

# 2016

# Federal Employee Viewpoint Survey



Annual Employee Survey (AES) Report

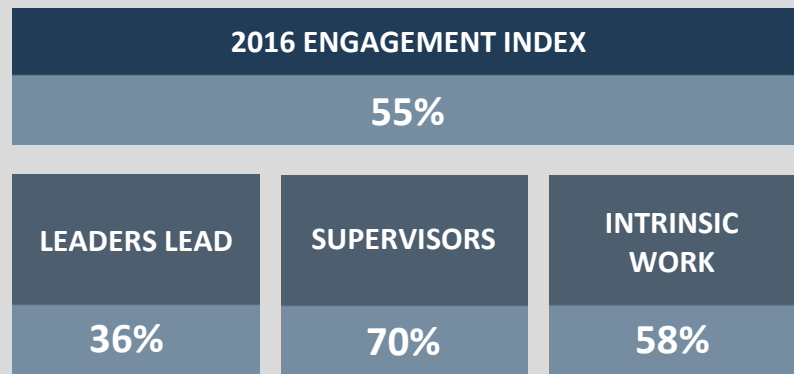
Institute of Museum and Library Services

FIELD PERIOD	May 3 - June 14, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	45
NUMBER OF SURVEYS	52
RESPONSE RATE	86.5%

**28** items identified as **strengths** (65% positive or

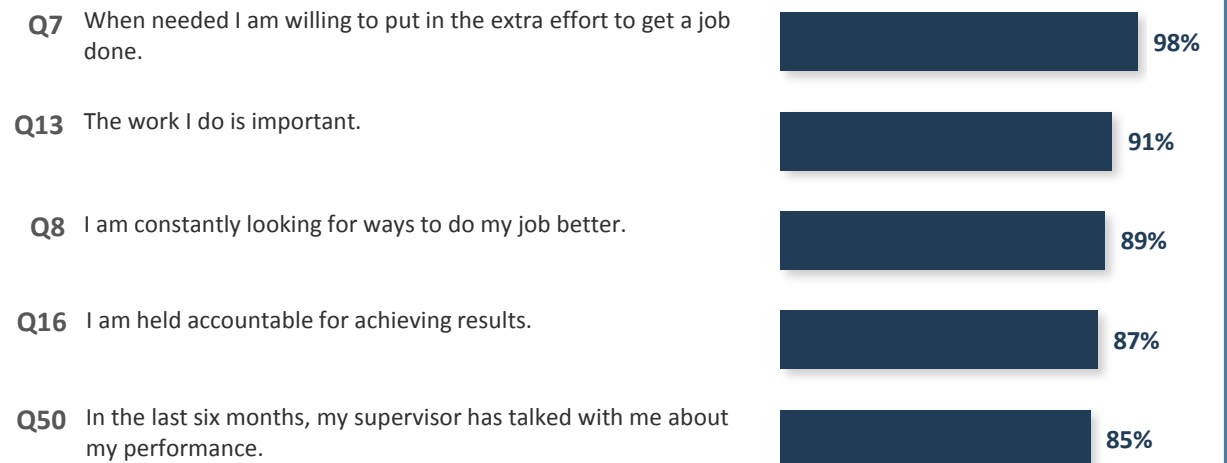
**23** items identified as **challenges** (35% negative or

## Engagement Index Score



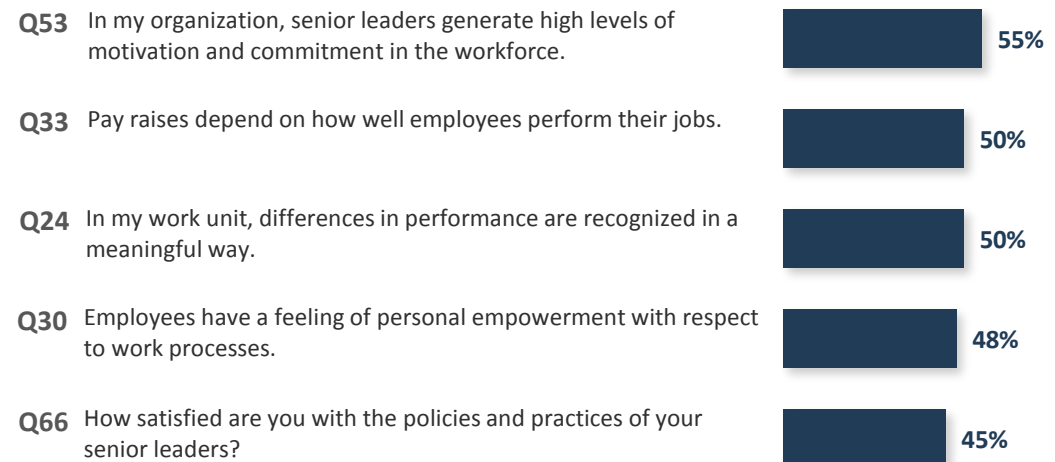
## Highest % Positive Items

Select: Highest % Positive



## Highest % Negative Items

Select: Highest % Negative



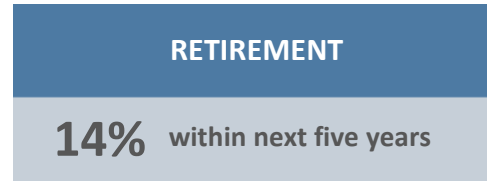
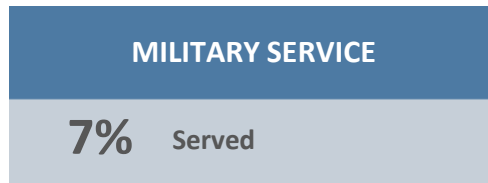
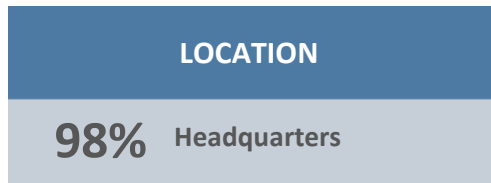
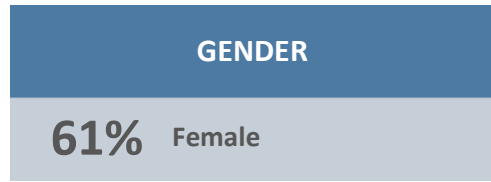
# 2016

# Federal Employee Viewpoint Survey



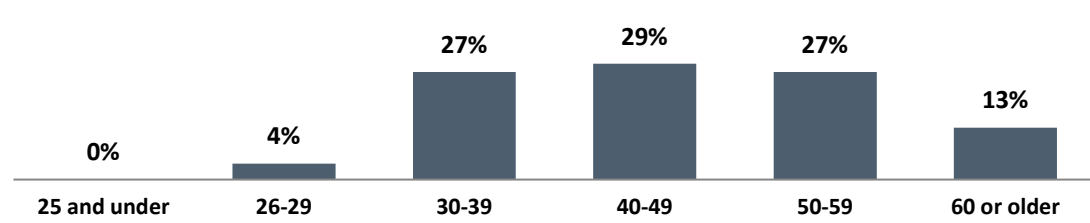
Annual Employee Survey (AES) Report

Institute of Museum and Library Services



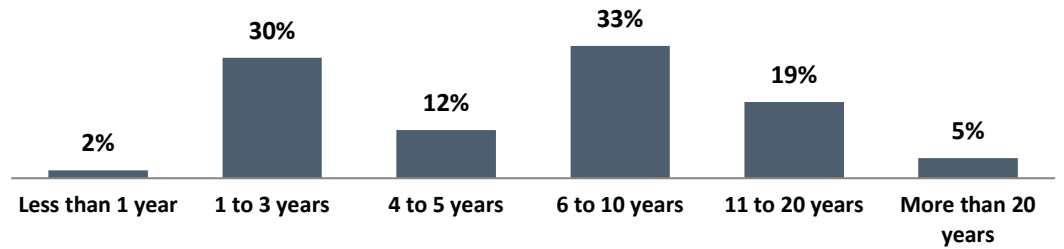
## Age Group

- Age Group
- Racial Category
- Education



## Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	60.31%	18.09%	42.22%	10.92%	17.68%	11.09%	28.77%	8	19	5	8	5	45	N/A
Agree -disagree	2	I have enough information to do my job well.	58.94%	13.62%	45.32%	12.91%	12.74%	15.41%	28.15%	6	20	6	6	7	45	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	49.02%	19.94%	29.09%	29.03%	13.36%	8.59%	21.95%	9	13	13	6	4	45	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	64.43%	24.54%	39.89%	18.11%	12.74%	4.72%	17.46%	11	18	8	6	2	45	N/A
Agree -disagree	5	*I like the kind of work I do.	84.48%	35.07%	49.41%	8.70%	4.32%	2.50%	6.82%	16	22	4	2	1	45	N/A
Agree -disagree	6	I know what is expected of me on the job.	68.48%	22.63%	45.86%	4.53%	22.23%	4.76%	26.99%	10	20	2	10	2	44	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.78%	68.08%	29.70%	2.22%	0.00%	0.00%	0.00%	31	13	1	0	0	45	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	88.54%	46.04%	42.50%	11.46%	0.00%	0.00%	0.00%	21	19	5	0	0	45	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.53%	9.56%	28.97%	19.84%	26.11%	15.52%	41.63%	4	13	9	12	7	45	0
Agree -disagree	10	*My workload is reasonable.	45.58%	4.58%	41.00%	15.18%	19.62%	19.62%	39.24%	2	18	7	9	9	45	0
Agree -disagree	11	*My talents are used well in the workplace.	34.52%	15.73%	18.79%	23.94%	30.74%	10.80%	41.54%	7	8	11	14	5	45	0
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	73.64%	35.06%	38.58%	15.39%	6.65%	4.32%	10.97%	16	17	7	3	2	45	0
Agree -disagree	13	*The work I do is important.	90.79%	56.70%	34.09%	6.94%	2.26%	0.00%	2.26%	25	15	3	1	0	44	0
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	68.73%	15.55%	53.18%	9.04%	13.42%	8.82%	22.23%	7	24	4	6	4	45	0
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	81.48%	34.43%	47.05%	2.27%	9.24%	7.01%	16.25%	15	21	1	4	3	44	1
Agree -disagree	16	I am held accountable for achieving results.	86.75%	33.66%	53.09%	11.03%	0.00%	2.22%	2.22%	15	24	5	0	1	45	0
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52.89%	23.41%	29.48%	17.72%	15.51%	13.88%	29.39%	10	13	8	7	6	44	1

Core Survey

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Agree-disagree	18	*My training needs are assessed.	38.16%	13.62%	24.54%	18.34%	23.77%	19.73%	43.50%	6	11	8	11	9	45	0
Agree-disagree	19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	74.33%	39.07%	35.25%	11.37%	7.41%	6.90%	14.31%	17	15	5	3	3	43	2
Agree-disagree	20	*The people I work with cooperate to get the job done.	71.06%	29.01%	42.05%	13.19%	8.93%	6.82%	15.75%	13	19	6	4	3	45	N/A
Agree-disagree	21	*My work unit is able to recruit people with the right skills.	63.29%	18.11%	45.18%	13.85%	18.02%	4.84%	22.86%	8	20	6	8	2	44	0
Agree-disagree	22	*Promotions in my work unit are based on merit.	43.11%	16.04%	27.07%	24.80%	16.52%	15.57%	32.09%	7	12	11	7	7	44	1
Agree-disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.86%	5.15%	27.71%	34.87%	22.68%	9.59%	32.27%	2	11	14	9	4	40	5
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.64%	9.90%	25.74%	14.26%	33.65%	16.45%	50.10%	4	11	6	14	7	42	3
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	48.16%	14.86%	33.30%	17.76%	27.06%	7.02%	34.08%	6	14	7	11	3	41	2
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	77.38%	24.57%	52.80%	6.86%	10.94%	4.82%	15.76%	11	23	3	5	2	44	0
Agree-disagree	27	The skill level in my work unit has improved in the past year.	55.56%	24.29%	31.28%	24.45%	11.29%	8.70%	19.99%	11	14	11	5	4	45	0
Good-poor	28	How would you rate the overall quality of work done by your work unit?	82.37%	51.61%	30.76%	11.14%	4.26%	2.22%	6.48%	23	14	5	2	1	45	N/A
Agree-disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.35%	16.23%	55.12%	13.13%	13.30%	2.22%	15.52%	7	25	6	6	1	45	0
Agree-disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	40.77%	6.54%	34.23%	10.86%	22.15%	26.21%	48.37%	3	15	5	10	12	45	0
Agree-disagree	31	Employees are recognized for providing high quality products and services.	42.71%	9.01%	33.69%	17.94%	21.95%	17.40%	39.35%	4	15	8	10	8	45	0
Agree-disagree	32	*Creativity and innovation are rewarded.	30.37%	6.74%	23.63%	25.68%	25.60%	18.36%	43.95%	3	10	11	11	8	43	2
Agree-disagree	33	*Pay raises depend on how well employees perform their jobs.	26.55%	4.98%	21.56%	23.14%	30.45%	19.86%	50.32%	2	8	9	12	8	39	6

Core Survey

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Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	63.16%	20.77%	42.38%	25.26%	9.33%	2.26%	11.59%	9	18	11	4	1	43	1
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	82.22%	42.44%	39.79%	11.10%	6.68%	0.00%	6.68%	19	17	5	3	0	44	1
Agree -disagree	36	*My organization has prepared employees for potential security threats.	73.89%	24.28%	49.62%	6.54%	10.75%	8.82%	19.57%	11	22	3	5	4	45	0
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.98%	19.00%	29.98%	16.15%	18.79%	16.09%	34.87%	8	13	7	8	7	43	1
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	74.91%	27.31%	47.60%	12.23%	5.60%	7.26%	12.86%	11	19	5	2	3	40	5
Agree -disagree	39	My agency is successful at accomplishing its mission.	73.45%	26.87%	46.58%	15.30%	9.04%	2.22%	11.26%	12	21	7	4	1	45	0
Agree -disagree	40	I recommend my organization as a good place to work.	44.93%	6.80%	38.13%	22.23%	23.81%	9.04%	32.85%	3	17	10	11	4	45	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	40.00%	11.62%	28.38%	16.40%	25.18%	18.42%	43.60%	5	12	7	11	8	43	2
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	77.18%	40.86%	36.32%	9.22%	4.42%	9.18%	13.61%	18	16	4	2	4	44	1
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.45%	34.32%	34.13%	11.49%	8.73%	11.34%	20.06%	15	15	5	4	5	44	1
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	62.21%	33.56%	28.66%	17.68%	4.32%	15.78%	20.10%	15	13	8	2	7	45	0
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	74.62%	39.68%	34.94%	16.29%	4.51%	4.57%	9.08%	17	15	7	2	2	43	2

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Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	54.55%	20.59%	33.95%	20.62%	13.51%	11.33%	24.84%	9	15	9	6	5	44	0
Agree -disagree	47	*Supervisors in my work unit support employee development.	64.83%	31.45%	33.38%	13.23%	8.53%	13.42%	21.95%	14	15	6	4	6	45	0
Agree -disagree	48	My supervisor listens to what I have to say.	73.36%	31.56%	41.80%	15.55%	8.98%	2.11%	11.09%	14	19	7	4	1	45	N/A
Agree -disagree	49	My supervisor treats me with respect.	80.29%	36.11%	44.18%	13.34%	2.11%	4.26%	6.37%	16	20	6	1	2	45	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	84.70%	38.33%	46.38%	6.54%	4.32%	4.43%	8.76%	17	21	3	2	2	45	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	66.82%	29.35%	37.47%	15.44%	10.97%	6.76%	17.74%	13	17	7	5	3	45	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	66.30%	41.08%	25.21%	15.30%	14.04%	4.36%	18.40%	18	11	7	6	2	44	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	24.65%	8.93%	15.73%	20.81%	32.98%	21.55%	54.54%	4	7	9	15	10	45	0
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	38.74%	16.21%	22.53%	25.40%	24.82%	11.04%	35.86%	7	10	11	11	5	44	1
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	52.17%	21.00%	31.17%	29.83%	9.23%	8.77%	18.01%	9	14	13	4	4	44	0
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	43.48%	6.97%	36.51%	16.29%	18.33%	21.90%	40.23%	3	16	7	8	10	44	0
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	36.08%	14.93%	21.15%	22.67%	24.68%	16.56%	41.25%	6	9	9	10	7	41	4
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41.55%	9.27%	32.28%	15.95%	31.47%	11.03%	42.50%	4	14	7	14	5	44	1
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	45.03%	11.14%	33.88%	30.94%	19.71%	4.32%	24.04%	5	15	14	9	2	45	0



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Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	39.78%	19.01%	20.77%	25.79%	18.68%	15.76%	34.43%	8	9	11	8	7	43	2
Agree-disagree	61	*I have a high level of respect for my organization's senior leaders.	33.30%	13.23%	20.07%	27.46%	24.11%	15.13%	39.24%	6	9	12	11	7	45	0
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	52.84%	13.79%	39.05%	19.95%	15.93%	11.28%	27.21%	6	17	9	7	5	44	1
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	44.55%	6.54%	38.01%	11.12%	31.42%	12.91%	44.33%	3	17	5	14	6	45	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	42.99%	9.01%	33.97%	12.97%	29.03%	15.02%	44.04%	4	15	6	13	7	45	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	40.89%	11.37%	29.52%	31.58%	20.79%	6.74%	27.53%	5	13	14	9	3	44	N/A
Satisfied-dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	37.23%	9.21%	28.02%	17.72%	29.48%	15.57%	45.05%	4	12	8	13	7	44	N/A
Satisfied-dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	24.26%	10.75%	13.51%	40.49%	15.75%	19.50%	35.25%	5	6	18	7	9	45	N/A
Satisfied-dissatisfied	68	*How satisfied are you with the training you receive for your present job?	40.27%	9.01%	31.25%	22.38%	22.29%	15.07%	37.36%	4	14	10	10	7	45	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	52.58%	13.64%	38.94%	16.37%	17.45%	13.61%	31.06%	6	17	7	8	6	44	N/A
Satisfied-dissatisfied	70	*Considering everything, how satisfied are you with your pay?	64.80%	15.44%	49.36%	15.41%	17.57%	2.22%	19.79%	7	22	7	8	1	45	N/A
Satisfied-dissatisfied	71	Considering everything, how satisfied are you with your organization?	47.14%	11.12%	36.02%	15.55%	28.21%	9.09%	37.30%	5	16	7	13	4	45	N/A
Satisfied-dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	77.26%	40.25%	37.01%	19.91%	2.82%	0.00%	2.82%	16	15	8	1	0	40	0

Core Survey

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Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	100.00%	73.72%	26.28%	0.00%	0.00%	0.00%	0.00%	16	6	0	0	0	22	1
Satisfied -dissatisfied	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	80.92%	22.66%	58.26%	19.08%	0.00%	0.00%	0.00%	1	3	1	0	0	5	2
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.79%	50.00%	25.79%	24.21%	0.00%	0.00%	0.00%	4	2	2	0	0	8	0
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	100.00%	50.63%	49.37%	0.00%	0.00%	0.00%	0.00%	1	1	0	0	0	2	0
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	100.00%	37.25%	62.75%	0.00%	0.00%	0.00%	0.00%	1	2	0	0	0	3	0

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.



Work Life-Telework

<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	43	95.28%
Yes, I was notified that I was not eligible to telework.	1	2.50%
No, I was not notified of my telework eligibility.	1	2.22%
Not sure if I was notified of my telework eligibility.	0	0.00%
<b>Total</b>	<b>45</b>	<b>100.00%</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	0	0.00%
I telework 1 or 2 days per week.	16	35.74%
I telework, but no more than 1 or 2 days per month.	9	20.05%
I telework very infrequently.	16	35.20%
I do not telework because I have to be physically present on the job.	0	0.00%
I do not telework because I have technical issues.	2	4.32%
I do not telework because I did not receive approval to do so.	0	0.00%
I do not telework because I choose not to telework.	2	4.69%
<b>Total</b>	<b>45</b>	<b>100.00%</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules</b>	<b>N</b>	<b>%</b>
Yes	23	52.51%
No	19	42.41%
Not available to me	2	5.09%
<b>Total</b>	<b>44</b>	<b>100.00%</b>

Work Life-Telework

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs</b>	<b>N</b>	<b>%</b>
Yes	5	11.58%
No	25	58.59%
Not available to me	13	29.83%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program</b>	<b>N</b>	<b>%</b>
Yes	7	15.99%
No	34	77.03%
Not available to me	3	6.98%
<b>Total</b>	<b>44</b>	<b>100.00%</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs</b>	<b>N</b>	<b>%</b>
Yes	3	6.76%
No	28	62.41%
Not available to me	14	30.82%
<b>Total</b>	<b>45</b>	<b>100.00%</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs</b>	<b>N</b>	<b>%</b>
Yes	3	6.71%
No	29	64.63%
Not available to me	13	28.66%
<b>Total</b>	<b>45</b>	<b>100.00%</b>

Percentages are weighted to represent the Agency's population.

## Demographics

<b><i>Where do you work?</i></b>	<b>N</b>	<b>%</b>
Headquarters	44	97.78%
Field	1	2.22%
Total	45	100.00%

<b><i>*What is your supervisory status?</i></b>	<b>N</b>	<b>%</b>
Non-Supervisor	29	67.44%
Team Leader	4	9.30%
Supervisor	5	11.63%
Manager	2	4.65%
Senior Leader	3	6.98%
Total	43	100.00%

<b><i>*Are you:</i></b>	<b>N</b>	<b>%</b>
Male	17	38.64%
Female	27	61.36%
Total	44	100.00%

<b><i>*Are you Hispanic or Latino?</i></b>	<b>N</b>	<b>%</b>
Yes	4	9.30%
No	39	90.70%
Total	43	100.00%

<b><i>*Please select the racial category or categories with which you most closely identify.</i></b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	0	0.00%
Asian	0	0.00%
Black or African American	8	19.05%
Native Hawaiian or Other Pacific Islander	0	0.00%
White	31	73.81%
Two or more races	3	7.14%
Total	42	100.00%

## Demographics

<b><i>What is the highest degree or level of education you have completed?</i></b>	<b>N</b>	<b>%</b>
Less than High School	0	0.00%
High School Diploma/GED or equivalent	0	0.00%
Trade or Technical Certificate	0	0.00%
Some College (no degree)	4	9.09%
Associate's Degree (e.g., AA, AS)	0	0.00%
Bachelor's Degree (e.g., BA, BS)	7	15.91%
Master's Degree (e.g., MA, MS, MBA)	23	52.27%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	10	22.73%
<b>Total</b>	<b>44</b>	<b>100.00%</b>

<b><i>What is your pay category/grade?</i></b>	<b>N</b>	<b>%</b>
Federal Wage System	0	0.00%
GS 1-6	0	0.00%
GS 7-12	14	31.82%
GS 13-15	27	61.36%
Senior Executive Service	0	0.00%
Senior Level (SL) or Scientific or Professional (ST)	0	0.00%
Other	3	6.82%
<b>Total</b>	<b>44</b>	<b>100.00%</b>

<b><i>How long have you been with the Federal Government (excluding military service)?</i></b>	<b>N</b>	<b>%</b>
Less than 1 year	1	2.33%
1 to 3 years	9	20.93%
4 to 5 years	3	6.98%
6 to 10 years	13	30.23%
11 to 14 years	7	16.28%
15 to 20 years	3	6.98%
More than 20 years	7	16.28%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

## Demographics

<b><i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i></b>	<b>N</b>	<b>%</b>
Less than 1 year	1	2.33%
1 to 3 years	13	30.23%
4 to 5 years	5	11.63%
6 to 10 years	14	32.56%
11 to 20 years	8	18.60%
More than 20 years	2	4.65%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b><i>Are you considering leaving your organization within the next year, and if so, why?</i></b>	<b>N</b>	<b>%</b>
No	16	37.21%
Yes, to retire	0	0.00%
Yes, to take another job within the Federal Government	20	46.51%
Yes, to take another job outside the Federal Government	3	6.98%
Yes, other	4	9.30%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b><i>I am planning to retire:</i></b>	<b>N</b>	<b>%</b>
Within one year	0	0.00%
Between one and three years	2	4.65%
Between three and five years	4	9.30%
Five or more years	37	86.05%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b><i>Self-Identify as:</i></b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	32	78.05%
Gay, Lesbian, Bisexual, or Transgender	6	14.63%
I prefer not to say	3	7.32%
<b>Total</b>	<b>41</b>	<b>100.00%</b>

## Demographics

<b><i>What is your US military service status?</i></b>	<b>N</b>	<b>%</b>
No Prior Military Service	40	93.02%
Currently in National Guard or Reserves	0	0.00%
Retired	3	6.98%
Separated or Discharged	0	0.00%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b><i>Are you an individual with a disability?</i></b>	<b>N</b>	<b>%</b>
Yes	0	0.00%
No	43	100.00%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b><i>What is your age group?</i></b>	<b>N</b>	<b>%</b>
25 and under	0	0.00%
26-29	2	4.44%
30-39	12	26.67%
40-49	13	28.89%
50-59	12	26.67%
60 or older	6	13.33%
<b>Total</b>	<b>45</b>	<b>100.00%</b>

Percentages for demographic questions are unweighted.

\* AES prescribed items



## Agency-Specific Questions

### 1. I am familiar with the government ethics rules that apply to my conduct as a federal employee.

	# of Respondents		Percent	
	2016	2015	2016	2015
Strongly Agree	30	30	66.9%	66.6%
Agree	13	15	28.8%	33.4%
Neither Agree nor Disagree	2	0	4.3%	0.0%
Disagree	0	0	0.0%	0.0%
Strongly Disagree	0	0	0.0%	0.0%
Total	45	45	100.0%	100.0%

### 2. I know how to contact an ethics official at my agency for assistance in applying the government ethics rules.

	# of Respondents		Percent	
	2016	2015	2016	2015
Strongly Agree	27	26	60.2%	58.7%
Agree	17	15	37.7%	33.5%
Neither Agree nor Disagree	1	3	2.1%	5.8%
Disagree	0	1	0.0%	2.0%
Strongly Disagree	0	0	0.0%	0.0%
Total	45	45	100.0%	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey