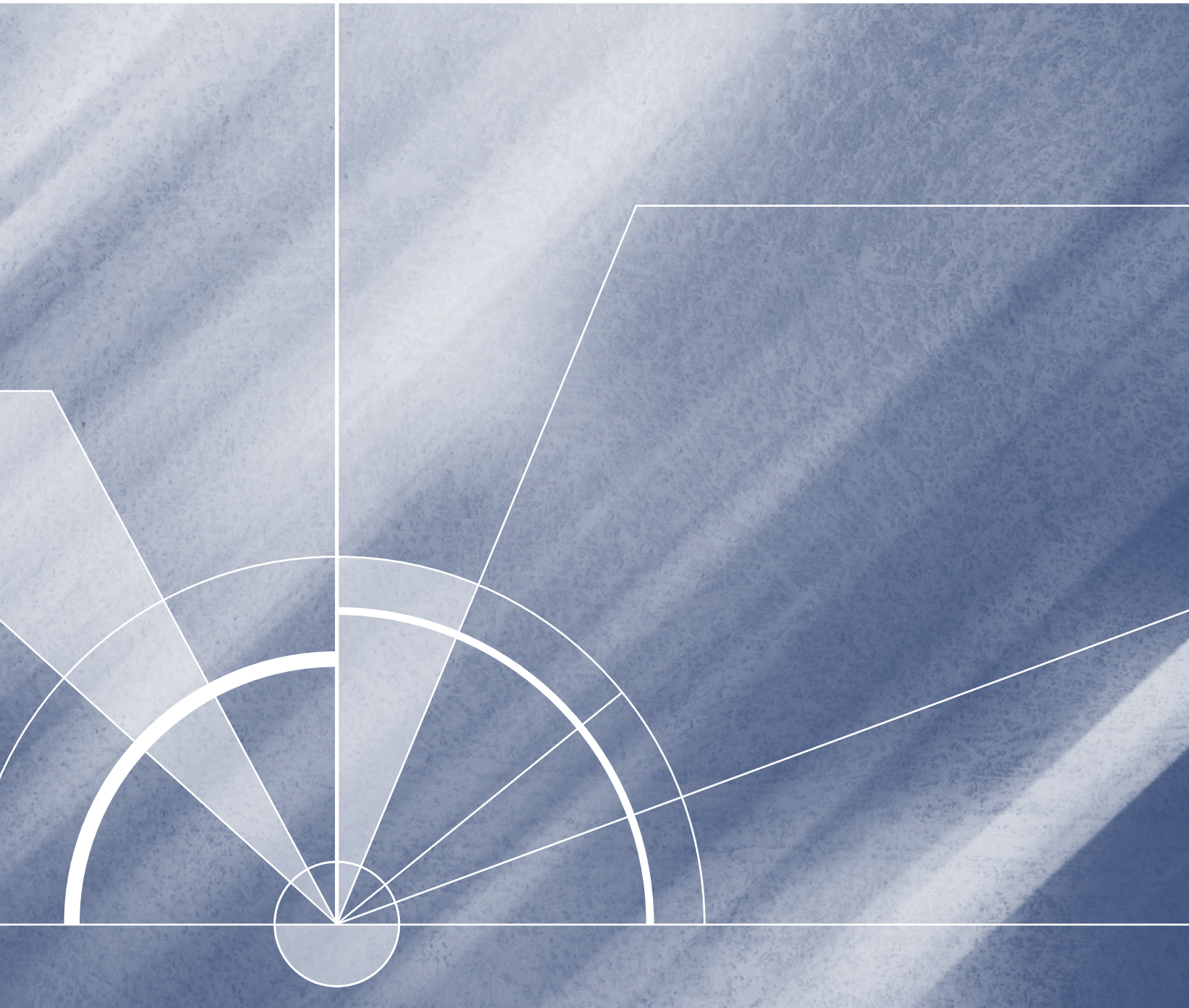# 2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Report on Demographic Questions by Agency (Unweighted Data)

MODIFIED APRIL 2025 IN ACCORDANCE WITH EO 14168

United States Office of Personnel Management   OPM.GOV/FEVS   #FEVS

2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY:
REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY
(Unweighted data)

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2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY:
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2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies, which contribute to organizational 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 use this information to make government more effective and more responsive to the needs of the American people. Reports are provided to help managers at all levels, resulting in a greater potential to celebrate successes while identifying opportunities for change across each agency.

Survey Items

The 94-item survey includes 78 items that measure Federal employees' perceptions of eight broad topic areas, plus 16 demographic items: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Work/Life Programs, (7) Satisfaction, and (8) Demographics.

Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 82 agencies, ranging from department-level to large and small/independent agencies participated in the 2018 FEVS. Of the 1,473,870 employees who received the FEVS, 598,003 completed the survey for a governmentwide response rate of 40.6 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 with 6–week administration periods beginning April 30th and May 7th.

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 reports 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)

			Work Location		Supervisory Status					Pay Category						
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	2018	598,003	38.5%	61.5%	65.9%	13.0%	13.7%	6.0%	1.5%	3.3%	4.1%	43.5%	40.4%	0.9%	0.3%	7.4%
	'17	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%
BBG	2018	829	95.3%	4.7%	57.7%	15.2%	18.1%	7.7%	1.2%	2.0%	--	42.9%	53.1%	--	--	1.1%
	'17	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%
CSOSA	2018	470	45.0%	55.0%	70.3%	6.4%	15.5%	4.1%	3.7%	--	--	--	--	--	--	--
	'17	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%
DHS	2018	73,899	21.0%	79.0%	64.4%	11.8%	15.4%	7.2%	1.2%	3.7%	2.9%	34.8%	38.0%	0.7%	0.1%	19.7%
	'17	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%
DOC	2018	20,725	58.1%	41.9%	68.6%	11.5%	13.2%	5.3%	1.4%	1.0%	4.7%	25.6%	61.0%	1.6%	0.6%	5.4%
	'17	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%
DOE	2018	8,624	44.3%	55.7%	66.3%	13.1%	12.8%	5.0%	2.8%	4.2%	0.4%	19.9%	61.3%	3.5%	0.6%	10.0%
	'17	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%
DOI	2018	28,290	32.7%	67.3%	57.3%	14.2%	18.0%	9.6%	0.9%	3.8%	5.2%	58.4%	29.1%	0.5%	0.2%	2.8%
	'17	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%
DOJ	2018	30,978	31.5%	68.5%	69.2%	10.5%	13.5%	4.9%	1.8%	2.9%	2.4%	48.5%	37.6%	1.2%	0.5%	7.0%
	'17	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%
DOL	2018	8,075	38.1%	61.9%	69.9%	8.2%	13.9%	6.2%	1.9%	0.1%	2.8%	51.0%	44.0%	1.4%	0.2%	0.5%
	'17	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%
DOT	2018	21,552	29.5%	70.5%	68.4%	10.1%	12.5%	7.3%	1.7%	3.9%	0.8%	19.9%	52.7%	1.4%	0.4%	20.9%
	'17	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%

SOURCE: Federal Employee Viewpoint Survey

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

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	2018	598,003	38.5%	61.5%	65.9%	13.0%	13.7%	6.0%	1.5%	3.3%	4.1%	43.5%	40.4%	0.9%	0.3%	7.4%
	'17	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%
ED	2018	2,592	68.4%	31.6%	72.6%	8.9%	12.1%	4.6%	1.8%	0.0%	0.4%	24.6%	68.5%	2.1%	0.4%	4.0%
	'17	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%
EEOC	2018	1,379	20.7%	79.3%	75.9%	4.6%	11.6%	6.1%	1.7%	--	--	--	--	--	--	--
	'17	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%
EPA	2018	7,972	38.9%	61.1%	73.7%	10.7%	10.0%	4.0%	1.7%	--	--	--	--	--	--	--
	'17	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%
FCC	2018	594	88.8%	11.2%	63.3%	12.4%	12.8%	8.5%	3.0%	--	--	--	--	--	--	--
	'17	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%
FERC	2018	1,115	90.6%	9.4%	61.2%	17.9%	12.2%	5.1%	3.6%	--	--	14.4%	79.6%	3.4%	1.4%	1.0%
	'17	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%
FTC	2018	638	78.8%	21.2%	51.6%	30.8%	10.3%	3.3%	3.9%	--	--	--	--	--	--	--
	'17	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%
GSA	2018	7,157	46.5%	53.5%	68.5%	8.5%	14.4%	7.2%	1.4%	--	--	--	--	--	--	--
	'17	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%
HHS	2018	43,029	63.5%	36.5%	67.0%	12.9%	13.3%	5.2%	1.7%	0.9%	3.7%	28.0%	58.4%	0.9%	1.2%	7.0%
	'17	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%
HUD	2018	4,628	37.3%	62.7%	71.3%	7.8%	12.4%	6.8%	1.7%	0.0%	0.2%	24.3%	73.7%	1.2%	0.2%	0.3%
	'17	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%

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

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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	2018	598,003	38.5%	61.5%	65.9%	13.0%	13.7%	6.0%	1.5%	3.3%	4.1%	43.5%	40.4%	0.9%	0.3%	7.4%
	'17	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%
NARA	2018	1,743	45.7%	54.3%	70.6%	11.2%	11.8%	5.0%	1.4%	--	25.4%	45.0%	27.7%	1.2%	--	0.4%
	'17	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%
NASA	2018	11,568	8.4%	91.6%	57.8%	26.2%	9.8%	3.4%	2.8%	--	--	--	--	--	--	--
	'17	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%
NCUA	2018	633	35.3%	64.7%	73.1%	8.6%	12.9%	1.3%	4.1%	1.2%	--	34.8%	39.8%	4.3%	--	19.4%
	'17	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%
NLRB	2018	859	36.7%	63.3%	72.0%	2.2%	12.5%	9.3%	4.0%	--	2.9%	22.9%	66.7%	4.5%	--	2.7%
	'17	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%
NRC	2018	2,308	70.3%	29.7%	77.6%	5.9%	10.0%	4.0%	2.5%	0.0%	1.5%	8.5%	82.0%	5.1%	1.7%	1.1%
	'17	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%
NSF	2018	940	97.8%	2.2%	68.5%	13.6%	10.7%	3.5%	3.8%	1.0%	1.6%	22.1%	42.9%	6.9%	5.7%	19.7%
	'17	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%
OMB	2018	338	100.0%	0.0%	70.1%	11.3%	13.1%	2.7%	2.7%	0.0%	0.0%	11.6%	74.5%	14.0%	0.0%	0.0%
	'17	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%
OPM	2018	3,069	35.7%	64.3%	82.5%	5.9%	7.6%	2.6%	1.4%	--	--	--	--	--	--	--
	'17	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%
PBGC	2018	526	99.2%	0.8%	67.8%	8.5%	13.6%	4.7%	5.3%	0.0%	--	16.0%	77.4%	0.0%	--	5.9%
	'17	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%

SOURCE: Federal Employee Viewpoint Survey

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

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	**2018**	**598,003**	**38.5%**	**61.5%**	**65.9%**	**13.0%**	**13.7%**	**6.0%**	**1.5%**	**3.3%**	**4.1%**	**43.5%**	**40.4%**	**0.9%**	**0.3%**	**7.4%**
	'17	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%
RRB	**2018**	**413**	**73.3%**	**26.7%**	**69.1%**	**10.2%**	**12.3%**	**6.6%**	**1.8%**	**--**	**--**	**--**	**--**	**--**	**--**	**--**
	'17	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%
SBA	**2018**	**1,543**	**37.6%**	**62.4%**	**68.1%**	**8.9%**	**12.1%**	**8.5%**	**2.4%**	**--**	**--**	**--**	**--**	**--**	**--**	**--**
	'17	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%
SEC	**2018**	**3,394**	**56.3%**	**43.7%**	**70.0%**	**10.8%**	**12.0%**	**4.6%**	**2.6%**	**0.7%**	**0.3%**	**5.2%**	**37.4%**	**2.3%**	**0.9%**	**53.3%**
	'17	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%
SSA	**2018**	**26,318**	**29.5%**	**70.5%**	**74.3%**	**9.4%**	**8.5%**	**7.0%**	**0.8%**	**0.2%**	**3.8%**	**67.0%**	**26.4%**	**0.6%**	**0.2%**	**1.8%**
	'17	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%
State	**2018**	**7,228**	**50.9%**	**49.1%**	**48.3%**	**12.0%**	**20.8%**	**15.6%**	**3.3%**	**0.7%**	**0.9%**	**25.4%**	**49.4%**	**4.4%**	**0.3%**	**18.9%**
	'17	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%
USAID	**2018**	**1,837**	**57.7%**	**42.3%**	**39.5%**	**10.9%**	**26.1%**	**17.5%**	**6.0%**	**1.4%**	**0.3%**	**8.4%**	**58.3%**	**5.4%**	**0.8%**	**25.5%**
	'17	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%
USDA	**2018**	**43,352**	**25.6%**	**74.4%**	**63.7%**	**9.9%**	**20.0%**	**5.7%**	**0.7%**	**0.9%**	**5.0%**	**69.1%**	**22.5%**	**0.5%**	**0.1%**	**1.8%**
	'17	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%
USDT	**2018**	**42,027**	**32.6%**	**67.4%**	**74.7%**	**8.6%**	**10.8%**	**4.3%**	**1.6%**	**1.6%**	**6.4%**	**43.4%**	**36.9%**	**0.9%**	**0.2%**	**10.6%**
	'17	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%
Small Agencies	**2018**	**5,246**	**75.8%**	**24.2%**	**66.6%**	**9.8%**	**14.6%**	**5.0%**	**4.0%**	**1.4%**	**3.1%**	**21.4%**	**55.2%**	**2.8%**	**1.2%**	**14.9%**
	'17	5,523	74.2%	25.8%	66.2%	10.0%	14.8%	4.9%	4.2%	2.5%	3.5%	23.1%	52.0%	2.8%	1.2%	14.8%
	'16	5,409	71.9%	28.1%	66.0%	10.2%	14.7%	4.9%	4.3%	3.3%	4.4%	23.3%	49.0%	2.8%	1.0%	16.3%

SOURCE: Federal Employee Viewpoint Survey

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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	2018	598,003	38.5%	61.5%	65.9%	13.0%	13.7%	6.0%	1.5%	3.3%	4.1%	43.5%	40.4%	0.9%	0.3%	7.4%
	'17	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%
DOD	2018	182,115	43.5%	56.5%	63.7%	16.8%	12.9%	5.4%	1.2%	6.7%	5.5%	50.4%	33.3%	0.3%	0.2%	3.7%
	'17	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%
USACE	2018	18,696	43.5%	56.5%	63.4%	16.6%	13.5%	5.3%	1.2%	7.1%	3.4%	54.6%	32.1%	0.2%	0.1%	2.6%
	'17	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%
Air Force	2018	33,351	33.9%	66.1%	64.1%	16.3%	12.8%	5.8%	1.1%	12.7%	4.6%	52.4%	25.8%	0.2%	0.1%	4.1%
	'17	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%
Army‡	2018	51,309	56.5%	43.5%	64.4%	15.5%	13.6%	5.2%	1.4%	4.8%	7.0%	51.8%	33.2%	0.3%	0.1%	2.8%
	'17	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%
Navy‡	2018	42,612	39.7%	60.3%	59.9%	21.4%	12.0%	5.3%	1.3%	7.1%	3.4%	45.0%	37.7%	0.3%	0.4%	6.2%
	'17	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%
Marine Corps	2018	5,270	58.8%	41.2%	56.3%	16.0%	18.3%	7.7%	1.7%	--	--	--	--	--	--	--
	'17	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%
DOD 4th Estate	2018	30,877	35.0%	65.0%	68.8%	13.2%	11.7%	5.2%	1.0%	2.6%	8.4%	50.2%	36.2%	0.6%	0.1%	2.0%
	'17	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%

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‡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 years old	30-39 years old	40-49 years old	50-59 years old	60 or older
All Responses	2018	598,003	67.4%	6.1%	17.7%	3.9%	4.9%	3.8%	10.2%	11.3%	74.7%	1.1%	3.0%	20.3%	26.1%	34.8%	14.8%
	'17	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%
BBG	2018	829	72.8%	7.0%	10.9%	3.7%	5.7%	3.7%	12.0%	12.8%	71.4%	0.0%	1.1%	13.2%	23.2%	35.1%	27.4%
	'17	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%
CSOSA	2018	470	68.3%	3.6%	22.1%	1.4%	4.6%	1.8%	7.4%	10.9%	79.9%	0.9%	2.5%	26.1%	38.1%	23.8%	8.5%
	'17	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%
DHS	2018	73,899	62.9%	5.0%	22.6%	3.7%	5.8%	3.2%	8.3%	11.1%	77.4%	1.7%	4.3%	24.4%	31.1%	27.8%	10.6%
	'17	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%
DOC	2018	20,725	78.3%	4.0%	10.1%	3.9%	3.7%	2.3%	7.2%	8.3%	82.2%	0.9%	3.5%	25.8%	26.2%	29.5%	14.1%
	'17	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%
DOE	2018	8,624	68.4%	6.6%	14.8%	5.5%	4.8%	4.0%	11.5%	11.9%	72.6%	0.4%	2.2%	20.2%	25.4%	36.3%	15.5%
	'17	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%
DOI	2018	28,290	67.3%	6.8%	16.7%	4.2%	5.0%	4.1%	10.6%	11.2%	74.0%	1.0%	3.3%	19.7%	27.8%	33.0%	15.3%
	'17	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%
DOJ	2018	30,978	70.7%	6.4%	13.5%	4.6%	4.7%	4.0%	10.6%	10.8%	74.6%	1.0%	3.3%	25.0%	34.9%	27.6%	8.2%
	'17	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%
DOL	2018	8,075	67.1%	5.9%	17.9%	4.6%	4.5%	3.6%	9.4%	10.8%	76.2%	0.8%	2.8%	21.6%	25.6%	32.7%	16.4%
	'17	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%
DOT	2018	21,552	72.8%	6.8%	12.7%	3.5%	4.2%	4.2%	11.8%	13.2%	70.7%	0.4%	2.1%	15.1%	23.5%	41.1%	17.7%
	'17	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%

SOURCE: Federal Employee Viewpoint Survey

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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 years old	30-39 years old	40-49 years old	50-59 years old	60 or older
All Responses	2018	598,003	67.4%	6.1%	17.7%	3.9%	4.9%	3.8%	10.2%	11.3%	74.7%	1.1%	3.0%	20.3%	26.1%	34.8%	14.8%
	'17	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%
ED	2018	2,592	60.3%	5.3%	19.8%	7.9%	6.6%	3.7%	8.5%	9.1%	78.8%	0.2%	2.5%	23.9%	28.6%	30.2%	14.6%
	'17	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%
EEOC	2018	1,379	66.3%	7.4%	17.6%	3.8%	4.8%	4.8%	10.4%	10.8%	74.0%	--	--	--	--	--	--
	'17	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%
EPA	2018	7,972	73.0%	6.4%	11.1%	4.8%	4.8%	4.2%	10.7%	11.8%	73.2%	0.9%	4.1%	18.3%	22.7%	36.7%	17.2%
	'17	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%
FCC	2018	594	73.8%	6.1%	10.1%	6.1%	3.9%	2.9%	12.1%	10.5%	74.5%	--	--	--	--	--	--
	'17	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%
FERC	2018	1,115	74.4%	4.2%	10.1%	7.8%	3.5%	3.0%	7.7%	7.5%	81.8%	1.2%	5.2%	34.2%	22.2%	23.6%	13.5%
	'17	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%
FTC	2018	638	74.5%	3.0%	12.6%	6.5%	3.5%	1.7%	6.4%	6.4%	85.6%	--	--	--	--	--	--
	'17	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%
GSA	2018	7,157	73.1%	5.4%	14.8%	3.0%	3.7%	3.1%	8.9%	10.0%	78.0%	0.7%	3.0%	23.8%	25.1%	33.7%	13.8%
	'17	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%
HHS	2018	43,029	72.8%	4.3%	14.4%	4.1%	4.3%	2.7%	7.9%	9.0%	80.4%	0.8%	2.9%	22.2%	28.6%	29.7%	15.9%
	'17	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%
HUD	2018	4,628	66.8%	7.4%	17.1%	4.5%	4.3%	4.7%	11.5%	11.7%	72.2%	0.3%	2.0%	18.1%	23.0%	35.3%	21.3%
	'17	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%

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All Responses	2018	598,003	67.4%	6.1%	17.7%	3.9%	4.9%	3.8%	10.2%	11.3%	74.7%	1.1%	3.0%	20.3%	26.1%	34.8%	14.8%
	'17	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%
NARA	2018	1,743	65.8%	3.8%	21.8%	2.9%	5.7%	2.4%	7.4%	7.9%	82.3%	1.4%	5.8%	25.4%	24.9%	28.3%	14.1%
	'17	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%
NASA	2018	11,568	80.3%	6.2%	6.9%	3.3%	3.3%	3.5%	11.9%	12.1%	72.5%	1.9%	4.3%	18.5%	19.6%	40.8%	14.9%
	'17	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%
NCUA	2018	633	71.5%	6.2%	13.8%	4.8%	3.7%	3.5%	8.7%	10.2%	77.6%	--	--	--	--	--	--
	'17	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%
NLRB	2018	859	69.6%	7.7%	9.4%	8.2%	5.1%	4.9%	9.1%	10.7%	75.4%	--	--	--	--	--	--
	'17	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%
NRC	2018	2,308	73.2%	6.6%	11.0%	5.1%	4.0%	4.6%	11.4%	11.5%	72.5%	0.3%	2.5%	22.1%	19.8%	34.4%	20.9%
	'17	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%
NSF	2018	940	68.2%	4.7%	16.3%	4.9%	6.0%	3.7%	10.2%	10.1%	76.1%	1.9%	3.6%	18.4%	23.5%	30.7%	22.0%
	'17	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%
OMB	2018	338	60.0%	2.4%	16.7%	14.8%	6.1%	1.6%	4.0%	4.7%	89.8%	1.9%	10.0%	43.6%	22.7%	13.7%	8.1%
	'17	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%
OPM	2018	3,069	70.0%	4.3%	18.8%	2.5%	4.4%	2.4%	8.1%	9.1%	80.3%	0.7%	2.6%	28.6%	27.7%	29.6%	10.8%
	'17	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%
PBGC	2018	526	76.7%	5.6%	13.1%	2.2%	2.4%	2.8%	9.1%	13.0%	75.1%	0.8%	3.9%	17.1%	29.3%	32.2%	16.5%
	'17	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%

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All Responses	2018	598,003	67.4%	6.1%	17.7%	3.9%	4.9%	3.8%	10.2%	11.3%	74.7%	1.1%	3.0%	20.3%	26.1%	34.8%	14.8%
	'17	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%
RRB	2018	413	66.8%	11.3%	14.2%	3.1%	4.6%	7.9%	13.1%	11.0%	68.1%	--	--	16.1%	22.2%	43.8%	16.9%
	'17	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%
SBA	2018	1,543	63.9%	6.2%	21.6%	3.3%	5.0%	3.8%	10.7%	12.4%	73.0%	--	--	--	--	--	--
	'17	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%
SEC	2018	3,394	83.1%	2.1%	3.8%	7.5%	3.4%	1.2%	5.3%	6.9%	86.6%	--	--	--	--	--	--
	'17	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%
SSA	2018	26,318	73.0%	6.3%	13.3%	3.4%	4.0%	3.4%	9.0%	8.9%	78.7%	0.5%	2.3%	27.0%	29.2%	27.3%	13.6%
	'17	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%
State	2018	7,228	66.3%	6.4%	14.6%	7.6%	5.0%	4.2%	9.1%	11.0%	75.7%	0.4%	2.8%	24.8%	30.7%	28.7%	12.6%
	'17	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%
USAID	2018	1,837	69.4%	4.3%	11.8%	8.3%	6.1%	1.8%	9.0%	10.3%	78.9%	--	--	--	--	--	--
	'17	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%
USDA	2018	43,352	68.5%	8.0%	13.3%	5.1%	5.2%	4.8%	12.4%	12.0%	70.8%	1.5%	3.4%	18.8%	24.1%	35.6%	16.7%
	'17	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%
USDT	2018	42,027	72.5%	8.8%	11.6%	3.3%	3.7%	5.2%	14.0%	13.1%	67.7%	0.6%	1.9%	16.2%	22.7%	40.2%	18.4%
	'17	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%
Small Agencies	2018	5,246	66.2%	4.7%	17.2%	6.2%	5.7%	2.9%	8.7%	9.4%	79.0%	1.0%	3.6%	23.4%	25.2%	30.9%	15.9%
	'17	5,523	65.2%	4.5%	16.4%	7.0%	6.8%	3.1%	8.2%	9.0%	79.7%	1.3%	4.0%	23.3%	24.6%	30.1%	16.8%
	'16	5,409	64.6%	4.7%	19.0%	5.6%	6.1%	3.0%	8.2%	8.5%	80.4%	1.4%	4.0%	23.5%	25.3%	29.4%	16.5%

SOURCE: Federal Employee Viewpoint Survey

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	'17	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%
DOD	2018	182,115	61.5%	6.2%	23.7%	3.3%	5.3%	3.8%	10.5%	12.2%	73.5%	1.1%	2.6%	17.1%	23.2%	40.4%	15.6%
	'17	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%
USACE	2018	18,696	70.5%	6.0%	16.1%	2.9%	4.5%	3.7%	9.3%	9.6%	77.3%	1.5%	4.3%	24.3%	24.6%	31.9%	13.5%
	'17	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%
Air Force	2018	33,351	58.4%	6.3%	25.3%	4.0%	6.0%	4.0%	11.2%	13.1%	71.8%	1.0%	2.3%	13.9%	22.6%	43.9%	16.4%
	'17	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%
Army‡	2018	51,309	57.8%	6.2%	27.0%	3.1%	5.9%	3.7%	10.9%	13.0%	72.4%	0.7%	1.8%	15.2%	23.7%	41.9%	16.7%
	'17	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%
Navy‡	2018	42,612	64.3%	6.2%	21.1%	3.6%	4.8%	3.9%	10.0%	11.7%	74.4%	1.9%	3.3%	17.8%	22.4%	40.3%	14.4%
	'17	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%
Marine Corps	2018	5,270	59.2%	6.8%	26.2%	2.2%	5.6%	4.2%	11.7%	14.5%	69.6%	0.2%	1.0%	12.0%	24.5%	44.8%	17.5%
	'17	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%
DOD 4th Estate	2018	30,877	62.1%	6.0%	24.1%	2.8%	5.0%	3.8%	10.2%	11.7%	74.3%	1.0%	2.4%	19.1%	23.3%	38.6%	15.6%
	'17	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%

SOURCE: Federal Employee Viewpoint Survey

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‡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	2018	598,003	2.5%	16.5%	8.1%	24.3%	28.3%	20.3%	1.3%	10.5%	6.2%	23.4%	14.9%	16.3%	27.4%
	'17	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%
BBG	2018	829	1.0%	9.0%	6.3%	20.4%	34.8%	28.4%	0.5%	8.8%	4.6%	19.8%	17.4%	16.8%	32.3%
	'17	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%
CSOSA	2018	470	2.3%	16.3%	7.4%	20.9%	46.2%	6.9%	1.4%	10.3%	5.0%	22.7%	16.0%	24.7%	19.9%
	'17	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%
DHS	2018	73,899	3.0%	16.8%	7.2%	25.3%	37.9%	9.8%	1.9%	11.4%	6.0%	23.7%	16.8%	23.4%	16.7%
	'17	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%
DOC	2018	20,725	0.8%	14.4%	10.0%	23.7%	30.6%	20.5%	0.4%	10.0%	8.3%	23.4%	16.6%	15.6%	25.6%
	'17	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%
DOE	2018	8,624	1.5%	18.0%	8.0%	24.9%	25.4%	22.1%	0.9%	9.8%	5.0%	23.6%	13.8%	16.1%	30.7%
	'17	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%
DOI	2018	28,290	1.3%	17.2%	7.4%	21.9%	28.2%	24.0%	0.7%	8.8%	5.3%	20.0%	13.4%	18.4%	33.4%
	'17	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%
DOJ	2018	30,978	1.9%	15.4%	7.8%	21.0%	32.3%	21.6%	1.3%	11.1%	6.7%	20.3%	14.9%	18.6%	27.0%
	'17	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%
DOL	2018	8,075	0.3%	16.8%	9.3%	25.5%	26.8%	21.4%	--	--	--	--	--	--	--
	'17	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%
DOT	2018	21,552	1.4%	15.8%	7.9%	20.7%	28.6%	25.7%	0.7%	10.0%	5.6%	20.2%	14.0%	16.0%	33.5%
	'17	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%

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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	2018	598,003	2.5%	16.5%	8.1%	24.3%	28.3%	20.3%	1.3%	10.5%	6.2%	23.4%	14.9%	16.3%	27.4%
	'17	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%
ED	2018	2,592	0.2%	20.2%	7.8%	24.4%	24.7%	22.7%	0.2%	11.4%	6.4%	23.4%	14.1%	13.7%	30.7%
	'17	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%
EEOC	2018	1,379	0.3%	18.2%	7.7%	22.6%	24.0%	27.2%	--	--	--	--	--	--	--
	'17	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%
EPA	2018	7,972	0.1%	15.2%	2.3%	17.2%	25.6%	39.6%	--	--	--	--	--	--	--
	'17	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%
FCC	2018	594	--	--	--	--	--	--	0.0%	6.8%	5.0%	16.6%	12.3%	15.4%	43.9%
	'17	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%
FERC	2018	1,115	0.9%	22.1%	12.5%	23.6%	21.1%	19.7%	0.6%	15.3%	10.9%	25.0%	14.3%	8.9%	25.0%
	'17	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%
FTC	2018	638	2.5%	21.3%	12.5%	22.1%	25.0%	16.6%	1.5%	12.8%	9.8%	24.0%	14.3%	14.8%	22.9%
	'17	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%
GSA	2018	7,157	0.8%	19.0%	6.2%	24.1%	27.0%	22.8%	0.3%	9.2%	3.6%	24.2%	14.4%	14.9%	33.3%
	'17	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%
HHS	2018	43,029	1.8%	20.1%	10.7%	24.6%	26.1%	16.7%	1.3%	13.4%	8.3%	24.0%	13.2%	16.2%	23.6%
	'17	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%
HUD	2018	4,628	1.2%	17.0%	7.1%	23.8%	26.1%	24.7%	0.4%	8.4%	5.5%	22.8%	11.1%	15.8%	35.9%
	'17	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%

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All Responses	2018	598,003	2.5%	16.5%	8.1%	24.3%	28.3%	20.3%	1.3%	10.5%	6.2%	23.4%	14.9%	16.3%	27.4%
	'17	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%
NARA	2018	1,743	2.5%	24.8%	7.9%	20.7%	25.8%	18.4%	1.3%	16.9%	6.2%	21.4%	13.4%	16.3%	24.5%
	'17	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%
NASA	2018	11,568	1.2%	11.1%	5.7%	15.7%	26.6%	39.8%	1.1%	8.9%	4.9%	15.1%	13.0%	13.3%	43.7%
	'17	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%
NCUA	2018	633	0.8%	14.1%	13.3%	27.6%	23.0%	21.1%	--	--	--	--	--	--	--
	'17	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%
NLRB	2018	859	--	--	--	--	--	--	--	--	--	--	--	--	--
	'17	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%
NRC	2018	2,308	0.3%	6.1%	7.8%	25.5%	39.6%	20.8%	--	--	--	--	--	--	--
	'17	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%
NSF	2018	940	2.2%	20.2%	11.8%	22.1%	26.4%	17.3%	1.1%	9.1%	8.3%	22.0%	14.4%	16.5%	28.7%
	'17	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%
OMB	2018	338	4.9%	30.1%	11.3%	21.5%	19.3%	12.9%	1.8%	15.0%	10.7%	26.0%	15.9%	11.0%	19.6%
	'17	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%
OPM	2018	3,069	3.6%	23.3%	6.7%	27.8%	27.6%	11.1%	1.9%	11.9%	5.3%	25.8%	18.6%	13.7%	22.8%
	'17	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%
PBGC	2018	526	--	--	--	--	--	--	0.0%	8.9%	5.9%	19.8%	14.0%	18.2%	33.2%
	'17	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%

SOURCE: Federal Employee Viewpoint Survey

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

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	2018	598,003	2.5%	16.5%	8.1%	24.3%	28.3%	20.3%	1.3%	10.5%	6.2%	23.4%	14.9%	16.3%	27.4%
	'17	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%
RRB	2018	413	0.0%	20.1%	9.1%	19.5%	11.2%	40.1%	0.0%	9.8%	5.7%	23.3%	6.7%	7.0%	47.4%
	'17	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%
SBA	2018	1,543	1.8%	20.2%	11.8%	23.7%	16.3%	26.3%	0.8%	8.3%	6.5%	25.4%	11.6%	10.0%	37.4%
	'17	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%
SEC	2018	3,394	0.2%	19.4%	14.3%	20.9%	30.4%	14.7%	0.0%	12.2%	11.0%	21.9%	16.5%	17.0%	21.4%
	'17	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%
SSA	2018	26,318	3.3%	11.1%	7.8%	25.1%	29.8%	23.0%	2.3%	8.8%	6.9%	25.0%	15.4%	15.4%	26.2%
	'17	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%
State	2018	7,228	0.5%	13.5%	10.1%	27.1%	34.7%	14.1%	0.2%	7.8%	7.6%	25.7%	19.3%	18.4%	20.8%
	'17	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%
USAID	2018	1,837	1.1%	13.6%	9.4%	39.4%	26.9%	9.6%	0.3%	8.0%	5.9%	31.7%	19.1%	17.3%	17.6%
	'17	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%
USDA	2018	43,352	0.7%	14.1%	6.1%	17.7%	29.6%	31.8%	0.4%	9.4%	4.5%	16.6%	13.0%	18.1%	37.9%
	'17	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%
USDT	2018	42,027	0.8%	8.0%	5.7%	23.2%	28.5%	33.8%	0.3%	4.8%	4.0%	21.0%	14.1%	15.0%	40.8%
	'17	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%
Small Agencies	2018	5,246	1.8%	22.3%	13.1%	24.0%	22.1%	16.7%	0.8%	12.9%	8.9%	23.0%	13.5%	13.6%	27.3%
	'17	5,523	5.0%	23.5%	11.6%	21.2%	21.5%	17.3%	2.5%	13.5%	9.1%	22.7%	12.1%	13.2%	26.9%
	'16	5,409	5.0%	22.5%	12.2%	21.5%	21.6%	17.1%	2.8%	12.8%	9.7%	23.5%	11.4%	13.1%	26.6%

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

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	2018	598,003	2.5%	16.5%	8.1%	24.3%	28.3%	20.3%	1.3%	10.5%	6.2%	23.4%	14.9%	16.3%	27.4%
	'17	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%
DOD	2018	182,115	4.5%	19.1%	9.1%	27.6%	23.9%	15.8%	1.9%	11.9%	6.7%	27.1%	15.5%	13.3%	23.5%
	'17	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%
USACE	2018	18,696	3.1%	14.9%	7.2%	28.1%	23.2%	23.5%	1.4%	8.7%	5.7%	26.2%	11.7%	15.1%	31.2%
	'17	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%
Air Force	2018	33,351	4.9%	21.0%	8.8%	25.2%	24.4%	15.7%	2.0%	13.0%	6.6%	27.0%	15.9%	14.3%	21.2%
	'17	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%
Army‡	2018	51,309	5.2%	18.3%	8.7%	29.9%	25.8%	12.1%	1.8%	10.5%	6.0%	28.0%	18.8%	13.8%	21.1%
	'17	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%
Navy‡	2018	42,612	4.0%	20.2%	9.3%	25.2%	23.0%	18.3%	1.9%	14.2%	7.5%	26.1%	13.1%	12.8%	24.4%
	'17	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%
Marine Corps	2018	5,270	2.6%	15.8%	10.6%	30.5%	26.7%	13.8%	1.0%	9.4%	7.9%	29.3%	18.7%	11.7%	21.9%
	'17	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%
DOD 4th Estate	2018	30,877	4.6%	20.2%	10.6%	29.2%	21.6%	13.9%	2.4%	12.4%	7.2%	27.4%	15.1%	11.3%	24.2%
	'17	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%

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

‡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 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	2018	598,003	55.9%	44.1%	9.6%	90.4%	2.0%	5.4%	14.3%	0.7%	73.4%	4.2%				
	'17	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%	--	--	--	--
BBG	2018	829	59.9%	40.1%	8.2%	91.8%	--	--	--	--	--	--	--	--	--	--
	'17	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%	--	--	--	--
CSOSA	2018	470	34.8%	65.2%	7.1%	92.9%	--	--	--	--	--	--				
	'17	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%	--	--	--	--
DHS	2018	73,899	64.2%	35.8%	18.7%	81.3%	1.2%	5.1%	13.6%	1.1%	74.4%	4.6%				
	'17	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%	--	--	--	--
DOC	2018	20,725	57.7%	42.3%	5.6%	94.4%	0.5%	14.6%	12.7%	0.4%	68.5%	3.3%				
	'17	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%	--	--	--	--
DOE	2018	8,624	63.9%	36.1%	7.8%	92.2%	1.3%	4.1%	8.1%	0.4%	82.2%	3.9%				
	'17	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%	--	--	--	--
DOI	2018	28,290	55.5%	44.5%	7.0%	93.0%	8.2%	1.9%	4.4%	0.5%	80.9%	4.2%				
	'17	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%	--	--	--	--
DOJ	2018	30,978	55.0%	45.0%	10.8%	89.2%	1.1%	3.3%	14.3%	0.6%	77.3%	3.4%				
	'17	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%	--	--	--	--
DOL	2018	8,075	52.0%	48.0%	11.6%	88.4%	0.9%	5.7%	18.4%	0.5%	70.5%	4.0%				
	'17	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%	--	--	--	--
DOT	2018	21,552	68.3%	31.7%	8.7%	91.3%	1.3%	4.6%	12.4%	0.6%	76.8%	4.2%				
	'17	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%	--	--	--	--

SOURCE: Federal Employee Viewpoint Survey

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed. Transgender and Sexual Orientation do not have trending data from previous years.

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 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	**2018**	**598,003**	**55.9%**	**44.1%**	**9.6%**	**90.4%**	**2.0%**	**5.4%**	**14.3%**	**0.7%**	**73.4%**	**4.2%**				
	'17	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%	--	--	--	--
ED	**2018**	**2,592**	**39.4%**	**60.6%**	**7.3%**	**92.7%**	**0.5%**	**4.2%**	**32.8%**	**0.4%**	**56.9%**	**5.1%**				
	'17	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%	--	--	--	--
EEOC	**2018**	**1,379**	**37.2%**	**62.8%**	**17.5%**	**82.5%**	**--**	**--**	**--**	**--**	**--**	**--**				
	'17	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%	--	--	--	--
EPA	**2018**	**7,972**	**47.2%**	**52.8%**	**7.2%**	**92.8%**	**0.9%**	**5.7%**	**13.2%**	**0.3%**	**76.4%**	**3.5%**				
	'17	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%	--	--	--	--
FCC	**2018**	**594**	**50.9%**	**49.1%**	**5.9%**	**94.1%**	**--**	**9.8%**	**19.5%**	**--**	**65.6%**	**4.2%**				
	'17	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%	--	--	--	--
FERC	**2018**	**1,115**	**57.2%**	**42.8%**	**5.5%**	**94.5%**	**--**	**8.0%**	**17.9%**	**--**	**70.3%**	**3.3%**				
	'17	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%	--	--	--	--
FTC	**2018**	**638**	**50.7%**	**49.3%**	**5.2%**	**94.8%**	**--**	**7.4%**	**14.5%**	**--**	**74.6%**	**2.7%**	**--**	**--**	**--**	**--**
	'17	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%	--	--	--	--
GSA	**2018**	**7,157**	**53.0%**	**47.0%**	**7.7%**	**92.3%**	**0.8%**	**5.3%**	**20.1%**	**0.7%**	**69.2%**	**3.9%**				
	'17	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%	--	--	--	--
HHS	**2018**	**43,029**	**36.7%**	**63.3%**	**6.3%**	**93.7%**	**8.1%**	**11.5%**	**18.1%**	**0.4%**	**57.9%**	**4.0%**				
	'17	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%	--	--	--	--
HUD	**2018**	**4,628**	**41.9%**	**58.1%**	**8.7%**	**91.3%**	**1.5%**	**6.1%**	**31.0%**	**0.3%**	**56.2%**	**4.9%**				
	'17	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%	--	--	--	--

SOURCE: Federal Employee Viewpoint Survey

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed. Transgender and Sexual Orientation do not have trending data from previous years.

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 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	**2018**	**598,003**	**55.9%**	**44.1%**	**9.6%**	**90.4%**	**2.0%**	**5.4%**	**14.3%**	**0.7%**	**73.4%**	**4.2%**				
	'17	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%	--	--	--	--
NARA	**2018**	**1,743**	**46.0%**	**54.0%**	**4.6%**	**95.4%**	**0.6%**	**2.5%**	**17.8%**	**0.5%**	**74.9%**	**3.8%**				
	'17	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%	--	--	--	--
NASA	**2018**	**11,568**	**65.0%**	**35.0%**	**7.6%**	**92.4%**	**0.8%**	**5.9%**	**10.1%**	**0.5%**	**79.4%**	**3.4%**				
	'17	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%	--	--	--	--
NCUA	**2018**	**633**	**55.7%**	**44.3%**	**8.1%**	**91.9%**	**--**	**--**	**--**	**--**	**--**	**--**				
	'17	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%	--	--	--	--
NLRB	**2018**	**859**	**36.4%**	**63.6%**	**10.8%**	**89.2%**	**--**	**--**	**--**	**--**	**--**	**--**				
	'17	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%	--	--	--	--
NRC	**2018**	**2,308**	**62.8%**	**37.2%**	**7.4%**	**92.6%**	**0.6%**	**9.1%**	**12.8%**	**0.5%**	**72.0%**	**5.0%**				
	'17	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%	--	--	--	--
NSF	**2018**	**940**	**39.3%**	**60.7%**	**6.4%**	**93.6%**	**--**	**6.3%**	**24.1%**	**--**	**64.6%**	**4.5%**				
	'17	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%	--	--	--	--
OMB	**2018**	**338**	**47.4%**	**52.6%**	**3.1%**	**96.9%**	**0.0%**	**7.0%**	**7.3%**	**0.0%**	**83.5%**	**2.2%**				
	'17	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%	--	--	--	--
OPM	**2018**	**3,069**	**45.0%**	**55.0%**	**7.9%**	**92.1%**	**0.8%**	**2.6%**	**17.8%**	**0.5%**	**74.0%**	**4.3%**				
	'17	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%	--	--	--	--
PBGC	**2018**	**526**	**47.1%**	**52.9%**	**5.1%**	**94.9%**	**--**	**8.8%**	**38.0%**	**--**	**48.7%**	**3.8%**				
	'17	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%	--	--	--	--

SOURCE: Federal Employee Viewpoint Survey

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Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex Male	Sex Female	Hispanic or Latino 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 Government.			
All Responses	2018	598,003	55.9%	44.1%	9.6%	90.4%	2.0%	5.4%	14.3%	0.7%	73.4%	4.2%				
	'17	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%	--	--	--	--
RRB	2018	413	41.8%	58.2%	6.6%	93.4%	--	--	--	--	--	--				
	'17	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%	--	--	--	--
SBA	2018	1,543	49.0%	51.0%	13.2%	86.8%	1.2%	7.4%	23.4%	1.3%	63.0%	3.7%				
	'17	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%	--	--	--	--
SEC	2018	3,394	55.6%	44.4%	6.3%	93.7%	0.2%	9.2%	13.5%	0.2%	73.7%	3.2%				
	'17	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%	--	--	--	--
SSA	2018	26,318	35.9%	64.1%	14.3%	85.7%	1.2%	5.5%	22.8%	0.5%	65.8%	4.2%				
	'17	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%	--	--	--	--
State	2018	7,228	51.8%	48.2%	7.5%	92.5%	0.7%	5.3%	13.8%	0.4%	75.4%	4.5%				
	'17	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%	--	--	--	--
USAID	2018	1,837	47.2%	52.8%	7.2%	92.8%	0.4%	6.3%	17.3%	0.4%	71.4%	4.1%				
	'17	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%	--	--	--	
USDA	2018	43,352	48.1%	51.9%	7.1%	92.9%	1.8%	2.6%	9.5%	0.4%	82.1%	3.6%				
	'17	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%		--	--	--
USDT	2018	42,027	42.9%	57.1%	10.1%	89.9%	1.1%	5.5%	19.4%	0.5%	69.3%	4.2%				
	'17	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%	--	--	--	--
Small Agencies	2018	5,246	51.9%	48.1%	5.9%	94.1%	0.5%	6.1%	19.6%	0.2%	70.2%	3.5%				
	'17	5,523	50.9%	49.1%	7.3%	92.7%	0.7%	5.8%	20.4%	0.4%	69.2%	3.5%	--	--	--	--
	'16	5,409	51.5%	48.5%	7.9%	92.1%	0.6%	5.2%	20.5%	0.4%	70.1%	3.1%	--	--	--	--

SOURCE: Federal Employee Viewpoint Survey

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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 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	2018	598,003	55.9%	44.1%	9.6%	90.4%	2.0%	5.4%	14.3%	0.7%	73.4%	4.2%				
	'17	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%	--	--	--	--
DOD	2018	182,115	64.6%	35.4%	8.0%	92.0%	1.1%	4.6%	13.1%	1.1%	75.5%	4.7%				
	'17	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%	--	--	--	--
USACE	2018	18,696	64.9%	35.1%	5.7%	94.3%	1.0%	3.9%	8.4%	0.6%	82.6%	3.6%				
	'17	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%	--	--	--	--
Air Force	2018	33,351	70.1%	29.9%	8.3%	91.7%	1.4%	2.6%	10.6%	0.8%	79.7%	4.8%				
	'17	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%	--	--	--	--
Army‡	2018	51,309	61.9%	38.1%	9.5%	90.5%	1.2%	3.6%	16.3%	0.9%	73.0%	4.8%				
	'17	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%	--	--	--	--
Navy‡	2018	42,612	69.4%	30.6%	7.2%	92.8%	1.0%	7.4%	9.3%	1.8%	75.8%	4.8%				
	'17	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%	--	--	--	--
Marine Corps	2018	5,270	70.4%	29.6%	8.7%	91.3%	1.3%	3.0%	16.9%	1.4%	73.1%	4.3%				
	'17	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%	--	--	--	--
DOD 4th Estate	2018	30,877	55.5%	44.5%	7.7%	92.3%	1.0%	5.0%	17.7%	0.8%	70.6%	4.8%				
	'17	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%	--	--	--	--

SOURCE: Federal Employee Viewpoint Survey

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

Transgender and Sexual Orientation do not have trending data from previous years.

‡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	**2018**	**598,003**	**0.1%**	**4.3%**	**2.2%**	**14.2%**	**7.9%**	**35.1%**	**26.1%**	**10.1%**	**15.2%**	**84.8%**	**69.5%**	**1.9%**	**13.3%**	**15.3%**
	'17	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%
BBG	**2018**	**829**	**0.0%**	**3.4%**	**2.0%**	**10.4%**	**6.0%**	**39.1%**	**35.1%**	**3.9%**	**6.0%**	**94.0%**	**--**	**--**	**--**	**--**
	'17	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%
CSOSA	**2018**	**470**	**--**	**--**	**--**	**--**	**--**	**--**	**--**	**--**	**11.0%**	**89.0%**	**85.7%**	**1.1%**	**3.7%**	**9.4%**
	'17	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%
DHS	**2018**	**73,899**	**0.1%**	**6.2%**	**2.5%**	**22.2%**	**10.0%**	**36.3%**	**17.4%**	**5.4%**	**12.6%**	**87.4%**	**66.4%**	**2.2%**	**11.1%**	**20.3%**
	'17	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%
DOC	**2018**	**20,725**	**0.0%**	**1.8%**	**0.8%**	**6.6%**	**2.8%**	**35.5%**	**30.8%**	**21.7%**	**8.6%**	**91.4%**	**87.4%**	**0.5%**	**3.4%**	**8.8%**
	'17	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%
DOE	**2018**	**8,624**	**0.0%**	**2.6%**	**3.0%**	**9.2%**	**5.7%**	**35.1%**	**35.2%**	**9.2%**	**12.6%**	**87.4%**	**70.4%**	**1.5%**	**9.0%**	**19.1%**
	'17	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%
DOI	**2018**	**28,290**	**0.1%**	**3.8%**	**2.6%**	**11.9%**	**7.0%**	**38.6%**	**28.5%**	**7.6%**	**12.5%**	**87.5%**	**79.3%**	**0.8%**	**5.2%**	**14.6%**
	'17	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%
DOJ	**2018**	**30,978**	**0.1%**	**5.5%**	**2.6%**	**14.6%**	**8.1%**	**33.9%**	**16.9%**	**18.4%**	**11.5%**	**88.5%**	**73.3%**	**2.5%**	**5.3%**	**18.9%**
	'17	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%
DOL	**2018**	**8,075**	**0.1%**	**2.9%**	**1.3%**	**10.4%**	**5.5%**	**36.1%**	**31.3%**	**12.4%**	**17.2%**	**82.8%**	**75.4%**	**1.2%**	**8.2%**	**15.2%**
	'17	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%
DOT	**2018**	**21,552**	**0.0%**	**3.4%**	**3.5%**	**16.8%**	**11.2%**	**38.2%**	**22.1%**	**4.7%**	**15.5%**	**84.5%**	**62.1%**	**1.6%**	**13.1%**	**23.2%**
	'17	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%

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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	2018	598,003	0.1%	4.3%	2.2%	14.2%	7.9%	35.1%	26.1%	10.1%	15.2%	84.8%	69.5%	1.9%	13.3%	15.3%
	'17	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%
ED	2018	2,592	--	--	--	--	--	--	--	--	13.5%	86.5%	87.0%	0.5%	3.5%	8.9%
	'17	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%
EEOC	2018	1,379	--	--	--	--	--	--	--	--	36.1%	63.9%	68.2%	1.8%	9.6%	20.4%
	'17	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%
EPA	2018	7,972	--	--	--	--	--	--	--	--	8.4%	91.6%	89.8%	0.6%	2.8%	6.8%
	'17	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%
FCC	2018	594	0.0%	3.2%	1.6%	10.2%	2.0%	21.6%	16.8%	44.7%	9.6%	90.4%	--	--	--	--
	'17	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%
FERC	2018	1,115	0.0%	1.0%	0.9%	4.6%	1.9%	24.2%	40.8%	26.5%	6.9%	93.1%	91.7%	0.7%	1.2%	6.5%
	'17	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%
FTC	2018	638	--	--	--	--	--	--	--	--	7.9%	92.1%	--	--	--	--
	'17	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%
GSA	2018	7,157	0.1%	2.6%	1.5%	10.6%	5.1%	41.9%	34.3%	3.9%	13.4%	86.6%	75.5%	1.4%	8.9%	14.3%
	'17	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%
HHS	2018	43,029	0.1%	2.4%	1.5%	7.7%	4.3%	23.4%	29.6%	31.0%	9.2%	90.8%	88.3%	0.8%	3.0%	7.8%
	'17	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%
HUD	2018	4,628	--	--	--	--	--	--	--	--	14.4%	85.6%	81.7%	0.7%	5.2%	12.4%
	'17	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%

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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	**2018**	**598,003**	**0.1%**	**4.3%**	**2.2%**	**14.2%**	**7.9%**	**35.1%**	**26.1%**	**10.1%**	**15.2%**	**84.8%**	**69.5%**	**1.9%**	**13.3%**	**15.3%**
	'17	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%
NARA	**2018**	**1,743**	--	--	--	--	--	--	--	--	**13.4%**	**86.6%**	**78.0%**	**0.9%**	**6.5%**	**14.6%**
	'17	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%
NASA	**2018**	**11,568**	**0.0%**	**0.9%**	**0.6%**	**4.0%**	**3.8%**	**36.6%**	**40.0%**	**14.0%**	**7.6%**	**92.4%**	**85.8%**	**0.8%**	**4.3%**	**9.1%**
	'17	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%
NCUA	**2018**	**633**	--	--	--	--	--	--	--	--	**13.1%**	**86.9%**	**79.0%**	**1.2%**	**6.3%**	**13.5%**
	'17	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%
NLRB	**2018**	**859**	**0.0%**	**3.5%**	**2.1%**	**9.1%**	**3.9%**	**12.7%**	**14.4%**	**54.4%**	**11.4%**	**88.6%**	--	--	--	--
	'17	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%
NRC	**2018**	**2,308**	**0.0%**	**1.7%**	**0.5%**	**5.5%**	**2.8%**	**38.5%**	**38.7%**	**12.3%**	**7.9%**	**92.1%**	**75.8%**	**1.6%**	**6.4%**	**16.2%**
	'17	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%
NSF	**2018**	**940**	**0.0%**	**1.9%**	**1.0%**	**8.3%**	**3.6%**	**23.4%**	**27.4%**	**34.3%**	**8.7%**	**91.3%**	--	--	--	--
	'17	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%
OMB	**2018**	**338**	**0.0%**	--	--	**1.2%**	--	**6.1%**	**72.5%**	**18.3%**	**3.7%**	**96.3%**	**92.7%**	**1.2%**	**1.2%**	**4.9%**
	'17	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%
OPM	**2018**	**3,069**	--	--	--	--	--	--	--	--	**16.9%**	**83.1%**	**69.1%**	**1.7%**	**11.6%**	**17.7%**
	'17	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%
PBGC	**2018**	**526**	**0.0%**	**2.4%**	**1.0%**	**9.3%**	**2.0%**	**39.4%**	**31.8%**	**14.1%**	**10.7%**	**89.3%**	--	--	--	--
	'17	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%

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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	2018	598,003	0.1%	4.3%	2.2%	14.2%	7.9%	35.1%	26.1%	10.1%	15.2%	84.8%	69.5%	1.9%	13.3%	15.3%
	'17	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%
RRB	2018	413	0.0%	6.2%	3.1%	14.4%	5.9%	49.7%	18.3%	2.3%	14.6%	85.4%	80.1%	1.3%	3.7%	14.9%
	'17	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%
SBA	2018	1,543	--	--	--	--	--	--	--	--	14.2%	85.8%	78.3%	0.9%	6.5%	14.3%
	'17	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%
SEC	2018	3,394	--	--	--	--	--	--	--	--	7.3%	92.7%	91.1%	0.7%	2.0%	6.2%
	'17	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%
SSA	2018	26,318	0.1%	5.0%	1.8%	13.8%	7.3%	44.9%	16.6%	10.5%	15.9%	84.1%	82.8%	0.9%	4.5%	11.8%
	'17	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%
State	2018	7,228	0.1%	2.2%	0.7%	7.0%	3.6%	30.9%	44.8%	10.7%	10.7%	89.3%	75.2%	1.3%	8.3%	15.2%
	'17	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%
USAID	2018	1,837	--	--	--	--	--	--	--	--	7.1%	92.9%	88.9%	0.9%	3.1%	7.1%
	'17	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%
USDA	2018	43,352	0.1%	6.3%	2.3%	13.8%	7.9%	41.7%	19.0%	9.0%	11.5%	88.5%	85.9%	0.6%	3.8%	9.7%
	'17	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%
USDT	2018	42,027	0.2%	7.0%	2.2%	17.7%	7.5%	40.5%	19.0%	6.0%	12.8%	87.2%	86.2%	0.6%	3.4%	9.8%
	'17	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%
Small Agencies	2018	5,246	0.1%	2.8%	1.2%	9.1%	2.3%	28.1%	34.0%	22.4%	8.7%	91.3%	85.0%	0.9%	4.3%	9.8%
	'17	5,523	0.2%	3.7%	1.5%	9.9%	2.8%	28.5%	32.6%	20.8%	9.4%	90.6%	83.4%	1.0%	5.0%	10.6%
	'16	5,409	0.2%	4.0%	1.7%	10.5%	3.2%	28.7%	30.4%	21.3%	8.4%	91.6%	83.2%	1.0%	4.7%	11.1%

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All Responses	2018	598,003	0.1%	4.3%	2.2%	14.2%	7.9%	35.1%	26.1%	10.1%	15.2%	84.8%	69.5%	1.9%	13.3%	15.3%
	'17	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%
DOD	2018	182,115	0.1%	4.0%	2.7%	15.5%	10.3%	33.4%	30.0%	3.9%	22.4%	77.6%	48.2%	3.5%	29.5%	18.7%
	'17	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%
USACE	2018	18,696	0.0%	3.4%	2.5%	9.9%	7.9%	43.3%	28.1%	4.9%	12.6%	87.4%	70.3%	1.9%	10.2%	17.6%
	'17	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%
Air Force	2018	33,351	0.0%	3.6%	3.4%	17.0%	12.9%	27.2%	33.0%	3.0%	25.6%	74.4%	34.9%	6.5%	41.1%	17.5%
	'17	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%
Army‡	2018	51,309	0.1%	3.6%	2.7%	16.2%	11.1%	31.2%	30.5%	4.6%	26.3%	73.7%	41.4%	4.8%	34.1%	19.7%
	'17	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%
Navy‡	2018	42,612	0.1%	4.7%	3.0%	15.9%	10.2%	36.2%	26.2%	3.7%	20.3%	79.7%	52.7%	1.5%	27.2%	18.5%
	'17	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%
Marine Corps	2018	5,270	0.1%	7.2%	3.4%	23.4%	9.7%	26.9%	27.2%	2.1%	31.6%	68.4%	30.2%	1.7%	44.2%	23.9%
	'17	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%
DOD 4th Estate	2018	30,877	0.1%	4.2%	1.6%	14.3%	8.0%	34.9%	33.2%	3.8%	19.5%	80.5%	56.8%	2.4%	22.4%	18.4%
	'17	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%

NOTE: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, starting in 2018, if there are fewer than 4 responses to a single demographic category, all results for that question will be suppressed. If there are fewer than 4 responses in multiple categories, only those are suppressed, and remaining data are displayed.

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