.0%	61.0%	36.9%	10.2%	23.3%	23.1%	6.5%	1.1%	1.0%	20.8%	39.1%	9.6%	0.7%	27.8%
	'16	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	2017	46,368	33.1%	66.9%	73.9%	9.0%	11.1%	4.4%	1.7%	2.1%	7.0%	43.1%	36.1%	0.9%	0.2%	10.6%
	'16	45,497	32.1%	67.9%	73.7%	9.3%	10.8%	4.4%	1.8%	1.6%	6.7%	44.2%	37.0%	0.9%	0.2%	9.4%
	'15	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%
USAID	2017	2,087	57.9%	42.1%	38.6%	10.6%	26.8%	17.2%	6.8%	1.3%	0.5%	10.6%	53.7%	4.8%	0.7%	28.5%
	'16	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%
USDA	2017	48,953	26.5%	73.5%	62.2%	10.6%	20.1%	6.1%	0.9%	1.1%	5.8%	68.1%	22.4%	0.5%	0.1%	1.9%
	'16	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%
VA	2017	64,394	35.5%	64.5%	71.3%	12.8%	9.4%	5.1%	1.3%	6.5%	18.8%	43.8%	18.8%	0.5%	1.0%	10.7%
	'16	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%

SOURCE: Federal Employee Viewpoint Survey

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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	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	**2017**	**486,105**	**38.9%**	**61.1%**	**65.8%**	**12.5%**	**13.7%**	**6.2%**	**1.8%**	**2.9%**	**6.0%**	**42.2%**	**40.4%**	**1.2%**	**0.4%**	**6.8%**
	'16	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%
DOD	**2017**	**70,693**	**40.8%**	**59.2%**	**62.1%**	**16.0%**	**13.9%**	**6.2%**	**1.8%**	**5.6%**	**6.0%**	**52.8%**	**32.1%**	**0.7%**	**0.1%**	**2.6%**
	'16	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%
USACE	**2017**	**4,378**	**45.7%**	**54.3%**	**61.1%**	**16.7%**	**14.4%**	**5.9%**	**1.9%**	**5.0%**	**3.1%**	**53.4%**	**35.8%**	**0.7%**	**0.1%**	**2.0%**
	'16	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%
Air Force	**2017**	**16,899**	**27.7%**	**72.3%**	**62.5%**	**16.4%**	**13.2%**	**6.6%**	**1.3%**	**11.7%**	**7.6%**	**59.0%**	**18.9%**	**0.3%**	**0.1%**	**2.4%**
	'16	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%
Army‡	**2017**	**17,472**	**53.7%**	**46.3%**	**61.7%**	**15.3%**	**14.9%**	**6.2%**	**2.0%**	**3.2%**	**7.8%**	**54.3%**	**32.0%**	**0.8%**	**0.1%**	**1.8%**
	'16	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%
Navy‡	**2017**	**14,211**	**43.2%**	**56.8%**	**58.6%**	**19.7%**	**13.4%**	**6.1%**	**2.2%**	**6.2%**	**6.1%**	**49.0%**	**33.2%**	**0.8%**	**0.2%**	**4.4%**
	'16	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%
Marine Corps	**2017**	**1,811**	**62.5%**	**37.5%**	**54.8%**	**16.5%**	**18.2%**	**8.7%**	**1.8%**	**6.0%**	**3.0%**	**54.0%**	**33.4%**	**0.6%**	**0.1%**	**2.9%**
	'16	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%
DOD 4th Estate	**2017**	**15,922**	**34.5%**	**65.5%**	**66.5%**	**13.0%**	**13.2%**	**5.7%**	**1.6%**	**1.5%**	**3.6%**	**47.8%**	**43.7%**	**1.1%**	**0.1%**	**2.1%**
	'16	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%

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	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	2017	486,105	69.2%	6.3%	15.5%	4.2%	4.9%	3.8%	10.4%	11.3%	74.5%	0.8%	2.7%	18.9%	25.6%	35.6%	16.4%
	'16	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	2017	1,070	74.5%	6.6%	9.7%	4.4%	4.8%	3.8%	11.0%	12.6%	72.6%	0.2%	1.4%	12.2%	25.1%	35.8%	25.2%
	'16	904	72.7%	5.3%	13.5%	3.9%	4.5%	3.4%	11.0%	11.2%	74.4%	0.1%	1.3%	11.5%	24.0%	37.1%	26.0%
	'15	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%
CSOSA	2017	542	66.7%	4.2%	22.0%	1.6%	5.5%	2.6%	6.2%	8.6%	82.6%	0.6%	3.3%	28.2%	36.5%	23.1%	8.3%
	'16	618	60.3%	3.4%	28.9%	2.2%	5.3%	1.6%	6.0%	8.1%	84.3%	0.3%	2.1%	33.2%	36.9%	19.9%	7.6%
	'15	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%
DHS	2017	47,414	64.9%	5.2%	21.5%	3.5%	4.8%	3.1%	8.8%	10.9%	77.1%	0.8%	2.8%	22.6%	32.1%	30.1%	11.6%
	'16	46,991	62.0%	4.9%	24.5%	3.5%	5.2%	3.0%	8.9%	10.4%	77.7%	0.7%	3.0%	22.4%	32.5%	30.4%	10.9%
	'15	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%
DOC	2017	10,480	75.5%	4.2%	12.0%	4.5%	3.8%	2.3%	7.8%	8.6%	81.3%	1.4%	3.9%	23.0%	27.1%	30.6%	14.1%
	'16	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%
DOE	2017	8,589	68.6%	6.5%	14.0%	6.0%	4.9%	4.1%	11.6%	11.3%	73.0%	0.4%	2.5%	20.0%	24.6%	36.7%	15.9%
	'16	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%
DOI	2017	25,867	69.1%	6.7%	14.9%	4.3%	5.0%	3.9%	11.3%	11.5%	73.4%	0.9%	3.0%	18.6%	26.7%	34.2%	16.6%
	'16	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%
DOJ	2017	16,126	71.7%	6.4%	13.0%	4.8%	4.1%	4.0%	10.4%	11.3%	74.3%	1.1%	3.4%	22.6%	33.2%	29.9%	9.8%
	'16	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%
DOL	2017	8,837	69.4%	5.6%	15.9%	4.5%	4.6%	3.4%	9.3%	10.1%	77.2%	1.1%	3.2%	21.4%	24.5%	32.6%	17.2%
	'16	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%
DOT	2017	16,835	72.5%	6.4%	12.9%	3.9%	4.3%	3.9%	11.3%	12.4%	72.3%	0.4%	2.0%	14.1%	23.2%	41.1%	19.1%
	'16	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%

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	2017	486,105	69.2%	6.3%	15.5%	4.2%	4.9%	3.8%	10.4%	11.3%	74.5%	0.8%	2.7%	18.9%	25.6%	35.6%	16.4%
	'16	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%
Educ	2017	2,831	66.3%	6.5%	15.3%	7.1%	4.8%	3.8%	9.2%	9.1%	77.9%	0.5%	3.4%	23.2%	26.8%	30.3%	15.8%
	'16	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%	15.8%
	'15	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%
EEOC	2017	1,416	68.3%	7.1%	16.4%	3.3%	4.9%	4.4%	12.6%	9.1%	73.9%	0.4%	2.3%	17.7%	25.4%	34.5%	19.7%
	'16	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%	18.5%
	'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%
EPA	2017	9,414	72.8%	7.4%	9.6%	5.2%	5.0%	4.5%	11.4%	12.1%	72.0%	0.9%	3.1%	17.1%	23.0%	37.8%	18.0%
	'16	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%
	'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%
FCC	2017	715	70.6%	7.0%	9.5%	7.7%	5.2%	4.3%	11.3%	11.3%	73.2%	0.3%	3.1%	16.5%	25.3%	34.5%	20.3%
	'16	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%
	'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%	21.8%
FERC	2017	1,070	74.3%	4.8%	8.9%	7.5%	4.6%	2.8%	9.7%	7.4%	80.1%	1.0%	6.2%	32.4%	21.0%	22.8%	16.5%
	'16	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%	18.4%
	'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%	16.5%
FTC	2017	612	71.3%	3.8%	12.6%	8.4%	3.9%	1.9%	7.4%	6.5%	84.2%	0.2%	2.5%	29.9%	30.2%	26.3%	10.9%
	'16	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%	11.1%
	'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%	11.2%
GSA	2017	7,532	74.7%	5.2%	13.4%	3.3%	3.3%	3.2%	9.1%	9.6%	78.1%	1.0%	3.2%	24.1%	24.0%	33.6%	14.0%
	'16	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%	14.4%
	'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%	14.8%
HHS	2017	43,086	72.7%	4.4%	14.2%	4.4%	4.3%	2.6%	7.9%	9.0%	80.6%	0.9%	3.2%	22.2%	28.1%	29.5%	16.0%
	'16	40,345	70.1%	4.0%	17.8%	3.7%	4.5%	2.5%	7.6%	8.9%	81.0%	1.0%	3.4%	21.7%	27.9%	30.3%	15.8%
	'15	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%
HUD	2017	4,960	69.7%	7.5%	14.7%	4.6%	3.5%	4.1%	11.9%	12.3%	71.8%	0.3%	2.3%	16.0%	21.7%	36.6%	23.1%
	'16	5,464	64.8%	7.3%	20.6%	2.9%	4.3%	4.1%	11.8%	11.6%	72.5%	0.6%	2.2%	15.6%	22.0%	37.0%	22.5%
	'15	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%

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	2017	486,105	69.2%	6.3%	15.5%	4.2%	4.9%	3.8%	10.4%	11.3%	74.5%	0.8%	2.7%	18.9%	25.6%	35.6%	16.4%
	'16	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%
NARA	2017	1,861	67.8%	3.8%	19.4%	4.5%	4.4%	2.4%	6.5%	9.1%	82.0%	2.2%	6.7%	23.3%	24.1%	30.0%	13.8%
	'16	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%
	'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%
NASA	2017	11,814	80.5%	5.8%	7.2%	3.3%	3.3%	3.4%	11.2%	12.0%	73.4%	1.6%	3.9%	17.0%	20.2%	42.7%	14.6%
	'16	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%
	'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%
NCUA	2017	665	73.9%	4.8%	10.7%	4.6%	6.1%	2.9%	9.9%	9.7%	77.5%	0.6%	3.0%	20.5%	29.6%	34.7%	11.6%
	'16	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%
NLRB	2017	850	70.4%	7.2%	10.3%	6.1%	6.0%	4.2%	9.9%	11.3%	74.6%	0.4%	3.8%	24.4%	25.3%	28.2%	18.0%
	'16	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%
NRC	2017	2,442	75.4%	5.5%	10.0%	5.2%	3.8%	3.8%	10.4%	11.2%	74.5%	0.8%	3.2%	21.9%	20.1%	33.5%	20.4%
	'16	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%
NSF	2017	910	68.2%	7.3%	14.7%	5.1%	4.7%	5.1%	10.9%	9.9%	74.1%	1.1%	4.9%	15.1%	23.8%	32.1%	23.0%
	'16	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%
OMB	2017	343	56.8%	3.3%	14.1%	17.4%	8.4%	1.8%	4.2%	3.6%	90.4%	1.7%	10.2%	44.6%	20.4%	16.6%	6.4%
	'16	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%
OPM	2017	2,914	69.5%	5.0%	18.2%	2.6%	4.7%	3.4%	7.6%	8.6%	80.4%	0.7%	2.8%	28.2%	26.3%	30.9%	11.1%
	'16	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%
PBGC	2017	610	74.5%	3.7%	13.0%	5.3%	3.5%	3.2%	6.9%	10.6%	79.3%	1.0%	4.6%	17.7%	29.7%	30.8%	16.2%
	'16	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%

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	2017	486,105	69.2%	6.3%	15.5%	4.2%	4.9%	3.8%	10.4%	11.3%	74.5%	0.8%	2.7%	18.9%	25.6%	35.6%	16.4%
	'16	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	2017	449	72.6%	8.2%	12.4%	3.3%	3.5%	4.0%	16.0%	11.5%	68.5%	0.4%	1.3%	16.5%	21.6%	42.1%	18.0%
	'16	320	73.1%	8.9%	12.8%	2.6%	2.6%	4.6%	16.1%	14.5%	64.8%	0.3%	1.9%	13.1%	20.0%	41.9%	22.8%
	'15	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%
SBA	2017	1,512	65.7%	6.3%	19.9%	3.2%	4.9%	4.1%	11.9%	11.4%	72.6%	0.3%	1.7%	16.2%	23.6%	35.9%	22.3%
	'16	1,383	59.9%	6.9%	24.7%	2.5%	6.0%	3.8%	11.8%	11.7%	72.7%	0.2%	2.5%	14.3%	24.0%	36.2%	22.7%
	'15	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%
SEC	2017	3,526	83.5%	2.3%	3.9%	7.6%	2.7%	0.9%	5.2%	6.6%	87.3%	0.0%	1.5%	25.7%	37.7%	25.9%	9.3%
	'16	3,213	80.6%	2.7%	5.5%	7.0%	4.1%	1.4%	5.1%	6.4%	87.1%	0.1%	1.8%	25.9%	36.2%	26.5%	9.5%
	'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%
SSA	2017	8,501	74.8%	6.1%	12.4%	3.4%	3.3%	3.3%	9.1%	8.4%	79.2%	0.5%	2.6%	27.0%	28.1%	27.7%	14.1%
	'16	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%
State	2017	4,294	69.7%	6.8%	10.0%	8.3%	5.1%	4.1%	10.3%	12.3%	73.3%	0.4%	2.5%	23.2%	29.9%	31.6%	12.5%
	'16	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%
Treas	2017	46,368	73.5%	8.8%	10.6%	3.2%	3.8%	5.2%	13.8%	13.4%	67.5%	0.5%	1.7%	15.5%	22.2%	41.1%	19.1%
	'16	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%
USAID	2017	2,087	68.5%	5.0%	10.8%	8.8%	6.8%	3.1%	7.4%	9.7%	79.7%	0.0%	2.4%	27.1%	31.9%	26.7%	11.9%
	'16	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%
USDA	2017	48,953	72.9%	7.8%	10.6%	4.3%	4.3%	4.5%	12.3%	11.9%	71.3%	1.4%	3.4%	18.5%	23.4%	36.2%	17.0%
	'16	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%
VA	2017	64,394	66.0%	5.8%	16.0%	5.2%	7.0%	3.7%	9.9%	11.3%	75.1%	0.5%	2.2%	17.0%	24.8%	35.6%	19.9%
	'16	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%

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	2017	486,105	69.2%	6.3%	15.5%	4.2%	4.9%	3.8%	10.4%	11.3%	74.5%	0.8%	2.7%	18.9%	25.6%	35.6%	16.4%
	'16	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%
DOD	2017	70,693	60.5%	6.3%	24.5%	3.3%	5.4%	4.0%	10.4%	12.6%	73.0%	0.7%	2.2%	15.3%	23.2%	42.6%	16.0%
	'16	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%
USACE	2017	4,378	70.3%	6.7%	15.4%	3.5%	4.1%	4.2%	10.0%	10.9%	74.9%	1.2%	4.3%	21.5%	23.8%	33.9%	15.3%
	'16	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%
Air Force	2017	16,899	60.2%	6.1%	24.0%	3.6%	6.1%	4.0%	10.5%	13.0%	72.6%	0.8%	2.1%	13.3%	23.7%	44.9%	15.2%
	'16	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%
Army‡	2017	17,472	56.6%	6.5%	27.6%	3.2%	6.1%	3.9%	10.8%	13.4%	71.9%	0.3%	1.4%	13.3%	23.3%	44.5%	17.1%
	'16	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%
Navy‡	2017	14,211	62.9%	6.6%	22.2%	3.3%	4.9%	4.1%	10.4%	12.7%	72.7%	1.0%	2.5%	14.0%	23.0%	43.6%	15.9%
	'16	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%
Marine Corps	2017	1,811	58.9%	5.6%	27.3%	3.1%	5.1%	4.2%	8.9%	13.1%	73.8%	0.4%	0.8%	12.4%	27.2%	43.9%	15.3%
	'16	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%
DOD 4th Estate	2017	15,922	60.4%	6.1%	25.8%	3.0%	4.7%	3.8%	10.3%	11.5%	74.3%	0.6%	2.4%	19.2%	22.2%	39.5%	16.0%
	'16	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%

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	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
All Responses	2017	486,105	3.6%	15.3%	8.3%	24.9%	26.0%	21.9%	2.0%	9.9%	6.6%	23.7%	14.0%	14.5%	29.4%
	'16	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%
BBG	2017	1,070	1.3%	9.0%	5.9%	22.5%	33.1%	28.1%	0.6%	8.3%	5.1%	20.8%	14.6%	16.9%	33.7%
	'16	904	1.5%	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%
CSOSA	2017	542	4.4%	11.6%	8.0%	27.7%	43.3%	5.0%	3.4%	7.1%	5.1%	26.7%	15.6%	22.9%	19.2%
	'16	618	3.4%	8.9%	8.9%	31.1%	44.4%	3.4%	1.9%	5.3%	5.5%	29.5%	17.5%	23.7%	16.7%
	'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%
DHS	2017	47,414	3.5%	12.7%	8.0%	29.3%	34.7%	11.8%	1.8%	7.5%	6.1%	26.2%	19.2%	18.8%	20.4%
	'16	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%
DOC	2017	10,480	5.0%	16.7%	8.6%	21.6%	26.4%	21.7%	3.1%	11.2%	7.4%	21.5%	13.2%	15.3%	28.2%
	'16	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%
DOE	2017	8,589	3.6%	16.3%	7.6%	25.9%	22.9%	23.6%	1.7%	8.8%	5.4%	24.5%	12.5%	14.0%	33.0%
	'16	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%
DOI	2017	25,867	3.4%	13.5%	7.6%	22.4%	27.6%	25.5%	1.6%	7.0%	5.5%	20.3%	13.0%	17.2%	35.4%
	'16	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%
DOJ	2017	16,126	4.9%	12.4%	5.4%	21.5%	32.3%	23.4%	3.5%	8.3%	4.6%	20.0%	14.8%	18.2%	30.6%
	'16	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%
DOL	2017	8,837	3.5%	16.1%	10.1%	24.9%	25.7%	19.6%	1.8%	10.1%	8.2%	24.4%	12.3%	14.8%	28.4%
	'16	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%
DOT	2017	16,835	4.0%	14.4%	7.0%	23.8%	26.7%	24.0%	2.2%	8.7%	5.4%	22.9%	12.3%	15.9%	32.5%
	'16	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%

Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	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
All Responses	**2017**	**486,105**	**3.6%**	**15.3%**	**8.3%**	**24.9%**	**26.0%**	**21.9%**	**2.0%**	**9.9%**	**6.6%**	**23.7%**	**14.0%**	**14.5%**	**29.4%**
	'16	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%
Educ	**2017**	**2,831**	**4.4%**	**18.9%**	**6.9%**	**24.7%**	**23.0%**	**22.1%**	**2.1%**	**12.2%**	**6.4%**	**23.5%**	**12.0%**	**12.7%**	**31.2%**
	'16	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%
EEOC	**2017**	**1,416**	**2.0%**	**18.5%**	**2.5%**	**26.7%**	**23.6%**	**26.7%**	**1.0%**	**11.2%**	**3.8%**	**23.7%**	**7.8%**	**15.2%**	**37.3%**
	'16	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%
EPA	**2017**	**9,414**	**2.4%**	**9.2%**	**2.3%**	**18.9%**	**26.8%**	**40.4%**	**1.4%**	**6.6%**	**2.3%**	**16.4%**	**11.0%**	**15.4%**	**47.0%**
	'16	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%
FCC	**2017**	**715**	**3.8%**	**11.1%**	**9.6%**	**15.2%**	**26.8%**	**33.5%**	**2.8%**	**5.9%**	**6.8%**	**13.7%**	**12.2%**	**17.4%**	**41.2%**
	'16	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%
FERC	**2017**	**1,070**	**4.7%**	**20.4%**	**11.3%**	**24.4%**	**18.0%**	**21.2%**	**2.6%**	**15.5%**	**10.5%**	**26.2%**	**11.3%**	**8.2%**	**25.6%**
	'16	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%
FTC	**2017**	**612**	**3.3%**	**20.4%**	**13.0%**	**20.5%**	**24.8%**	**18.0%**	**2.0%**	**11.6%**	**10.7%**	**21.3%**	**13.6%**	**15.6%**	**25.2%**
	'16	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%
GSA	**2017**	**7,532**	**5.5%**	**14.4%**	**6.4%**	**25.1%**	**25.5%**	**23.1%**	**2.5%**	**6.8%**	**4.6%**	**24.6%**	**14.3%**	**12.9%**	**34.2%**
	'16	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%
HHS	**2017**	**43,086**	**4.4%**	**18.5%**	**9.9%**	**25.1%**	**25.7%**	**16.4%**	**2.7%**	**12.6%**	**7.7%**	**24.1%**	**13.2%**	**15.5%**	**24.1%**
	'16	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%
HUD	**2017**	**4,960**	**4.3%**	**14.5%**	**6.1%**	**24.6%**	**22.9%**	**27.6%**	**2.1%**	**8.6%**	**5.0%**	**22.9%**	**10.3%**	**13.1%**	**37.9%**
	'16	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%

SOURCE: Federal Employee Viewpoint Survey

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Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	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
All Responses	2017	486,105	3.6%	15.3%	8.3%	24.9%	26.0%	21.9%	2.0%	9.9%	6.6%	23.7%	14.0%	14.5%	29.4%
	'16	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%
NARA	2017	1,861	5.9%	23.4%	5.8%	22.0%	24.7%	18.2%	2.9%	16.4%	5.6%	21.3%	14.1%	14.8%	24.9%
	'16	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%
NASA	2017	11,814	1.9%	7.7%	5.8%	17.2%	25.4%	42.1%	1.5%	5.9%	4.8%	16.6%	12.5%	12.5%	46.2%
	'16	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%
NCUA	2017	665	2.9%	16.2%	12.5%	25.8%	21.1%	21.6%	1.4%	6.0%	7.3%	30.6%	11.4%	13.6%	29.6%
	'16	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%
NLRB	2017	850	1.3%	17.5%	8.1%	15.5%	26.6%	31.0%	0.3%	9.6%	7.9%	17.1%	10.3%	16.5%	38.3%
	'16	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%
NRC	2017	2,442	0.6%	9.7%	5.1%	31.0%	33.7%	20.0%	0.3%	6.7%	4.0%	25.1%	21.6%	14.5%	27.8%
	'16	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%
NSF	2017	910	3.7%	17.3%	11.6%	21.8%	26.1%	19.6%	1.4%	9.1%	8.8%	20.1%	15.4%	14.8%	30.5%
	'16	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%
OMB	2017	343	4.2%	32.6%	4.2%	28.1%	19.2%	11.7%	1.2%	17.5%	7.8%	28.9%	13.0%	13.6%	18.1%
	'16	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%
OPM	2017	2,914	4.4%	17.3%	8.9%	31.0%	26.5%	11.9%	2.0%	9.5%	6.0%	28.2%	16.6%	12.6%	25.0%
	'16	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%
PBGC	2017	610	4.2%	20.5%	7.4%	22.2%	24.5%	21.2%	2.6%	9.9%	6.3%	20.9%	14.3%	15.0%	31.0%
	'16	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%

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	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
All Responses	2017	486,105	3.6%	15.3%	8.3%	24.9%	26.0%	21.9%	2.0%	9.9%	6.6%	23.7%	14.0%	14.5%	29.4%
	'16	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%
RRB	2017	449	7.5%	14.8%	7.7%	19.5%	8.7%	41.8%	4.0%	8.7%	4.9%	22.2%	4.4%	5.9%	49.9%
	'16	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%
SBA	2017	1,512	4.5%	14.3%	15.3%	22.4%	17.4%	26.2%	1.8%	6.6%	9.2%	24.3%	9.0%	11.3%	37.9%
	'16	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%
SEC	2017	3,526	2.5%	21.5%	13.0%	18.0%	31.2%	13.7%	1.3%	13.8%	10.9%	20.0%	17.4%	16.1%	20.4%
	'16	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%
SSA	2017	8,501	1.2%	15.9%	3.4%	26.7%	28.7%	24.1%	0.8%	12.1%	3.4%	25.8%	15.5%	13.4%	29.0%
	'16	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%
State	2017	4,294	2.0%	11.3%	8.9%	24.6%	34.2%	19.0%	1.0%	7.1%	7.5%	23.4%	18.4%	17.8%	24.9%
	'16	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%
Treas	2017	46,368	1.9%	6.2%	5.5%	24.5%	26.5%	35.4%	1.0%	3.7%	3.8%	22.1%	12.3%	14.5%	42.7%
	'16	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%
USAID	2017	2,087	2.2%	15.0%	10.2%	36.4%	25.6%	10.5%	1.3%	8.4%	6.7%	32.1%	18.0%	15.0%	18.5%
	'16	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%
USDA	2017	48,953	2.5%	12.8%	5.0%	18.2%	28.5%	33.0%	1.5%	8.4%	4.1%	17.1%	13.8%	15.9%	39.3%
	'16	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%
VA	2017	64,394	4.2%	22.6%	13.6%	27.4%	19.2%	12.9%	2.5%	17.2%	11.8%	27.6%	12.3%	10.8%	17.8%
	'16	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%	19.6%
	'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%

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	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
All Responses	2017	486,105	3.6%	15.3%	8.3%	24.9%	26.0%	21.9%	2.0%	9.9%	6.6%	23.7%	14.0%	14.5%	29.4%
	'16	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%
DOD	2017	70,693	4.6%	18.6%	9.6%	29.3%	22.0%	15.8%	2.1%	11.0%	7.2%	28.7%	15.0%	11.6%	24.2%
	'16	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%
USACE	2017	4,378	2.2%	12.1%	6.2%	31.1%	22.1%	26.3%	1.0%	6.8%	4.3%	27.5%	11.9%	13.8%	34.7%
	'16	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%
Air Force	2017	16,899	5.6%	19.8%	9.3%	26.2%	23.3%	15.8%	2.9%	12.7%	7.5%	27.6%	15.7%	12.6%	21.1%
	'16	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%
Army‡	2017	17,472	5.5%	18.5%	9.0%	31.9%	23.1%	11.9%	2.0%	9.6%	6.4%	30.2%	17.6%	12.0%	22.2%
	'16	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%
Navy‡	2017	14,211	3.7%	20.3%	8.8%	27.2%	21.3%	18.7%	1.9%	13.6%	7.4%	27.9%	12.6%	11.1%	25.6%
	'16	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%
Marine Corps	2017	1,811	2.8%	14.4%	11.5%	33.1%	24.8%	13.5%	1.3%	8.9%	9.2%	31.8%	16.8%	10.9%	21.1%
	'16	1,215	2.7%	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%
DOD 4th Estate	2017	15,922	4.3%	18.3%	12.2%	30.6%	19.9%	14.6%	2.2%	10.1%	8.4%	28.9%	14.1%	10.2%	26.1%
	'16	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	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%

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	2017	486,105	51.3%	48.7%	8.8%	91.2%	2.1%	5.1%	14.8%	0.6%	73.1%	4.3%	
	'16	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%	
BBG	2017	1,070	59.4%	40.6%	9.6%	90.4%	0.6%	19.8%	21.8%	0.4%	54.5%	2.9%	
	'16	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%	
CSOSA	2017	542	32.7%	67.3%	7.2%	92.8%	0.4%	3.7%	73.4%	0.0%	18.4%	4.1%	
	'16	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%	
DHS	2017	47,414	63.4%	36.6%	16.6%	83.4%	1.0%	4.5%	12.8%	0.9%	76.0%	4.7%	
	'16	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%	
DOC	2017	10,480	52.7%	47.3%	5.4%	94.6%	0.6%	10.8%	15.2%	0.5%	69.3%	3.6%	
	'16	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%	
DOE	2017	8,589	62.7%	37.3%	7.9%	92.1%	1.5%	4.2%	8.3%	0.3%	81.7%	4.0%	
	'16	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%	
DOI	2017	25,867	54.9%	45.1%	6.8%	93.2%	8.6%	1.9%	4.1%	0.5%	80.5%	4.4%	
	'16	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%	
DOJ	2017	16,126	53.9%	46.1%	10.0%	90.0%	1.0%	3.5%	15.3%	0.6%	76.5%	3.1%	
	'16	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	2017	8,837	52.4%	47.6%	11.5%	88.5%	0.9%	5.3%	17.9%	0.4%	71.6%	4.0%	
	'16	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	2017	16,835	65.0%	35.0%	7.9%	92.1%	1.2%	4.4%	13.3%	0.5%	76.2%	4.3%	
	'16	14,871	64.8%	35.2%	7.4%	92.6%	1.3%	4.4%	13.0%	0.5%	76.7%	4.0%	
	'15	15,598	66.1%	33.9%	7.5%	92.5%	1.3%	4.2%	12.7%	0.6%	77.3%	4.0%	

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 | 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	2017	486,105	51.3%	48.7%	8.8%	91.2%	2.1%	5.1%	14.8%	0.6%	73.1%	4.3%	
	'16	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%	
Educ	2017	2,831	38.5%	61.5%	7.6%	92.4%	1.0%	4.3%	34.0%	0.4%	55.0%	5.3%	
	'16	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%	
EEOC	2017	1,416	37.9%	62.1%	17.3%	82.7%	1.3%	4.6%	39.0%	0.4%	50.7%	4.0%	
	'16	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%	
EPA	2017	9,414	47.0%	53.0%	7.3%	92.7%	0.6%	5.7%	15.0%	0.3%	74.5%	4.0%	
	'16	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%	
FCC	2017	715	50.3%	49.7%	7.2%	92.8%	0.0%	6.7%	21.7%	0.6%	66.3%	4.8%	
	'16	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%	
FERC	2017	1,070	56.5%	43.5%	5.1%	94.9%	0.0%	7.2%	17.9%	0.2%	71.7%	3.1%	
	'16	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%	
FTC	2017	612	48.4%	51.6%	4.9%	95.1%	0.2%	6.0%	14.2%	0.0%	75.8%	3.8%	
	'16	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%	
GSA	2017	7,532	53.2%	46.8%	7.7%	92.3%	0.9%	5.6%	20.8%	0.6%	67.8%	4.3%	
	'16	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%	
HHS	2017	43,086	36.4%	63.6%	6.4%	93.6%	7.8%	10.7%	18.8%	0.4%	58.5%	3.9%	
	'16	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%	
HUD	2017	4,960	40.9%	59.1%	9.1%	90.9%	1.1%	4.8%	33.6%	0.4%	55.1%	5.0%	
	'16	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%	

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	2017	486,105	51.3%	48.7%	8.8%	91.2%	2.1%	5.1%	14.8%	0.6%	73.1%	4.3%	
	'16	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%	
NARA	2017	1,861	46.7%	53.3%	4.6%	95.4%	0.5%	2.9%	19.5%	0.5%	72.3%	4.3%	
	'16	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%	
NASA	2017	11,814	64.8%	35.2%	7.6%	92.4%	0.9%	5.5%	10.0%	0.4%	79.5%	3.7%	
	'16	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%	
NCUA	2017	665	52.3%	47.7%	8.6%	91.4%	1.2%	4.6%	11.3%	0.5%	77.9%	4.6%	
	'16	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%	
NLRB	2017	850	38.2%	61.8%	11.3%	88.7%	0.5%	4.3%	23.4%	0.3%	67.8%	3.7%	
	'16	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%	
NRC	2017	2,442	63.2%	36.8%	7.4%	92.6%	0.5%	8.5%	12.0%	0.4%	74.0%	4.6%	
	'16	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%	
NSF	2017	910	38.3%	61.7%	5.3%	94.7%	0.2%	6.1%	25.3%	0.1%	64.3%	3.9%	
	'16	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%	
OMB	2017	343	48.7%	51.3%	2.7%	97.3%	0.0%	8.0%	5.9%	0.0%	84.6%	1.5%	
	'16	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%	
OPM	2017	2,914	44.9%	55.1%	6.7%	93.3%	0.9%	3.0%	18.4%	0.2%	73.0%	4.5%	
	'16	3,196	42.1%	57.9%	7.1%	92.9%	0.8%	2.5%	19.4%	0.3%	72.8%	4.2%	
	'15	3,378	42.3%	57.7%	6.7%	93.3%	0.7%	2.6%	19.9%	0.4%	72.7%	3.7%	
PBGC	2017	610	46.4%	53.6%	5.5%	94.5%	0.4%	9.2%	37.2%	0.2%	49.9%	3.1%	
	'16	569	46.9%	53.1%	5.6%	94.4%	0.2%	8.4%	35.7%	0.0%	53.6%	2.2%	
	'15	630	46.0%	54.0%	5.1%	94.9%	0.2%	7.7%	36.7%	0.2%	51.4%	3.8%	

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	2017	486,105	51.3%	48.7%	8.8%	91.2%	2.1%	5.1%	14.8%	0.6%	73.1%	4.3%	
	'16	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%	
RRB	2017	449	38.3%	61.7%	9.0%	91.0%	1.2%	2.4%	33.5%	0.5%	58.5%	3.9%	
	'16	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%	
SBA	2017	1,512	47.7%	52.3%	12.5%	87.5%	1.1%	7.0%	23.6%	0.8%	62.7%	4.8%	
	'16	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%	
SEC	2017	3,526	54.6%	45.4%	6.1%	93.9%	0.3%	9.1%	13.9%	0.2%	73.0%	3.5%	
	'16	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%	
SSA	2017	8,501	36.6%	63.4%	12.8%	87.2%	1.2%	5.6%	21.5%	0.4%	66.9%	4.4%	
	'16	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%	
State	2017	4,294	55.0%	45.0%	7.8%	92.2%	0.5%	4.2%	9.8%	0.5%	80.3%	4.6%	
	'16	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%	
Treas	2017	46,368	42.3%	57.7%	9.7%	90.3%	1.1%	5.4%	19.9%	0.4%	69.0%	4.1%	
	'16	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%	
USAID	2017	2,087	46.6%	53.4%	6.3%	93.7%	0.5%	7.3%	16.5%	0.2%	70.8%	4.6%	
	'16	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%	
USDA	2017	48,953	48.1%	51.9%	7.1%	92.9%	1.7%	2.5%	9.5%	0.4%	82.1%	3.8%	
	'16	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%	7.3%	92.7%	1.6%	3.3%	12.1%	0.5%	78.8%	3.8%	
VA	2017	64,394	40.9%	59.1%	8.1%	91.9%	1.6%	4.3%	14.8%	0.9%	73.9%	4.5%	
	'16	30,313	40.3%	59.7%	8.4%	91.6%	1.5%	4.7%	17.8%	0.8%	71.0%	4.2%	
	'15	32,236	41.2%	58.8%	7.9%	92.1%	1.3%	4.4%	18.6%	0.8%	70.8%	4.1%	

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	2017	486,105	51.3%	48.7%	8.8%	91.2%	2.1%	5.1%	14.8%	0.6%	73.1%	4.3%	
	'16	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%	
DOD	2017	70,693	64.0%	36.0%	8.1%	91.9%	1.0%	4.4%	14.0%	1.1%	74.4%	5.1%	
	'16	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%	
USACE	2017	4,378	64.3%	35.7%	4.9%	95.1%	0.8%	4.3%	8.8%	0.7%	81.7%	3.7%	
	'16	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%	
Air Force	2017	16,899	68.3%	31.7%	8.3%	91.7%	1.1%	2.3%	10.8%	1.0%	79.5%	5.3%	
	'16	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%	
Army‡	2017	17,472	61.3%	38.7%	9.3%	90.7%	1.2%	3.6%	17.8%	1.0%	71.3%	5.1%	
	'16	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%	
Navy‡	2017	14,211	68.4%	31.6%	7.2%	92.8%	0.9%	7.1%	11.5%	1.6%	73.7%	5.3%	
	'16	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%	
Marine Corps	2017	1,811	70.1%	29.9%	8.7%	91.3%	1.5%	2.9%	16.1%	1.3%	73.6%	4.6%	
	'16	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%	
DOD 4th Estate	2017	15,922	57.7%	42.3%	8.2%	91.8%	0.9%	5.4%	16.7%	0.8%	71.1%	5.1%	
	'16	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%	

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	2017	486,105	0.1%	4.3%	2.4%	13.8%	7.8%	34.0%	26.2%	11.6%	15.3%	84.7%	72.1%	1.6%	11.0%	15.2%
	'16	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%
BBG	2017	1,070	0.0%	4.0%	2.4%	12.9%	5.6%	38.1%	33.1%	3.8%	7.1%	92.9%	89.8%	0.5%	2.3%	7.4%
	'16	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%
CSOSA	2017	542	0.0%	3.6%	0.8%	11.7%	3.4%	37.5%	37.7%	5.4%	8.7%	91.3%	86.7%	1.2%	2.8%	9.3%
	'16	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%
DHS	2017	47,414	0.1%	5.2%	2.0%	19.8%	8.7%	37.1%	20.6%	6.4%	13.7%	86.3%	63.6%	2.0%	13.3%	21.1%
	'16	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%
DOC	2017	10,480	0.0%	2.2%	1.0%	7.4%	3.7%	31.2%	32.4%	22.1%	9.3%	90.7%	86.1%	0.8%	4.1%	9.0%
	'16	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%
DOE	2017	8,589	0.0%	2.9%	2.8%	10.1%	5.8%	35.1%	34.1%	9.1%	13.1%	86.9%	70.1%	1.5%	9.0%	19.4%
	'16	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%
DOI	2017	25,867	0.1%	3.8%	2.6%	12.2%	7.2%	37.9%	28.1%	8.2%	11.9%	88.1%	80.0%	0.7%	5.1%	14.2%
	'16	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	2017	16,126	0.0%	4.8%	1.9%	13.6%	7.3%	36.3%	18.3%	17.7%	10.3%	89.7%	74.0%	2.4%	5.7%	17.8%
	'16	16,501	0.0%	5.1%	2.1%	13.5%	7.2%	36.2%	17.9%	18.0%	9.6%	90.4%	75.2%	2.0%	5.4%	17.3%
	'15	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%
DOL	2017	8,837	0.1%	3.6%	1.5%	10.6%	5.7%	35.9%	30.4%	12.2%	17.4%	82.6%	74.6%	1.5%	8.1%	15.8%
	'16	11,262	0.1%	4.3%	1.7%	11.9%	5.8%	35.1%	28.2%	12.9%	15.9%	84.1%	76.1%	1.4%	7.4%	15.1%
	'15	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%
DOT	2017	16,835	0.1%	3.1%	3.2%	16.1%	9.8%	38.4%	24.2%	5.1%	14.8%	85.2%	64.4%	1.5%	13.2%	20.9%
	'16	14,871	0.0%	3.5%	3.2%	16.5%	9.9%	38.0%	23.9%	5.0%	14.0%	86.0%	64.4%	1.4%	13.0%	21.2%
	'15	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%

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	2017	486,105	0.1%	4.3%	2.4%	13.8%	7.8%	34.0%	26.2%	11.6%	15.3%	84.7%	72.1%	1.6%	11.0%	15.2%
	'16	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%
Educ	2017	2,831	0.0%	2.4%	0.7%	8.0%	2.6%	28.2%	34.9%	23.2%	11.7%	88.3%	86.5%	0.7%	3.8%	8.9%
	'16	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%
EEOC	2017	1,416	0.1%	2.4%	1.4%	11.4%	5.9%	30.9%	19.4%	28.6%	35.9%	64.1%	68.5%	1.9%	9.3%	20.3%
	'16	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%
EPA	2017	9,414	0.1%	1.3%	0.4%	4.8%	2.2%	32.0%	39.9%	19.2%	8.1%	91.9%	89.9%	0.6%	2.6%	6.9%
	'16	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%
FCC	2017	715	0.1%	5.9%	1.0%	10.2%	2.5%	19.8%	16.7%	43.7%	9.1%	90.9%	89.4%	0.3%	3.6%	6.7%
	'16	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%
FERC	2017	1,070	0.0%	1.3%	0.7%	5.5%	2.1%	22.5%	41.1%	26.9%	6.7%	93.3%	90.3%	1.1%	1.1%	7.6%
	'16	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%
FTC	2017	612	0.2%	1.0%	1.2%	4.6%	1.0%	11.2%	9.0%	71.8%	8.1%	91.9%	91.7%	0.7%	1.6%	6.0%
	'16	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%
GSA	2017	7,532	0.1%	2.8%	1.8%	10.9%	5.2%	42.6%	32.9%	3.7%	12.3%	87.7%	75.2%	1.4%	9.0%	14.4%
	'16	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%
HHS	2017	43,086	0.1%	2.4%	1.7%	8.2%	4.4%	24.2%	29.6%	29.5%	9.2%	90.8%	87.8%	0.9%	3.3%	8.1%
	'16	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%
HUD	2017	4,960	0.1%	3.5%	1.2%	14.1%	5.4%	31.8%	31.9%	11.9%	14.7%	85.3%	82.1%	0.6%	5.3%	12.1%
	'16	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%

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	2017	486,105	0.1%	4.3%	2.4%	13.8%	7.8%	34.0%	26.2%	11.6%	15.3%	84.7%	72.1%	1.6%	11.0%	15.2%
	'16	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%
NARA	2017	1,861	0.2%	5.5%	1.6%	14.8%	7.1%	26.1%	41.5%	3.2%	13.6%	86.4%	76.6%	0.9%	7.6%	15.0%
	'16	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%
NASA	2017	11,814	0.0%	1.1%	0.6%	3.9%	3.8%	37.3%	39.6%	13.7%	7.5%	92.5%	86.3%	0.6%	4.2%	8.9%
	'16	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%
NCUA	2017	665	0.0%	1.3%	0.8%	3.6%	1.1%	53.6%	35.3%	4.3%	12.0%	88.0%	80.4%	1.4%	5.1%	13.0%
	'16	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%
NLRB	2017	850	0.3%	4.3%	1.8%	9.1%	4.2%	13.2%	16.2%	50.9%	10.8%	89.2%	89.1%	0.3%	2.4%	8.2%
	'16	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%
NRC	2017	2,442	0.1%	1.5%	0.7%	5.6%	2.3%	39.0%	38.4%	12.4%	8.2%	91.8%	75.8%	1.3%	6.6%	16.3%
	'16	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%
NSF	2017	910	0.0%	2.8%	0.6%	10.3%	4.2%	21.8%	26.1%	34.2%	7.9%	92.1%	88.0%	0.7%	3.7%	7.6%
	'16	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%
OMB	2017	343	0.0%	0.9%	0.6%	1.5%	0.3%	6.9%	69.8%	20.1%	4.2%	95.8%	92.5%	1.5%	1.2%	4.8%
	'16	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%
OPM	2017	2,914	0.0%	5.9%	1.7%	12.4%	5.9%	43.7%	26.7%	3.6%	16.2%	83.8%	70.9%	1.5%	11.2%	16.4%
	'16	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%
PBGC	2017	610	0.0%	1.6%	0.7%	8.7%	3.1%	40.1%	28.6%	17.1%	10.1%	89.9%	85.5%	0.7%	3.0%	10.7%
	'16	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%

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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	**2017**	**486,105**	**0.1%**	**4.3%**	**2.4%**	**13.8%**	**7.8%**	**34.0%**	**26.2%**	**11.6%**	**15.3%**	**84.7%**	**72.1%**	**1.6%**	**11.0%**	**15.2%**
	'16	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%
RRB	**2017**	**449**	**0.0%**	**5.5%**	**2.8%**	**15.2%**	**6.4%**	**50.0%**	**17.1%**	**3.1%**	**13.6%**	**86.4%**	**79.0%**	**0.7%**	**4.3%**	**16.1%**
	'16	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%
SBA	**2017**	**1,512**	**0.0%**	**3.7%**	**1.1%**	**13.3%**	**6.0%**	**34.9%**	**30.8%**	**10.3%**	**13.7%**	**86.3%**	**77.0%**	**1.0%**	**6.0%**	**16.0%**
	'16	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%
SEC	**2017**	**3,526**	**0.1%**	**1.0%**	**0.4%**	**4.1%**	**1.7%**	**24.3%**	**21.6%**	**46.9%**	**7.0%**	**93.0%**	**91.5%**	**0.5%**	**1.8%**	**6.2%**
	'16	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%
SSA	**2017**	**8,501**	**0.1%**	**4.3%**	**1.3%**	**12.6%**	**6.7%**	**42.9%**	**17.9%**	**14.2%**	**13.9%**	**86.1%**	**84.5%**	**0.8%**	**3.9%**	**10.8%**
	'16	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%
State	**2017**	**4,294**	**0.0%**	**1.5%**	**0.7%**	**6.4%**	**3.5%**	**29.5%**	**46.6%**	**11.7%**	**8.8%**	**91.2%**	**77.3%**	**1.3%**	**7.3%**	**14.1%**
	'16	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%
Treas	**2017**	**46,368**	**0.2%**	**7.7%**	**2.4%**	**18.8%**	**7.6%**	**39.7%**	**17.9%**	**5.7%**	**12.1%**	**87.9%**	**86.4%**	**0.5%**	**3.3%**	**9.8%**
	'16	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%
USAID	**2017**	**2,087**	**0.1%**	**0.7%**	**0.4%**	**3.8%**	**1.1%**	**12.0%**	**64.8%**	**17.4%**	**6.6%**	**93.4%**	**89.5%**	**0.7%**	**3.1%**	**6.8%**
	'16	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%
USDA	**2017**	**48,953**	**0.1%**	**6.3%**	**2.5%**	**14.5%**	**7.7%**	**41.5%**	**18.6%**	**8.7%**	**10.8%**	**89.2%**	**86.0%**	**0.6%**	**3.7%**	**9.6%**
	'16	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%
VA	**2017**	**64,394**	**0.2%**	**4.6%**	**4.9%**	**14.4%**	**12.4%**	**26.4%**	**24.6%**	**12.6%**	**27.2%**	**72.8%**	**61.5%**	**1.6%**	**12.2%**	**24.7%**
	'16	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%

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	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
			Level of Education								Disability		Military Service			
All Responses	2017	486,105	0.1%	4.3%	2.4%	13.8%	7.8%	34.0%	26.2%	11.6%	15.3%	84.7%	72.1%	1.6%	11.0%	15.2%
	'16	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%
DOD	2017	70,693	0.1%	3.7%	2.3%	16.4%	10.5%	32.7%	30.6%	3.7%	23.5%	76.5%	42.5%	4.5%	34.5%	18.5%
	'16	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%
USACE	2017	4,378	0.1%	2.5%	2.2%	9.6%	6.9%	44.8%	28.7%	5.1%	11.4%	88.6%	71.1%	1.9%	10.4%	16.6%
	'16	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%
Air Force	2017	16,899	0.0%	3.7%	2.8%	18.6%	15.1%	28.1%	29.4%	2.3%	26.3%	73.7%	29.1%	10.2%	44.0%	16.8%
	'16	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%
Army‡	2017	17,472	0.1%	3.4%	2.3%	17.4%	10.9%	30.7%	30.8%	4.4%	28.0%	72.0%	36.0%	4.4%	39.0%	20.6%
	'16	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%
Navy‡	2017	14,211	0.1%	5.4%	2.8%	19.3%	10.9%	33.2%	24.8%	3.6%	23.5%	76.5%	44.1%	1.6%	35.4%	18.8%
	'16	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%
	'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%
Marine Corps	2017	1,811	0.3%	6.6%	3.3%	22.5%	9.2%	28.6%	27.4%	2.1%	28.5%	71.5%	28.8%	1.6%	46.0%	23.6%
	'16	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%
DOD 4th Estate	2017	15,922	0.0%	2.5%	1.1%	11.8%	6.1%	36.4%	37.9%	4.1%	18.6%	81.4%	55.6%	2.3%	24.3%	17.8%
	'16	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%

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.