



Information and Technology for Better Decision Making

October 2003 Status of Forces Survey of DoD Civilians

Tabulations of Responses

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**OCTOBER 2003 STATUS OF FORCES SURVEY
OF DoD CIVILIANS:
TABULATIONS OF RESPONSES**

**Defense Manpower Data Center
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Mary Padilla and others from SRA created the Survey Reporting Tool that formatted and assembled this tabulation volume from analyses produced by SAS® macros developed by Richard Reimer from the Personnel Survey Branch. Deepika Batra from SRA and Regan Klein a Consortium Research Fellow completed quality control for this tabulation volume.

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OCTOBER 2003 STATUS OF FORCES SURVEY OF DoD CIVILIANS: TABULATIONS OF RESPONSES

Introduction to the Survey

The *Human Resources Strategic Assessment Program* (HRSAP), located at Defense Manpower Data Center (DMDC), consists of both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness [USD(P&R)]. These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community—active, Reserve, and civilian employees—on a wide range of personnel issues. The Web-based survey program, known as the *Status of Forces Surveys* (SOFS), provides timely data on active, Reserve, and civilian members. There are nine Web surveys a year, with three cross-sectional samples of each population. The paper-and-pencil surveys are used to obtain data on sensitive topics (e.g., sexual harassment) and from populations who have limited Internet access (e.g., spouses of active and Reserve members).

This report contains tabulations of responses from the first SOFS Web survey of DoD civilians conducted September 25 to November 20, 2003. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,¹ and (4) provides details on how to use the tabulations. The tabulations and a copy of the survey items follow this introduction.²

Survey Content

The overarching topics for the *October 2003 Status of Forces Survey of DoD Civilians* were satisfaction and retention. The survey was subdivided into questions covering the following 11 areas:

1. *Background*—Component, status (permanent/non-permanent), pay plan and grade, gender, race/ethnicity, tenure, education, retirement eligibility, disability, veteran status, supervisor/manager, and location.
2. *Overall Satisfaction and Retention*—Satisfaction with global dimensions of the job, overall satisfaction, and likelihood to continue to work for the DoD.
3. *TEMPO, Readiness, and Stress*—Relocation, days worked overtime, time away from permanent duty station, the impact of time away on career intentions, individual and unit preparedness, level of stress in work and personal life.

¹ Details on survey methodology are reported by Kroeger and Riemer (In preparation).

² Refer to DMDC (In preparation) to view a screen-shot version of the survey as it appeared on the Web.

4. *Detailed Satisfaction With Your Organization*—Satisfaction with individual aspects of the organization, along with an overall assessment.
5. *Detailed Job Satisfaction*—Satisfaction with individual aspects of the job, along with an overall assessment.
6. *Detailed Satisfaction With Pay and Benefits*—Satisfaction with individual types of pay and benefits, along with an overall assessment and a perceived comparability to non-federal organizations.
7. *Satisfaction With Quality of Work Life and Family Programs*—Satisfaction with individual programs, management support for programs, and an overall assessment.
8. *Personnel Services*—Satisfaction with individual services, along with an overall assessment.
9. *Strategic Alignment and Competencies*—Level of agreement with a series of statements pertaining to work unit's strategic position.
10. *Commitment and Career Intent*—Level of commitment, along with details on career plans and willingness to recommend government/military service.
11. *Personnel Actions*—Details on hiring and terminating employees, to include length of time and level of satisfaction with the hiring process.

Population and Reporting Categories

The target population for all SOFS of DoD Civilians is defined as DoD appropriated fund civilian employees [including Senior Executive Service (SES)], to include employees of the Department of the Army, Department of the Navy (including employees working at Marine Corps locations), Department of the Air Force, and civilian employees working at all other DoD agencies and activities who have either full-time, part-time, or intermittent work schedules, with at least 6 months tenure at the time the questionnaire is first available on the Web.

Results are presented for the total population, and also for a variety of reporting categories. Respondents are assigned to reporting categories based on their answers to survey questions. If a respondent does not answer a question, data are imputed using the information, if available, in DMDC's Civilian Personnel Master Edit File. Exceptions to this procedure include those respondents assigned to groups within the *Supervisor/Manager* and *Veteran* reporting categories. These categories are determined solely by responses to survey questions, since personnel record data were not available to make specific distinctions. In addition, assignment to *Occupational Group* (see below) was done exclusively from personnel record data.

Survey results are tabulated by component, pay plan/grade, occupational group, supervisor/manager, schedule/location, type of appointment, bargaining unit,

disability, veteran/preference, retirement plan, retirement eligibility, length of service, age, gender, race/ethnicity, and education. Additional background information on reporting categories follow:

- *Component*—Groups include the three Military Departments, along with DoD Agencies.
- *Occupational Groups* —*Professional* are white collar occupations that require knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelor's degree or higher with major study in a specialized field. *Administrative* are white collar occupations that involve the application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management. *Technical* are white collar occupations that involve work typically associated with and supportive of a professional or administrative field that involves extensive practical knowledge, gained through on-the-job experience and/or specific training less than that represented by college graduation. *Clerical* are white collar occupations that involve structured work in support of office, business, or fiscal operations; performed in accordance with established policies, or techniques; and requiring training, experience, or working knowledge related to the tasks to be performed. *Other White Collar* are white collar occupations that cannot be related to the above *Professional*, *Administrative*, *Technical*, or *Clerical* categories. *Blue Collar* occupations comprise the trades, crafts, and manual labor (unskilled, semiskilled, and skilled), including supervisory positions entailing trade, craft, or laboring experience and knowledge as the paramount requirements. *Scientist* and *Engineers* are specific occupations under the *Professional* category that are often of particular interest.
- *Pay Plan/Grade*—The subgroup of *White Collar Total* include General Schedule (GS) and related pay plans (e.g., General Manager [GM] and General Government [GG], and comparable pay bands), at grade levels *GS 1 to 4*, *GS 5 to 8*, *GS 9 to 12*, *GS/GM 13 to 15*, and *SES* pay plan. *Blue Collar Total* includes subgroups *Wage Grade (WG)*, *Wage Leader (WL)*, and *Wage Supervisor (WS)* at the *WG 1 to 5*, *WG 6 to 9*, *WG 10 to 15*, and *WS/WL 1 to 19* grade levels.
- *Supervisor/Manager*—*Supervisor* refers to first-line supervisors who do not supervise other supervisors; typically those who are responsible for employees' performance appraisals and approval of leave. *Manager* refers to those in management positions who typically supervise one or more supervisors. *Wage Leader* refers to those who lead three or more workers to (a) accomplish trades and labor work or (b) train them in the non-supervisory work of a trades and laboring occupation. *Wage Supervisor* refers to supervisors who exercise technical and administrative supervision over subordinate workers in accomplishing trades and labor work. *All Others* are persons who are not supervisors or managers.

- *Schedule/Location*—Work schedule is collapsed into two groups: *Full-Time* and *Other Than Full-Time*. *Other Than Full-Time* includes all persons with part-time and intermittent work schedules. Locations are defined as locality pay areas where respondents work. These are collapsed into *CONUS* (within the contiguous 48 states including the District of Columbia) and *OCONUS* (outside the contiguous 48 states).
- *Type of Appointment*—*Permanent* employees are those who have completed their probationary period for initial employment while *Non-Permanent* employees are still serving a probationary period.
- *Bargaining Unit*—*Not in Bargaining Unit* are employees who are not members of a collective bargaining group, while *In Bargaining Unit* are members of such groups.
- *Disability*—Disability status is collapsed into two groups: *Disability* and *No Disability*. Subgroups under *Disability* include *Targeted Disability* and *Other Disability*. Targeted disabilities are disabilities “targeted” for emphasis in affirmative action planning, such as deafness, blindness, missing extremities, etc. Other disabilities include disabilities that are not readily apparent, such as asthma, arthritis, chronic fatigue syndrome, etc.
- *Veteran/Preference*—While the *Veteran* and *Non-Veteran* groups are exclusive, a limited number of non-veterans will be included in the preference subgroups under *Veteran* due to their being eligible to receive a preference (e.g., widowed spouses of career military members who receive veteran’s preference based on spouse’s service).
- *Retirement Plan*—*CSRS* are employees who are enrolled in the Civil Service Retirement System, *FERS* are employees who are enrolled in Federal Employee Retirement System, and *Other Plan* includes all other employees.
- *Retirement Eligibility*—*Not Eligible* includes persons who are not yet eligible to retire. *Optional Eligible* includes persons who can retire under either FERS (if born before 1948) or CSRS, if they are: 1) 55-59 years of age and have at least 30 years of credible service, or 2) 60-61 years of age and have 20 years of credible service, or 3) 62 years of age or older and have at least 5 years of credible service. Under FERS law only, federal personnel born after 1948 can retire if they meet the minimum age requirements and have 10 or more years of credible service. Hazardous duty employees (i.e., fire fighters, law enforcers) can retire voluntarily at age 50 with 20 years of credible FERS or CSRS service. *Discontinued Service Eligible* includes persons who can retire under either FERS or CSRS if they are: 1) 50-54 years of age and have at least 20 years of credible service, or 2) 55-59 years of age and have between 20-29 years of credible service, or 3) 49 years of age or less and have at least 25 years of credible service.

- *Length of Service*—This category refers to length of service working for the Federal government. An individual's length of service is reported as falling into one of five categories.
- *Age*—This is the individual's age. An individual's age is reported as falling into one of five categories.
- *Gender*—This category is self-explanatory.
- *Race/Ethnicity*—Self-report questions are consistent with requirements of the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). *Total Minority* includes all persons marking one or more of the races other than White (even if they also marked White), and/or marking that they are Spanish/Hispanic/Latino. *Non-Hispanic Black* includes persons marking only Black or African American and not reporting being Spanish/Hispanic/Latino. *Hispanic* includes anyone reporting being Spanish/Hispanic/Latino, regardless of how they answered the question on race. *Non-Hispanic API* includes anyone reporting being Asian or Native Hawaiian/Other Pacific Islander on the race question and not reporting being Spanish/Hispanic/Latino.
- *Education*—The group *No College* includes anyone without some college credit. *Some College* includes those with some college credit, including a 2-year degree, but does not include those with a 4-year degree. *Four-year Degree* includes those with a 4-year degree and those with some graduate school, but no graduate or professional degree. *Graduate/Professional Degree* includes those with masters, doctorates, and first professional degrees.

Table 1.
Number of Respondents and Estimated Population by Reporting Categories

	Respondents			Estimated Population				
	Count		Percent	Totals		Percent		
OVERALL AND COMPONENT								
Total DoD	26,981	100%		635,899	± 2,559	100%		Max ME
Army	8,380	31%		205,696	± 4,018	32%		± 1%
Navy	7,669	28%		165,131	± 3,304	26%		± 1%
Air Force	6,300	23%		142,576	± 3,197	22%		± 1%
DoD Agencies and Activities	4,632	17%		122,496	± 2,688	19%		± 1%
PAY PLAN/GRADE								
White Collar Total	22,490	83%		499,272	± 2,401	79%		± 1%
GS 1 to 4	777	3%		26,183	± 2,046	4%		± 1%
GS 5 to 8	4,422	16%		115,893	± 1,904	18%		± 1%
GS 9 to 12	10,266	38%		219,963	± 1,762	35%		± 1%
GS/GM 13 to 15	4,111	15%		87,457	± 1,166	14%		± 1%
SES	760	3%		1,513	± 231	0%		± 1%
Blue Collar Total	4,490	17%		136,606	± 1,383	21%		± 1%
WG 1 to 5	426	2%		15,205	± 1,390	2%		± 1%
WG 6 to 9	1,080	4%		33,638	± 1,804	5%		± 1%
WG 10 to 15	1,884	7%		55,498	± 1,953	9%		± 1%
WS/WL 1 to 19	978	4%		28,193	± 1,581	4%		± 1%
OCCUPATIONAL GROUPS								
Professional	7,359	27%		138,797	± 2,802	22%		± 1%
Administrative	8,239	31%		182,825	± 3,017	29%		± 1%
Technical	4,345	16%		104,986	± 2,620	17%		± 1%
Clerical	1,806	7%		53,550	± 2,354	8%		± 1%
Other White Collar	657	2%		16,184	± 1,148	3%		± 1%
Blue Collar	4,573	17%		139,532	± 1,181	22%		± 1%
Scientists	1,470	5%		11,223	± 554	2%		± 1%
Engineers	3,997	15%		79,000	± 2,068	12%		± 1%
SUPERVISOR/MANAGER								
Supervisor	3,601	13%		74,582	± 2,471	12%		± 1%
Manager	2,246	8%		38,579	± 1,732	6%		± 1%
Wage Leader	498	2%		13,656	± 1,223	2%		± 1%
Wage Supervisor	687	3%		18,113	± 1,316	3%		± 1%
All Others	19,878	74%		489,180	± 3,855	77%		± 1%
SCHEDULE/LOCATION								
Full-Time	26,558	98%		613,699	± 2,293	97%		± 1%
Other Than Full-Time	423	2%		22,200	± 2,479	3%		± 1%
CONUS	24,966	93%		578,980	± 3,221	91%		± 1%
OCONUS	2,015	7%		56,919	± 2,584	9%		± 1%
TYPE OF APPOINTMENT								
Permanent	26,084	97%		602,907	± 2,561	95%		± 1%
Non-Permanent	897	3%		32,992	± 2,620	5%		± 1%
BARGAINING UNIT								
Not in Bargaining Unit	15,929	59%		357,203	± 4,320	56%		± 1%
In Bargaining Unit	11,052	41%		278,696	± 4,095	44%		± 1%

Table 1 (continued)

	Respondents			Estimated Population				
	Count	Percent		Totals		Percent		Max ME
DISABILITY								
No Disability	22,064	82%		534,818	±3,758	84%		±1%
Disability	4,908	18%		100,952	±2,906	16%		±1%
Targeted Disability	1,832	7%		31,472	±1,665	5%		±1%
Other Disability	3,076	11%		69,479	±2,525	11%		±1%
VETERAN/PREFERENCE								
Non-Veteran	14,632	54%		358,869	±4,006	57%		±1%
Veteran	12,305	46%		276,085	±3,520	43%		±1%
10 Point 30%	1,922	7%		40,117	±1,844	6%		±1%
10 Point Non-30%	1,559	6%		33,996	±1,726	5%		±1%
5 Point	7,418	27%		170,792	±3,247	27%		±1%
No Preference	1,565	6%		35,609	±1,887	6%		±1%
RETIREMENT PLAN								
CSRS	9,939	37%		225,914	±3,335	36%		±1%
FERS	16,414	61%		387,173	±3,792	61%		±1%
Other Plan	628	2%		22,811	±2,261	4%		±1%
RETIREMENT ELIGIBILITY								
Not Eligible	14,207	53%		336,945	±4,186	53%		±1%
Optional Eligible	8,777	33%		204,639	±3,818	32%		±1%
Discontinued Service	3,997	15%		94,315	±2,816	15%		±1%
LENGTH OF SERVICE								
6 Months to 4 Years	3,642	13%		98,589	±3,422	16%		±1%
5 to 10 Years	2,390	9%		59,200	±2,474	9%		±1%
11 to 20 Years	8,377	31%		197,764	±3,638	31%		±1%
21 to 30 Years	8,858	33%		202,793	±3,464	32%		±1%
More Than 30 Years	3,714	14%		77,554	±2,337	12%		±1%
AGE								
30 Years Old or Less	1,752	6%		54,576	±2,860	9%		±1%
31 to 40 Years Old	4,053	15%		107,733	±3,228	17%		±1%
41 to 50 Years Old	9,923	37%		225,295	±3,679	35%		±1%
51 to 60 Years Old	9,587	36%		213,369	±3,238	34%		±1%
More Than 60 Years Old	1,666	6%		34,927	±1,761	5%		±1%
GENDER								
Male	19,043	71%		397,538	±1,754	63%		±1%
Female	7,938	29%		238,361	±2,318	37%		±1%
RACE/ETHNICITY								
Non-Hispanic White	19,744	73%		439,360	±2,497	71%		±1%
Total Minority	6,668	25%		181,913	±2,342	29%		±1%
Non-Hispanic Black	2,972	11%		85,284	±2,548	14%		±1%
Hispanic	1,674	6%		45,606	±2,210	7%		±1%
Non-Hispanic API	1,362	5%		34,718	±1,859	6%		±1%
EDUCATION								
No College	3,032	11%		86,827	±2,965	14%		±1%
Some College	11,431	42%		300,530	±4,107	47%		±1%
4-Year Degree	7,191	27%		154,864	±3,373	24%		±1%
Graduate/Professional Degree	5,327	20%		93,677	±2,467	15%		±1%

Survey Methodology

The survey administration process began on September 25, 2003, with the mailout of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. Data were collected on the Web between October 9 and November 20, 2003.

Single stage, nonproportional stratified random sampling³ procedures were employed to ensure adequate sample sizes for the reporting categories. The sample consisted of 48,856 individuals drawn from the sample frame constructed from DMDC's February 2003 Civilian Personnel Master Edit File. Members of the sample became ineligible if they indicated in the survey or by other contact (such as telephone calls or e-mails to the data collection contractor) that they were not in employed by the DoD or one of its components as of the first day of the Web survey, October 9, 2003 (1% of sample).

Completed surveys (defined as 50% or more of the questions asked of all participants are answered) were received from 26,981 eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 57%. Data were weighted to reflect the population of interest. These weights reflect (1) the probability of selection, (2) a nonresponse adjustment factor to minimize bias arising from differential response rates among demographic subgroups, and (3) a poststratification factor to force the response-adjusted weights to sum to the counts of the target population as of the month the sample was drawn and to provide additional nonresponse adjustments.

Table 1 shows the number of respondents and the portion of total respondents in each reporting group. Also shown are the estimated number of members and the portion of total members in each reporting group. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled as well as differences in response rates.

Tabulation Procedures

Tabulations for each question from the survey are shown on a set of facing pages. The text of the question and response options are shown at the top of the even-numbered page, with only the question repeated on the odd-numbered page. To compress the width of columns in the tables, the response options are shown with a number or with DNA (i.e., *Does not apply*) and then that number or DNA is used as the

³ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (all male Army personnel in one group, all female Navy personnel in another, etc.). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

column heading for the responses. The central feature of the tabulations is the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add to 100% due to rounding.

Where an item lends itself to presentation as an average, that average is also shown as a number estimate and in a bar chart. The averages lend themselves to a quick scan for reporting groups that differ from other similarly defined groups. Where a true response continuum is available (e.g., number of years of service with the Federal government or days worked overtime), the mean of that continuum is presented; in other cases, the responses are averages of the numeric scales presented with the response options. Where there is a simple binomial response like yes/no, only one percentage is presented. In this case, the histogram represents that percentage.

On each page of tabulations, the first column lists the reporting group shown in that row. The second column, *Percent Responding*, lists the portion of the reporting group represented in the estimates in that row. In most cases, if this percentage is not 100, it is reflecting item nonresponse, and the table includes a note that “Percent responding are Civilians who answered the question.”

Not all questions will apply to every respondent. Where possible, the Web survey is programmed to allow respondents to skip over questions that do not apply to them. For example, Q74 (How important is each of the following as a reason for your plans to look for a new job?) only applies to those who marked in Q73 that they planned to look for another job in the coming year. The notation to this question indicates the “Percent responding are civilian employees who answered the question and who are planning to look for another job (Q73).”

The survey does not always allow respondents to skip questions that do not apply to them. In the tabulations, *Does not Apply* responses are typically included in the percentages in the *Percent Responding* column. For example, Q50.c asked employees to indicate their level of satisfaction with “Special pays (e.g., incentives, bonuses, etc.).” Survey participants could indicate that the question did not apply.

Combining Information From Multiple Items

Tabulations in this volume generally present data for individual survey questions, but there are some exceptions:

- Responses to questions 4 – 10 are combined into a single set of tabulations (Q5) that assign survey participants to 1 of 10 categories of pay plans/grades.
- Race (Q14) is reported in a single set of tabulations. The tabulations show the percentage of those who responded that they were White, Black, American Indian/Alaska Native, Asian, and/or Native Hawaiian/Other Pacific

Islander. Respondents who indicated more than one race are also shown in the percentage of “More than one race marked.” For example, if a respondent indicated they were Asian and White, they were counted in the percentage as “Asian,” “White,” and “More than one race marked.”

Margins of Error

The complex sample design required weighting to produce population estimates such as percentages.⁴ This also means that the typical rules of thumb for interpreting how good an estimate is, such as the number of respondents, will overstate the reliability of the estimate. For this report, variance estimates were calculated using SAS[®] PROC SURVEYMEANS.

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters, such as percentages or means, and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for the percentages in the row is shown. That is, the margin of error is calculated for each response option percentage and the largest of these is printed. For each average shown in these tabulations, the corresponding margin of error is printed.

Estimates may be unstable based on a small number of observations or relatively large variance in the data or weights. Particularly unstable estimates are suppressed or annotated in these tabulations. The following rules are used:

- “0” indicates that no one in any reporting group selected the response option,
- “NR” indicates the estimate is Not Reportable because it was based on fewer than 30 respondents or the relative standard error was high,
- “NA” indicates the response option was Not Applicable for the reporting category because it was not selected by any respondent in that category,
- no Max ME is printed when all percentages in the row are shown as “NR,”
- no margin of error is printed for an average when it is shown as “NR.”

References

DMDC. (In preparation). *October 2003 Status of Forces Survey of DoD Civilians: Administration, datasets, and codebook* (Report No. 2003-029). Arlington, VA: Author.

⁴ This differential weighting means that only certain statistical software procedures, such as PROC SURVEYMEANS, correctly calculate standard errors, variances, or tests of statistical significance.

Kroeger, K. R. & Riemer, R. A. (In preparation). *Statistical design of the Status of Forces Surveys of DoD Civilians* (Report No. 2003-030). Arlington, VA: DMDC.

SAS® Institute, Inc. (1999). *SAS/STAT User's Guide, Version 8*. Cary, NC: Author.

Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 62 Fed. Reg. 58781 (1997).

Tabulations of Responses

1. For which DoD component did you work on October 14, 2003?

1. Department of the Army

2. Department of the Navy

3. Department of the Air Force

4. DoD Agency or Activity

5. None, you were retired or had left

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
OVERALL AND COMPONENT								
Total DoD	100	±1	32	26	22	19	0°	±1
Army	100	±1	100	0	0	0	0°	±0
Navy	100	±1	0	100	0	0	0°	±0
Air Force	100	±1	0	0	100	0	0°	±0
DoD Agencies and Activities	99	±1	0	0	0	100	0°	±0
PAY PLAN/GRADE								
White Collar Total	100	±1	34	26	21	20	0°	±1
GS 1 to 4	99	±2	37	17	18	28	0°	±4
GS 5 to 8	100	±1	38	22	22	19	0°	±2
GS 9 to 12	100	±1	33	25	23	19	0°	±1
GS/GM 13 to 15	100	±1	35	28	18	18	0°	±2
SES	100	±0	22	21	17	40	0°	±9
Blue Collar Total	100	±1	28	25	29	17	0°	±2
WG 1 to 5	100	±1	26	20	12	42	0°	±5
WG 6 to 9	100	±1	38	21	23	18	0°	±3
WG 10 to 15	100	±1	23	25	41	11	0°	±3
WS/WL 1 to 19	100	±1	27	29	28	16	0°	±3
OCCUPATIONAL GROUPS								
Professional	100	±1	32	31	17	20	0°	±2
Administrative	100	±1	34	23	23	20	0°	±2
Technical	100	±1	35	26	20	19	0°	±2
Clerical	99	±1	35	21	24	20	0°	±3
Other White Collar	100	±1	32	33	20	15	0°	±4
Blue Collar	100	±1	28	26	29	17	0°	±2
Scientists	100	±1	46	32	14	9	0°	±3
Engineers	100	±1	32	45	17	7	0°	±2
SUPERVISOR/MANAGER								
Supervisor	100	±1	36	26	23	15	0°	±2
Manager	100	±1	30	30	26	13	0°	±3
Wage Leader	100	±1	27	33	18	22	0°	±5
Wage Supervisor	100	±1	26	25	35	14	0°	±4
All Others	100	±1	32	25	22	20	0°	±1
SCHEDULE/LOCATION								
Full-Time	100	±1	33	27	23	18	0°	±1
Other Than Full-Time	98	±2	26	10	15	50	0°	±6
CONUS	100	±1	32	26	23	19	0°	±1
OCONUS	100	±1	36	27	13	24	0°	±3
TYPE OF APPOINTMENT								
Permanent	100	±1	32	26	22	19	0°	±1
Non-Permanent	99	±1	33	17	22	29	0°	±5
BARGAINING UNIT								
Not in Bargaining Unit	100	±1	34	28	20	18	0°	±1
In Bargaining Unit	100	±1	30	23	25	21	0°	±1

Note. Percent responding are Civilian employees who answered the question. Respondents who were separated or retired are excluded from this report.

° Response option never endorsed.

1. For which DoD component did you work on October 14, 2003?

Percent Responding			Percentages					Max ME
			1	2	3	4	5	
DISABILITY								
No Disability	100	±1	32	26	22	19	0°	±1
Disability	100	±1	34	24	23	19	0°	±2
Targeted Disability	100	±1	33	26	22	19	0°	±3
Other Disability	100	±1	34	23	23	19	0°	±2
VETERAN/PREFERENCE								
Non-Veteran	100	±1	31	27	19	22	0°	±1
Veteran	100	±1	34	24	27	16	0°	±1
10 Point 30%	100	±1	38	21	26	15	0°	±3
10 Point Non-30%	100	±1	37	22	25	16	0°	±3
5 Point	100	±1	32	27	26	16	0°	±2
No Preference	100	±1	35	18	33	14	0°	±3
RETIREMENT PLAN								
CSRS	100	±1	32	29	21	18	0°	±1
FERS	100	±1	33	25	23	19	0°	±1
Other Plan	99	±2	33	16	22	29	0°	±6
RETIREMENT ELIGIBILITY								
Not Eligible	100	±1	32	26	23	19	0°	±1
Optional Eligible	100	±1	33	25	23	19	0°	±2
Discontinued Service	100	±1	32	28	21	19	0°	±2
LENGTH OF SERVICE								
6 Months to 4 Years	99	±1	33	23	24	20	0°	±2
5 to 10 Years	100	±1	33	23	26	18	0°	±3
11 to 20 Years	100	±1	32	26	22	20	0°	±2
21 to 30 Years	100	±1	32	28	22	19	0°	±2
More Than 30 Years	100	±1	34	28	21	17	0°	±2
AGE								
30 Years Old or Less	99	±1	31	24	24	21	0°	±3
31 to 40 Years Old	100	±1	32	26	24	19	0°	±2
41 to 50 Years Old	100	±1	31	27	23	19	0°	±1
51 to 60 Years Old	100	±1	34	26	21	19	0°	±2
More Than 60 Years Old	100	±1	34	26	22	18	0°	±3
GENDER								
Male	100	±1	32	28	23	16	0°	±1
Female	100	±1	33	22	21	24	0°	±2
RACE/ETHNICITY								
Non-Hispanic White	100	±1	32	25	24	18	0°	±1
Total Minority	100	±1	33	27	19	21	0°	±2
Non-Hispanic Black	100	±1	36	22	18	23	0°	±2
Hispanic	99	±1	33	24	25	19	0°	±3
Non-Hispanic API	100	±1	24	43	14	19	0°	±3
EDUCATION								
No College	99	±1	33	25	20	22	0°	±2
Some College	100	±1	31	25	25	19	0°	±1
4-Year Degree	100	±1	34	29	19	19	0°	±2
Graduate/Professional Degree	100	±1	35	25	21	19	0°	±2

Note. Percent responding are Civilian employees who answered the question. Respondents who were separated or retired are excluded from this report.

° Response option never endorsed.

2. Do you work for the Navy or Marine Corps?

1. Navy

2. Marine Corps

	Percent Responding		Percentages		Max ME
			1	2	
OVERALL AND COMPONENT					
Total DoD	26	±1	93	7	±1
Army	0	±0	NA	NA	
Navy	100	±1	93	7	±1
Air Force	0	±0	NA	NA	
DoD Agencies and Activities	0	±0	NA	NA	
PAY PLAN/GRADE					
White Collar Total	26	±1	93	7	±1
GS 1 to 4	17	±3	90	10	±6
GS 5 to 8	21	±2	91	9	±2
GS 9 to 12	25	±1	93	7	±2
GS/GM 13 to 15	28	±2	96	4	±2
SES	21	±5	95	5	±3
Blue Collar Total	25	±2	89	11	±2
WG 1 to 5	20	±4	91	9	±7
WG 6 to 9	21	±3	80	20	±6
WG 10 to 15	25	±2	93	7	±3
WS/WL 1 to 19	29	±3	93	7	±4
OCCUPATIONAL GROUPS					
Professional	31	±2	97	3	±1
Administrative	23	±1	91	9	±2
Technical	26	±2	93	7	±2
Clerical	20	±2	91	9	±3
Other White Collar	33	±4	93	7	±4
Blue Collar	25	±2	90	10	±2
Scientists	32	±3	97	3	±2
Engineers	44	±2	97	3	±1
SUPERVISOR/MANAGER					
Supervisor	26	±2	91	9	±2
Manager	30	±3	93	7	±3
Wage Leader	33	±5	93	7	±5
Wage Supervisor	25	±4	94	6	±4
All Others	25	±1	93	7	±1
SCHEDULE/LOCATION					
Full-Time	26	±1	92	8	±1
Other Than Full-Time	9	±3	100	0	±0
CONUS	26	±1	92	8	±1
OCONUS	26	±3	95	5	±2
TYPE OF APPOINTMENT					
Permanent	26	±1	93	7	±1
Non-Permanent	16	±3	86	14	±6
BARGAINING UNIT					
Not in Bargaining Unit	28	±1	93	7	±1
In Bargaining Unit	23	±1	92	8	±2

Note. Percent responding are Civilian employees who answered the question and who work for the Department of the Navy (Q1).

NA: Not applicable

2. Do you work for the Navy or Marine Corps?

	Percent Responding		Percentages		Max ME
			1	2	
DISABILITY					
No Disability	26	±1	93	7	±1
Disability	24	±2	89	11	±3
Targeted Disability	26	±3	90	10	±4
Other Disability	23	±2	88	12	±3
VETERAN/PREFERENCE					
Non-Veteran	27	±1	94	6	±1
Veteran	24	±1	91	9	±2
10 Point 30%	21	±2	87	13	±4
10 Point Non-30%	22	±3	88	12	±4
5 Point	27	±2	92	8	±2
No Preference	18	±2	93	7	±3
RETIREMENT PLAN					
CSRS	29	±1	94	6	±1
FERS	25	±1	92	8	±1
Other Plan	16	±3	89	11	±7
RETIREMENT ELIGIBILITY					
Not Eligible	26	±1	93	7	±1
Optional Eligible	25	±1	93	7	±2
Discontinued Service	28	±2	91	9	±2
LENGTH OF SERVICE					
6 Months to 4 Years	23	±2	93	7	±2
5 to 10 Years	23	±2	92	8	±3
11 to 20 Years	26	±1	92	8	±2
21 to 30 Years	27	±1	93	7	±2
More Than 30 Years	28	±2	93	7	±2
AGE					
30 Years Old or Less	24	±3	95	5	±3
31 to 40 Years Old	25	±2	93	7	±2
41 to 50 Years Old	27	±1	93	7	±2
51 to 60 Years Old	26	±1	92	8	±2
More Than 60 Years Old	25	±3	93	7	±3
GENDER					
Male	28	±1	93	7	±1
Female	22	±1	92	8	±2
RACE/ETHNICITY					
Non-Hispanic White	25	±1	93	7	±1
Total Minority	27	±2	92	8	±2
Non-Hispanic Black	22	±2	91	9	±3
Hispanic	24	±3	92	8	±3
Non-Hispanic API	43	±3	97	3	±2
EDUCATION					
No College	25	±2	91	9	±3
Some College	25	±1	91	9	±2
4-Year Degree	28	±2	96	4	±1
Graduate/Professional Degree	25	±2	94	6	±2

Note. Percent responding are Civilian employees who answered the question and who work for the Department of the Navy (Q1).

3. Are you...?

1. a permanent employee

2. a non-permanent employee

	Percent Responding		Percentages		Max ME
			1	2	
OVERALL AND COMPONENT					
Total DoD	100	±1	95	5	±1
Army	100	±1	95	5	±1
Navy	100	±1	97	3	±1
Air Force	100	±1	95	5	±1
DoD Agencies and Activities	100	±1	92	8	±2
PAY PLAN/GRADE					
White Collar Total	100	±1	95	5	±1
GS 1 to 4	100	±1	70	30	±5
GS 5 to 8	100	±1	95	5	±1
GS 9 to 12	100	±1	98	2	±1
GS/GM 13 to 15	100	±1	99	1	±1
SES	100	±1	93	7	±8
Blue Collar Total	100	±1	93	7	±1
WG 1 to 5	100	±0	74	26	±6
WG 6 to 9	100	±0	93	7	±2
WG 10 to 15	100	±1	97	3	±1
WS/WL 1 to 19	100	±0	98	2	±1
OCCUPATIONAL GROUPS					
Professional	100	±1	97	3	±1
Administrative	100	±1	97	3	±1
Technical	100	±1	95	5	±1
Clerical	100	±1	87	13	±3
Other White Collar	100	±1	87	13	±3
Blue Collar	100	±1	93	7	±1
Scientists	100	±1	96	4	±2
Engineers	100	±1	98	2	±1
SUPERVISOR/MANAGER					
Supervisor	100	±1	97	3	±1
Manager	100	±1	98	2	±1
Wage Leader	100	±0	97	3	±2
Wage Supervisor	100	±0	99	1	±1
All Others	100	±1	94	6	±1
SCHEDULE/LOCATION					
Full-Time	100	±1	96	4	±1
Other Than Full-Time	100	±1	50	50	±6
CONUS	100	±1	95	5	±1
OCONUS	100	±1	90	10	±3
TYPE OF APPOINTMENT					
Permanent	100	±1	100	0	±0
Non-Permanent	100	±1	0	100	±0
BARGAINING UNIT					
Not in Bargaining Unit	100	±1	94	6	±1
In Bargaining Unit	100	±1	95	5	±1

Note. Percent responding are Civilian employees who answered the question.

3. Are you...?

	Percent Responding		Percentages		Max ME
			1	2	
DISABILITY					
No Disability	100	±1	95	5	±1
Disability	100	±1	95	5	±1
Targeted Disability	100	±1	94	6	±2
Other Disability	100	±1	95	5	±1
VETERAN/PREFERENCE					
Non-Veteran	100	±1	94	6	±1
Veteran	100	±1	95	5	±1
10 Point 30%	100	±1	92	8	±2
10 Point Non-30%	100	±1	93	7	±2
5 Point	100	±1	96	4	±1
No Preference	100	±1	96	4	±2
RETIREMENT PLAN					
CSRS	100	±1	99	1	±1
FERS	100	±1	96	4	±1
Other Plan	100	±1	42	58	±5
RETIREMENT ELIGIBILITY					
Not Eligible	100	±1	92	8	±1
Optional Eligible	100	±1	97	3	±1
Discontinued Service	100	±1	99	1	±1
LENGTH OF SERVICE					
6 Months to 4 Years	100	±1	76	24	±2
5 to 10 Years	100	±1	93	7	±2
11 to 20 Years	100	±1	99	1	±1
21 to 30 Years	100	±1	99	1	±1
More Than 30 Years	100	±1	99	1	±1
AGE					
30 Years Old or Less	99	±1	78	22	±3
31 to 40 Years Old	100	±1	93	7	±2
41 to 50 Years Old	100	±1	96	4	±1
51 to 60 Years Old	100	±1	98	2	±1
More Than 60 Years Old	100	±1	97	3	±2
GENDER					
Male	100	±1	96	4	±1
Female	100	±1	94	6	±1
RACE/ETHNICITY					
Non-Hispanic White	100	±1	96	4	±1
Total Minority	100	±1	93	7	±1
Non-Hispanic Black	100	±1	93	7	±2
Hispanic	100	±1	91	9	±3
Non-Hispanic API	100	±1	93	7	±3
EDUCATION					
No College	100	±1	96	4	±2
Some College	100	±1	94	6	±1
4-Year Degree	100	±1	95	5	±1
Graduate/Professional Degree	100	±1	96	4	±1

Note. Percent responding are Civilian employees who answered the question.

4. What is your current pay plan?

1. GS/GM

2. WG

3. WL

4. WS

5. SES

6. Other

Percent Responding			Percentages						Max ME
			1	2	3	4	5	6	
OVERALL AND COMPONENT									
Total DoD	100	±1	70	16	1	3	0	9	±1
Army	100	±1	75	14	1	2	0	7	±1
Navy	100	±1	66	15	2	3	0	15	±2
Air Force	100	±1	68	23	1	4	0	4	±2
DoD Agencies and Activities	100	±1	72	15	1	2	0	9	±2
PAY PLAN/GRADE									
White Collar Total	100	±1	90	0	0	0	0	10	±1
GS 1 to 4	100	±0	100	0	0	0	0	0	±1
GS 5 to 8	100	±0	100	0	0	0	0	0	±1
GS 9 to 12	100	±0	99	0	0	0	0	1	±1
GS/GM 13 to 15	100	±0	99	0	0	0	0	1	±1
SES	100	±0	0	0	0	0	100	0	±0
Blue Collar Total	100	±1	0	76	6	13	0	5	±2
WG 1 to 5	100	±0	0	100	0	0	0	0	±0
WG 6 to 9	100	±0	0	100	0	0	0	0	±0
WG 10 to 15	100	±0	0	100	0	0	0	0	±0
WS/WL 1 to 19	100	±0	0	0	28	62	0	10	±4
OCCUPATIONAL GROUPS									
Professional	100	±1	77	0	0	0	1	23	±2
Administrative	100	±1	93	0	0	0	0	6	±1
Technical	100	±1	96	0	0	0	0	4	±1
Clerical	100	±1	94	1	0	0	0	5	±2
Other White Collar	100	±0	95	0	0	0	0	5	±3
Blue Collar	100	±1	3	74	6	12	0	5	±2
Scientists	100	±1	76	0	0	0	1	23	±3
Engineers	100	±1	79	0	0	0	0	20	±2
SUPERVISOR/MANAGER									
Supervisor	100	±1	83	4	0	4	1	9	±2
Manager	100	±1	85	1	0	4	2	8	±2
Wage Leader	100	±0	25	13	54	0	0	8	±5
Wage Supervisor	100	±0	12	11	1	73	0	4	±4
All Others	100	±1	71	20	0	0	0	9	±1
SCHEDULE/LOCATION									
Full-Time	100	±1	71	16	1	3	0	9	±1
Other Than Full-Time	99	±1	63	18	0	0	0	18	±6
CONUS	100	±1	70	17	1	3	0	9	±1
OCONUS	100	±1	70	13	2	3	0	13	±3
TYPE OF APPOINTMENT									
Permanent	100	±1	71	16	1	3	0	8	±1
Non-Permanent	99	±1	56	24	0	0	0	19	±5
BARGAINING UNIT									
Not in Bargaining Unit	100	±1	74	9	1	4	0	12	±1
In Bargaining Unit	100	±1	66	26	2	1	0	5	±1

Note. Percent responding are Civilian employees who answered the question.

4. What is your current pay plan?

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
DISABILITY									
No Disability	100	±1	70	16	1	3	0	10	±1
Disability	100	±1	70	21	2	2	0	5	±2
Targeted Disability	100	±1	64	26	2	3	0	5	±3
Other Disability	100	±1	73	18	1	2	0	6	±2
VETERAN/PREFERENCE									
Non-Veteran	100	±1	76	10	1	2	0	11	±1
Veteran	100	±1	63	24	2	4	0	6	±1
10 Point 30%	100	±1	70	21	1	2	0	5	±3
10 Point Non-30%	100	±0	69	21	1	3	0	5	±3
5 Point	100	±1	61	25	2	5	0	6	±1
No Preference	100	±1	60	26	1	4	1	8	±3
RETIREMENT PLAN									
CSRS	100	±1	71	14	2	5	0	8	±1
FERS	100	±1	70	18	1	2	0	9	±1
Other Plan	98	±2	62	17	0	0	0	20	±6
RETIREMENT ELIGIBILITY									
Not Eligible	100	±1	72	15	1	2	0	10	±1
Optional Eligible	100	±1	69	18	1	4	0	8	±1
Discontinued Service	100	±1	68	19	2	4	0	7	±2
LENGTH OF SERVICE									
6 Months to 4 Years	99	±1	65	21	0	0	0	13	±2
5 to 10 Years	100	±1	67	21	1	1	0	11	±3
11 to 20 Years	100	±1	74	15	1	2	0	8	±1
21 to 30 Years	100	±1	71	16	2	4	0	7	±1
More Than 30 Years	100	±1	71	13	2	6	1	8	±2
AGE									
30 Years Old or Less	99	±1	65	22	0	0	0	12	±3
31 to 40 Years Old	100	±1	68	19	1	2	0	10	±2
41 to 50 Years Old	100	±1	72	15	1	3	0	8	±1
51 to 60 Years Old	100	±1	71	16	1	4	0	8	±1
More Than 60 Years Old	100	±1	74	13	1	2	0	10	±3
GENDER									
Male	100	±1	61	24	2	4	0	9	±1
Female	100	±1	87	4	0	0	0	9	±1
RACE/ETHNICITY									
Non-Hispanic White	100	±1	70	16	1	3	0	10	±1
Total Minority	100	±1	72	18	1	2	0	7	±1
Non-Hispanic Black	100	±1	77	15	1	2	0	5	±2
Hispanic	100	±1	67	22	2	3	0	7	±3
Non-Hispanic API	100	±1	68	16	1	2	0	12	±3
EDUCATION									
No College	100	±1	52	38	3	4	0	4	±2
Some College	100	±1	67	22	2	4	0	5	±1
4-Year Degree	100	±1	84	3	0	1	0	12	±2
Graduate/Professional Degree	100	±1	77	0	0	0	1	21	±2

Note. Percent responding are Civilian employees who answered the question.

5. Current Pay Plan/Grade: Constructed from questions 4-10.

1. GS 1 to 4	2. GS 5 to 8	3. GS 9 to 12
4. GS/GM 13 to 15	5. WG 1 to 5	6. WG 6 to 9
7. WG 10 to 15	8. WS/WL 1 to 19	9. SES
10. Other		

Percent Responding			Percentages										Max ME
			1	2	3	4	5	6	7	8	9	10	
OVERALL AND COMPONENT													
Total DoD	99	±1	4	18	35	14	2	5	9	4	0	9	±1
Army	99	±1	4	21	35	15	2	6	6	3	0	7	±1
Navy	100	±1	3	15	33	15	2	4	8	4	0	15	±1
Air Force	100	±1	3	18	35	11	1	6	16	5	0	4	±2
DoD Agencies and Activities	99	±1	6	18	35	13	5	5	5	3	0	9	±2
PAY PLAN/GRADE													
White Collar Total	99	±1	5	23	44	17	0	0	0	0	0	10	±1
GS 1 to 4	98	±2	100	0	0	0	0	0	0	0	0	0	±1
GS 5 to 8	100	±1	0	100	0	0	0	0	0	0	0	0	±1
GS 9 to 12	100	±1	0	0	99	0	0	0	0	0	0	1	±1
GS/GM 13 to 15	100	±1	0	0	0	99	0	0	0	0	0	1	±1
SES	100	±0	0	0	0	0	0	0	0	0	100	0	±0
Blue Collar Total	100	±1	0	0	0	0	11	25	41	19	0	5	±2
WG 1 to 5	100	±1	0	0	0	0	100	0	0	0	0	0	±0
WG 6 to 9	100	±1	0	0	0	0	0	100	0	0	0	0	±0
WG 10 to 15	100	±1	0	0	0	0	0	0	100	0	0	0	±0
WS/WL 1 to 19	100	±0	0	0	0	0	0	0	0	90	0	10	±3
OCCUPATIONAL GROUPS													
Professional	99	±1	0	2	44	31	0	0	0	0	1	23	±2
Administrative	100	±1	0	3	68	23	0	0	0	0	0	6	±1
Technical	99	±1	5	61	28	2	0	0	0	0	0	4	±2
Clerical	99	±1	35	57	2	0	0	0	0	0	0	5	±3
Other White Collar	100	±1	10	73	11	1	0	0	0	0	0	5	±4
Blue Collar	100	±1	0	1	1	0	11	24	40	18	0	5	±2
Scientists	100	±1	1	7	43	25	0	0	0	0	1	23	±3
Engineers	100	±1	0	4	44	31	0	0	0	0	0	20	±2
SUPERVISOR/MANAGER													
Supervisor	100	±1	1	13	37	32	1	1	2	4	1	9	±2
Manager	100	±1	0	5	33	47	0	0	0	4	2	8	±3
Wage Leader	100	±1	1	11	7	6	3	4	5	55	0	8	±5
Wage Supervisor	100	±1	0	3	6	3	1	4	7	73	0	4	±4
All Others	100	±1	5	21	36	9	3	6	11	0	0	9	±1
SCHEDULE/LOCATION													
Full-Time	100	±1	3	18	35	14	2	5	9	4	0	9	±1
Other Than Full-Time	98	±3	38	13	10	2	15	2	1	0	0	18	±6
CONUS	100	±1	4	18	34	14	2	5	9	4	0	9	±1
OCONUS	99	±1	6	18	37	9	3	4	6	4	0	13	±3
TYPE OF APPOINTMENT													
Permanent	100	±1	3	18	36	14	2	5	9	4	0	8	±1
Non-Permanent	99	±2	24	17	15	1	12	8	5	0	0	19	±5
BARGAINING UNIT													
Not in Bargaining Unit	100	±1	3	15	35	20	2	3	4	5	0	12	±1
In Bargaining Unit	99	±1	5	22	34	5	4	8	14	3	0	5	±1

Note. Percent responding are Civilian employees who answered the questions.

5. Current Pay Plan/Grade: Constructed from questions 4-10.

Percent Responding			Percentages										Max ME
			1	2	3	4	5	6	7	8	9	10	
DISABILITY													
No Disability	100	±1	4	17	35	15	2	5	9	4	0	10	±1
Disability	99	±1	5	23	34	7	4	7	10	4	0	5	±2
Targeted Disability	99	±1	6	22	30	6	4	9	13	5	0	5	±3
Other Disability	99	±1	5	24	36	8	4	6	8	4	0	6	±2
VETERAN/PREFERENCE													
Non-Veteran	100	±1	5	20	35	16	2	3	5	2	0	11	±1
Veteran	100	±1	2	15	34	11	3	8	14	6	0	6	±1
10 Point 30%	99	±1	4	19	38	9	4	8	10	4	0	5	±3
10 Point Non-30%	100	±1	3	17	40	10	4	8	9	4	0	5	±3
5 Point	100	±1	2	14	33	11	3	8	15	7	0	6	±1
No Preference	99	±1	2	17	29	12	2	8	16	5	1	8	±3
RETIREMENT PLAN													
CSRS	100	±1	2	14	37	19	1	4	9	6	0	8	±1
FERS	100	±1	4	21	34	11	3	6	9	3	0	9	±1
Other Plan	98	±2	25	17	16	4	8	7	2	0	0	20	±6
RETIREMENT ELIGIBILITY													
Not Eligible	100	±1	5	18	34	14	2	5	8	3	0	10	±1
Optional Eligible	99	±1	3	19	34	12	3	6	10	5	0	8	±1
Discontinued Service	100	±1	2	15	35	15	2	5	11	6	0	7	±2
LENGTH OF SERVICE													
6 Months to 4 Years	99	±1	12	20	29	4	6	8	7	1	0	13	±2
5 to 10 Years	100	±1	6	23	30	8	3	7	11	2	0	11	±2
11 to 20 Years	100	±1	3	22	34	14	2	5	8	3	0	8	±1
21 to 30 Years	100	±1	1	15	37	17	2	5	9	6	0	7	±1
More Than 30 Years	100	±1	1	10	39	21	1	3	8	7	1	8	±2
AGE													
30 Years Old or Less	98	±1	14	22	27	2	5	8	9	0	0	13	±3
31 to 40 Years Old	100	±1	5	21	31	11	2	6	10	2	0	10	±2
41 to 50 Years Old	100	±1	3	18	36	15	2	5	8	4	0	8	±1
51 to 60 Years Old	100	±1	2	17	36	16	2	5	8	5	0	8	±1
More Than 60 Years Old	99	±1	3	17	38	16	2	4	7	3	0	10	±3
GENDER													
Male	100	±1	2	10	33	16	3	8	13	6	0	9	±1
Female	99	±1	8	31	38	10	1	1	1	0	0	9	±1
RACE/ETHNICITY													
Non-Hispanic White	100	±1	3	15	36	16	2	5	9	4	0	10	±1
Total Minority	99	±1	7	25	31	9	4	6	8	4	0	7	±1
Non-Hispanic Black	99	±1	8	30	31	8	5	5	5	3	0	5	±2
Hispanic	99	±1	8	22	30	7	3	7	11	4	0	7	±3
Non-Hispanic API	99	±1	6	18	32	11	4	4	8	4	0	13	±3
EDUCATION													
No College	99	±1	6	25	19	1	6	15	16	7	0	4	±2
Some College	100	±1	6	25	31	4	3	6	13	6	0	5	±1
4-Year Degree	100	±1	2	11	48	23	0	1	2	1	0	12	±2
Graduate/Professional Degree	99	±1	0	3	36	38	0	0	0	0	1	21	±2

Note. Percent responding are Civilian employees who answered the questions.

12. Are you...?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
OVERALL AND COMPONENT					
Total DoD	100	±1	63	37	±1
Army	100	±1	61	39	±2
Navy	100	±1	69	31	±1
Air Force	100	±1	65	35	±2
DoD Agencies and Activities	100	±1	53	47	±2
PAY PLAN/GRADE					
White Collar Total	100	±1	55	45	±1
GS 1 to 4	100	±1	28	72	±4
GS 5 to 8	100	±1	35	65	±1
GS 9 to 12	100	±1	59	41	±1
GS/GM 13 to 15	100	±1	73	27	±1
SES	100	±1	81	19	±8
Blue Collar Total	100	±1	92	8	±1
WG 1 to 5	99	±1	77	23	±4
WG 6 to 9	100	±1	90	10	±2
WG 10 to 15	100	±1	95	5	±1
WS/WL 1 to 19	100	±1	95	5	±2
OCCUPATIONAL GROUPS					
Professional	100	±1	66	34	±2
Administrative	100	±1	57	43	±1
Technical	100	±1	47	53	±2
Clerical	100	±1	20	80	±2
Other White Collar	100	±0	90	10	±3
Blue Collar	100	±1	91	9	±1
Scientists	99	±1	75	25	±4
Engineers	100	±1	89	11	±2
SUPERVISOR/MANAGER					
Supervisor	100	±1	68	32	±2
Manager	100	±1	78	22	±3
Wage Leader	99	±1	88	12	±4
Wage Supervisor	100	±0	90	10	±3
All Others	100	±1	59	41	±1
SCHEDULE/LOCATION					
Full-Time	100	±1	64	36	±1
Other Than Full-Time	100	±1	28	72	±5
CONUS	100	±1	63	37	±1
OCONUS	100	±1	58	42	±3
TYPE OF APPOINTMENT					
Permanent	100	±1	63	37	±1
Non-Permanent	100	±1	53	47	±5
BARGAINING UNIT					
Not in Bargaining Unit	100	±1	62	38	±1
In Bargaining Unit	100	±1	63	37	±1

Note. Percent responding are Civilian employees who answered the question.

12. Are you...?

	Percent Responding		Percentages		Max ME
			1	2	
DISABILITY					
No Disability	100	±1	61	39	±1
Disability	100	±1	69	31	±2
Targeted Disability	100	±1	78	22	±3
Other Disability	100	±1	64	36	±2
VETERAN/PREFERENCE					
Non-Veteran	100	±1	43	57	±1
Veteran	100	±1	88	12	±1
10 Point 30%	99	±1	86	14	±2
10 Point Non-30%	100	±1	88	12	±2
5 Point	100	±1	89	11	±1
No Preference	100	±1	78	22	±3
RETIREMENT PLAN					
CSRS	100	±1	63	37	±1
FERS	100	±1	64	36	±1
Other Plan	100	±1	43	57	±5
RETIREMENT ELIGIBILITY					
Not Eligible	100	±1	59	41	±1
Optional Eligible	100	±1	67	33	±1
Discontinued Service	100	±1	64	36	±2
LENGTH OF SERVICE					
6 Months to 4 Years	99	±1	60	40	±2
5 to 10 Years	100	±1	63	37	±3
11 to 20 Years	100	±1	56	44	±1
21 to 30 Years	100	±1	64	36	±1
More Than 30 Years	100	±1	79	21	±2
AGE					
30 Years Old or Less	98	±1	57	43	±3
31 to 40 Years Old	100	±1	57	43	±2
41 to 50 Years Old	100	±1	60	40	±1
51 to 60 Years Old	100	±1	68	32	±1
More Than 60 Years Old	100	±1	73	27	±3
GENDER					
Male	100	±1	100	0	±0
Female	100	±1	0	100	±0
RACE/ETHNICITY					
Non-Hispanic White	100	±1	66	34	±1
Total Minority	100	±1	54	46	±1
Non-Hispanic Black	100	±1	45	55	±2
Hispanic	100	±1	63	37	±3
Non-Hispanic API	100	±1	61	39	±3
EDUCATION					
No College	100	±1	62	38	±2
Some College	100	±1	61	39	±1
4-Year Degree	100	±1	63	37	±2
Graduate/Professional Degree	100	±1	67	33	±2

Note. Percent responding are Civilian employees who answered the question.

13. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME
			Yes	
OVERALL AND COMPONENT				
Total DoD	99	±1	7	±1
Army	99	±1	7	±1
Navy	99	±1	7	±1
Air Force	99	±1	8	±1
DoD Agencies and Activities	99	±1	7	±2
PAY PLAN/GRADE				
White Collar Total	99	±1	7	±1
GS 1 to 4	97	±2	15	±4
GS 5 to 8	99	±1	9	±1
GS 9 to 12	99	±1	6	±1
GS/GM 13 to 15	99	±1	4	±1
SES	99	±1	2	±1
Blue Collar Total	98	±1	9	±1
WG 1 to 5	98	±2	9	±3
WG 6 to 9	99	±1	10	±2
WG 10 to 15	99	±1	9	±2
WS/WL 1 to 19	99	±1	8	±2
OCCUPATIONAL GROUPS				
Professional	99	±1	5	±1
Administrative	99	±1	5	±1
Technical	99	±1	8	±1
Clerical	98	±1	11	±2
Other White Collar	100	±1	12	±3
Blue Collar	98	±1	9	±1
Scientists	99	±1	3	±2
Engineers	99	±1	6	±1
SUPERVISOR/MANAGER				
Supervisor	99	±1	7	±1
Manager	99	±1	5	±2
Wage Leader	99	±2	10	±3
Wage Supervisor	99	±1	9	±3
All Others	99	±1	7	±1
SCHEDULE/LOCATION				
Full-Time	99	±1	7	±1
Other Than Full-Time	97	±3	13	±5
CONUS	99	±1	7	±1
OCONUS	99	±1	10	±2
TYPE OF APPOINTMENT				
Permanent	99	±1	7	±1
Non-Permanent	99	±1	13	±4
BARGAINING UNIT				
Not in Bargaining Unit	99	±1	7	±1
In Bargaining Unit	99	±1	8	±1

Note. Percent responding are Civilian employees who answered the question.

13. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME
			Yes	
DISABILITY				
No Disability	99	±1	7	±1
Disability	99	±1	9	±1
Targeted Disability	99	±1	10	±2
Other Disability	99	±1	8	±2
VETERAN/PREFERENCE				
Non-Veteran	99	±1	7	±1
Veteran	99	±1	8	±1
10 Point 30%	99	±1	9	±2
10 Point Non-30%	99	±1	7	±2
5 Point	99	±1	8	±1
No Preference	99	±1	8	±2
RETIREMENT PLAN				
CSRS	99	±1	7	±1
FERS	99	±1	7	±1
Other Plan	99	±1	12	±4
RETIREMENT ELIGIBILITY				
Not Eligible	99	±1	6	±1
Optional Eligible	99	±1	8	±1
Discontinued Service	99	±1	7	±1
LENGTH OF SERVICE				
6 Months to 4 Years	99	±1	9	±2
5 to 10 Years	99	±1	9	±2
11 to 20 Years	99	±1	7	±1
21 to 30 Years	99	±1	7	±1
More Than 30 Years	99	±1	6	±1
AGE				
30 Years Old or Less	97	±1	9	±2
31 to 40 Years Old	99	±1	8	±2
41 to 50 Years Old	99	±1	7	±1
51 to 60 Years Old	99	±1	6	±1
More Than 60 Years Old	99	±1	6	±2
GENDER				
Male	99	±1	7	±1
Female	99	±1	7	±1
RACE/ETHNICITY				
Non-Hispanic White	100	±1	0	±0
Total Minority	98	±1	25	±2
Non-Hispanic Black	98	±1	0	±0
Hispanic	99	±1	100	±0
Non-Hispanic API	98	±1	0	±0
EDUCATION				
No College	98	±1	9	±2
Some College	99	±1	8	±1
4-Year Degree	99	±1	6	±1
Graduate/Professional Degree	99	±1	4	±1

Note. Percent responding are Civilian employees who answered the question.

14. What is your race?1. White
4. Asian2. Black
5. Native Hawaiian/Other Pacific
Islander3. American Indian/Alaska Native
6. More than one race marked

Percent Responding			Percentages						Max ME
			1	2	3	4	5	6	
OVERALL AND COMPONENT									
Total DoD	96	±1	78	15	2	6	0	2	±1
Army	97	±1	78	16	3	5	0	2	±1
Navy	95	±1	77	13	2	11	0	2	±1
Air Force	95	±1	83	12	3	4	0	2	±1
DoD Agencies and Activities	96	±1	75	18	2	6	0	2	±2
PAY PLAN/GRADE									
White Collar Total	96	±1	78	15	2	6	0	2	±1
GS 1 to 4	91	±3	59	29	2	11	0	2	±5
GS 5 to 8	95	±1	69	24	3	6	0	2	±2
GS 9 to 12	96	±1	81	13	2	6	0	2	±1
GS/GM 13 to 15	98	±1	86	9	2	5	0	1	±1
SES	98	±1	85	NR	4	2	0	3	±12
Blue Collar Total	94	±1	79	13	4	7	0	2	±1
WG 1 to 5	94	±3	58	30	2	12	0	1	±5
WG 6 to 9	94	±2	79	14	5	5	0	2	±3
WG 10 to 15	94	±2	83	9	4	6	0	3	±2
WS/WL 1 to 19	95	±2	82	11	3	7	1	3	±3
OCCUPATIONAL GROUPS									
Professional	97	±1	83	8	1	9	0	1	±1
Administrative	96	±1	81	15	2	4	0	2	±1
Technical	95	±1	73	20	3	6	0	2	±2
Clerical	94	±2	65	27	2	8	0	3	±3
Other White Collar	95	±2	78	16	3	5	0	2	±4
Blue Collar	94	±1	79	13	4	7	0	2	±1
Scientists	98	±1	90	5	1	5	0	1	±2
Engineers	97	±1	85	4	2	11	0	2	±2
SUPERVISOR/MANAGER									
Supervisor	96	±1	80	14	2	6	0	1	±2
Manager	97	±1	84	13	2	4	0	2	±2
Wage Leader	96	±2	79	14	3	7	1	3	±5
Wage Supervisor	96	±2	81	11	2	7	1	2	±4
All Others	96	±1	78	15	3	7	0	2	±1
SCHEDULE/LOCATION									
Full-Time	96	±1	79	15	2	6	0	2	±1
Other Than Full-Time	92	±4	67	20	1	14	0	2	±6
CONUS	96	±1	80	15	2	5	0	2	±1
OCONUS	92	±2	62	12	3	27	2	5	±3
TYPE OF APPOINTMENT									
Permanent	96	±1	79	15	2	6	0	2	±1
Non-Permanent	93	±3	72	19	2	9	0	2	±4
BARGAINING UNIT									
Not in Bargaining Unit	96	±1	80	14	2	6	0	2	±1
In Bargaining Unit	95	±1	76	16	3	7	0	2	±1

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

14. What is your race?

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
DISABILITY									
No Disability	96	±1	79	14	2	7	0	2	±1
Disability	96	±1	73	19	5	6	0	3	±2
Targeted Disability	95	±2	77	16	5	6	0	3	±3
Other Disability	96	±1	72	21	4	6	0	3	±2
VETERAN/PREFERENCE									
Non-Veteran	96	±1	77	14	2	8	0	2	±1
Veteran	96	±1	80	15	3	4	0	2	±1
10 Point 30%	96	±1	71	23	4	5	0	2	±3
10 Point Non-30%	96	±2	76	18	3	5	0	2	±3
5 Point	96	±1	81	13	3	5	0	2	±1
No Preference	95	±2	84	13	2	3	0	1	±3
RETIREMENT PLAN									
CSRS	96	±1	81	13	3	5	0	2	±1
FERS	96	±1	77	16	2	7	0	2	±1
Other Plan	92	±3	78	17	2	5	0	2	±5
RETIREMENT ELIGIBILITY									
Not Eligible	96	±1	79	15	2	6	0	2	±1
Optional Eligible	95	±1	77	15	3	7	0	2	±1
Discontinued Service	95	±1	80	15	3	5	0	2	±2
LENGTH OF SERVICE									
6 Months to 4 Years	95	±1	74	16	3	9	0	2	±2
5 to 10 Years	95	±2	75	16	2	9	0	2	±2
11 to 20 Years	96	±1	77	16	2	7	0	2	±1
21 to 30 Years	96	±1	81	14	3	5	0	2	±1
More Than 30 Years	97	±1	83	12	2	4	0	2	±2
AGE									
30 Years Old or Less	91	±2	75	17	3	9	0	3	±3
31 to 40 Years Old	95	±1	75	17	2	7	0	2	±2
41 to 50 Years Old	96	±1	77	17	2	6	0	2	±1
51 to 60 Years Old	97	±1	82	12	3	6	0	2	±1
More Than 60 Years Old	98	±1	81	10	2	8	0	1	±3
GENDER									
Male	96	±1	82	11	3	6	0	2	±1
Female	96	±1	72	21	2	7	0	2	±1
RACE/ETHNICITY									
Non-Hispanic White	100	±0	100	0	0	0	0	0	±0
Total Minority	93	±1	22	53	9	23	1	7	±2
Non-Hispanic Black	100	±0	0	100	0	0	0	0	±0
Hispanic	72	±3	88	6	5	5	1	3	±3
Non-Hispanic API	100	±0	0	0	0	100	0	0	±0
EDUCATION									
No College	94	±2	78	15	2	6	0	2	±2
Some College	95	±1	76	18	3	5	0	2	±1
4-Year Degree	96	±1	79	12	2	9	0	2	±1
Graduate/Professional Degree	97	±1	84	10	2	6	0	2	±2

Note. Percent responding are Civilian employees who answered the question.

15. In total, how many years of service have you completed with the Federal government?

1. 5 years or less

2. 6-9 years

3. 10-19 years

4. 20 years or more

	Percent Responding		Percentages				Max ME	Average Years of Service		
			1	2	3	4				
OVERALL AND COMPONENT										
Total DoD	100	±1	16	6	28	50	±1	18.6	±0.2	
Army	100	±1	16	6	28	50	±2	18.6	±0.3	
Navy	100	±1	14	5	28	52	±2	19.3	±0.3	
Air Force	99	±1	17	6	28	48	±2	18.2	±0.3	
DoD Agencies and Activities	99	±1	16	5	31	48	±2	18.1	±0.4	
PAY PLAN/GRADE										
White Collar Total	100	±1	16	6	30	49	±1	18.6	±0.2	
GS 1 to 4	99	±1	48	8	26	18	±5	9.8	±0.7	
GS 5 to 8	100	±1	18	7	35	39	±2	16.5	±0.3	
GS 9 to 12	100	±1	14	5	28	53	±1	19.5	±0.2	
GS/GM 13 to 15	100	±1	5	3	29	63	±2	22.5	±0.3	
SES	100	±1	4	1	11	84	±5	26.4	±0.9	
Blue Collar Total	99	±1	17	7	24	52	±2	18.6	±0.3	
WG 1 to 5	98	±3	38	8	20	34	±6	13.3	±1.2	
WG 6 to 9	100	±1	25	8	26	42	±3	16.1	±0.7	
WG 10 to 15	100	±1	13	8	28	52	±3	18.9	±0.5	
WS/WL 1 to 19	100	±0	5	3	19	73	±3	23.5	±0.6	
OCCUPATIONAL GROUPS										
Professional	100	±1	18	6	33	42	±2	17.2	±0.3	
Administrative	100	±1	10	4	25	61	±2	21.4	±0.3	
Technical	99	±1	15	7	32	47	±2	18.2	±0.4	
Clerical	100	±1	27	6	34	33	±3	14.8	±0.6	
Other White Collar	100	±0	34	10	22	33	±4	13.6	±0.9	
Blue Collar	99	±1	17	7	24	52	±2	18.6	±0.3	
Scientists	99	±1	20	8	28	44	±3	17.1	±0.7	
Engineers	100	±1	15	5	31	49	±2	18.8	±0.3	
SUPERVISOR/MANAGER										
Supervisor	100	±1	8	5	27	60	±2	21.1	±0.4	
Manager	100	±1	7	4	22	67	±3	23.1	±0.5	
Wage Leader	100	±0	11	8	27	54	±5	19.6	±1.0	
Wage Supervisor	100	±1	8	4	23	65	±4	22.3	±0.8	
All Others	100	±1	18	6	30	46	±1	17.7	±0.2	
SCHEDULE/LOCATION										
Full-Time	100	±1	14	6	29	51	±1	19.0	±0.2	
Other Than Full-Time	96	±4	61	9	18	12	±6	7.3	±0.9	
CONUS	100	±1	15	6	29	50	±1	18.8	±0.2	
OCONUS	99	±1	23	9	27	41	±3	16.3	±0.6	
TYPE OF APPOINTMENT										
Permanent	100	±1	13	6	29	52	±1	19.2	±0.2	
Non-Permanent	97	±3	69	8	10	12	±4	6.5	±0.6	
BARGAINING UNIT										
Not in Bargaining Unit	100	±1	16	5	27	52	±1	19.1	±0.2	
In Bargaining Unit	99	±1	17	6	30	47	±1	17.9	±0.2	

Note. Percent responding are Civilian employees who answered the question.

15. In total, how many years of service have you completed with the Federal government?

	Percent Responding		Percentages				Max ME	Average Years of Service			
			1	2	3	4					
DISABILITY											
No Disability	100	±1	17	6	29	48	±1	18.3	±0.2		
Disability	100	±1	13	5	25	56	±2	19.9	±0.4		
Targeted Disability	100	±1	12	6	27	55	±3	19.6	±0.6		
Other Disability	100	±1	14	5	25	57	±2	20.1	±0.4		
VETERAN/PREFERENCE											
Non-Veteran	99	±1	18	5	33	44	±1	17.3	±0.2		
Veteran	100	±1	13	7	23	57	±1	20.2	±0.2		
10 Point 30%	99	±1	20	6	21	52	±3	18.9	±0.6		
10 Point Non-30%	100	±1	16	8	20	56	±3	19.8	±0.6		
5 Point	100	±1	10	6	22	62	±2	21.4	±0.3		
No Preference	100	±1	16	11	34	39	±3	16.4	±0.6		
RETIREMENT PLAN											
CSRS	100	±1	3	1	4	93	±1	26.6	±0.2		
FERS	100	±1	22	9	44	25	±1	14.4	±0.2		
Other Plan	96	±3	55	6	10	29	±5	10.3	±1.0		
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	22	8	35	35	±1	15.2	±0.2		
Optional Eligible	99	±1	11	5	25	59	±2	21.9	±0.3		
Discontinued Service	100	±1	4	3	15	79	±2	23.4	±0.3		
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	95	1	1	4	±1	3.0	±0.2		
5 to 10 Years	100	±0	17	60	22	1	±3	7.8	±0.2		
11 to 20 Years	100	±0	0	0	84	15	±1	16.2	±0.1		
21 to 30 Years	100	±0	0	0	0	100	±1	25.2	±0.1		
More Than 30 Years	100	±0	0	0	0	100	±1	35.0	±0.2		
AGE											
30 Years Old or Less	97	±1	69	14	10	7	±3	5.7	±0.4		
31 to 40 Years Old	100	±1	27	12	54	7	±2	10.9	±0.3		
41 to 50 Years Old	100	±1	11	5	30	54	±2	18.5	±0.2		
51 to 60 Years Old	100	±1	5	3	20	73	±1	24.3	±0.2		
More Than 60 Years Old	100	±1	2	2	23	73	±3	27.7	±0.6		
GENDER											
Male	100	±1	15	6	25	54	±1	19.5	±0.2		
Female	99	±1	17	6	34	43	±2	17.1	±0.2		
RACE/ETHNICITY											
Non-Hispanic White	100	±1	15	5	28	52	±1	19.1	±0.2		
Total Minority	99	±1	19	7	30	44	±2	17.3	±0.3		
Non-Hispanic Black	99	±1	17	6	32	45	±2	17.9	±0.4		
Hispanic	100	±1	19	8	28	45	±3	17.2	±0.6		
Non-Hispanic API	99	±1	23	9	33	35	±3	15.5	±0.6		
EDUCATION											
No College	99	±1	13	4	28	55	±2	19.9	±0.4		
Some College	100	±1	15	6	27	52	±1	19.1	±0.2		
4-Year Degree	99	±1	20	6	31	43	±2	17.1	±0.3		
Graduate/Professional Degree	100	±1	16	7	30	48	±2	18.2	±0.4		

Note. Percent responding are Civilian employees who answered the question.

16. In total, how many years of service have you completed with the Department of Defense?

1. 5 years or less

2. 6-9 years

3. 10-19 years

4. 20 years or more

	Percent Responding		Percentages				Max ME	Average Years of Service		
			1	2	3	4				
OVERALL AND COMPONENT										
Total DoD	98	±1	16	6	29	50	±1	18.6	±0.2	
Army	98	±1	16	6	28	50	±2	18.7	±0.3	
Navy	99	±1	13	5	28	53	±2	19.4	±0.3	
Air Force	98	±1	15	6	27	52	±2	19.0	±0.3	
DoD Agencies and Activities	98	±1	18	7	33	42	±2	17.0	±0.4	
PAY PLAN/GRADE										
White Collar Total	98	±1	15	6	30	49	±1	18.6	±0.2	
GS 1 to 4	95	±2	49	9	26	16	±5	9.5	±0.7	
GS 5 to 8	97	±1	19	8	36	37	±2	16.1	±0.3	
GS 9 to 12	99	±1	12	5	28	55	±1	19.8	±0.2	
GS/GM 13 to 15	99	±1	4	3	29	64	±2	22.5	±0.3	
SES	99	±1	5	2	11	82	±5	25.7	±0.8	
Blue Collar Total	97	±1	17	6	24	53	±2	18.8	±0.3	
WG 1 to 5	95	±3	41	6	20	33	±6	12.9	±1.2	
WG 6 to 9	97	±2	23	8	26	43	±3	16.4	±0.7	
WG 10 to 15	98	±1	12	6	28	54	±3	19.3	±0.5	
WS/WL 1 to 19	99	±1	6	3	18	72	±3	23.4	±0.6	
OCCUPATIONAL GROUPS										
Professional	99	±1	19	7	34	41	±2	16.9	±0.3	
Administrative	99	±1	8	4	26	63	±2	21.9	±0.3	
Technical	97	±1	14	7	32	48	±2	18.3	±0.4	
Clerical	96	±1	29	7	34	30	±3	14.2	±0.6	
Other White Collar	99	±1	36	11	24	29	±4	12.7	±0.8	
Blue Collar	97	±1	17	6	24	53	±2	18.8	±0.3	
Scientists	98	±2	22	8	28	42	±3	16.8	±0.7	
Engineers	99	±1	14	5	32	49	±2	18.8	±0.3	
SUPERVISOR/MANAGER										
Supervisor	98	±1	7	4	27	61	±2	21.5	±0.4	
Manager	99	±1	5	3	21	70	±3	23.5	±0.5	
Wage Leader	98	±2	12	7	28	53	±5	19.6	±1.0	
Wage Supervisor	99	±1	8	4	21	67	±4	22.5	±0.8	
All Others	98	±1	18	6	30	46	±1	17.6	±0.2	
SCHEDULE/LOCATION										
Full-Time	98	±1	14	6	29	51	±1	19.0	±0.2	
Other Than Full-Time	94	±3	65	9	16	11	±6	6.7	±0.9	
CONUS	98	±1	15	6	29	51	±1	18.9	±0.2	
OCONUS	98	±1	24	8	26	41	±3	16.3	±0.6	
TYPE OF APPOINTMENT										
Permanent	98	±1	13	6	30	52	±1	19.3	±0.2	
Non-Permanent	96	±2	69	8	10	14	±4	6.7	±0.6	
BARGAINING UNIT										
Not in Bargaining Unit	98	±1	15	5	27	52	±1	19.2	±0.2	
In Bargaining Unit	98	±1	16	7	31	47	±1	17.9	±0.2	

Note. Percent responding are Civilian employees who answered the question.

16. In total, how many years of service have you completed with the Department of Defense?

	Percent Responding		Percentages				Max ME	Average Years of Service			
			1	2	3	4					
DISABILITY											
No Disability	98	±1	16	6	30	48	±1	18.3	±0.2		
Disability	98	±1	12	5	25	58	±2	20.4	±0.4		
Targeted Disability	98	±1	11	6	25	58	±3	20.2	±0.6		
Other Disability	98	±1	12	5	25	58	±2	20.5	±0.4		
VETERAN/PREFERENCE											
Non-Veteran	98	±1	19	5	34	41	±1	16.8	±0.2		
Veteran	98	±1	11	7	22	61	±1	21.0	±0.2		
10 Point 30%	98	±1	16	5	18	61	±3	20.6	±0.6		
10 Point Non-30%	98	±1	11	8	19	62	±3	21.4	±0.6		
5 Point	98	±1	9	6	22	64	±2	21.7	±0.3		
No Preference	98	±1	14	10	31	45	±3	17.5	±0.6		
RETIREMENT PLAN											
CSRS	98	±1	3	1	7	89	±1	25.8	±0.2		
FERS	98	±1	20	9	43	28	±1	15.0	±0.2		
Other Plan	95	±3	58	6	11	26	±5	9.5	±1.0		
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	21	8	35	37	±1	15.5	±0.2		
Optional Eligible	98	±1	11	4	25	60	±2	21.9	±0.3		
Discontinued Service	98	±1	5	3	17	76	±2	22.8	±0.3		
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	76	4	6	15	±2	6.2	±0.3		
5 to 10 Years	98	±1	23	44	22	11	±3	9.7	±0.3		
11 to 20 Years	99	±1	4	2	75	19	±1	16.4	±0.2		
21 to 30 Years	98	±1	2	1	6	91	±1	23.9	±0.2		
More Than 30 Years	98	±1	1	0	5	94	±1	32.7	±0.3		
AGE											
30 Years Old or Less	96	±2	67	16	11	6	±3	5.7	±0.4		
31 to 40 Years Old	99	±1	26	12	53	9	±2	11.1	±0.3		
41 to 50 Years Old	98	±1	10	4	31	55	±2	18.7	±0.2		
51 to 60 Years Old	98	±1	5	3	20	73	±1	24.2	±0.2		
More Than 60 Years Old	97	±1	4	2	23	72	±3	27.5	±0.7		
GENDER											
Male	98	±1	14	6	25	56	±1	19.9	±0.2		
Female	97	±1	19	6	36	40	±2	16.4	±0.3		
RACE/ETHNICITY											
Non-Hispanic White	98	±1	14	6	28	52	±1	19.2	±0.2		
Total Minority	98	±1	19	7	30	44	±2	17.1	±0.3		
Non-Hispanic Black	97	±1	18	6	33	44	±2	17.4	±0.4		
Hispanic	98	±1	20	8	28	45	±3	17.0	±0.6		
Non-Hispanic API	97	±2	22	8	31	39	±3	16.1	±0.7		
EDUCATION											
No College	97	±1	13	5	29	53	±2	19.5	±0.5		
Some College	98	±1	15	6	27	52	±1	19.2	±0.2		
4-Year Degree	98	±1	18	7	32	43	±2	17.2	±0.3		
Graduate/Professional Degree	99	±1	14	6	30	49	±2	18.5	±0.4		

Note. Percent responding are Civilian employees who answered the question.

17. On your last birthday, how old were you?

1. 30 years old or less

2. 31-40 years old

3. 41 to 50 years old

4. 51-60 years old

5. More than 60 years old

	Percent Responding		Percentages					Max ME	Average Age		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	7	17	36	34	6	±1	46.8	±0.2	
Army	99	±1	7	17	35	36	6	±2	47.1	±0.3	
Navy	99	±1	7	17	37	34	5	±2	47.0	±0.3	
Air Force	98	±1	8	18	37	31	6	±2	46.3	±0.3	
DoD Agencies and Activities	98	±1	8	17	36	35	5	±2	46.7	±0.4	
PAY PLAN/GRADE											
White Collar Total	98	±1	7	17	37	34	6	±1	47.0	±0.2	
GS 1 to 4	98	±1	27	23	28	18	4	±5	39.6	±1.2	
GS 5 to 8	98	±1	9	20	35	31	5	±2	46.0	±0.3	
GS 9 to 12	98	±1	5	15	38	36	6	±1	47.8	±0.2	
GS/GM 13 to 15	99	±1	1	14	40	39	6	±2	49.2	±0.2	
SES	NR	±0	1	5	31	53	11	±8	52.3	±1.3	
Blue Collar Total	99	±1	9	17	34	35	4	±2	46.2	±0.3	
WG 1 to 5	100	±1	19	17	30	30	5	±6	43.3	±1.6	
WG 6 to 9	99	±1	12	19	32	32	5	±3	45.4	±0.7	
WG 10 to 15	99	±1	8	20	34	33	4	±3	45.9	±0.5	
WS/WL 1 to 19	99	±1	3	11	38	44	4	±4	49.0	±0.6	
OCCUPATIONAL GROUPS											
Professional	98	±1	8	20	36	30	6	±2	46.3	±0.3	
Administrative	99	±1	3	13	39	39	6	±2	48.8	±0.3	
Technical	98	±1	6	17	38	33	6	±2	47.1	±0.4	
Clerical	98	±1	14	21	32	28	5	±3	44.2	±0.7	
Other White Collar	100	±1	22	26	26	24	3	±4	41.0	±0.9	
Blue Collar	99	±1	9	18	33	35	4	±2	46.2	±0.3	
Scientists	99	±1	7	18	35	32	9	±3	47.4	±0.7	
Engineers	99	±1	8	19	38	29	6	±2	46.1	±0.3	
SUPERVISOR/MANAGER											
Supervisor	99	±1	3	13	38	39	7	±2	48.8	±0.4	
Manager	99	±1	2	10	39	42	7	±3	49.7	±0.5	
Wage Leader	100	±1	4	18	40	32	6	±5	47.5	±0.9	
Wage Supervisor	99	±1	3	13	38	43	3	±4	48.4	±0.7	
All Others	99	±1	9	18	35	32	5	±1	46.2	±0.2	
SCHEDULE/LOCATION											
Full-Time	99	±1	6	17	36	35	6	±1	47.2	±0.2	
Other Than Full-Time	99	±2	35	26	26	11	3	±6	36.3	±1.5	
CONUS	99	±1	7	17	36	34	6	±1	46.9	±0.2	
OCONUS	99	±1	8	22	35	30	5	±3	45.8	±0.6	
TYPE OF APPOINTMENT											
Permanent	99	±1	6	17	36	35	6	±1	47.4	±0.2	
Non-Permanent	99	±1	36	24	26	12	3	±5	36.7	±1.0	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	7	16	36	36	6	±1	47.2	±0.2	
In Bargaining Unit	98	±1	7	19	36	32	5	±1	46.3	±0.2	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

17. On your last birthday, how old were you?

	Percent Responding		Percentages					Max ME	Average Age		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	8	18	36	32	5	±1	46.2	±0.2	
Disability	99	±1	2	11	36	43	8	±2	49.8	±0.3	
Targeted Disability	99	±1	2	12	38	40	7	±3	49.2	±0.5	
Other Disability	99	±1	3	10	34	45	8	±2	50.0	±0.4	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	10	20	38	28	4	±1	45.2	±0.2	
Veteran	99	±1	4	14	34	42	7	±1	48.9	±0.2	
10 Point 30%	99	±1	3	10	37	41	9	±3	49.8	±0.5	
10 Point Non-30%	98	±1	3	12	32	44	9	±3	49.9	±0.6	
5 Point	99	±1	3	13	31	46	7	±2	49.7	±0.3	
No Preference	99	±1	9	26	43	18	4	±3	43.6	±0.6	
RETIREMENT PLAN											
CSRS	99	±1	1	3	36	52	8	±2	51.7	±0.2	
FERS	99	±1	10	25	36	25	4	±1	44.4	±0.2	
Other Plan	98	±2	32	19	25	20	4	±6	39.1	±1.4	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	11	23	43	22	1	±1	43.3	±0.2	
Optional Eligible	99	±1	3	11	24	46	15	±2	51.4	±0.3	
Discontinued Service	99	±1	2	8	35	53	1	±2	49.5	±0.3	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	35	28	27	10	1	±2	36.5	±0.5	
5 to 10 Years	99	±1	18	35	29	16	2	±3	40.5	±0.5	
11 to 20 Years	99	±1	1	29	40	25	5	±2	46.0	±0.2	
21 to 30 Years	99	±1	0	2	50	43	5	±2	50.6	±0.2	
More Than 30 Years	99	±1	0	0	5	76	19	±2	56.7	±0.2	
AGE											
30 Years Old or Less	84	±2	100	0	0	0	0	±0	25.7	±0.3	
31 to 40 Years Old	100	±0	0	100	0	0	0	±0	36.5	±0.1	
41 to 50 Years Old	100	±0	0	0	100	0	0	±0	45.8	±0.1	
51 to 60 Years Old	100	±0	0	0	0	100	0	±0	54.8	±0.1	
More Than 60 Years Old	100	±0	0	0	0	0	100	±0	63.9	±0.2	
GENDER											
Male	99	±1	7	16	34	37	6	±1	47.5	±0.2	
Female	98	±1	8	20	39	29	4	±2	45.7	±0.3	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	16	35	36	6	±1	47.2	±0.2	
Total Minority	98	±1	8	20	38	30	5	±2	45.9	±0.3	
Non-Hispanic Black	98	±1	7	20	41	27	4	±2	45.6	±0.4	
Hispanic	99	±1	10	20	35	30	5	±3	45.5	±0.6	
Non-Hispanic API	99	±1	8	20	32	32	7	±3	46.6	±0.7	
EDUCATION											
No College	99	±1	5	15	34	39	7	±2	48.3	±0.5	
Some College	99	±1	8	17	36	34	5	±1	46.6	±0.2	
4-Year Degree	98	±1	9	19	38	29	5	±2	45.6	±0.3	
Graduate/Professional Degree	98	±1	4	17	36	37	7	±2	48.2	±0.3	

Note. Percent responding are Civilian employees who answered the question.

18. What is the highest degree or level of school that you have completed?

1. 12 years or less of school (no diploma)	2. High school graduate-high school diploma or equivalent (e.g., GED)	3. Some college credit, but less than 1 year
4. 1 or more years of college, no degree	5. Associate's degree (e.g., AA, AS)	6. Bachelor's degree (e.g., BA, AB, BS)
7. Master's degree (e.g., MA/MS/MEng/MBA/MSW)	8. Doctoral or professional degree (e.g., PhD/MD/JD/DVM)	

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
OVERALL AND COMPONENT											
Total DoD	100	±1	1	12	13	22	12	24	13	2	±1
Army	100	±1	1	12	12	21	12	25	13	3	±1
Navy	100	±1	1	12	13	20	12	27	12	2	±2
Air Force	100	±1	1	11	15	25	14	21	12	2	±2
DoD Agencies and Activities	100	±1	2	14	12	22	12	23	13	2	±2
PAY PLAN/GRADE											
White Collar Total	100	±1	1	9	11	20	11	30	16	3	±1
GS 1 to 4	100	±1	2	20	15	35	17	9	1	0	±5
GS 5 to 8	100	±1	2	17	20	30	16	15	2	0	±2
GS 9 to 12	100	±1	0	7	11	20	12	34	14	1	±1
GS/GM 13 to 15	100	±1	0	1	3	8	4	41	35	7	±2
SES	100	±0	0	0	0	0	0	14	63	22	±7
Blue Collar Total	100	±1	3	26	20	29	16	4	0	0	±2
WG 1 to 5	100	±1	6	30	16	31	13	3	0	0	±5
WG 6 to 9	100	±1	4	36	19	25	12	4	0	0	±3
WG 10 to 15	100	±1	2	23	21	32	17	4	1	0	±3
WS/WL 1 to 19	100	±1	2	21	21	29	21	6	1	0	±3
OCCUPATIONAL GROUPS											
Professional	100	±1	0	0	1	3	3	50	35	8	±2
Administrative	100	±1	0	7	12	22	12	31	15	1	±2
Technical	100	±1	1	15	18	31	17	14	3	0	±2
Clerical	100	±1	2	21	19	31	15	10	1	0	±3
Other White Collar	100	±0	1	14	19	33	19	10	3	0	±4
Blue Collar	100	±1	3	26	20	29	16	5	0	0	±2
Scientists	100	±1	0	1	3	5	3	34	29	25	±3
Engineers	100	±1	0	3	5	8	6	48	27	3	±2
SUPERVISOR/MANAGER											
Supervisor	100	±1	1	8	11	19	10	29	20	4	±2
Manager	100	±1	0	4	8	17	9	33	25	3	±3
Wage Leader	100	±0	2	24	16	28	13	12	4	1	±5
Wage Supervisor	100	±1	2	18	22	25	18	11	4	1	±4
All Others	100	±1	1	13	14	22	13	24	11	2	±1
SCHEDULE/LOCATION											
Full-Time	100	±1	1	12	13	22	12	24	13	2	±1
Other Than Full-Time	100	±0	3	11	11	30	14	23	7	0	±6
CONUS	100	±1	1	13	14	22	12	24	12	2	±1
OCONUS	100	±1	1	8	9	21	16	27	17	1	±3
TYPE OF APPOINTMENT											
Permanent	100	±1	1	13	13	22	12	24	13	2	±1
Non-Permanent	100	±1	2	10	9	29	17	22	9	2	±4
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	1	10	11	19	11	29	16	3	±1
In Bargaining Unit	100	±1	2	15	16	25	14	19	8	1	±1

Note. Percent responding are Civilian employees who answered the question.

18. What is the highest degree or level of school that you have completed?

			Percent Responding		Percentages								Max ME
					1	2	3	4	5	6	7	8	
DISABILITY													
No Disability	100	±1	1	12	13	21	12	25	13	2	±1		
Disability	100	±1	2	15	14	25	14	19	9	1	±2		
Targeted Disability	100	±1	2	16	15	27	15	16	8	1	±3		
Other Disability	100	±1	2	14	14	25	14	20	10	1	±2		
VETERAN/PREFERENCE													
Non-Veteran	100	±1	1	13	12	19	10	28	15	2	±1		
Veteran	100	±1	1	12	14	26	15	19	10	2	±1		
10 Point 30%	100	±1	1	10	10	26	18	22	12	1	±3		
10 Point Non-30%	100	±1	1	11	14	26	16	22	11	1	±3		
5 Point	100	±1	1	13	15	27	15	18	9	1	±2		
No Preference	100	±1	1	12	16	25	11	19	12	4	±3		
RETIREMENT PLAN													
CSRS	100	±1	2	14	15	22	12	21	12	2	±1		
FERS	100	±1	1	11	12	21	12	26	13	2	±1		
Other Plan	100	±1	1	11	11	30	16	21	8	2	±5		
RETIREMENT ELIGIBILITY													
Not Eligible	100	±1	1	10	12	21	12	27	14	2	±1		
Optional Eligible	100	±1	2	15	14	23	13	21	11	2	±1		
Discontinued Service	100	±1	1	14	16	23	13	21	10	1	±2		
LENGTH OF SERVICE													
6 Months to 4 Years	100	±1	1	10	10	22	14	29	12	2	±2		
5 to 10 Years	100	±1	1	9	10	22	13	27	14	3	±2		
11 to 20 Years	100	±1	1	13	13	21	10	26	13	2	±1		
21 to 30 Years	100	±1	2	14	15	22	12	21	12	2	±1		
More Than 30 Years	100	±1	1	13	14	24	14	19	12	2	±2		
AGE													
30 Years Old or Less	99	±1	1	8	10	26	15	31	8	1	±3		
31 to 40 Years Old	100	±1	0	11	13	22	11	27	13	2	±2		
41 to 50 Years Old	100	±1	1	12	14	21	12	25	13	2	±1		
51 to 60 Years Old	100	±1	2	14	14	22	12	21	13	2	±1		
More Than 60 Years Old	100	±1	3	14	10	22	12	21	13	5	±3		
GENDER													
Male	100	±1	1	12	12	21	13	25	13	3	±1		
Female	100	±1	1	13	15	23	11	24	12	1	±2		
RACE/ETHNICITY													
Non-Hispanic White	100	±1	1	12	13	21	11	25	14	2	±1		
Total Minority	100	±1	2	12	13	25	14	23	10	1	±2		
Non-Hispanic Black	100	±1	2	12	15	28	13	20	10	1	±2		
Hispanic	100	±0	2	14	13	26	15	22	8	1	±3		
Non-Hispanic API	100	±1	1	11	7	15	15	37	13	3	±3		
EDUCATION													
No College	99	±1	9	91	0	0	0	0	0	0	±2		
Some College	100	±1	0	0	28	46	26	0	0	0	±1		
4-Year Degree	100	±1	0	0	0	0	0	100	0	0	±0		
Graduate/Professional Degree	100	±1	0	0	0	0	0	0	86	14	±2		

Note. Percent responding are Civilian employees who answered the question.

19. What is your retirement plan?1. Civil Service Retirement System
(CSRS)2. Federal Employee Retirement System
(FERS)

3. Other

	Percent Responding		Percentages			Max ME
			1	2	3	
OVERALL AND COMPONENT						
Total DoD	99	±1	36	61	3	±1
Army	100	±1	35	61	4	±2
Navy	100	±1	39	59	2	±2
Air Force	99	±1	33	64	3	±2
DoD Agencies and Activities	99	±1	34	61	5	±2
PAY PLAN/GRADE						
White Collar Total	99	±1	36	61	3	±1
GS 1 to 4	97	±2	15	65	20	±5
GS 5 to 8	100	±1	27	70	3	±2
GS 9 to 12	100	±1	38	60	2	±1
GS/GM 13 to 15	100	±1	48	51	1	±2
SES	100	±0	62	33	NR	±8
Blue Collar Total	99	±1	36	61	3	±2
WG 1 to 5	99	±2	20	68	11	±5
WG 6 to 9	100	±1	25	70	4	±3
WG 10 to 15	99	±1	36	63	1	±3
WS/WL 1 to 19	100	±1	54	45	1	±4
OCCUPATIONAL GROUPS						
Professional	100	±1	33	65	2	±2
Administrative	100	±1	43	55	2	±2
Technical	99	±1	33	62	4	±2
Clerical	99	±1	25	65	10	±3
Other White Collar	99	±1	20	78	2	±4
Blue Collar	99	±1	36	61	3	±2
Scientists	100	±1	34	63	3	±3
Engineers	100	±1	40	60	1	±2
SUPERVISOR/MANAGER						
Supervisor	100	±1	41	56	2	±2
Manager	100	±1	49	50	1	±3
Wage Leader	100	±1	37	61	2	±5
Wage Supervisor	99	±1	49	51	0	±4
All Others	99	±1	33	63	4	±1
SCHEDULE/LOCATION						
Full-Time	100	±1	37	61	2	±1
Other Than Full-Time	96	±3	11	54	35	±7
CONUS	100	±1	36	60	3	±1
OCONUS	99	±1	27	66	6	±3
TYPE OF APPOINTMENT						
Permanent	100	±1	37	61	2	±1
Non-Permanent	96	±2	7	54	39	±5
BARGAINING UNIT						
Not in Bargaining Unit	99	±1	38	58	4	±1
In Bargaining Unit	99	±1	33	64	3	±1

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

19. What is your retirement plan?

	Percent Responding		Percentages			Max ME
			1	2	3	
DISABILITY						
No Disability	99	±1	36	61	3	±1
Disability	100	±1	34	63	3	±2
Targeted Disability	100	±1	35	62	3	±3
Other Disability	100	±1	33	63	3	±2
VETERAN/PREFERENCE						
Non-Veteran	99	±1	39	57	4	±1
Veteran	100	±1	32	66	2	±1
10 Point 30%	100	±1	19	77	4	±3
10 Point Non-30%	100	±1	25	72	3	±3
5 Point	100	±1	39	59	2	±2
No Preference	99	±1	15	83	2	±3
RETIREMENT PLAN						
CSRS	100	±1	100	0	0	±0
FERS	100	±1	0	100	0	±0
Other Plan	94	±3	0	0	100	±0
RETIREMENT ELIGIBILITY						
Not Eligible	99	±1	24	71	5	±1
Optional Eligible	100	±1	43	55	2	±2
Discontinued Service	100	±1	61	38	2	±2
LENGTH OF SERVICE						
6 Months to 4 Years	98	±1	6	81	13	±2
5 to 10 Years	99	±1	4	92	3	±2
11 to 20 Years	100	±1	8	91	1	±1
21 to 30 Years	100	±1	70	27	2	±1
More Than 30 Years	100	±1	75	24	1	±2
AGE						
30 Years Old or Less	97	±1	9	78	13	±3
31 to 40 Years Old	99	±1	6	90	4	±2
41 to 50 Years Old	100	±1	36	62	2	±2
51 to 60 Years Old	100	±1	54	44	2	±2
More Than 60 Years Old	100	±1	50	47	2	±3
GENDER						
Male	100	±1	36	62	2	±1
Female	99	±1	35	59	5	±2
RACE/ETHNICITY						
Non-Hispanic White	100	±1	37	60	3	±1
Total Minority	99	±1	32	64	4	±2
Non-Hispanic Black	99	±1	32	64	4	±2
Hispanic	99	±1	33	62	5	±3
Non-Hispanic API	99	±1	27	70	3	±3
EDUCATION						
No College	99	±1	42	55	3	±2
Some College	99	±1	37	59	4	±1
4-Year Degree	100	±1	31	66	3	±2
Graduate/Professional Degree	100	±1	34	64	2	±2

Note. Percent responding are Civilian employees who answered the question.

21. Which of the following best describes your retirement eligibility?

1. Not eligible

2. Optional eligible

3. Discontinued service eligible

	Percent Responding		Percentages			Max ME
			1	2	3	
OVERALL AND COMPONENT						
Total DoD	99	±1	53	32	15	±1
Army	99	±1	53	33	15	±2
Navy	99	±1	52	32	16	±2
Air Force	99	±1	54	32	14	±2
DoD Agencies and Activities	99	±1	53	33	15	±2
PAY PLAN/GRADE						
White Collar Total	99	±1	55	31	14	±1
GS 1 to 4	98	±1	66	26	7	±4
GS 5 to 8	99	±1	54	34	12	±2
GS 9 to 12	99	±1	53	32	15	±1
GS/GM 13 to 15	100	±1	54	29	17	±2
SES	100	±1	43	43	14	±9
Blue Collar Total	99	±1	46	36	18	±2
WG 1 to 5	99	±2	51	36	13	±6
WG 6 to 9	99	±1	51	34	15	±4
WG 10 to 15	99	±1	46	35	19	±3
WS/WL 1 to 19	99	±1	40	40	20	±4
OCCUPATIONAL GROUPS						
Professional	99	±1	60	28	12	±2
Administrative	100	±1	52	32	17	±2
Technical	99	±1	52	33	14	±2
Clerical	99	±1	58	30	11	±3
Other White Collar	99	±1	48	45	8	±4
Blue Collar	99	±1	46	36	18	±2
Scientists	99	±1	58	30	12	±3
Engineers	99	±1	59	28	13	±2
SUPERVISOR/MANAGER						
Supervisor	99	±1	49	35	16	±2
Manager	100	±1	47	37	16	±3
Wage Leader	99	±2	44	39	17	±5
Wage Supervisor	100	±1	41	39	19	±4
All Others	99	±1	55	31	14	±1
SCHEDULE/LOCATION						
Full-Time	99	±1	52	33	15	±1
Other Than Full-Time	99	±2	75	20	5	±5
CONUS	99	±1	53	32	15	±1
OCONUS	99	±1	50	36	13	±3
TYPE OF APPOINTMENT						
Permanent	99	±1	51	33	15	±1
Non-Permanent	98	±1	78	19	3	±4
BARGAINING UNIT						
Not in Bargaining Unit	99	±1	54	32	14	±1
In Bargaining Unit	99	±1	52	33	15	±1

Note. Percent responding are Civilian employees who answered the question.

21. Which of the following best describes your retirement eligibility?

	Percent Responding		Percentages			Max ME
			1	2	3	
DISABILITY						
No Disability	99	±1	55	31	14	±1
Disability	99	±1	42	40	18	±2
Targeted Disability	99	±1	40	42	18	±3
Other Disability	99	±1	43	38	18	±2
VETERAN/PREFERENCE						
Non-Veteran	99	±1	59	27	14	±1
Veteran	99	±1	45	39	16	±1
10 Point 30%	99	±1	49	41	10	±3
10 Point Non-30%	99	±1	45	41	13	±3
5 Point	99	±1	42	40	18	±2
No Preference	99	±1	59	28	13	±3
RETIREMENT PLAN						
CSRS	99	±1	36	39	25	±2
FERS	99	±1	61	29	9	±1
Other Plan	98	±2	78	16	7	±4
RETIREMENT ELIGIBILITY						
Not Eligible	99	±1	100	0	0	±0
Optional Eligible	100	±1	0	100	0	±0
Discontinued Service	99	±1	0	0	100	±0
LENGTH OF SERVICE						
6 Months to 4 Years	98	±1	73	23	4	±2
5 to 10 Years	99	±1	66	27	6	±3
11 to 20 Years	99	±1	63	28	9	±2
21 to 30 Years	100	±1	43	29	28	±2
More Than 30 Years	100	±1	17	67	15	±2
AGE						
30 Years Old or Less	97	±1	76	18	5	±3
31 to 40 Years Old	99	±1	71	22	7	±2
41 to 50 Years Old	99	±1	64	22	15	±2
51 to 60 Years Old	100	±1	34	43	23	±2
More Than 60 Years Old	99	±1	9	89	2	±2
GENDER						
Male	99	±1	50	35	15	±1
Female	99	±1	57	28	14	±2
RACE/ETHNICITY						
Non-Hispanic White	99	±1	54	31	15	±1
Total Minority	99	±1	51	35	14	±2
Non-Hispanic Black	99	±1	54	32	14	±2
Hispanic	99	±1	48	37	15	±3
Non-Hispanic API	98	±1	49	38	12	±3
EDUCATION						
No College	99	±1	43	40	17	±2
Some College	99	±1	50	34	16	±1
4-Year Degree	99	±1	60	27	13	±2
Graduate/Professional Degree	99	±1	59	29	12	±2

Note. Percent responding are Civilian employees who answered the question.

22. Which of the following best describes your disability status?

1. No disability

2. Targeted disability

3. Other disability

	Percent Responding		Percentages			Max ME
			1	2	3	
OVERALL AND COMPONENT						
Total DoD	99	±1	84	5	11	±1
Army	99	±1	83	5	12	±1
Navy	99	±1	85	5	10	±1
Air Force	99	±1	84	5	11	±1
DoD Agencies and Activities	99	±1	84	5	11	±2
PAY PLAN/GRADE						
White Collar Total	99	±1	85	4	11	±1
GS 1 to 4	99	±1	79	8	13	±4
GS 5 to 8	99	±1	80	6	14	±2
GS 9 to 12	99	±1	84	4	11	±1
GS/GM 13 to 15	100	±1	91	2	7	±1
SES	100	±1	90	NR	5	±8
Blue Collar Total	99	±1	81	8	12	±2
WG 1 to 5	99	±2	75	8	16	±5
WG 6 to 9	99	±1	78	9	13	±3
WG 10 to 15	99	±1	82	7	11	±2
WS/WL 1 to 19	99	±1	84	6	10	±3
OCCUPATIONAL GROUPS						
Professional	100	±1	91	2	7	±1
Administrative	100	±1	84	4	12	±1
Technical	99	±1	81	6	13	±2
Clerical	99	±1	79	6	15	±2
Other White Collar	99	±1	87	6	7	±3
Blue Collar	99	±1	81	8	12	±2
Scientists	100	±1	90	2	7	±3
Engineers	100	±1	91	3	6	±1
SUPERVISOR/MANAGER						
Supervisor	99	±1	86	4	11	±2
Manager	100	±1	87	4	9	±2
Wage Leader	99	±1	78	9	13	±4
Wage Supervisor	99	±1	85	5	10	±3
All Others	99	±1	84	5	11	±1
SCHEDULE/LOCATION						
Full-Time	99	±1	84	5	11	±1
Other Than Full-Time	100	±1	88	4	8	±4
CONUS	99	±1	84	5	11	±1
OCONUS	99	±1	84	5	11	±2
TYPE OF APPOINTMENT						
Permanent	99	±1	84	5	11	±1
Non-Permanent	99	±1	84	5	10	±3
BARGAINING UNIT						
Not in Bargaining Unit	100	±1	86	4	10	±1
In Bargaining Unit	99	±1	81	6	13	±1

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

22. Which of the following best describes your disability status?

	Percent Responding		Percentages			Max ME
			1	2	3	
DISABILITY						
No Disability	99	±1	100	0	0	±0
Disability	100	±1	0	31	69	±2
Targeted Disability	100	±1	0	100	0	±0
Other Disability	100	±1	0	0	100	±0
VETERAN/PREFERENCE						
Non-Veteran	99	±1	90	3	7	±1
Veteran	99	±1	77	8	16	±1
10 Point 30%	99	±1	33	21	45	±3
10 Point Non-30%	99	±1	54	17	29	±3
5 Point	99	±1	88	4	8	±1
No Preference	99	±1	92	3	5	±2
RETIREMENT PLAN						
CSRS	99	±1	85	5	10	±1
FERS	99	±1	84	5	11	±1
Other Plan	99	±1	85	4	11	±3
RETIREMENT ELIGIBILITY						
Not Eligible	99	±1	87	4	9	±1
Optional Eligible	99	±1	80	7	13	±1
Discontinued Service	99	±1	80	6	14	±2
LENGTH OF SERVICE						
6 Months to 4 Years	99	±1	86	4	10	±2
5 to 10 Years	99	±1	85	5	9	±2
11 to 20 Years	99	±1	86	5	9	±1
21 to 30 Years	99	±1	82	6	12	±1
More Than 30 Years	99	±1	81	5	14	±2
AGE						
30 Years Old or Less	98	±1	94	2	5	±2
31 to 40 Years Old	100	±1	90	4	7	±1
41 to 50 Years Old	99	±1	84	5	11	±1
51 to 60 Years Old	99	±1	80	6	14	±1
More Than 60 Years Old	99	±1	78	6	16	±3
GENDER						
Male	99	±1	83	6	11	±1
Female	99	±1	87	3	10	±1
RACE/ETHNICITY						
Non-Hispanic White	100	±1	86	5	10	±1
Total Minority	99	±1	80	6	14	±1
Non-Hispanic Black	99	±1	80	5	15	±2
Hispanic	99	±1	80	7	13	±3
Non-Hispanic API	99	±1	86	4	11	±3
EDUCATION						
No College	99	±1	81	7	13	±2
Some College	99	±1	82	6	12	±1
4-Year Degree	100	±1	88	3	9	±1
Graduate/Professional Degree	100	±1	89	3	8	±1

Note. Percent responding are Civilian employees who answered the question.

23. What is your veteran status?

1. Veteran

2. Non-veteran

	Percent Responding		Percentages		Max ME
			1	2	
OVERALL AND COMPONENT					
Total DoD	100	±1	43	57	±1
Army	100	±1	45	55	±2
Navy	100	±1	41	59	±2
Air Force	100	±1	51	49	±2
DoD Agencies and Activities	100	±1	35	65	±2
PAY PLAN/GRADE					
White Collar Total	100	±1	38	62	±1
GS 1 to 4	100	±1	27	73	±4
GS 5 to 8	100	±1	37	63	±2
GS 9 to 12	100	±1	43	57	±1
GS/GM 13 to 15	100	±1	36	64	±2
SES	100	±1	42	58	±8
Blue Collar Total	100	±1	64	36	±2
WG 1 to 5	100	±1	51	49	±6
WG 6 to 9	100	±1	65	35	±3
WG 10 to 15	100	±1	67	33	±3
WS/WL 1 to 19	100	±1	65	35	±4
OCCUPATIONAL GROUPS					
Professional	100	±1	24	76	±2
Administrative	100	±1	46	54	±2
Technical	100	±1	44	56	±2
Clerical	100	±1	24	76	±3
Other White Collar	100	±0	62	38	±4
Blue Collar	100	±1	64	36	±2
Scientists	100	±1	26	74	±3
Engineers	100	±1	30	70	±2
SUPERVISOR/MANAGER					
Supervisor	100	±1	48	52	±2
Manager	100	±1	51	49	±3
Wage Leader	99	±1	60	40	±5
Wage Supervisor	100	±1	62	38	±4
All Others	100	±1	41	59	±1
SCHEDULE/LOCATION					
Full-Time	100	±1	44	56	±1
Other Than Full-Time	100	±1	18	82	±5
CONUS	100	±1	43	57	±1
OCONUS	100	±1	44	56	±3
TYPE OF APPOINTMENT					
Permanent	100	±1	44	56	±1
Non-Permanent	100	±1	38	62	±4
BARGAINING UNIT					
Not in Bargaining Unit	100	±1	42	58	±1
In Bargaining Unit	100	±1	46	54	±1

Note. Percent responding are Civilian employees who answered the question.

23. What is your veteran status?

	Percent Responding		Percentages		Max ME
			1	2	
DISABILITY					
No Disability	100	±1	40	60	±1
Disability	100	±1	63	37	±2
Targeted Disability	100	±1	67	33	±3
Other Disability	100	±1	61	39	±2
VETERAN/PREFERENCE					
Non-Veteran	100	±0	0	100	±0
Veteran	100	±1	100	0	±0
10 Point 30%	100	±1	98	2	±1
10 Point Non-30%	100	±1	97	3	±1
5 Point	100	±1	98	2	±1
No Preference	100	±0	100	0	±0
RETIREMENT PLAN					
CSRS	100	±1	39	61	±1
FERS	100	±1	47	53	±1
Other Plan	100	±1	31	69	±5
RETIREMENT ELIGIBILITY					
Not Eligible	100	±1	37	63	±1
Optional Eligible	100	±1	52	48	±2
Discontinued Service	100	±1	46	54	±2
LENGTH OF SERVICE					
6 Months to 4 Years	100	±1	37	63	±2
5 to 10 Years	100	±1	50	50	±3
11 to 20 Years	100	±1	35	65	±2
21 to 30 Years	100	±1	45	55	±2
More Than 30 Years	100	±1	62	38	±2
AGE					
30 Years Old or Less	99	±1	25	75	±3
31 to 40 Years Old	100	±1	35	65	±2
41 to 50 Years Old	100	±1	41	59	±1
51 to 60 Years Old	100	±1	53	47	±1
More Than 60 Years Old	100	±1	54	46	±3
GENDER					
Male	100	±1	61	39	±1
Female	100	±1	14	86	±1
RACE/ETHNICITY					
Non-Hispanic White	100	±1	44	56	±1
Total Minority	100	±1	43	57	±2
Non-Hispanic Black	100	±1	45	55	±2
Hispanic	100	±1	48	52	±3
Non-Hispanic API	99	±1	28	72	±3
EDUCATION					
No College	100	±1	43	57	±2
Some College	100	±1	51	49	±1
4-Year Degree	100	±1	34	66	±2
Graduate/Professional Degree	100	±1	35	65	±2

Note. Percent responding are Civilian employees who answered the question.

24. Are you eligible for a veteran preference?

1. Yes, 10 point, 30-percent compensable 2. Yes, 10 point, not 30-percent compensable 3. Yes, 5 point, non-compensable
4. No

Percent Responding			Percentages				Max ME
			1	2	3	4	
OVERALL AND COMPONENT							
Total DoD	99	±1	6	5	27	61	±1
Army	99	±1	7	6	26	60	±2
Navy	100	±1	5	5	28	63	±2
Air Force	99	±1	7	6	31	56	±2
DoD Agencies and Activities	99	±1	5	4	22	68	±2
PAY PLAN/GRADE							
White Collar Total	100	±1	6	5	23	67	±1
GS 1 to 4	99	±1	6	3	14	76	±4
GS 5 to 8	100	±1	7	5	21	67	±2
GS 9 to 12	100	±1	7	6	26	61	±1
GS/GM 13 to 15	100	±1	4	4	23	69	±2
SES	99	±1	8	4	17	71	±9
Blue Collar Total	99	±1	8	7	43	43	±2
WG 1 to 5	99	±1	11	9	30	51	±6
WG 6 to 9	99	±1	9	8	41	42	±4
WG 10 to 15	99	±1	7	6	46	42	±3
WS/WL 1 to 19	99	±1	6	6	47	41	±4
OCCUPATIONAL GROUPS							
Professional	100	±1	3	3	15	80	±1
Administrative	100	±1	8	6	28	58	±2
Technical	100	±1	6	6	26	61	±2
Clerical	99	±1	6	3	13	78	±2
Other White Collar	99	±1	6	9	41	45	±4
Blue Collar	99	±1	8	7	43	43	±2
Scientists	100	±1	3	4	15	78	±3
Engineers	100	±1	2	3	21	74	±2
SUPERVISOR/MANAGER							
Supervisor	100	±1	8	7	29	57	±2
Manager	100	±1	8	6	31	54	±3
Wage Leader	100	±1	9	5	41	45	±5
Wage Supervisor	99	±1	7	7	41	45	±4
All Others	99	±1	6	5	25	64	±1
SCHEDULE/LOCATION							
Full-Time	99	±1	6	5	28	61	±1
Other Than Full-Time	100	±1	4	3	9	85	±4
CONUS	99	±1	6	5	27	61	±1
OCONUS	100	±1	6	6	27	61	±3
TYPE OF APPOINTMENT							
Permanent	99	±1	6	5	27	61	±1
Non-Permanent	99	±1	10	7	18	65	±4
BARGAINING UNIT							
Not in Bargaining Unit	99	±1	6	5	26	63	±1
In Bargaining Unit	99	±1	7	6	28	59	±1

Note. Percent responding are Civilian employees who answered the question.

24. Are you eligible for a veteran preference?

	Percent Responding		Percentages				Max ME
			1	2	3	4	
DISABILITY							
No Disability	99	±1	3	3	28	66	±1
Disability	100	±1	26	15	20	39	±2
Targeted Disability	99	±1	27	18	20	35	±3
Other Disability	100	±1	26	14	19	40	±2
VETERAN/PREFERENCE							
Non-Veteran	100	±1	0	0	1	99	±1
Veteran	99	±1	14	12	61	12	±1
10 Point 30%	100	±1	100	0	0	0	±0
10 Point Non-30%	99	±1	0	100	0	0	±0
5 Point	100	±1	0	0	100	0	±0
No Preference	96	±2	0	0	0	100	±0
RETIREMENT PLAN							
CSRS	100	±1	3	4	30	63	±1
FERS	99	±1	8	6	26	60	±1
Other Plan	99	±1	8	5	16	72	±4
RETIREMENT ELIGIBILITY							
Not Eligible	99	±1	6	5	21	68	±1
Optional Eligible	99	±1	8	7	33	52	±2
Discontinued Service	99	±1	4	5	33	58	±2
LENGTH OF SERVICE							
6 Months to 4 Years	99	±1	9	5	17	68	±2
5 to 10 Years	99	±1	7	8	27	58	±3
11 to 20 Years	99	±1	5	4	21	71	±1
21 to 30 Years	100	±1	5	5	31	58	±2
More Than 30 Years	100	±1	9	8	43	41	±2
AGE							
30 Years Old or Less	98	±1	2	3	13	82	±3
31 to 40 Years Old	99	±1	4	4	20	73	±2
41 to 50 Years Old	100	±1	7	5	23	65	±1
51 to 60 Years Old	100	±1	8	7	37	49	±1
More Than 60 Years Old	99	±1	10	9	34	48	±3
GENDER							
Male	99	±1	9	8	38	45	±1
Female	100	±1	2	2	8	88	±1
RACE/ETHNICITY							
Non-Hispanic White	99	±1	6	5	28	62	±1
Total Minority	100	±1	8	6	25	61	±2
Non-Hispanic Black	100	±1	10	7	25	59	±2
Hispanic	100	±1	8	5	29	57	±3
Non-Hispanic API	99	±1	4	4	18	74	±3
EDUCATION							
No College	99	±1	5	4	29	61	±2
Some College	99	±1	7	6	32	54	±1
4-Year Degree	100	±1	6	5	20	70	±2
Graduate/Professional Degree	100	±1	6	4	19	71	±2

Note. Percent responding are Civilian employees who answered the question.

25. What is your bargaining unit status?

1. NOT IN a bargaining unit

2. IN a bargaining unit

3. Don't know

	Percent Responding		Percentages			Max ME
			1	2	3	
OVERALL AND COMPONENT						
Total DoD	100	±1	43	24	33	±1
Army	100	±1	45	20	35	±2
Navy	99	±1	46	22	32	±2
Air Force	100	±1	41	26	33	±2
DoD Agencies and Activities	99	±1	41	29	31	±2
PAY PLAN/GRADE						
White Collar Total	100	±1	46	21	33	±1
GS 1 to 4	99	±1	29	14	57	±5
GS 5 to 8	100	±1	32	26	41	±2
GS 9 to 12	100	±1	45	25	30	±2
GS/GM 13 to 15	100	±1	68	10	22	±2
SES	100	±0	80	NR	14	±11
Blue Collar Total	99	±1	33	34	33	±2
WG 1 to 5	100	±1	25	24	51	±6
WG 6 to 9	100	±1	30	31	40	±4
WG 10 to 15	99	±1	26	43	31	±3
WS/WL 1 to 19	99	±1	57	24	19	±4
OCCUPATIONAL GROUPS						
Professional	100	±1	52	18	30	±2
Administrative	100	±1	53	19	28	±2
Technical	99	±1	35	26	39	±2
Clerical	99	±1	34	18	48	±3
Other White Collar	100	±0	30	42	28	±4
Blue Collar	99	±1	34	34	33	±2
Scientists	100	±1	49	15	36	±3
Engineers	100	±1	50	18	32	±2
SUPERVISOR/MANAGER						
Supervisor	100	±1	66	9	24	±2
Manager	100	±1	77	7	16	±3
Wage Leader	99	±1	31	38	31	±5
Wage Supervisor	99	±1	62	17	22	±4
All Others	100	±1	37	27	36	±1
SCHEDULE/LOCATION						
Full-Time	100	±1	44	24	32	±1
Other Than Full-Time	100	±1	31	10	59	±6
CONUS	100	±1	44	24	32	±1
OCONUS	99	±1	41	19	40	±3
TYPE OF APPOINTMENT						
Permanent	100	±1	44	24	31	±1
Non-Permanent	100	±1	33	9	59	±5
BARGAINING UNIT						
Not in Bargaining Unit	100	±1	77	0	23	±1
In Bargaining Unit	99	±1	0	54	46	±2

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

25. What is your bargaining unit status?

	Percent Responding		Percentages			Max ME
			1	2	3	
DISABILITY						
No Disability	99	±1	45	23	32	±1
Disability	100	±1	36	28	36	±2
Targeted Disability	99	±1	35	29	37	±3
Other Disability	100	±1	36	28	36	±2
VETERAN/PREFERENCE						
Non-Veteran	100	±1	44	22	34	±1
Veteran	100	±1	43	26	31	±1
10 Point 30%	100	±1	39	22	39	±3
10 Point Non-30%	99	±1	43	25	33	±3
5 Point	100	±1	44	27	29	±2
No Preference	100	±1	41	23	36	±3
RETIREMENT PLAN						
CSRS	100	±1	51	25	24	±2
FERS	99	±1	39	24	37	±1
Other Plan	99	±1	39	7	53	±6
RETIREMENT ELIGIBILITY						
Not Eligible	100	±1	43	22	36	±1
Optional Eligible	100	±1	44	25	31	±2
Discontinued Service	99	±1	45	28	27	±2
LENGTH OF SERVICE						
6 Months to 4 Years	99	±1	32	14	54	±2
5 to 10 Years	100	±1	35	21	44	±3
11 to 20 Years	99	±1	42	26	32	±2
21 to 30 Years	100	±1	48	26	25	±2
More Than 30 Years	99	±1	56	23	20	±2
AGE						
30 Years Old or Less	98	±1	30	14	55	±3
31 to 40 Years Old	100	±1	34	23	43	±2
41 to 50 Years Old	100	±1	44	25	31	±2
51 to 60 Years Old	100	±1	50	25	25	±2
More Than 60 Years Old	99	±1	50	24	26	±3
GENDER						
Male	100	±1	44	25	31	±1
Female	99	±1	42	21	36	±2
RACE/ETHNICITY						
Non-Hispanic White	100	±1	46	24	30	±1
Total Minority	99	±1	37	22	40	±2
Non-Hispanic Black	99	±1	39	24	37	±2
Hispanic	99	±1	37	21	42	±3
Non-Hispanic API	99	±1	35	16	49	±3
EDUCATION						
No College	99	±1	36	26	38	±2
Some College	99	±1	38	28	34	±1
4-Year Degree	100	±1	50	18	32	±2
Graduate/Professional Degree	100	±1	57	17	25	±2

Note. Percent responding are Civilian employees who answered the question.

26. Are you eligible to join a bargaining unit (union) at work?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME
			1	2	3	
OVERALL AND COMPONENT						
Total DoD	76	±1	31	32	37	±1
Army	79	±1	32	29	39	±2
Navy	77	±1	28	35	38	±2
Air Force	73	±2	31	33	36	±2
DoD Agencies and Activities	71	±2	35	32	33	±2
PAY PLAN/GRADE						
White Collar Total	79	±1	25	35	40	±1
GS 1 to 4	85	±3	29	18	54	±5
GS 5 to 8	73	±2	38	17	44	±2
GS 9 to 12	75	±1	30	32	38	±2
GS/GM 13 to 15	90	±1	10	57	33	±2
SES	NR	±0	2	79	19	±6
Blue Collar Total	65	±2	56	20	24	±2
WG 1 to 5	75	±5	48	11	41	±7
WG 6 to 9	69	±3	64	8	28	±4
WG 10 to 15	57	±3	71	7	22	±3
WS/WL 1 to 19	75	±3	29	57	14	±4
OCCUPATIONAL GROUPS						
Professional	82	±2	17	41	42	±2
Administrative	81	±1	22	43	35	±2
Technical	74	±2	39	20	41	±2
Clerical	81	±2	31	19	50	±3
Other White Collar	58	±4	39	31	30	±6
Blue Collar	65	±2	56	20	24	±2
Scientists	84	±3	17	37	47	±4
Engineers	81	±2	20	38	42	±2
SUPERVISOR/MANAGER						
Supervisor	90	±2	13	59	29	±2
Manager	93	±2	10	69	21	±3
Wage Leader	61	±5	58	12	30	±6
Wage Supervisor	83	±3	16	65	19	±5
All Others	73	±1	37	22	41	±1
SCHEDULE/LOCATION						
Full-Time	75	±1	32	32	36	±1
Other Than Full-Time	89	±4	19	24	57	±7
CONUS	75	±1	33	32	36	±1
OCONUS	80	±2	18	35	47	±3
TYPE OF APPOINTMENT						
Permanent	75	±1	32	32	36	±1
Non-Permanent	91	±2	18	26	55	±5
BARGAINING UNIT						
Not in Bargaining Unit	100	±1	26	42	32	±1
In Bargaining Unit	45	±1	44	4	52	±2

Note. Percent responding are Civilian employees who answered the question and who are not in a bargaining unit or don't know if they are in a bargaining unit.

NR: Not reportable - cell size less than 30 or low precision.

26. Are you eligible to join a bargaining unit (union) at work?

	Percent Responding		Percentages			Max ME
			1	2	3	
DISABILITY						
No Disability	77	±1	30	33	37	±1
Disability	72	±2	36	25	39	±2
Targeted Disability	71	±3	39	24	37	±4
Other Disability	72	±2	34	26	40	±3
VETERAN/PREFERENCE						
Non-Veteran	77	±1	29	32	39	±2
Veteran	74	±1	34	31	34	±2
10 Point 30%	77	±3	30	28	42	±3
10 Point Non-30%	75	±3	32	30	38	±3
5 Point	72	±2	36	32	32	±2
No Preference	77	±3	33	32	34	±4
RETIREMENT PLAN						
CSRS	74	±1	33	38	29	±2
FERS	76	±1	31	28	41	±1
Other Plan	92	±2	15	32	53	±6
RETIREMENT ELIGIBILITY						
Not Eligible	78	±1	28	31	40	±2
Optional Eligible	75	±2	34	31	34	±2
Discontinued Service	72	±2	34	36	31	±2
LENGTH OF SERVICE						
6 Months to 4 Years	85	±2	26	22	52	±3
5 to 10 Years	78	±2	30	24	46	±3
11 to 20 Years	73	±2	32	31	37	±2
21 to 30 Years	73	±1	34	36	30	±2
More Than 30 Years	76	±2	31	43	26	±2
AGE						
30 Years Old or Less	84	±2	28	19	53	±4
31 to 40 Years Old	77	±2	29	27	45	±2
41 to 50 Years Old	75	±1	30	34	36	±2
51 to 60 Years Old	74	±1	34	36	30	±2
More Than 60 Years Old	75	±3	34	33	32	±3
GENDER						
Male	74	±1	33	33	35	±1
Female	78	±1	29	31	40	±2
RACE/ETHNICITY						
Non-Hispanic White	76	±1	31	34	35	±1
Total Minority	77	±2	31	27	42	±2
Non-Hispanic Black	75	±2	33	28	39	±3
Hispanic	78	±3	32	27	41	±4
Non-Hispanic API	83	±3	25	24	51	±4
EDUCATION						
No College	73	±2	50	18	32	±3
Some College	72	±1	38	26	36	±2
4-Year Degree	81	±1	21	38	40	±2
Graduate/Professional Degree	83	±2	14	47	39	±2

Note. Percent responding are Civilian employees who answered the question and who are not in a bargaining unit or don't know if they are in a bargaining unit.

27. What is your supervisory status?

1. Supervisor

2. Manager

3. Wage Leader (WL)

4. Wage Supervisor (WS)

5. Not a supervisor or manager

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
OVERALL AND COMPONENT								
Total DoD	100	±1	12	6	2	3	77	±1
Army	100	±1	13	6	2	2	77	±1
Navy	100	±1	12	7	3	3	75	±2
Air Force	100	±1	12	7	2	4	75	±2
DoD Agencies and Activities	100	±1	9	4	2	2	82	±2
PAY PLAN/GRADE								
White Collar Total	100	±1	14	7	1	1	78	±1
GS 1 to 4	100	±1	3	1	0	0	96	±2
GS 5 to 8	100	±1	8	2	1	0	88	±1
GS 9 to 12	100	±1	13	6	0	1	81	±1
GS/GM 13 to 15	100	±1	28	21	1	1	50	±2
SES	100	±0	27	56	0	0	17	±12
Blue Collar Total	100	±1	5	2	7	11	75	±2
WG 1 to 5	99	±1	4	1	3	1	90	±4
WG 6 to 9	100	±1	2	0	2	2	94	±2
WG 10 to 15	100	±1	3	0	1	2	94	±2
WS/WL 1 to 19	100	±1	11	6	28	47	8	±4
OCCUPATIONAL GROUPS								
Professional	100	±1	15	7	1	1	76	±2
Administrative	100	±1	18	12	0	0	69	±2
Technical	100	±1	9	3	1	1	87	±2
Clerical	100	±1	5	1	0	0	94	±2
Other White Collar	100	±0	17	5	5	1	73	±4
Blue Collar	100	±1	5	2	7	11	75	±2
Scientists	100	±1	15	6	1	1	77	±3
Engineers	100	±1	14	7	1	1	77	±2
SUPERVISOR/MANAGER								
Supervisor	100	±0	100	0	0	0	0	±0
Manager	100	±0	0	100	0	0	0	±0
Wage Leader	100	±0	0	0	100	0	0	±0
Wage Supervisor	100	±0	0	0	0	100	0	±0
All Others	100	±0	0	0	0	0	100	±0
SCHEDULE/LOCATION								
Full-Time	100	±1	12	6	2	3	76	±1
Other Than Full-Time	100	±1	3	2	0	0	95	±3
CONUS	100	±1	12	6	2	3	78	±1
OCONUS	100	±1	14	8	3	3	73	±3
TYPE OF APPOINTMENT								
Permanent	100	±1	12	6	2	3	76	±1
Non-Permanent	100	±1	6	2	1	1	90	±3
BARGAINING UNIT								
Not in Bargaining Unit	100	±1	17	9	2	4	68	±1
In Bargaining Unit	100	±1	5	2	3	2	89	±1

Note. Percent responding are Civilian employees who answered the question.

27. What is your supervisory status?

Percent Responding			Percentages					Max ME
			1	2	3	4	5	
DISABILITY								
No Disability	100	±1	12	6	2	3	77	±1
Disability	100	±1	11	5	3	3	79	±2
Targeted Disability	100	±1	9	5	4	3	79	±3
Other Disability	100	±1	12	5	3	2	79	±2
VETERAN/PREFERENCE								
Non-Veteran	100	±1	11	5	2	2	81	±1
Veteran	100	±1	13	7	3	4	73	±1
10 Point 30%	100	±1	14	7	3	3	72	±3
10 Point Non-30%	99	±1	15	7	2	4	72	±3
5 Point	100	±1	13	7	3	4	73	±2
No Preference	100	±1	12	6	2	4	75	±3
RETIREMENT PLAN								
CSRS	100	±1	14	8	2	4	72	±1
FERS	100	±1	11	5	2	2	80	±1
Other Plan	99	±1	8	3	1	0	88	±3
RETIREMENT ELIGIBILITY								
Not Eligible	100	±1	11	5	2	2	80	±1
Optional Eligible	100	±1	13	7	3	4	74	±1
Discontinued Service	100	±1	13	7	2	4	75	±2
LENGTH OF SERVICE								
6 Months to 4 Years	100	±1	6	3	1	2	88	±2
5 to 10 Years	100	±1	10	4	2	2	82	±2
11 to 20 Years	100	±1	12	5	2	2	79	±1
21 to 30 Years	100	±1	13	7	2	3	73	±1
More Than 30 Years	100	±1	16	12	2	5	66	±2
AGE								
30 Years Old or Less	99	±1	5	2	1	1	91	±2
31 to 40 Years Old	100	±1	9	4	2	2	83	±2
41 to 50 Years Old	100	±1	12	7	2	3	75	±1
51 to 60 Years Old	100	±1	14	7	2	4	73	±1
More Than 60 Years Old	100	±1	14	8	2	2	74	±3
GENDER								
Male	100	±1	13	8	3	4	72	±1
Female	100	±1	10	4	1	1	85	±1
RACE/ETHNICITY								
Non-Hispanic White	100	±1	12	7	2	3	76	±1
Total Minority	100	±1	11	5	2	3	80	±1
Non-Hispanic Black	100	±1	11	5	2	2	80	±2
Hispanic	100	±1	12	4	3	4	77	±3
Non-Hispanic API	99	±1	10	3	2	3	81	±3
EDUCATION								
No College	100	±1	7	2	4	4	82	±2
Some College	100	±1	10	4	3	4	79	±1
4-Year Degree	100	±1	14	8	1	1	76	±2
Graduate/Professional Degree	100	±1	19	12	1	1	68	±2

Note. Percent responding are Civilian employees who answered the question.

28. Where do you work?

1. CONUS

2. OCONUS

	Percent Responding		Percentages		Max ME
			1	2	
OVERALL AND COMPONENT					
Total DoD	100	±1	91	9	±1
Army	100	±1	90	10	±1
Navy	100	±1	91	9	±1
Air Force	100	±1	95	5	±1
DoD Agencies and Activities	99	±1	89	11	±2
PAY PLAN/GRADE					
White Collar Total	100	±1	91	9	±1
GS 1 to 4	98	±2	87	13	±4
GS 5 to 8	100	±1	91	9	±1
GS 9 to 12	100	±1	90	10	±1
GS/GM 13 to 15	100	±1	94	6	±1
SES	100	±1	93	7	±9
Blue Collar Total	100	±1	92	8	±1
WG 1 to 5	99	±1	88	12	±4
WG 6 to 9	100	±1	94	6	±2
WG 10 to 15	100	±1	94	6	±2
WS/WL 1 to 19	100	±1	89	11	±3
OCCUPATIONAL GROUPS					
Professional	100	±1	89	11	±1
Administrative	100	±1	92	8	±1
Technical	100	±1	92	8	±1
Clerical	99	±1	90	10	±2
Other White Collar	100	±1	95	5	±2
Blue Collar	100	±1	92	8	±1
Scientists	100	±1	95	5	±3
Engineers	100	±1	94	6	±1
SUPERVISOR/MANAGER					
Supervisor	100	±1	89	11	±2
Manager	100	±1	88	12	±2
Wage Leader	100	±1	89	11	±4
Wage Supervisor	100	±1	90	10	±3
All Others	100	±1	92	8	±1
SCHEDULE/LOCATION					
Full-Time	100	±1	91	9	±1
Other Than Full-Time	98	±2	79	21	±6
CONUS	100	±1	100	0	±0
OCONUS	100	±1	0	100	±0
TYPE OF APPOINTMENT					
Permanent	100	±1	91	9	±1
Non-Permanent	98	±2	83	17	±4
BARGAINING UNIT					
Not in Bargaining Unit	100	±1	89	11	±1
In Bargaining Unit	100	±1	93	7	±1

Note. Percent responding are Civilian employees who answered the question.

28. Where do you work?

	Percent Responding		Percentages		Max ME
			1	2	
DISABILITY					
No Disability	100	±1	91	9	±1
Disability	100	±1	91	9	±1
Targeted Disability	99	±1	91	9	±2
Other Disability	100	±1	91	9	±2
VETERAN/PREFERENCE					
Non-Veteran	100	±1	91	9	±1
Veteran	100	±1	91	9	±1
10 Point 30%	100	±1	91	9	±2
10 Point Non-30%	100	±1	90	10	±2
5 Point	100	±1	91	9	±1
No Preference	100	±1	93	7	±2
RETIREMENT PLAN					
CSRS	100	±1	93	7	±1
FERS	100	±1	90	10	±1
Other Plan	98	±2	83	17	±5
RETIREMENT ELIGIBILITY					
Not Eligible	100	±1	91	9	±1
Optional Eligible	100	±1	90	10	±1
Discontinued Service	100	±1	92	8	±1
LENGTH OF SERVICE					
6 Months to 4 Years	99	±1	87	13	±2
5 to 10 Years	100	±1	88	12	±2
11 to 20 Years	100	±1	92	8	±1
21 to 30 Years	100	±1	93	7	±1
More Than 30 Years	100	±1	92	8	±1
AGE					
30 Years Old or Less	98	±1	91	9	±2
31 to 40 Years Old	100	±1	88	12	±2
41 to 50 Years Old	100	±1	91	9	±1
51 to 60 Years Old	100	±1	92	8	±1
More Than 60 Years Old	100	±1	92	8	±2
GENDER					
Male	100	±1	92	8	±1
Female	100	±1	90	10	±1
RACE/ETHNICITY					
Non-Hispanic White	100	±1	94	6	±1
Total Minority	100	±1	85	15	±1
Non-Hispanic Black	100	±1	93	7	±2
Hispanic	100	±1	87	13	±2
Non-Hispanic API	99	±1	64	36	±3
EDUCATION					
No College	99	±1	94	6	±1
Some College	100	±1	91	9	±1
4-Year Degree	100	±1	90	10	±1
Graduate/Professional Degree	100	±1	89	11	±2

Note. Percent responding are Civilian employees who answered the question.

29. In which locality pay area do you work?

1. Washington, D.C. Metro and Baltimore area

2. Other locality pay area

3. Rest of U.S./other

	Percent Responding		Percentages			Max ME
			1	2	3	
OVERALL AND COMPONENT						
Total DoD	96	±1	9	66	25	±1
Army	95	±1	10	65	25	±2
Navy	97	±1	12	67	20	±2
Air Force	95	±1	3	65	33	±2
DoD Agencies and Activities	96	±1	12	67	21	±2
PAY PLAN/GRADE						
White Collar Total	95	±1	12	56	32	±1
GS 1 to 4	85	±4	7	58	35	±5
GS 5 to 8	90	±1	9	52	38	±2
GS 9 to 12	95	±1	9	53	38	±2
GS/GM 13 to 15	98	±1	30	43	27	±2
SES	100	±0	0	100	0	±0
Blue Collar Total	100	±0	0	100	0	±0
WG 1 to 5	100	±0	0	100	0	±0
WG 6 to 9	100	±0	0	100	0	±0
WG 10 to 15	100	±0	0	100	0	±0
WS/WL 1 to 19	100	±0	0	100	0	±0
OCCUPATIONAL GROUPS						
Professional	97	±1	13	64	23	±2
Administrative	96	±1	14	51	34	±2
Technical	92	±1	8	56	37	±2
Clerical	90	±2	10	54	35	±3
Other White Collar	89	±3	9	54	38	±5
Blue Collar	100	±1	0	99	1	±1
Scientists	94	±2	15	54	31	±3
Engineers	97	±1	10	63	27	±2
SUPERVISOR/MANAGER						
Supervisor	96	±1	12	58	30	±2
Manager	97	±1	12	57	32	±3
Wage Leader	99	±2	4	88	8	±3
Wage Supervisor	100	±1	2	95	3	±2
All Others	95	±1	9	66	25	±1
SCHEDULE/LOCATION						
Full-Time	96	±1	9	65	25	±1
Other Than Full-Time	93	±3	6	80	15	±5
CONUS	95	±1	10	62	27	±1
OCONUS	100	±0	0	100	0	±0
TYPE OF APPOINTMENT						
Permanent	96	±1	10	65	25	±1
Non-Permanent	93	±3	6	75	20	±4
BARGAINING UNIT						
Not in Bargaining Unit	97	±1	13	62	25	±1
In Bargaining Unit	94	±1	5	71	24	±1

Note. Percent responding are Civilian employees who answered the question.

29. In which locality pay area do you work?

	Percent Responding		Percentages			Max ME
			1	2	3	
DISABILITY						
No Disability	96	±1	10	66	24	±1
Disability	95	±1	8	66	26	±2
Targeted Disability	95	±2	7	70	23	±3
Other Disability	95	±1	8	64	27	±2
VETERAN/PREFERENCE						
Non-Veteran	96	±1	11	63	26	±1
Veteran	96	±1	7	70	23	±1
10 Point 30%	94	±2	6	65	29	±3
10 Point Non-30%	95	±2	6	68	26	±3
5 Point	96	±1	7	71	22	±2
No Preference	96	±2	8	72	21	±3
RETIREMENT PLAN						
CSRS	96	±1	10	65	25	±1
FERS	96	±1	9	66	24	±1
Other Plan	93	±3	6	73	21	±5
RETIREMENT ELIGIBILITY						
Not Eligible	96	±1	10	64	26	±1
Optional Eligible	96	±1	9	69	23	±2
Discontinued Service	96	±1	9	65	26	±2
LENGTH OF SERVICE						
6 Months to 4 Years	94	±1	9	70	22	±2
5 to 10 Years	95	±1	8	69	23	±2
11 to 20 Years	96	±1	10	65	25	±2
21 to 30 Years	96	±1	9	65	26	±2
More Than 30 Years	96	±1	11	65	25	±2
AGE						
30 Years Old or Less	94	±2	10	71	19	±3
31 to 40 Years Old	96	±1	10	66	24	±2
41 to 50 Years Old	96	±1	9	64	26	±1
51 to 60 Years Old	96	±1	9	66	25	±1
More Than 60 Years Old	96	±2	8	68	23	±3
GENDER						
Male	97	±1	7	71	21	±1
Female	94	±1	13	57	30	±2
RACE/ETHNICITY						
Non-Hispanic White	96	±1	9	64	27	±1
Total Minority	95	±1	11	69	21	±2
Non-Hispanic Black	95	±1	16	60	24	±2
Hispanic	93	±2	5	72	23	±3
Non-Hispanic API	98	±1	7	84	10	±3
EDUCATION						
No College	95	±1	7	76	18	±2
Some College	95	±1	7	68	25	±1
4-Year Degree	96	±1	11	59	29	±2
Graduate/Professional Degree	98	±1	16	61	23	±2

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

a. Your total compensation (i.e., pay, incentives, and bonuses)

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	6	18	17	47	12	±1	3.4	±0.1			
Army	99	±1	6	19	17	46	13	±2	3.4	±0.1			
Navy	99	±1	6	18	17	47	11	±2	3.4	±0.1			
Air Force	99	±1	6	17	17	48	12	±2	3.4	±0.1			
DoD Agencies and Activities	100	±1	7	17	17	46	13	±2	3.4	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	6	18	17	47	13	±1	3.4	±0.1			
GS 1 to 4	99	±1	12	23	20	36	8	±5	3.1	±0.1			
GS 5 to 8	99	±1	11	24	18	38	9	±2	3.1	±0.1			
GS 9 to 12	99	±1	4	16	16	50	13	±2	3.5	±0.1			
GS/GM 13 to 15	99	±1	3	13	13	53	18	±2	3.7	±0.1			
SES	100	±0	7	15	19	42	17	±11	3.5	±0.2			
Blue Collar Total	99	±1	7	18	18	46	11	±2	3.4	±0.1			
WG 1 to 5	99	±1	10	19	16	44	11	±6	3.3	±0.2			
WG 6 to 9	99	±1	8	18	16	44	13	±4	3.4	±0.1			
WG 10 to 15	99	±1	8	19	18	45	10	±3	3.3	±0.1			
WS/WL 1 to 19	99	±1	4	17	19	50	10	±4	3.5	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	4	16	17	50	13	±2	3.5	±0.1			
Administrative	99	±1	4	14	15	51	16	±2	3.6	±0.1			
Technical	99	±1	9	23	18	41	9	±2	3.2	±0.1			
Clerical	99	±1	11	22	20	38	9	±3	3.1	±0.1			
Other White Collar	100	±1	10	25	18	39	9	±4	3.1	±0.1			
Blue Collar	99	±1	7	18	17	46	11	±2	3.4	±0.1			
Scientists	100	±1	5	18	15	49	13	±4	3.5	±0.1			
Engineers	99	±1	4	16	19	50	11	±2	3.5	±0.1			
SUPERVISOR/MANAGER													
Supervisor	100	±1	5	17	14	49	15	±2	3.5	±0.1			
Manager	100	±1	5	17	13	50	15	±3	3.5	±0.1			
Wage Leader	99	±1	6	21	20	46	7	±5	3.3	±0.1			
Wage Supervisor	99	±1	6	19	18	47	10	±4	3.4	±0.1			
All Others	99	±1	6	18	17	46	12	±1	3.4	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	6	18	17	47	12	±1	3.4	±0.1			
Other Than Full-Time	100	±1	7	14	20	48	12	±7	3.4	±0.2			
CONUS	99	±1	6	18	17	47	13	±1	3.4	±0.1			
OCONUS	99	±1	7	16	18	48	12	±3	3.4	±0.1			
TYPE OF APPOINTMENT													
Permanent	99	±1	6	18	16	47	12	±1	3.4	±0.1			
Non-Permanent	100	±1	6	14	22	44	13	±5	3.4	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	5	17	16	48	14	±1	3.5	±0.1			
In Bargaining Unit	99	±1	7	20	18	45	11	±2	3.3	±0.1			

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

a. Your total compensation (i.e., pay, incentives, and bonuses)

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	6	17	17	48	13	±1	3.4	±0.1	
Disability	99	±1	9	21	18	42	11	±2	3.2	±0.1	
Targeted Disability	98	±1	11	21	18	39	10	±3	3.1	±0.1	
Other Disability	99	±1	8	21	18	43	11	±2	3.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	6	17	16	47	13	±1	3.4	±0.1	
Veteran	99	±1	7	19	17	46	12	±1	3.4	±0.1	
10 Point 30%	99	±1	9	19	17	43	12	±3	3.3	±0.1	
10 Point Non-30%	100	±1	7	18	17	46	12	±3	3.4	±0.1	
5 Point	99	±1	6	19	17	46	11	±2	3.4	±0.1	
No Preference	99	±1	5	19	17	47	12	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	6	17	16	47	14	±2	3.5	±0.1	
FERS	99	±1	6	18	17	47	12	±1	3.4	±0.1	
Other Plan	100	±1	8	16	22	42	13	±6	3.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	6	17	17	47	12	±1	3.4	±0.1	
Optional Eligible	99	±1	6	18	16	46	13	±2	3.4	±0.1	
Discontinued Service	99	±1	7	19	17	45	13	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	5	17	20	46	12	±2	3.4	±0.1	
5 to 10 Years	100	±1	7	17	17	47	12	±3	3.4	±0.1	
11 to 20 Years	99	±1	7	19	17	46	11	±2	3.4	±0.1	
21 to 30 Years	99	±1	6	18	16	46	13	±2	3.4	±0.1	
More Than 30 Years	99	±1	6	17	15	48	14	±2	3.5	±0.1	
AGE											
30 Years Old or Less	99	±1	6	17	20	45	11	±3	3.4	±0.1	
31 to 40 Years Old	100	±1	6	19	17	48	11	±2	3.4	±0.1	
41 to 50 Years Old	99	±1	6	18	17	47	12	±2	3.4	±0.1	
51 to 60 Years Old	99	±1	7	18	16	46	13	±2	3.4	±0.1	
More Than 60 Years Old	99	±1	6	15	15	48	17	±3	3.5	±0.1	
GENDER											
Male	99	±1	6	18	17	48	12	±1	3.4	±0.1	
Female	99	±1	7	18	16	45	14	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	5	17	16	48	13	±1	3.5	±0.1	
Total Minority	99	±1	9	19	18	43	11	±2	3.3	±0.1	
Non-Hispanic Black	99	±1	10	22	18	41	9	±2	3.2	±0.1	
Hispanic	99	±1	10	17	17	43	12	±3	3.3	±0.1	
Non-Hispanic API	99	±1	5	15	20	49	11	±3	3.5	±0.1	
EDUCATION											
No College	99	±1	7	17	16	46	13	±2	3.4	±0.1	
Some College	99	±1	7	20	17	44	12	±1	3.3	±0.1	
4-Year Degree	99	±1	5	17	17	49	13	±2	3.5	±0.1	
Graduate/Professional Degree	99	±1	4	15	15	51	14	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

b. The type of work you do

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	2	6	12	51	29	±1	4.0	±0.1			
Army	99	±1	3	6	11	51	30	±2	4.0	±0.1			
Navy	99	±1	2	6	12	52	28	±2	4.0	±0.1			
Air Force	99	±1	2	6	11	52	29	±2	4.0	±0.1			
DoD Agencies and Activities	99	±1	2	6	13	50	28	±2	4.0	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	2	6	11	50	30	±1	4.0	±0.1			
GS 1 to 4	99	±1	4	8	18	48	22	±5	3.8	±0.1			
GS 5 to 8	98	±1	3	8	14	49	26	±2	3.9	±0.1			
GS 9 to 12	99	±1	2	6	10	52	30	±2	4.0	±0.1			
GS/GM 13 to 15	99	±1	2	5	10	49	34	±2	4.1	±0.1			
SES	97	±4	1	2	4	34	58	±8	4.4	±0.1			
Blue Collar Total	99	±1	2	6	12	54	26	±2	4.0	±0.1			
WG 1 to 5	99	±2	5	10	17	49	20	±6	3.7	±0.2			
WG 6 to 9	99	±1	3	5	13	54	26	±4	3.9	±0.1			
WG 10 to 15	99	±1	2	6	12	54	27	±3	4.0	±0.1			
WS/WL 1 to 19	99	±1	1	4	9	58	27	±4	4.1	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	2	6	11	52	30	±2	4.0	±0.1			
Administrative	99	±1	2	6	10	50	32	±2	4.1	±0.1			
Technical	98	±1	3	6	13	50	28	±2	3.9	±0.1			
Clerical	98	±1	4	9	17	48	22	±3	3.8	±0.1			
Other White Collar	99	±1	2	6	9	46	37	±4	4.1	±0.1			
Blue Collar	99	±1	2	6	12	54	26	±2	4.0	±0.1			
Scientists	99	±1	2	6	10	49	32	±4	4.0	±0.1			
Engineers	99	±1	2	6	11	54	28	±2	4.0	±0.1			
SUPERVISOR/MANAGER													
Supervisor	99	±1	2	4	9	50	35	±2	4.1	±0.1			
Manager	99	±1	2	4	7	46	41	±3	4.2	±0.1			
Wage Leader	98	±2	3	4	8	57	28	±5	4.0	±0.1			
Wage Supervisor	99	±2	2	5	7	58	29	±4	4.1	±0.1			
All Others	99	±1	2	7	13	51	27	±1	3.9	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	2	6	11	51	29	±1	4.0	±0.1			
Other Than Full-Time	99	±1	1	5	21	52	20	±7	3.9	±0.1			
CONUS	99	±1	2	6	12	51	29	±1	4.0	±0.1			
OCONUS	99	±1	2	5	12	50	31	±3	4.0	±0.1			
TYPE OF APPOINTMENT													
Permanent	99	±1	2	6	11	51	29	±1	4.0	±0.1			
Non-Permanent	100	±1	2	5	14	51	29	±5	4.0	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	2	6	11	51	30	±1	4.0	±0.1			
In Bargaining Unit	99	±1	3	7	12	51	27	±2	3.9	±0.1			

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

b. The type of work you do

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	2	6	12	52	29	±1	4.0	±0.1	
Disability	98	±1	3	8	12	49	28	±2	3.9	±0.1	
Targeted Disability	98	±1	4	8	11	49	28	±3	3.9	±0.1	
Other Disability	98	±1	3	8	12	49	28	±2	3.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	2	6	13	52	28	±1	4.0	±0.1	
Veteran	99	±1	2	6	10	51	31	±1	4.0	±0.1	
10 Point 30%	99	±1	3	7	10	47	32	±3	4.0	±0.1	
10 Point Non-30%	98	±1	2	6	9	49	34	±3	4.1	±0.1	
5 Point	99	±1	2	6	11	51	29	±2	4.0	±0.1	
No Preference	99	±1	2	5	9	53	32	±3	4.1	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	2	6	12	51	28	±2	4.0	±0.1	
FERS	99	±1	2	6	11	51	29	±1	4.0	±0.1	
Other Plan	99	±1	2	6	18	49	25	±6	3.9	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	2	6	12	51	29	±1	4.0	±0.1	
Optional Eligible	98	±1	2	6	11	51	30	±2	4.0	±0.1	
Discontinued Service	99	±1	2	7	11	52	28	±2	4.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	2	6	13	50	29	±2	4.0	±0.1	
5 to 10 Years	99	±1	2	5	11	52	29	±3	4.0	±0.1	
11 to 20 Years	98	±1	2	6	12	52	28	±2	4.0	±0.1	
21 to 30 Years	99	±1	2	6	11	52	28	±2	4.0	±0.1	
More Than 30 Years	99	±1	2	6	10	50	32	±2	4.0	±0.1	
AGE											
30 Years Old or Less	99	±1	2	8	17	51	23	±3	3.8	±0.1	
31 to 40 Years Old	99	±1	2	6	12	52	28	±2	4.0	±0.1	
41 to 50 Years Old	99	±1	2	6	11	52	29	±2	4.0	±0.1	
51 to 60 Years Old	98	±1	3	6	11	50	30	±2	4.0	±0.1	
More Than 60 Years Old	98	±1	2	4	10	48	36	±3	4.1	±0.1	
GENDER											
Male	99	±1	2	6	11	52	29	±1	4.0	±0.1	
Female	99	±1	3	6	13	50	28	±2	4.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	2	6	11	51	30	±1	4.0	±0.1	
Total Minority	99	±1	3	6	12	51	27	±2	3.9	±0.1	
Non-Hispanic Black	99	±1	4	7	13	50	27	±2	3.9	±0.1	
Hispanic	99	±1	3	6	10	52	28	±3	4.0	±0.1	
Non-Hispanic API	99	±1	2	5	12	58	23	±3	3.9	±0.1	
EDUCATION											
No College	98	±1	3	5	10	55	27	±2	4.0	±0.1	
Some College	99	±1	2	6	12	50	29	±1	4.0	±0.1	
4-Year Degree	99	±1	2	6	13	52	27	±2	4.0	±0.1	
Graduate/Professional Degree	99	±1	2	7	9	49	33	±2	4.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

c. Your opportunities for promotion

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	19	26	22	27	6	±1	2.8	±0.1		
Army	99	±1	18	26	21	28	7	±2	2.8	±0.1		
Navy	99	±1	18	27	22	27	6	±2	2.8	±0.1		
Air Force	99	±1	20	25	20	27	7	±2	2.7	±0.1		
DoD Agencies and Activities	99	±1	19	24	24	27	6	±2	2.7	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	18	26	22	28	7	±1	2.8	±0.1		
GS 1 to 4	99	±2	32	26	22	17	4	±4	2.4	±0.1		
GS 5 to 8	98	±1	29	29	17	19	5	±2	2.4	±0.1		
GS 9 to 12	99	±1	15	26	23	29	7	±1	2.9	±0.1		
GS/GM 13 to 15	99	±1	11	22	24	34	9	±2	3.1	±0.1		
SES	97	±4	3	14	26	35	22	±8	3.6	±0.2		
Blue Collar Total	99	±1	22	26	20	27	6	±2	2.7	±0.1		
WG 1 to 5	97	±2	26	28	20	21	5	±5	2.5	±0.2		
WG 6 to 9	98	±1	26	26	19	24	5	±3	2.5	±0.1		
WG 10 to 15	99	±1	23	27	21	25	5	±3	2.6	±0.1		
WS/WL 1 to 19	99	±1	13	23	20	38	7	±4	3.0	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	12	23	26	32	6	±2	3.0	±0.1		
Administrative	99	±1	14	25	22	31	8	±2	2.9	±0.1		
Technical	98	±1	26	29	20	20	5	±2	2.5	±0.1		
Clerical	98	±1	31	31	18	17	4	±3	2.3	±0.1		
Other White Collar	99	±1	19	21	20	31	8	±4	2.9	±0.2		
Blue Collar	99	±1	21	25	20	27	6	±2	2.7	±0.1		
Scientists	99	±1	16	25	25	28	7	±3	2.9	±0.1		
Engineers	99	±1	13	25	26	31	6	±2	2.9	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	16	23	21	32	8	±2	2.9	±0.1		
Manager	99	±1	11	21	22	34	12	±3	3.1	±0.1		
Wage Leader	98	±2	15	31	21	29	4	±5	2.8	±0.2		
Wage Supervisor	99	±1	15	22	18	37	8	±4	3.0	±0.1		
All Others	99	±1	20	26	22	26	6	±1	2.7	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	19	26	21	27	6	±1	2.8	±0.1		
Other Than Full-Time	99	±2	16	20	33	26	5	±6	2.9	±0.2		
CONUS	99	±1	19	26	21	27	6	±1	2.8	±0.1		
OCONUS	99	±1	15	22	25	31	7	±3	2.9	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	19	26	21	27	6	±1	2.8	±0.1		
Non-Permanent	99	±1	16	21	27	28	8	±5	2.9	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	16	25	23	29	7	±1	2.9	±0.1		
In Bargaining Unit	98	±1	22	27	20	25	6	±1	2.7	±0.1		

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

c. Your opportunities for promotion

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	17	25	22	29	7	±1	2.8	±0.1	
Disability	99	±1	27	27	20	21	5	±2	2.5	±0.1	
Targeted Disability	99	±1	31	25	19	20	5	±3	2.4	±0.1	
Other Disability	99	±1	25	28	21	21	5	±2	2.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	18	25	22	28	7	±1	2.8	±0.1	
Veteran	99	±1	20	26	21	26	6	±1	2.7	±0.1	
10 Point 30%	98	±1	24	27	19	23	7	±3	2.6	±0.1	
10 Point Non-30%	98	±1	22	26	21	26	6	±3	2.7	±0.1	
5 Point	99	±1	20	27	21	26	5	±2	2.7	±0.1	
No Preference	99	±1	16	25	22	30	8	±3	2.9	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	20	26	21	27	6	±1	2.7	±0.1	
FERS	99	±1	18	26	21	28	7	±1	2.8	±0.1	
Other Plan	99	±1	20	24	30	22	5	±5	2.7	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	18	25	22	28	7	±1	2.8	±0.1	
Optional Eligible	98	±1	19	26	22	27	6	±2	2.7	±0.1	
Discontinued Service	99	±1	22	27	20	25	6	±2	2.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	12	22	25	32	8	±2	3.0	±0.1	
5 to 10 Years	99	±1	17	27	20	29	7	±3	2.8	±0.1	
11 to 20 Years	99	±1	21	26	21	26	6	±2	2.7	±0.1	
21 to 30 Years	99	±1	21	27	21	26	6	±1	2.7	±0.1	
More Than 30 Years	98	±1	20	25	23	27	5	±2	2.7	±0.1	
AGE											
30 Years Old or Less	99	±1	13	22	25	32	8	±3	3.0	±0.1	
31 to 40 Years Old	99	±1	17	24	22	30	8	±2	2.9	±0.1	
41 to 50 Years Old	99	±1	19	27	21	27	6	±1	2.7	±0.1	
51 to 60 Years Old	98	±1	21	26	21	26	6	±1	2.7	±0.1	
More Than 60 Years Old	97	±1	19	23	25	27	5	±3	2.8	±0.1	
GENDER											
Male	99	±1	18	25	22	28	6	±1	2.8	±0.1	
Female	99	±1	20	27	20	26	7	±2	2.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	17	26	23	28	6	±1	2.8	±0.1	
Total Minority	98	±1	23	26	20	26	6	±2	2.7	±0.1	
Non-Hispanic Black	98	±1	26	28	17	23	6	±2	2.6	±0.1	
Hispanic	98	±1	23	24	21	25	6	±3	2.7	±0.1	
Non-Hispanic API	98	±1	13	21	26	33	6	±3	3.0	±0.1	
EDUCATION											
No College	98	±1	20	25	20	29	6	±2	2.8	±0.1	
Some College	99	±1	22	26	21	25	6	±1	2.7	±0.1	
4-Year Degree	99	±1	15	25	23	30	6	±2	2.9	±0.1	
Graduate/Professional Degree	99	±1	15	24	24	29	7	±2	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

d. The quality of your coworkers

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	3	11	20	49	17	±1	3.7	±0.1		
Army	99	±1	4	11	20	48	17	±2	3.6	±0.1		
Navy	99	±1	3	11	20	50	17	±2	3.7	±0.1		
Air Force	99	±1	3	10	20	49	18	±2	3.7	±0.1		
DoD Agencies and Activities	99	±1	4	10	21	49	16	±2	3.6	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	3	10	20	49	18	±1	3.7	±0.1		
GS 1 to 4	100	±1	6	11	20	46	17	±5	3.6	±0.1		
GS 5 to 8	99	±1	5	11	21	46	17	±2	3.6	±0.1		
GS 9 to 12	99	±1	3	11	20	49	17	±2	3.7	±0.1		
GS/GM 13 to 15	99	±1	2	8	17	53	21	±2	3.8	±0.1		
SES	98	±4	1	4	8	40	48	±8	4.3	±0.2		
Blue Collar Total	99	±1	4	13	22	48	13	±2	3.5	±0.1		
WG 1 to 5	98	±2	6	16	23	41	14	±6	3.4	±0.2		
WG 6 to 9	98	±1	6	13	23	45	13	±4	3.5	±0.1		
WG 10 to 15	99	±1	3	12	24	49	12	±3	3.6	±0.1		
WS/WL 1 to 19	99	±1	1	13	19	52	14	±4	3.7	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	2	8	18	53	18	±2	3.8	±0.1		
Administrative	99	±1	3	10	19	49	19	±2	3.7	±0.1		
Technical	99	±1	4	11	21	46	17	±2	3.6	±0.1		
Clerical	99	±1	5	11	21	45	18	±3	3.6	±0.1		
Other White Collar	98	±1	4	15	21	46	14	±4	3.5	±0.1		
Blue Collar	99	±1	4	13	22	48	13	±2	3.5	±0.1		
Scientists	99	±1	2	8	18	50	22	±4	3.8	±0.1		
Engineers	99	±1	2	8	19	52	19	±2	3.8	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	3	10	18	51	19	±2	3.7	±0.1		
Manager	99	±1	2	9	15	52	21	±3	3.8	±0.1		
Wage Leader	98	±2	3	15	23	46	12	±5	3.5	±0.1		
Wage Supervisor	99	±1	2	11	20	53	14	±4	3.7	±0.1		
All Others	99	±1	3	11	21	48	17	±1	3.6	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	3	11	20	49	17	±1	3.7	±0.1		
Other Than Full-Time	100	±1	4	11	17	51	17	±6	3.7	±0.2		
CONUS	99	±1	3	11	20	49	17	±1	3.7	±0.1		
OCONUS	99	±1	4	9	21	49	16	±3	3.6	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	3	11	20	49	17	±1	3.7	±0.1		
Non-Permanent	99	±1	4	10	19	45	22	±5	3.7	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	3	10	19	50	18	±1	3.7	±0.1		
In Bargaining Unit	99	±1	4	11	22	48	15	±2	3.6	±0.1		

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

d. The quality of your coworkers

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	3	10	20	50	17	±1	3.7	±0.1	
Disability	99	±1	4	12	22	46	16	±2	3.6	±0.1	
Targeted Disability	99	±1	5	13	22	44	16	±3	3.5	±0.1	
Other Disability	99	±1	4	12	22	47	15	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	3	10	20	49	17	±1	3.7	±0.1	
Veteran	99	±1	3	11	20	48	17	±1	3.6	±0.1	
10 Point 30%	98	±1	5	12	21	44	19	±3	3.6	±0.1	
10 Point Non-30%	99	±1	3	13	20	48	16	±3	3.6	±0.1	
5 Point	99	±1	3	12	20	49	16	±2	3.6	±0.1	
No Preference	99	±1	3	10	20	49	18	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	3	10	20	50	18	±2	3.7	±0.1	
FERS	99	±1	3	11	20	49	17	±1	3.6	±0.1	
Other Plan	100	±1	5	11	20	45	18	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	3	11	21	49	17	±1	3.7	±0.1	
Optional Eligible	99	±1	3	10	20	50	17	±2	3.7	±0.1	
Discontinued Service	99	±1	3	11	20	49	16	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	3	10	21	46	19	±2	3.7	±0.1	
5 to 10 Years	99	±1	4	12	19	48	16	±3	3.6	±0.1	
11 to 20 Years	99	±1	4	11	21	49	15	±2	3.6	±0.1	
21 to 30 Years	99	±1	3	11	20	50	17	±2	3.7	±0.1	
More Than 30 Years	99	±1	3	9	18	50	20	±2	3.8	±0.1	
AGE											
30 Years Old or Less	99	±1	3	11	21	47	19	±3	3.7	±0.1	
31 to 40 Years Old	100	±1	4	11	21	49	16	±2	3.6	±0.1	
41 to 50 Years Old	99	±1	3	11	21	49	16	±2	3.6	±0.1	
51 to 60 Years Old	99	±1	3	10	19	50	18	±2	3.7	±0.1	
More Than 60 Years Old	98	±1	2	9	18	50	21	±3	3.8	±0.1	
GENDER											
Male	99	±1	3	10	20	50	17	±1	3.7	±0.1	
Female	99	±1	4	11	20	48	17	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	3	11	20	49	18	±1	3.7	±0.1	
Total Minority	99	±1	4	10	22	49	15	±2	3.6	±0.1	
Non-Hispanic Black	99	±1	4	9	21	51	14	±2	3.6	±0.1	
Hispanic	99	±1	5	11	19	48	17	±3	3.6	±0.1	
Non-Hispanic API	99	±1	2	10	24	50	14	±3	3.6	±0.1	
EDUCATION											
No College	99	±1	4	11	20	49	16	±2	3.6	±0.1	
Some College	99	±1	4	12	21	48	16	±1	3.6	±0.1	
4-Year Degree	99	±1	3	9	20	50	17	±2	3.7	±0.1	
Graduate/Professional Degree	99	±1	2	9	17	52	20	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

e. The quality of your supervisor

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	8	12	17	39	24	±1	3.6	±0.1	
Army	100	±1	8	12	16	39	25	±2	3.6	±0.1	
Navy	99	±1	7	12	18	40	23	±2	3.6	±0.1	
Air Force	99	±1	7	11	17	40	26	±2	3.7	±0.1	
DoD Agencies and Activities	100	±1	9	12	18	39	23	±2	3.5	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	7	11	17	39	26	±1	3.6	±0.1	
GS 1 to 4	100	±1	10	13	15	37	24	±5	3.5	±0.2	
GS 5 to 8	99	±1	9	12	16	36	27	±2	3.6	±0.1	
GS 9 to 12	100	±1	7	12	17	40	24	±2	3.6	±0.1	
GS/GM 13 to 15	100	±1	6	10	15	42	27	±2	3.8	±0.1	
SES	98	±4	3	4	8	30	56	±8	4.3	±0.2	
Blue Collar Total	99	±1	10	13	18	39	19	±2	3.4	±0.1	
WG 1 to 5	99	±1	14	12	17	36	20	±6	3.4	±0.2	
WG 6 to 9	99	±1	13	13	18	36	20	±3	3.4	±0.1	
WG 10 to 15	100	±1	10	15	19	40	16	±3	3.4	±0.1	
WS/WL 1 to 19	99	±1	7	12	19	42	21	±4	3.6	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	6	11	18	42	24	±2	3.7	±0.1	
Administrative	100	±1	7	11	16	40	26	±2	3.7	±0.1	
Technical	99	±1	8	12	17	37	25	±2	3.6	±0.1	
Clerical	99	±1	8	11	16	36	29	±3	3.7	±0.1	
Other White Collar	100	±1	11	17	17	35	20	±4	3.4	±0.1	
Blue Collar	99	±1	10	13	18	39	19	±2	3.4	±0.1	
Scientists	99	±1	6	10	19	41	25	±3	3.7	±0.1	
Engineers	100	±1	5	10	18	42	25	±2	3.7	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	7	10	15	42	25	±2	3.7	±0.1	
Manager	100	±1	5	8	15	41	30	±3	3.8	±0.1	
Wage Leader	99	±1	7	14	21	40	19	±5	3.5	±0.2	
Wage Supervisor	99	±1	7	10	18	42	22	±4	3.6	±0.1	
All Others	100	±1	8	12	17	39	24	±1	3.6	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	8	12	17	39	24	±1	3.6	±0.1	
Other Than Full-Time	100	±1	8	11	17	41	22	±7	3.6	±0.2	
CONUS	99	±1	8	12	17	40	24	±1	3.6	±0.1	
OCONUS	99	±1	9	12	19	37	24	±3	3.5	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	8	12	17	39	24	±1	3.6	±0.1	
Non-Permanent	100	±1	7	9	16	39	29	±5	3.7	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	7	11	16	40	26	±1	3.7	±0.1	
In Bargaining Unit	99	±1	9	13	18	38	22	±1	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

e. The quality of your supervisor

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	7	11	17	40	24	±1	3.6	±0.1	
Disability	99	±1	11	13	16	36	24	±2	3.5	±0.1	
Targeted Disability	99	±1	12	13	16	35	24	±3	3.5	±0.1	
Other Disability	99	±1	11	13	16	37	24	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	7	11	17	40	25	±1	3.6	±0.1	
Veteran	99	±1	9	12	17	38	24	±1	3.6	±0.1	
10 Point 30%	99	±1	10	12	16	35	26	±3	3.5	±0.1	
10 Point Non-30%	99	±1	10	11	13	40	25	±3	3.6	±0.1	
5 Point	99	±1	9	12	18	39	22	±2	3.5	±0.1	
No Preference	100	±1	6	11	17	38	27	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	8	12	17	40	23	±2	3.6	±0.1	
FERS	99	±1	8	12	17	39	25	±1	3.6	±0.1	
Other Plan	99	±1	9	11	18	38	24	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	7	11	17	40	25	±1	3.6	±0.1	
Optional Eligible	99	±1	8	12	17	39	24	±2	3.6	±0.1	
Discontinued Service	100	±1	9	12	17	40	22	±2	3.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	6	10	17	39	28	±2	3.7	±0.1	
5 to 10 Years	100	±1	7	13	15	40	24	±3	3.6	±0.1	
11 to 20 Years	99	±1	8	12	17	39	23	±2	3.6	±0.1	
21 to 30 Years	99	±1	8	12	17	39	23	±2	3.6	±0.1	
More Than 30 Years	99	±1	9	12	16	40	23	±2	3.6	±0.1	
AGE											
30 Years Old or Less	99	±1	6	11	17	40	25	±3	3.7	±0.1	
31 to 40 Years Old	100	±1	8	10	16	40	25	±2	3.6	±0.1	
41 to 50 Years Old	100	±1	7	12	17	40	24	±2	3.6	±0.1	
51 to 60 Years Old	99	±1	9	12	17	38	24	±2	3.6	±0.1	
More Than 60 Years Old	99	±1	7	12	15	38	27	±3	3.7	±0.1	
GENDER											
Male	99	±1	8	11	17	40	23	±1	3.6	±0.1	
Female	99	±1	8	12	16	38	25	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	7	12	17	39	25	±1	3.6	±0.1	
Total Minority	99	±1	9	12	18	39	21	±2	3.5	±0.1	
Non-Hispanic Black	99	±1	9	11	18	39	22	±2	3.5	±0.1	
Hispanic	99	±1	10	14	16	38	22	±3	3.5	±0.1	
Non-Hispanic API	99	±1	7	10	21	43	20	±3	3.6	±0.1	
EDUCATION											
No College	99	±1	8	11	16	40	24	±2	3.6	±0.1	
Some College	99	±1	8	12	17	38	24	±1	3.6	±0.1	
4-Year Degree	100	±1	7	11	17	41	24	±2	3.6	±0.1	
Graduate/Professional Degree	100	±1	7	10	16	40	26	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

31. Overall, how satisfied are you with working for your organization?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	3	10	15	48	23	±1	3.8	±0.1	
Army	100	±1	4	10	15	48	24	±2	3.8	±0.1	
Navy	100	±1	3	11	16	49	22	±2	3.8	±0.1	
Air Force	100	±1	3	9	15	49	24	±2	3.8	±0.1	
DoD Agencies and Activities	100	±1	4	12	14	48	22	±2	3.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	3	10	15	49	23	±1	3.8	±0.1	
GS 1 to 4	100	±0	3	11	17	48	20	±5	3.7	±0.1	
GS 5 to 8	100	±1	4	11	16	46	22	±2	3.7	±0.1	
GS 9 to 12	100	±1	3	11	15	49	23	±2	3.8	±0.1	
GS/GM 13 to 15	100	±1	2	10	12	50	25	±2	3.9	±0.1	
SES	100	±0	1	6	4	34	55	±8	4.4	±0.2	
Blue Collar Total	100	±1	4	11	16	47	22	±2	3.7	±0.1	
WG 1 to 5	100	±0	6	9	18	47	20	±6	3.7	±0.2	
WG 6 to 9	100	±0	5	10	14	48	23	±4	3.8	±0.1	
WG 10 to 15	100	±1	4	12	18	46	21	±3	3.7	±0.1	
WS/WL 1 to 19	100	±1	2	10	14	50	23	±4	3.8	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	3	10	15	51	22	±2	3.8	±0.1	
Administrative	100	±1	3	11	13	48	25	±2	3.8	±0.1	
Technical	100	±1	4	10	16	47	22	±2	3.7	±0.1	
Clerical	100	±1	3	11	17	46	23	±3	3.7	±0.1	
Other White Collar	100	±0	4	12	15	47	21	±4	3.7	±0.1	
Blue Collar	100	±1	4	11	16	48	22	±2	3.7	±0.1	
Scientists	100	±1	3	12	14	49	23	±4	3.8	±0.1	
Engineers	100	±1	2	9	15	54	20	±2	3.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	3	9	12	49	27	±2	3.9	±0.1	
Manager	100	±1	2	8	10	49	31	±3	4.0	±0.1	
Wage Leader	100	±1	3	11	18	49	19	±5	3.7	±0.1	
Wage Supervisor	100	±1	2	11	11	52	24	±4	3.8	±0.1	
All Others	100	±1	4	11	16	48	22	±1	3.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	3	11	15	48	23	±1	3.8	±0.1	
Other Than Full-Time	100	±0	4	7	19	50	20	±7	3.8	±0.2	
CONUS	100	±1	3	11	15	48	23	±1	3.8	±0.1	
OCONUS	100	±1	3	10	15	48	24	±3	3.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	3	11	15	48	23	±1	3.8	±0.1	
Non-Permanent	100	±0	3	7	13	51	26	±5	3.9	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	3	10	14	49	24	±1	3.8	±0.1	
In Bargaining Unit	100	±1	4	11	16	48	21	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

31. Overall, how satisfied are you with working for your organization?

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	3	10	15	49	23	±1	3.8	±0.1	
Disability	100	±1	5	13	16	43	23	±2	3.7	±0.1	
Targeted Disability	100	±1	6	13	16	42	23	±3	3.6	±0.1	
Other Disability	100	±1	4	13	17	44	23	±2	3.7	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	3	10	15	50	22	±1	3.8	±0.1	
Veteran	100	±1	3	11	15	47	24	±1	3.8	±0.1	
10 Point 30%	100	±1	4	12	12	42	28	±3	3.8	±0.1	
10 Point Non-30%	100	±0	4	10	14	46	26	±3	3.8	±0.1	
5 Point	100	±1	3	11	16	47	22	±2	3.7	±0.1	
No Preference	100	±0	2	10	13	50	26	±3	3.9	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	4	12	15	47	23	±2	3.7	±0.1	
FERS	100	±1	3	10	15	49	23	±1	3.8	±0.1	
Other Plan	100	±0	3	9	18	49	21	±6	3.8	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	3	10	15	49	23	±1	3.8	±0.1	
Optional Eligible	100	±1	3	10	15	48	24	±2	3.8	±0.1	
Discontinued Service	100	±1	4	12	16	47	21	±2	3.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	2	8	15	51	25	±2	3.9	±0.1	
5 to 10 Years	100	±1	3	9	15	49	24	±3	3.8	±0.1	
11 to 20 Years	100	±1	3	11	15	49	22	±2	3.7	±0.1	
21 to 30 Years	100	±1	4	12	15	48	22	±2	3.7	±0.1	
More Than 30 Years	100	±1	4	11	15	46	25	±2	3.8	±0.1	
AGE											
30 Years Old or Less	100	±1	2	9	17	52	20	±3	3.8	±0.1	
31 to 40 Years Old	100	±1	3	9	14	52	21	±2	3.8	±0.1	
41 to 50 Years Old	100	±1	3	11	15	49	22	±2	3.8	±0.1	
51 to 60 Years Old	100	±1	4	11	15	46	24	±2	3.8	±0.1	
More Than 60 Years Old	100	±1	3	9	13	46	29	±3	3.9	±0.1	
GENDER											
Male	100	±1	3	10	15	49	23	±1	3.8	±0.1	
Female	100	±1	4	11	15	48	23	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	3	11	14	49	23	±1	3.8	±0.1	
Total Minority	100	±1	4	10	16	47	23	±2	3.8	±0.1	
Non-Hispanic Black	100	±1	4	10	16	46	24	±2	3.8	±0.1	
Hispanic	100	±1	4	10	14	46	25	±3	3.8	±0.1	
Non-Hispanic API	100	±1	2	7	18	54	18	±3	3.8	±0.1	
EDUCATION											
No College	100	±1	3	10	13	50	25	±2	3.8	±0.1	
Some College	100	±1	4	10	16	47	23	±1	3.8	±0.1	
4-Year Degree	100	±1	3	11	15	51	20	±2	3.7	±0.1	
Graduate/Professional Degree	100	±1	3	10	14	49	24	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

32. Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it that you would choose to stay?

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely

Percent Responding			Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	4	12	13	37	34	±1	3.8	±0.1	
Army	100	±1	5	12	13	36	35	±2	3.8	±0.1	
Navy	100	±1	4	11	13	38	34	±2	3.9	±0.1	
Air Force	100	±1	5	12	14	37	33	±2	3.8	±0.1	
DoD Agencies and Activities	100	±1	5	12	13	36	35	±2	3.8	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	4	12	14	37	33	±1	3.8	±0.1	
GS 1 to 4	99	±1	5	12	17	33	32	±5	3.8	±0.1	
GS 5 to 8	100	±1	5	12	13	36	33	±2	3.8	±0.1	
GS 9 to 12	100	±1	4	13	13	37	33	±2	3.8	±0.1	
GS/GM 13 to 15	100	±1	4	12	13	38	33	±2	3.8	±0.1	
SES	100	±1	4	7	7	33	48	±8	4.1	±0.2	
Blue Collar Total	99	±1	4	10	12	36	38	±2	3.9	±0.1	
WG 1 to 5	100	±1	4	8	11	42	34	±6	3.9	±0.2	
WG 6 to 9	99	±1	5	10	11	35	39	±4	3.9	±0.1	
WG 10 to 15	99	±1	4	11	14	34	36	±3	3.9	±0.1	
WS/WL 1 to 19	100	±1	3	11	11	34	41	±4	4.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	4	11	14	39	32	±2	3.8	±0.1	
Administrative	100	±1	4	12	13	36	34	±2	3.8	±0.1	
Technical	100	±1	5	12	14	36	34	±2	3.8	±0.1	
Clerical	99	±1	5	12	15	34	34	±3	3.8	±0.1	
Other White Collar	100	±0	5	13	11	36	35	±4	3.8	±0.1	
Blue Collar	99	±1	4	10	12	36	38	±2	3.9	±0.1	
Scientists	99	±1	5	13	15	36	31	±3	3.8	±0.1	
Engineers	100	±1	3	11	15	42	30	±2	3.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	4	11	12	37	35	±2	3.9	±0.1	
Manager	100	±1	4	11	12	34	40	±3	4.0	±0.1	
Wage Leader	99	±1	3	10	12	39	36	±5	3.9	±0.2	
Wage Supervisor	100	±1	3	11	9	37	40	±4	4.0	±0.1	
All Others	100	±1	4	12	14	37	34	±1	3.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	4	12	13	36	34	±1	3.8	±0.1	
Other Than Full-Time	99	±1	4	7	17	40	31	±6	3.9	±0.2	
CONUS	100	±1	4	12	13	37	34	±1	3.8	±0.1	
OCONUS	100	±1	5	11	12	34	37	±3	3.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	4	12	13	37	34	±1	3.8	±0.1	
Non-Permanent	99	±1	4	8	13	36	38	±5	4.0	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	4	12	13	37	34	±1	3.8	±0.1	
In Bargaining Unit	100	±1	4	11	14	36	34	±1	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

32. Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it that you would choose to stay?

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	4	11	13	37	34	±1	3.9	±0.1	
Disability	100	±1	5	13	14	34	34	±2	3.8	±0.1	
Targeted Disability	100	±1	6	12	13	33	35	±3	3.8	±0.1	
Other Disability	100	±1	5	14	14	34	33	±2	3.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	4	11	13	37	34	±1	3.9	±0.1	
Veteran	100	±1	5	12	13	36	34	±1	3.8	±0.1	
10 Point 30%	100	±1	6	13	11	35	35	±3	3.8	±0.1	
10 Point Non-30%	100	±1	5	12	12	36	35	±3	3.8	±0.1	
5 Point	100	±1	5	13	14	36	33	±2	3.8	±0.1	
No Preference	99	±1	4	10	12	36	39	±3	4.0	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	5	12	13	36	34	±2	3.8	±0.1	
FERS	100	±1	4	11	14	37	35	±1	3.9	±0.1	
Other Plan	99	±1	5	12	14	38	31	±6	3.8	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	4	11	14	37	34	±1	3.8	±0.1	
Optional Eligible	100	±1	4	12	12	36	36	±2	3.9	±0.1	
Discontinued Service	100	±1	5	12	14	36	33	±2	3.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	4	10	15	35	35	±2	3.9	±0.1	
5 to 10 Years	100	±1	4	11	13	36	35	±3	3.9	±0.1	
11 to 20 Years	100	±1	4	11	13	38	33	±2	3.8	±0.1	
21 to 30 Years	100	±1	5	12	13	37	34	±2	3.8	±0.1	
More Than 30 Years	100	±1	4	12	12	35	36	±2	3.9	±0.1	
AGE											
30 Years Old or Less	100	±1	4	13	18	37	28	±3	3.7	±0.1	
31 to 40 Years Old	100	±1	5	11	14	38	32	±2	3.8	±0.1	
41 to 50 Years Old	100	±1	4	11	13	37	34	±2	3.9	±0.1	
51 to 60 Years Old	100	±1	5	12	12	35	36	±2	3.9	±0.1	
More Than 60 Years Old	99	±1	4	10	10	34	42	±3	4.0	±0.1	
GENDER											
Male	100	±1	4	11	13	37	34	±1	3.9	±0.1	
Female	100	±1	5	12	13	36	35	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	4	11	13	36	35	±1	3.9	±0.1	
Total Minority	100	±1	5	12	13	38	32	±2	3.8	±0.1	
Non-Hispanic Black	100	±1	5	14	13	37	31	±2	3.7	±0.1	
Hispanic	100	±1	5	10	13	36	35	±3	3.9	±0.1	
Non-Hispanic API	99	±1	3	8	13	43	33	±3	4.0	±0.1	
EDUCATION											
No College	100	±1	3	9	12	35	41	±2	4.0	±0.1	
Some College	100	±1	4	12	13	36	36	±1	3.9	±0.1	
4-Year Degree	100	±1	4	13	14	38	30	±2	3.8	±0.1	
Graduate/Professional Degree	100	±1	5	12	14	37	32	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

33. Have you ever relocated (i.e., changed geographic locations) as a result of your working for the Federal Government?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
OVERALL AND COMPONENT					
Total DoD	100	±1	37	±1	
Army	100	±1	39	±2	
Navy	100	±1	35	±2	
Air Force	100	±1	37	±2	
DoD Agencies and Activities	100	±1	37	±2	
PAY PLAN/GRADE					
White Collar Total	100	±1	39	±1	
GS 1 to 4	100	±0	20	±4	
GS 5 to 8	100	±1	29	±2	
GS 9 to 12	100	±1	40	±2	
GS/GM 13 to 15	100	±1	53	±2	
SES	100	±1	62	±9	
Blue Collar Total	100	±1	30	±2	
WG 1 to 5	100	±1	26	±5	
WG 6 to 9	100	±1	30	±3	
WG 10 to 15	100	±1	32	±3	
WS/WL 1 to 19	100	±1	30	±3	
OCCUPATIONAL GROUPS					
Professional	100	±1	43	±2	
Administrative	100	±1	45	±2	
Technical	100	±1	30	±2	
Clerical	100	±1	24	±3	
Other White Collar	100	±1	33	±4	
Blue Collar	100	±1	30	±2	
Scientists	100	±1	39	±3	
Engineers	100	±1	39	±2	
SUPERVISOR/MANAGER					
Supervisor	100	±1	45	±2	
Manager	100	±1	53	±3	
Wage Leader	100	±1	30	±5	
Wage Supervisor	100	±0	32	±4	
All Others	100	±1	35	±1	
SCHEDULE/LOCATION					
Full-Time	100	±1	38	±1	
Other Than Full-Time	100	±0	19	±5	
CONUS	100	±1	36	±1	
OCONUS	100	±1	47	±3	
TYPE OF APPOINTMENT					
Permanent	100	±1	38	±1	
Non-Permanent	100	±0	26	±4	
BARGAINING UNIT					
Not in Bargaining Unit	100	±1	40	±1	
In Bargaining Unit	100	±1	33	±1	

Note. Percent responding are Civilian employees who answered the question.

33. Have you ever relocated (i.e., changed geographic locations) as a result of your working for the Federal Government?

	Percent Responding		Percentages Yes	Max ME	Percentage Reporting Yes
DISABILITY					
No Disability	100	±1	36	±1	
Disability	100	±1	44	±2	
Targeted Disability	100	±1	45	±3	
Other Disability	100	±1	44	±2	
VETERAN/PREFERENCE					
Non-Veteran	100	±1	30	±1	
Veteran	100	±1	46	±1	
10 Point 30%	100	±1	51	±3	
10 Point Non-30%	100	±1	53	±3	
5 Point	100	±1	45	±2	
No Preference	100	±1	41	±3	
RETIREMENT PLAN					
CSRS	100	±1	37	±2	
FERS	100	±1	37	±1	
Other Plan	100	±1	27	±5	
RETIREMENT ELIGIBILITY					
Not Eligible	100	±1	36	±1	
Optional Eligible	100	±1	39	±2	
Discontinued Service	100	±1	38	±2	
LENGTH OF SERVICE					
6 Months to 4 Years	100	±1	21	±2	
5 to 10 Years	100	±1	36	±3	
11 to 20 Years	100	±1	36	±2	
21 to 30 Years	100	±1	41	±2	
More Than 30 Years	100	±1	48	±2	
AGE					
30 Years Old or Less	99	±1	23	±3	
31 to 40 Years Old	100	±1	33	±2	
41 to 50 Years Old	100	±1	38	±2	
51 to 60 Years Old	100	±1	40	±2	
More Than 60 Years Old	100	±1	42	±3	
GENDER					
Male	100	±1	41	±1	
Female	100	±1	30	±2	
RACE/ETHNICITY					
Non-Hispanic White	100	±1	38	±1	
Total Minority	100	±1	35	±2	
Non-Hispanic Black	100	±1	35	±2	
Hispanic	100	±1	37	±3	
Non-Hispanic API	100	±0	32	±3	
EDUCATION					
No College	100	±1	24	±2	
Some College	100	±1	34	±1	
4-Year Degree	100	±1	41	±2	
Graduate/Professional Degree	100	±1	52	±2	

Note. Percent responding are Civilian employees who answered the question.

34. How many years has it been since you last relocated for work-related reasons?

1. 5 years or less

2. 6-9 years

3. 10-19 years

4. 20 years or more

	Percent Responding		Percentages				Max ME	Average Years		
			1	2	3	4				
OVERALL AND COMPONENT										
Total DoD	100	±0	78	7	10	4	±1	9.2	±0.2	
Army	100	±0	78	6	11	5	±1	8.9	±0.3	
Navy	100	±0	77	9	9	5	±1	10.0	±0.4	
Air Force	100	±0	78	7	11	4	±2	8.9	±0.4	
DoD Agencies and Activities	100	±0	78	8	11	4	±2	9.1	±0.5	
PAY PLAN/GRADE										
White Collar Total	100	±0	77	7	11	5	±1	9.1	±0.2	
GS 1 to 4	100	±0	90	4	5	1	±3	7.0	±1.2	
GS 5 to 8	100	±0	84	5	8	3	±2	8.2	±0.5	
GS 9 to 12	100	±0	77	7	11	5	±1	8.9	±0.3	
GS/GM 13 to 15	100	±0	65	11	16	8	±2	10.2	±0.4	
SES	100	±0	62	12	16	10	±7	10.2	±0.9	
Blue Collar Total	100	±0	81	7	8	4	±2	9.6	±0.4	
WG 1 to 5	100	±0	86	4	9	1	±4	7.6	±1.2	
WG 6 to 9	100	±0	83	7	6	4	±3	8.9	±1.0	
WG 10 to 15	100	±0	79	8	9	4	±2	9.5	±0.6	
WS/WL 1 to 19	100	±0	79	6	9	6	±3	11.4	±1.0	
OCCUPATIONAL GROUPS										
Professional	100	±0	75	8	12	5	±2	9.3	±0.4	
Administrative	100	±0	73	8	13	5	±2	9.3	±0.3	
Technical	100	±0	81	7	9	3	±2	9.2	±0.5	
Clerical	100	±0	87	4	7	2	±2	7.9	±0.7	
Other White Collar	100	±0	81	7	9	4	±3	8.7	±0.9	
Blue Collar	100	±0	81	7	8	4	±2	9.5	±0.4	
Scientists	100	±0	74	7	12	6	±3	10.6	±0.8	
Engineers	100	±0	75	8	11	6	±2	10.4	±0.5	
SUPERVISOR/MANAGER										
Supervisor	100	±0	73	8	13	5	±2	9.3	±0.4	
Manager	100	±0	68	9	15	7	±3	9.4	±0.5	
Wage Leader	100	±0	82	8	7	4	±4	9.0	±1.3	
Wage Supervisor	100	±0	77	8	10	5	±4	11.1	±1.1	
All Others	100	±0	79	7	10	4	±1	9.1	±0.2	
SCHEDULE/LOCATION										
Full-Time	100	±0	78	7	11	5	±1	9.2	±0.2	
Other Than Full-Time	100	±0	89	5	5	1	±4	7.5	±1.7	
CONUS	100	±0	77	7	11	5	±1	9.7	±0.2	
OCONUS	100	±0	85	6	8	2	±2	5.4	±0.4	
TYPE OF APPOINTMENT										
Permanent	100	±0	77	7	11	5	±1	9.3	±0.2	
Non-Permanent	100	±0	89	4	5	1	±3	6.3	±1.0	
BARGAINING UNIT										
Not in Bargaining Unit	100	±0	77	8	11	5	±1	9.1	±0.3	
In Bargaining Unit	100	±0	79	7	10	4	±1	9.4	±0.3	

Note. Percent responding are Civilian employees who answered the question.

34. How many years has it been since you last relocated for work-related reasons?

Percent Responding			Percentages				Max ME	Average Years		
			1	2	3	4				
DISABILITY										
No Disability	100	±0	79	7	10	4	±1	9.2	±0.2	
Disability	100	±0	74	9	12	5	±2	9.2	±0.4	
Targeted Disability	100	±0	73	10	13	5	±3	9.1	±0.7	
Other Disability	100	±0	74	9	12	5	±2	9.3	±0.5	
VETERAN/PREFERENCE										
Non-Veteran	100	±0	83	6	8	3	±1	8.8	±0.3	
Veteran	100	±0	72	9	13	6	±1	9.6	±0.3	
10 Point 30%	100	±0	72	10	14	5	±3	8.2	±0.5	
10 Point Non-30%	100	±0	69	10	16	5	±3	8.8	±0.6	
5 Point	100	±0	72	8	12	7	±2	10.2	±0.3	
No Preference	100	±0	75	8	14	4	±3	9.1	±0.7	
RETIREMENT PLAN										
CSRS	100	±0	73	7	11	9	±1	12.4	±0.4	
FERS	100	±0	81	7	10	2	±1	7.4	±0.2	
Other Plan	100	±0	85	6	7	2	±4	8.8	±1.7	
RETIREMENT ELIGIBILITY										
Not Eligible	100	±0	81	7	10	2	±1	7.9	±0.3	
Optional Eligible	100	±0	75	7	11	7	±1	10.6	±0.4	
Discontinued Service	100	±0	74	8	12	6	±2	10.6	±0.5	
LENGTH OF SERVICE										
6 Months to 4 Years	100	±0	95	3	2	0	±1	4.2	±0.5	
5 to 10 Years	100	±0	88	7	4	1	±2	4.8	±0.4	
11 to 20 Years	100	±0	80	8	11	1	±1	7.5	±0.3	
21 to 30 Years	100	±0	71	9	13	7	±1	10.6	±0.3	
More Than 30 Years	100	±0	61	7	16	16	±2	14.7	±0.5	
AGE										
30 Years Old or Less	100	±0	94	3	2	1	±2	4.0	±0.5	
31 to 40 Years Old	100	±0	86	7	7	0	±2	5.6	±0.4	
41 to 50 Years Old	100	±0	78	8	11	3	±1	8.3	±0.3	
51 to 60 Years Old	100	±0	71	7	13	8	±1	11.6	±0.3	
More Than 60 Years Old	100	±0	69	6	13	12	±3	13.7	±0.9	
GENDER										
Male	100	±0	75	8	12	6	±1	9.7	±0.2	
Female	100	±0	83	6	8	2	±1	8.2	±0.4	
RACE/ETHNICITY										
Non-Hispanic White	100	±0	77	7	11	5	±1	9.8	±0.2	
Total Minority	100	±0	81	8	9	2	±1	7.7	±0.3	
Non-Hispanic Black	100	±0	81	8	9	2	±2	7.6	±0.5	
Hispanic	100	±0	81	7	9	3	±2	7.7	±0.6	
Non-Hispanic API	100	±0	83	8	7	2	±3	7.1	±0.7	
EDUCATION										
No College	100	±0	84	4	7	4	±2	10.4	±0.7	
Some College	100	±0	79	7	9	4	±1	9.2	±0.3	
4-Year Degree	100	±0	76	7	12	5	±2	9.1	±0.4	
Graduate/Professional Degree	100	±0	70	10	14	6	±2	9.0	±0.4	

Note. Percent responding are Civilian employees who answered the question.

35. In the past 12 months, how many days have you had to work longer than your normal duty day (i.e., overtime)?

1. 0 work days

2. 1-10 work days

3. 11-20 work days

4. 21-60 work days

5. 61-120 work days

6. 121+ work days

	Percent Responding		Percentages						Max ME	Average Work Days		
			1	2	3	4	5	6				
OVERALL AND COMPONENT												
Total DoD	99	±1	27	25	13	20	8	8	±1	33.9	±0.8	
Army	99	±1	26	25	13	20	8	7	±2	32.5	±1.2	
Navy	99	±1	26	23	13	21	9	8	±2	35.9	±1.4	
Air Force	99	±1	27	26	13	19	8	8	±2	33.4	±1.5	
DoD Agencies and Activities	99	±1	31	25	12	16	8	9	±2	34.2	±2.0	
PAY PLAN/GRADE												
White Collar Total	99	±1	27	25	13	19	8	8	±1	34.5	±0.8	
GS 1 to 4	99	±1	52	29	6	8	2	3	±5	13.3	±3.4	
GS 5 to 8	99	±1	36	30	11	14	4	5	±2	22.1	±1.5	
GS 9 to 12	99	±1	25	27	14	20	8	6	±1	30.4	±1.1	
GS/GM 13 to 15	99	±1	13	15	13	27	16	17	±2	61.9	±2.3	
SES	99	±1	8	NR	1	9	17	59	±9	151.3	±20.4	
Blue Collar Total	99	±1	28	26	13	20	7	7	±2	31.6	±1.7	
WG 1 to 5	99	±1	38	29	11	14	6	2	±6	17.9	±3.7	
WG 6 to 9	99	±1	32	26	12	17	7	5	±3	26.5	±3.0	
WG 10 to 15	99	±1	28	26	13	20	6	6	±3	30.6	±2.6	
WS/WL 1 to 19	99	±1	16	22	12	28	10	11	±3	47.6	±4.3	
OCCUPATIONAL GROUPS												
Professional	99	±1	21	22	14	22	11	10	±2	41.4	±1.6	
Administrative	99	±1	22	24	13	22	9	9	±2	39.4	±1.4	
Technical	99	±1	33	27	12	16	6	5	±2	26.2	±1.6	
Clerical	99	±1	49	28	7	10	3	3	±3	15.3	±2.0	
Other White Collar	100	±1	19	34	16	19	4	8	±4	32.9	±4.9	
Blue Collar	99	±1	27	26	13	20	7	7	±2	32.4	±1.7	
Scientists	99	±1	20	21	14	25	12	9	±3	42.5	±3.8	
Engineers	99	±1	19	22	15	24	12	9	±2	40.7	±1.8	
SUPERVISOR/MANAGER												
Supervisor	99	±1	17	19	14	23	13	14	±2	53.2	±2.5	
Manager	99	±1	11	15	11	25	15	24	±3	74.6	±3.8	
Wage Leader	99	±2	19	25	13	24	10	9	±4	39.1	±5.4	
Wage Supervisor	99	±1	16	21	12	28	11	12	±4	49.2	±5.3	
All Others	99	±1	30	27	13	18	7	5	±1	27.0	±0.8	
SCHEDULE/LOCATION												
Full-Time	99	±1	26	25	13	20	8	8	±1	34.8	±0.8	
Other Than Full-Time	99	±1	56	26	7	6	3	2	±6	10.8	±3.8	
CONUS	99	±1	28	25	13	19	8	7	±1	32.6	±0.8	
OCONUS	99	±1	22	20	13	22	11	12	±3	47.3	±3.4	
TYPE OF APPOINTMENT												
Permanent	99	±1	26	25	13	20	8	8	±1	34.5	±0.8	
Non-Permanent	99	±1	40	24	10	15	7	5	±5	23.9	±3.7	
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	25	23	13	21	9	9	±1	38.3	±1.0	
In Bargaining Unit	99	±1	30	27	13	18	7	6	±1	28.3	±1.1	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

35. In the past 12 months, how many days have you had to work longer than your normal duty day (i.e., overtime)?

Percent Responding			Percentages						Max ME	Average Work Days		
			1	2	3	4	5	6				
DISABILITY												
No Disability	99	±1	26	25	13	20	8	8	±1	34.4	±0.8	
Disability	99	±1	31	25	12	18	7	7	±2	31.2	±1.8	
Targeted Disability	99	±1	33	24	12	18	7	7	±3	29.5	±2.8	
Other Disability	99	±1	30	25	12	19	7	7	±2	31.9	±2.2	
VETERAN/PREFERENCE												
Non-Veteran	99	±1	28	26	13	18	8	7	±1	32.3	±1.0	
Veteran	99	±1	25	24	13	21	9	8	±1	36.1	±1.1	
10 Point 30%	99	±1	27	24	12	20	9	8	±3	36.8	±3.0	
10 Point Non-30%	99	±1	26	24	12	20	10	8	±3	36.1	±3.0	
5 Point	99	±1	25	24	13	21	8	8	±2	35.7	±1.4	
No Preference	99	±1	25	24	14	21	9	8	±3	35.7	±3.0	
RETIREMENT PLAN												
CSRS	99	±1	27	24	13	20	8	8	±1	35.1	±1.2	
FERS	99	±1	26	26	13	20	8	7	±1	33.9	±1.0	
Other Plan	99	±1	43	24	7	16	6	5	±6	23.1	±4.3	
RETIREMENT ELIGIBILITY												
Not Eligible	99	±1	26	25	13	20	8	7	±1	34.0	±1.0	
Optional Eligible	99	±1	30	25	12	19	7	8	±2	32.8	±1.3	
Discontinued Service	99	±1	25	25	13	20	9	9	±2	36.1	±1.9	
LENGTH OF SERVICE												
6 Months to 4 Years	99	±1	29	28	12	19	7	6	±2	28.9	±1.9	
5 to 10 Years	100	±1	25	27	14	19	8	7	±3	32.4	±2.4	
11 to 20 Years	99	±1	27	25	13	19	8	8	±2	33.7	±1.3	
21 to 30 Years	99	±1	26	24	13	20	9	8	±1	35.9	±1.3	
More Than 30 Years	99	±1	28	22	12	21	9	9	±2	36.9	±2.1	
AGE												
30 Years Old or Less	97	±1	32	28	12	18	6	5	±3	25.1	±2.4	
31 to 40 Years Old	99	±1	25	26	14	20	8	7	±2	33.6	±1.9	
41 to 50 Years Old	99	±1	24	25	13	21	9	8	±1	36.4	±1.2	
51 to 60 Years Old	99	±1	28	24	13	20	8	8	±1	34.8	±1.3	
More Than 60 Years Old	99	±1	40	22	11	14	6	7	±3	27.3	±3.0	
GENDER												
Male	99	±1	24	23	14	21	9	9	±1	37.6	±0.9	
Female	99	±1	32	27	11	16	7	6	±2	27.8	±1.3	
RACE/ETHNICITY												
Non-Hispanic White	99	±1	25	24	13	21	9	8	±1	36.4	±0.9	
Total Minority	99	±1	32	27	12	17	6	6	±2	27.9	±1.4	
Non-Hispanic Black	99	±1	34	28	11	15	6	5	±2	25.1	±1.9	
Hispanic	99	±1	31	25	11	20	5	7	±3	29.6	±2.9	
Non-Hispanic API	98	±1	32	27	12	17	6	6	±3	27.9	±3.0	
EDUCATION												
No College	99	±1	36	27	10	15	6	5	±2	25.5	±2.0	
Some College	99	±1	29	27	13	19	6	6	±1	29.2	±1.0	
4-Year Degree	99	±1	23	25	13	21	10	8	±2	37.3	±1.5	
Graduate/Professional Degree	99	±1	19	18	14	23	12	14	±2	51.4	±2.2	

Note. Percent responding are Civilian employees who answered the question.

36. In the past 12 months, how many days have you been away from your permanent work location overnight because of your work related requirements?

1. 0 work days

2. 1-10 work days

3. 11-20 work days

4. 21-60 work days

5. 61-120 work days

6. 121+ work days

			Percent Responding		Percentages						Max ME	Average Work Days	
					1	2	3	4	5	6			
OVERALL AND COMPONENT													
Total DoD	99	±1	50	20	11	14	3	1	±1	13.4	±0.4		
Army	99	±1	46	22	12	14	3	1	±2	14.3	±0.7		
Navy	100	±1	50	18	11	15	4	2	±2	15.0	±0.8		
Air Force	99	±1	51	18	12	14	3	1	±2	12.4	±0.6		
DoD Agencies and Activities	99	±1	56	21	9	11	3	1	±2	10.6	±0.8		
PAY PLAN/GRADE													
White Collar Total	99	±1	46	22	13	15	4	1	±1	14.0	±0.4		
GS 1 to 4	98	±2	93	6	1	1	0	0	±2	0.7	±0.3		
GS 5 to 8	99	±1	73	17	5	4	1	0	±2	4.5	±0.6		
GS 9 to 12	100	±1	41	26	14	14	3	1	±2	14.2	±0.6		
GS/GM 13 to 15	100	±1	15	23	20	32	8	2	±2	27.4	±1.1		
SES	100	±1	14	10	16	43	16	2	±11	37.4	±5.3		
Blue Collar Total	99	±1	67	12	7	9	3	1	±2	10.9	±1.0		
WG 1 to 5	99	±2	89	6	1	1	2	0	±4	3.3	±2.1		
WG 6 to 9	99	±1	76	10	5	6	1	1	±3	6.7	±1.6		
WG 10 to 15	99	±1	62	11	8	12	5	2	±3	14.3	±1.6		
WS/WL 1 to 19	100	±1	54	19	9	14	3	2	±4	13.2	±2.0		
OCCUPATIONAL GROUPS													
Professional	100	±1	28	26	17	23	5	1	±2	19.1	±0.7		
Administrative	100	±1	35	26	16	18	4	1	±2	17.1	±0.7		
Technical	99	±1	64	18	8	8	3	1	±2	9.3	±0.8		
Clerical	99	±1	86	10	2	1	0	0	±2	1.8	±0.6		
Other White Collar	100	±1	70	17	7	5	1	1	±4	4.9	±1.2		
Blue Collar	99	±1	67	12	7	9	3	2	±2	11.1	±1.0		
Scientists	99	±1	23	28	20	22	6	1	±3	19.9	±1.5		
Engineers	100	±1	26	22	17	27	6	2	±2	23.7	±1.1		
SUPERVISOR/MANAGER													
Supervisor	99	±1	33	24	17	21	4	1	±2	17.7	±1.1		
Manager	100	±1	22	22	20	27	7	2	±3	24.7	±1.7		
Wage Leader	100	±1	61	16	6	12	4	1	±5	11.8	±2.7		
Wage Supervisor	100	±1	45	21	10	17	4	2	±4	16.5	±2.6		
All Others	99	±1	55	19	10	12	3	1	±1	11.7	±0.4		
SCHEDULE/LOCATION													
Full-Time	99	±1	49	20	12	14	4	1	±1	13.8	±0.4		
Other Than Full-Time	99	±2	89	7	3	1	0	0	±4	1.3	±0.5		
CONUS	99	±1	50	20	11	14	3	1	±1	13.5	±0.4		
OCONUS	99	±1	54	20	11	11	3	1	±3	11.7	±1.2		
TYPE OF APPOINTMENT													
Permanent	99	±1	49	20	12	14	4	1	±1	13.8	±0.4		
Non-Permanent	99	±1	78	9	6	5	2	0	±3	5.1	±1.1		
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	43	22	13	17	4	1	±1	15.3	±0.5		
In Bargaining Unit	99	±1	59	18	9	10	3	1	±1	10.8	±0.6		

Note. Percent responding are Civilian employees who answered the question.

36. In the past 12 months, how many days have you been away from your permanent work location overnight because of your work related requirements?

	Percent Responding		Percentages						Max ME	Average Work Days		
			1	2	3	4	5	6				
DISABILITY												
No Disability	99	±1	49	20	12	15	3	1	±1	13.8	±0.4	
Disability	99	±1	59	18	9	10	3	1	±2	10.9	±0.9	
Targeted Disability	99	±1	61	15	8	11	3	1	±3	11.3	±1.5	
Other Disability	99	±1	58	20	9	10	3	1	±2	10.7	±1.0	
VETERAN/PREFERENCE												
Non-Veteran	99	±1	51	21	11	12	3	1	±1	11.9	±0.5	
Veteran	99	±1	49	18	11	16	4	2	±1	15.3	±0.6	
10 Point 30%	99	±1	53	17	10	14	4	2	±3	14.8	±1.6	
10 Point Non-30%	99	±1	51	17	11	15	5	2	±3	15.5	±1.7	
5 Point	99	±1	50	18	11	15	4	1	±2	14.6	±0.7	
No Preference	100	±1	40	19	14	21	5	1	±3	18.0	±1.7	
RETIREMENT PLAN												
CSRS	99	±1	50	21	12	13	3	1	±2	12.7	±0.6	
FERS	99	±1	49	20	12	15	4	1	±1	14.3	±0.5	
Other Plan	99	±1	78	11	5	4	1	1	±4	4.7	±1.4	
RETIREMENT ELIGIBILITY												
Not Eligible	99	±1	49	20	12	15	4	1	±1	13.9	±0.5	
Optional Eligible	99	±1	54	20	10	13	3	1	±2	12.5	±0.7	
Discontinued Service	100	±1	49	21	12	13	4	1	±2	13.4	±0.9	
LENGTH OF SERVICE												
6 Months to 4 Years	99	±1	59	15	10	12	3	1	±2	11.9	±1.0	
5 to 10 Years	100	±1	49	20	11	14	4	2	±3	14.9	±1.4	
11 to 20 Years	99	±1	48	20	12	15	3	1	±2	13.7	±0.6	
21 to 30 Years	99	±1	49	21	12	14	3	1	±2	13.3	±0.7	
More Than 30 Years	99	±1	49	21	12	14	3	1	±2	13.3	±0.9	
AGE												
30 Years Old or Less	98	±1	59	14	10	12	4	1	±3	12.4	±1.4	
31 to 40 Years Old	100	±1	47	19	13	16	4	1	±2	15.0	±1.0	
41 to 50 Years Old	100	±1	46	21	12	15	4	1	±2	14.5	±0.6	
51 to 60 Years Old	99	±1	53	20	11	12	3	1	±2	12.2	±0.6	
More Than 60 Years Old	99	±1	59	19	8	11	3	1	±3	9.6	±1.1	
GENDER												
Male	99	±1	45	19	12	17	5	2	±1	16.7	±0.5	
Female	99	±1	58	22	9	8	1	1	±2	7.8	±0.5	
RACE/ETHNICITY												
Non-Hispanic White	99	±1	46	21	13	16	4	1	±1	14.7	±0.5	
Total Minority	99	±1	61	17	9	9	3	1	±2	10.1	±0.7	
Non-Hispanic Black	99	±1	63	18	8	8	2	1	±2	9.4	±1.0	
Hispanic	99	±1	60	16	9	11	3	1	±3	11.2	±1.3	
Non-Hispanic API	99	±1	63	16	9	9	3	1	±3	9.1	±1.2	
EDUCATION												
No College	99	±1	73	14	5	5	2	1	±2	6.9	±0.9	
Some College	99	±1	59	18	9	10	3	1	±1	10.8	±0.6	
4-Year Degree	100	±1	36	24	15	19	5	1	±2	17.4	±0.8	
Graduate/Professional Degree	100	±1	23	26	19	25	5	1	±2	20.7	±0.9	

Note. Percent responding are Civilian employees who answered the question.

37. In the past 12 months, have you spent more or less time away from your permanent work location than you expected when you first started working for your organization?

1. Much less than expected

2. Less than expected

3. Neither more nor less than expected

4. More than expected

5. Much more than expected

	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	8	11	72	7	2	±1	2.8	±0.1	
Army	99	±1	8	12	71	7	2	±2	2.8	±0.1	
Navy	99	±1	8	11	71	7	2	±2	2.8	±0.1	
Air Force	99	±1	9	11	72	6	2	±2	2.8	±0.1	
DoD Agencies and Activities	99	±1	9	10	72	7	2	±2	2.8	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	7	12	72	7	2	±1	2.9	±0.1	
GS 1 to 4	97	±2	15	4	78	2	0	±4	2.7	±0.1	
GS 5 to 8	99	±1	10	7	77	4	1	±2	2.8	±0.1	
GS 9 to 12	100	±1	7	13	71	7	2	±1	2.8	±0.1	
GS/GM 13 to 15	100	±1	4	16	66	11	3	±2	2.9	±0.1	
SES	100	±0	1	11	71	12	4	±6	3.1	±0.1	
Blue Collar Total	99	±1	12	9	70	6	2	±2	2.8	±0.1	
WG 1 to 5	99	±2	17	8	69	6	1	±6	2.7	±0.1	
WG 6 to 9	99	±1	15	8	69	6	2	±3	2.7	±0.1	
WG 10 to 15	100	±1	11	10	69	7	3	±3	2.8	±0.1	
WS/WL 1 to 19	100	±1	7	9	75	6	2	±3	2.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	5	15	69	9	3	±2	2.9	±0.1	
Administrative	100	±1	6	14	71	7	2	±2	2.9	±0.1	
Technical	99	±1	9	9	74	6	2	±2	2.8	±0.1	
Clerical	98	±1	13	4	79	3	1	±3	2.7	±0.1	
Other White Collar	99	±1	10	8	76	4	2	±4	2.8	±0.1	
Blue Collar	99	±1	12	9	70	6	2	±2	2.8	±0.1	
Scientists	100	±1	3	15	72	8	2	±3	2.9	±0.1	
Engineers	100	±1	5	15	66	10	3	±2	2.9	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	6	14	69	8	2	±2	2.9	±0.1	
Manager	100	±1	5	14	68	10	4	±3	2.9	±0.1	
Wage Leader	99	±1	8	11	72	6	2	±5	2.8	±0.1	
Wage Supervisor	100	±1	8	10	72	7	3	±4	2.9	±0.1	
All Others	99	±1	9	11	72	6	2	±1	2.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	8	11	71	7	2	±1	2.8	±0.1	
Other Than Full-Time	98	±2	9	5	82	3	1	±5	2.8	±0.1	
CONUS	99	±1	8	11	72	7	2	±1	2.8	±0.1	
OCONUS	99	±1	9	11	71	6	3	±3	2.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	8	11	71	7	2	±1	2.8	±0.1	
Non-Permanent	99	±2	9	7	77	6	1	±4	2.8	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	7	12	71	7	2	±1	2.9	±0.1	
In Bargaining Unit	99	±1	10	10	72	6	2	±1	2.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

37. In the past 12 months, have you spent more or less time away from your permanent work location than you expected when you first started working for your organization?

	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	8	11	72	7	2	±1	2.8	±0.1	
Disability	99	±1	11	12	69	6	2	±2	2.8	±0.1	
Targeted Disability	99	±1	11	11	69	6	3	±3	2.8	±0.1	
Other Disability	99	±1	11	12	69	6	2	±2	2.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	8	11	73	7	2	±1	2.8	±0.1	
Veteran	100	±1	9	12	70	7	2	±1	2.8	±0.1	
10 Point 30%	99	±1	10	12	69	7	2	±3	2.8	±0.1	
10 Point Non-30%	100	±1	9	11	71	6	3	±3	2.8	±0.1	
5 Point	100	±1	9	12	71	6	2	±2	2.8	±0.1	
No Preference	99	±1	8	10	69	9	3	±3	2.9	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	8	12	72	6	2	±1	2.8	±0.1	
FERS	99	±1	8	11	71	7	2	±1	2.8	±0.1	
Other Plan	98	±2	8	8	80	3	1	±4	2.8	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	8	11	72	7	2	±1	2.9	±0.1	
Optional Eligible	99	±1	9	11	71	6	2	±2	2.8	±0.1	
Discontinued Service	100	±1	8	12	71	6	3	±2	2.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	9	10	73	7	2	±2	2.8	±0.1	
5 to 10 Years	100	±1	9	10	70	8	2	±3	2.8	±0.1	
11 to 20 Years	99	±1	8	11	72	7	2	±2	2.9	±0.1	
21 to 30 Years	100	±1	8	12	72	6	2	±2	2.8	±0.1	
More Than 30 Years	99	±1	9	13	71	6	2	±2	2.8	±0.1	
AGE											
30 Years Old or Less	99	±1	8	10	73	8	1	±3	2.8	±0.1	
31 to 40 Years Old	99	±1	7	10	72	8	3	±2	2.9	±0.1	
41 to 50 Years Old	99	±1	8	11	71	7	2	±1	2.9	±0.1	
51 to 60 Years Old	99	±1	9	12	71	6	2	±1	2.8	±0.1	
More Than 60 Years Old	99	±1	11	11	73	4	1	±3	2.7	±0.1	
GENDER											
Male	100	±1	8	12	70	8	3	±1	2.8	±0.1	
Female	99	±1	8	10	75	5	1	±2	2.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	12	72	7	2	±1	2.9	±0.1	
Total Minority	99	±1	11	10	70	7	2	±2	2.8	±0.1	
Non-Hispanic Black	99	±1	11	10	72	5	1	±2	2.8	±0.1	
Hispanic	99	±1	13	9	68	8	3	±3	2.8	±0.1	
Non-Hispanic API	98	±1	11	11	67	9	2	±3	2.8	±0.1	
EDUCATION											
No College	99	±1	12	8	74	5	2	±2	2.8	±0.1	
Some College	99	±1	9	10	73	6	2	±1	2.8	±0.1	
4-Year Degree	99	±1	6	14	69	8	3	±2	2.9	±0.1	
Graduate/Professional Degree	100	±1	5	15	68	10	3	±2	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

38. What impact has time away (or lack thereof) from your permanent work location in the past 12 months had on your career intentions with your organization?

1. Greatly decreased your desire to stay 2. Decreased your desire to stay 3. Neither increased nor decreased your desire to stay
4. Increased your desire to stay 5. Greatly increased your desire to stay

Percent Responding			Percentages					Max ME	Impact on Desire to Stay		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	1	4	82	9	3	±1	3.1	±0.1	
Army	99	±1	1	4	82	9	3	±1	3.1	±0.1	
Navy	99	±1	1	4	81	10	4	±1	3.1	±0.1	
Air Force	99	±1	1	4	83	8	3	±1	3.1	±0.1	
DoD Agencies and Activities	99	±1	1	4	82	9	3	±2	3.1	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	1	4	82	10	3	±1	3.1	±0.1	
GS 1 to 4	97	±2	2	4	85	5	3	±3	3.0	±0.1	
GS 5 to 8	98	±1	2	4	83	8	3	±2	3.1	±0.1	
GS 9 to 12	99	±1	1	4	81	11	3	±1	3.1	±0.1	
GS/GM 13 to 15	100	±1	1	5	82	10	2	±2	3.1	±0.1	
SES	99	±3	0	5	88	5	2	±3	3.0	±0.1	
Blue Collar Total	99	±1	2	5	81	8	5	±2	3.1	±0.1	
WG 1 to 5	98	±2	1	3	79	9	7	±5	3.2	±0.1	
WG 6 to 9	99	±1	2	5	78	9	6	±3	3.1	±0.1	
WG 10 to 15	99	±1	2	5	81	8	4	±2	3.1	±0.1	
WS/WL 1 to 19	99	±1	1	3	83	9	4	±3	3.1	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	1	5	80	12	3	±2	3.1	±0.1	
Administrative	99	±1	1	4	83	10	3	±1	3.1	±0.1	
Technical	98	±1	1	4	83	9	3	±2	3.1	±0.1	
Clerical	97	±1	2	4	85	6	3	±2	3.1	±0.1	
Other White Collar	99	±2	2	3	83	9	3	±3	3.1	±0.1	
Blue Collar	99	±1	2	4	81	8	5	±2	3.1	±0.1	
Scientists	99	±1	1	5	78	13	3	±3	3.1	±0.1	
Engineers	99	±1	1	5	79	12	2	±2	3.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	1	4	81	10	4	±2	3.1	±0.1	
Manager	99	±1	1	4	81	10	4	±2	3.1	±0.1	
Wage Leader	99	±2	1	4	82	9	4	±4	3.1	±0.1	
Wage Supervisor	99	±1	1	4	82	9	4	±3	3.1	±0.1	
All Others	99	±1	1	4	82	9	3	±1	3.1	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	1	4	82	9	4	±1	3.1	±0.1	
Other Than Full-Time	97	±2	1	3	86	8	2	±5	3.1	±0.1	
CONUS	99	±1	1	4	82	9	3	±1	3.1	±0.1	
OCONUS	99	±1	1	5	80	10	4	±2	3.1	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	1	4	82	9	3	±1	3.1	±0.1	
Non-Permanent	98	±2	1	2	82	11	4	±4	3.2	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	1	4	82	10	3	±1	3.1	±0.1	
In Bargaining Unit	99	±1	1	4	82	9	4	±1	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

38. What impact has time away (or lack thereof) from your permanent work location in the past 12 months had on your career intentions with your organization?

	Percent Responding		Percentages					Max ME	Impact on Desire to Stay		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	1	4	82	9	3	±1	3.1	±0.1	
Disability	99	±1	2	5	81	9	4	±2	3.1	±0.1	
Targeted Disability	99	±1	2	5	80	9	4	±3	3.1	±0.1	
Other Disability	99	±1	1	5	81	9	4	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	1	4	82	10	3	±1	3.1	±0.1	
Veteran	99	±1	1	4	82	9	4	±1	3.1	±0.1	
10 Point 30%	99	±1	1	4	82	9	4	±2	3.1	±0.1	
10 Point Non-30%	99	±1	2	4	82	8	4	±3	3.1	±0.1	
5 Point	99	±1	1	4	82	8	4	±1	3.1	±0.1	
No Preference	99	±1	1	6	80	10	3	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	1	4	84	8	3	±1	3.1	±0.1	
FERS	99	±1	1	4	80	10	4	±1	3.1	±0.1	
Other Plan	98	±2	0	2	87	7	3	±3	3.1	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	1	4	82	10	3	±1	3.1	±0.1	
Optional Eligible	99	±1	1	4	81	9	4	±1	3.1	±0.1	
Discontinued Service	99	±1	1	5	83	8	3	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	1	3	79	12	4	±2	3.2	±0.1	
5 to 10 Years	99	±1	1	5	80	10	4	±2	3.1	±0.1	
11 to 20 Years	99	±1	1	5	81	10	4	±1	3.1	±0.1	
21 to 30 Years	99	±1	1	4	84	8	3	±1	3.1	±0.1	
More Than 30 Years	99	±1	1	3	84	8	3	±2	3.1	±0.1	
AGE											
30 Years Old or Less	98	±1	1	4	79	12	3	±3	3.1	±0.1	
31 to 40 Years Old	99	±1	1	5	80	10	4	±2	3.1	±0.1	
41 to 50 Years Old	99	±1	1	4	82	9	3	±1	3.1	±0.1	
51 to 60 Years Old	99	±1	1	4	83	8	3	±1	3.1	±0.1	
More Than 60 Years Old	98	±1	1	2	82	9	5	±2	3.2	±0.1	
GENDER											
Male	99	±1	1	4	81	10	4	±1	3.1	±0.1	
Female	98	±1	1	4	83	9	3	±1	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	1	4	83	9	3	±1	3.1	±0.1	
Total Minority	98	±1	2	4	79	11	5	±2	3.1	±0.1	
Non-Hispanic Black	98	±1	2	4	80	9	5	±2	3.1	±0.1	
Hispanic	98	±1	2	5	77	11	5	±3	3.1	±0.1	
Non-Hispanic API	98	±1	1	4	75	15	4	±3	3.2	±0.1	
EDUCATION											
No College	98	±1	1	3	83	8	4	±2	3.1	±0.1	
Some College	99	±1	1	4	82	8	4	±1	3.1	±0.1	
4-Year Degree	99	±1	1	4	81	11	3	±2	3.1	±0.1	
Graduate/Professional Degree	99	±1	1	5	80	11	3	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

39. Overall, how well prepared are you to perform your duties in support of your organization's mission?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

Percent Responding			Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	0	1	6	42	51	±1	4.4	±0.1	
Army	100	±1	0	1	6	41	52	±2	4.4	±0.1	
Navy	100	±1	0	2	6	43	49	±2	4.4	±0.1	
Air Force	100	±1	0	2	6	41	51	±2	4.4	±0.1	
DoD Agencies and Activities	100	±1	0	1	6	40	53	±2	4.4	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	0	2	6	42	50	±1	4.4	±0.1	
GS 1 to 4	100	±1	0	1	4	37	58	±5	4.5	±0.1	
GS 5 to 8	100	±1	0	2	6	39	53	±2	4.4	±0.1	
GS 9 to 12	100	±1	0	2	7	44	47	±2	4.4	±0.1	
GS/GM 13 to 15	100	±1	0	1	5	42	52	±2	4.4	±0.1	
SES	100	±1	0	0	1	26	73	±9	4.7	±0.1	
Blue Collar Total	100	±1	0	1	5	38	55	±2	4.5	±0.1	
WG 1 to 5	100	±1	0	1	4	37	58	±6	4.5	±0.1	
WG 6 to 9	100	±1	0	1	5	35	59	±4	4.5	±0.1	
WG 10 to 15	100	±1	0	1	6	39	53	±3	4.4	±0.1	
WS/WL 1 to 19	100	±1	0	2	4	41	53	±4	4.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	0	1	6	47	46	±2	4.4	±0.1	
Administrative	100	±1	0	2	7	42	50	±2	4.4	±0.1	
Technical	100	±1	0	1	5	41	51	±2	4.4	±0.1	
Clerical	100	±1	0	1	5	37	57	±3	4.5	±0.1	
Other White Collar	100	±1	0	3	9	40	48	±4	4.3	±0.1	
Blue Collar	100	±1	0	1	5	39	55	±2	4.5	±0.1	
Scientists	100	±1	1	3	5	44	47	±3	4.3	±0.1	
Engineers	100	±1	0	1	7	51	40	±2	4.3	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	0	1	5	41	54	±2	4.5	±0.1	
Manager	100	±1	0	1	4	35	60	±3	4.5	±0.1	
Wage Leader	100	±1	0	1	4	41	54	±5	4.5	±0.1	
Wage Supervisor	100	±0	0	1	4	42	53	±4	4.5	±0.1	
All Others	100	±1	0	2	6	42	49	±1	4.4	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	0	1	6	41	51	±1	4.4	±0.1	
Other Than Full-Time	100	±1	0	1	6	44	48	±6	4.4	±0.1	
CONUS	100	±1	0	1	6	42	51	±1	4.4	±0.1	
OCONUS	100	±1	0	2	6	42	50	±3	4.4	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	0	1	6	42	51	±1	4.4	±0.1	
Non-Permanent	100	±1	0	1	6	43	50	±5	4.4	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	0	1	6	42	50	±1	4.4	±0.1	
In Bargaining Unit	100	±1	0	2	6	40	51	±2	4.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

39. Overall, how well prepared are you to perform your duties in support of your organization's mission?

			Percent Responding		Percentages					Max ME	Average Preparedness	
					1	2	3	4	5			
DISABILITY												
No Disability	100	±1	0	1	6	42	50	±1	4.4	±0.1		
Disability	100	±1	0	2	6	37	55	±2	4.4	±0.1		
Targeted Disability	100	±1	0	2	5	36	56	±3	4.5	±0.1		
Other Disability	100	±1	0	2	6	38	54	±2	4.4	±0.1		
VETERAN/PREFERENCE												
Non-Veteran	100	±1	0	1	6	44	48	±1	4.4	±0.1		
Veteran	100	±1	0	2	5	38	55	±1	4.5	±0.1		
10 Point 30%	100	±1	0	2	5	32	61	±3	4.5	±0.1		
10 Point Non-30%	100	±1	0	1	5	35	58	±3	4.5	±0.1		
5 Point	100	±1	0	2	6	39	53	±2	4.4	±0.1		
No Preference	100	±1	0	2	6	40	52	±3	4.4	±0.1		
RETIREMENT PLAN												
CSRS	100	±1	0	2	6	40	52	±2	4.4	±0.1		
FERS	100	±1	0	1	6	43	50	±1	4.4	±0.1		
Other Plan	100	±1	0	1	7	40	52	±6	4.4	±0.1		
RETIREMENT ELIGIBILITY												
Not Eligible	100	±1	0	1	6	44	48	±1	4.4	±0.1		
Optional Eligible	100	±1	0	2	5	38	55	±2	4.5	±0.1		
Discontinued Service	100	±1	0	2	6	41	51	±2	4.4	±0.1		
LENGTH OF SERVICE												
6 Months to 4 Years	100	±1	0	2	8	46	45	±2	4.3	±0.1		
5 to 10 Years	100	±1	0	2	6	43	49	±3	4.4	±0.1		
11 to 20 Years	100	±1	0	1	6	43	50	±2	4.4	±0.1		
21 to 30 Years	100	±1	0	2	6	41	51	±2	4.4	±0.1		
More Than 30 Years	100	±1	0	1	4	34	60	±2	4.5	±0.1		
AGE												
30 Years Old or Less	100	±1	0	2	9	50	40	±3	4.3	±0.1		
31 to 40 Years Old	100	±1	0	2	6	47	45	±2	4.3	±0.1		
41 to 50 Years Old	100	±1	0	1	6	43	49	±2	4.4	±0.1		
51 to 60 Years Old	100	±1	0	2	5	37	56	±2	4.5	±0.1		
More Than 60 Years Old	100	±1	0	1	4	30	66	±3	4.6	±0.1		
GENDER												
Male	100	±1	0	2	6	41	51	±1	4.4	±0.1		
Female	100	±1	0	1	6	42	50	±2	4.4	±0.1		
RACE/ETHNICITY												
Non-Hispanic White	100	±1	0	1	6	42	50	±1	4.4	±0.1		
Total Minority	100	±1	0	1	5	40	53	±2	4.4	±0.1		
Non-Hispanic Black	100	±1	0	1	5	39	54	±2	4.5	±0.1		
Hispanic	100	±1	0	1	5	38	56	±3	4.5	±0.1		
Non-Hispanic API	100	±1	0	1	7	45	46	±3	4.4	±0.1		
EDUCATION												
No College	100	±1	0	1	5	40	54	±2	4.5	±0.1		
Some College	100	±1	0	1	6	40	52	±1	4.4	±0.1		
4-Year Degree	100	±1	0	2	7	47	44	±2	4.3	±0.1		
Graduate/Professional Degree	100	±1	0	2	5	39	54	±2	4.5	±0.1		

Note. Percent responding are Civilian employees who answered the question.

41. Overall, how well prepared is your organization to perform its mission?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	2	7	15	48	29	±1	4.0	±0.1	
Army	100	±1	2	7	14	48	29	±2	4.0	±0.1	
Navy	99	±1	2	8	17	46	28	±2	3.9	±0.1	
Air Force	100	±1	1	5	13	49	32	±2	4.1	±0.1	
DoD Agencies and Activities	99	±1	2	8	14	47	29	±2	3.9	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	1	6	14	49	30	±1	4.0	±0.1	
GS 1 to 4	99	±2	3	6	12	44	35	±5	4.0	±0.1	
GS 5 to 8	99	±1	2	6	13	45	35	±2	4.1	±0.1	
GS 9 to 12	100	±1	1	6	15	50	28	±2	4.0	±0.1	
GS/GM 13 to 15	99	±1	1	8	15	50	26	±2	3.9	±0.1	
SES	100	±1	1	5	8	46	41	±8	4.2	±0.2	
Blue Collar Total	99	±1	2	9	16	44	29	±2	3.9	±0.1	
WG 1 to 5	98	±2	2	9	14	45	30	±6	3.9	±0.2	
WG 6 to 9	99	±1	2	9	15	40	34	±4	3.9	±0.1	
WG 10 to 15	100	±1	2	8	18	45	27	±3	3.9	±0.1	
WS/WL 1 to 19	100	±1	2	8	17	44	29	±4	3.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	1	7	16	52	25	±2	3.9	±0.1	
Administrative	100	±1	1	6	14	49	29	±2	4.0	±0.1	
Technical	99	±1	1	6	13	46	33	±2	4.0	±0.1	
Clerical	99	±1	1	5	11	45	37	±3	4.1	±0.1	
Other White Collar	100	±1	3	11	18	41	27	±4	3.8	±0.1	
Blue Collar	99	±1	2	9	16	44	29	±2	3.9	±0.1	
Scientists	99	±1	1	7	14	53	25	±3	3.9	±0.1	
Engineers	100	±1	1	7	18	51	23	±2	3.9	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	1	7	14	50	28	±2	4.0	±0.1	
Manager	100	±1	2	6	12	49	31	±3	4.0	±0.1	
Wage Leader	100	±1	2	11	16	48	23	±5	3.8	±0.1	
Wage Supervisor	100	±1	1	7	18	44	30	±4	4.0	±0.1	
All Others	99	±1	2	7	15	47	30	±1	4.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	2	7	15	47	30	±1	4.0	±0.1	
Other Than Full-Time	99	±2	2	6	15	49	28	±7	4.0	±0.2	
CONUS	99	±1	1	7	15	47	30	±1	4.0	±0.1	
OCONUS	100	±1	2	7	15	50	27	±3	3.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	2	7	15	48	29	±1	4.0	±0.1	
Non-Permanent	100	±1	1	5	14	46	33	±5	4.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	1	7	14	48	30	±1	4.0	±0.1	
In Bargaining Unit	99	±1	2	7	15	47	29	±2	3.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

41. Overall, how well prepared is your organization to perform its mission?

Percent Responding			Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	1	7	15	48	29	±1	4.0	±0.1	
Disability	99	±1	2	8	15	45	30	±2	3.9	±0.1	
Targeted Disability	100	±1	3	9	16	42	30	±3	3.9	±0.1	
Other Disability	99	±1	2	8	14	46	30	±2	3.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	1	6	15	49	29	±1	4.0	±0.1	
Veteran	100	±1	2	8	15	46	30	±1	4.0	±0.1	
10 Point 30%	99	±1	2	8	13	44	34	±3	4.0	±0.1	
10 Point Non-30%	100	±1	2	8	14	45	31	±3	4.0	±0.1	
5 Point	100	±1	2	8	15	46	29	±2	3.9	±0.1	
No Preference	99	±1	1	5	13	49	31	±3	4.0	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	2	7	15	47	29	±2	3.9	±0.1	
FERS	100	±1	1	7	15	48	30	±1	4.0	±0.1	
Other Plan	99	±1	1	6	15	48	29	±6	4.0	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	1	7	15	48	29	±1	4.0	±0.1	
Optional Eligible	99	±1	1	7	14	46	32	±2	4.0	±0.1	
Discontinued Service	100	±1	2	7	15	48	27	±2	3.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	1	6	14	50	29	±2	4.0	±0.1	
5 to 10 Years	100	±1	1	8	15	46	30	±3	3.9	±0.1	
11 to 20 Years	100	±1	2	6	15	48	29	±2	4.0	±0.1	
21 to 30 Years	99	±1	2	8	14	48	29	±2	3.9	±0.1	
More Than 30 Years	99	±1	2	7	14	44	33	±2	4.0	±0.1	
AGE											
30 Years Old or Less	99	±1	1	5	16	49	27	±3	4.0	±0.1	
31 to 40 Years Old	100	±1	2	7	15	51	26	±2	3.9	±0.1	
41 to 50 Years Old	100	±1	1	7	15	48	29	±2	4.0	±0.1	
51 to 60 Years Old	99	±1	2	7	15	46	31	±2	4.0	±0.1	
More Than 60 Years Old	99	±1	1	5	12	43	40	±3	4.2	±0.1	
GENDER											
Male	100	±1	2	8	16	47	28	±1	3.9	±0.1	
Female	99	±1	1	6	13	49	32	±2	4.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	1	7	15	48	28	±1	3.9	±0.1	
Total Minority	99	±1	2	6	14	46	33	±2	4.0	±0.1	
Non-Hispanic Black	99	±1	1	5	12	47	34	±2	4.1	±0.1	
Hispanic	99	±1	1	7	14	42	35	±3	4.0	±0.1	
Non-Hispanic API	99	±1	1	5	18	48	28	±3	4.0	±0.1	
EDUCATION											
No College	99	±1	1	7	13	43	36	±2	4.0	±0.1	
Some College	100	±1	1	7	14	47	31	±1	4.0	±0.1	
4-Year Degree	100	±1	2	7	15	51	26	±2	3.9	±0.1	
Graduate/Professional Degree	100	±1	2	8	15	50	26	±2	3.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

43. Overall, how would you rate the current level of stress in your work life?

1. Much less than usual

2. Less than usual

3. About the same as usual

4. More than usual

5. Much more than usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	4	11	40	32	13	±1	3.4	±0.1	
Army	100	±1	4	11	39	32	14	±2	3.4	±0.1	
Navy	100	±1	4	10	41	32	13	±2	3.4	±0.1	
Air Force	100	±1	3	11	42	32	12	±2	3.4	±0.1	
DoD Agencies and Activities	100	±1	4	11	40	31	14	±2	3.4	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	3	10	40	33	14	±1	3.4	±0.1	
GS 1 to 4	99	±1	9	17	39	23	12	±5	3.1	±0.1	
GS 5 to 8	100	±1	5	12	41	28	14	±2	3.3	±0.1	
GS 9 to 12	100	±1	3	10	41	34	13	±2	3.4	±0.1	
GS/GM 13 to 15	100	±1	1	7	36	39	17	±2	3.6	±0.1	
SES	100	±0	0	NR	29	39	26	±8	3.8	±0.2	
Blue Collar Total	100	±1	5	13	41	29	12	±2	3.3	±0.1	
WG 1 to 5	100	±0	9	17	38	25	10	±6	3.1	±0.2	
WG 6 to 9	99	±1	7	16	39	26	12	±3	3.2	±0.1	
WG 10 to 15	100	±1	5	13	44	28	11	±3	3.3	±0.1	
WS/WL 1 to 19	100	±1	2	7	38	37	16	±4	3.6	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	2	10	40	35	13	±2	3.5	±0.1	
Administrative	100	±1	3	9	39	35	15	±2	3.5	±0.1	
Technical	100	±1	4	11	41	31	13	±2	3.4	±0.1	
Clerical	100	±1	8	15	41	23	12	±3	3.2	±0.1	
Other White Collar	100	±1	4	11	39	31	16	±4	3.4	±0.1	
Blue Collar	100	±1	5	13	41	29	12	±2	3.3	±0.1	
Scientists	100	±1	3	7	40	36	15	±3	3.5	±0.1	
Engineers	100	±1	2	10	43	35	11	±2	3.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	2	7	34	38	19	±2	3.6	±0.1	
Manager	100	±0	3	7	31	40	19	±3	3.7	±0.1	
Wage Leader	99	±1	3	8	39	36	14	±5	3.5	±0.1	
Wage Supervisor	100	±1	2	8	35	39	16	±4	3.6	±0.1	
All Others	100	±1	4	12	42	30	12	±1	3.3	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	4	10	40	32	14	±1	3.4	±0.1	
Other Than Full-Time	100	±1	10	18	40	24	9	±6	3.0	±0.2	
CONUS	100	±1	4	11	40	32	13	±1	3.4	±0.1	
OCONUS	100	±1	4	12	40	31	14	±3	3.4	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	4	10	40	32	14	±1	3.4	±0.1	
Non-Permanent	100	±1	8	19	44	22	7	±5	3.0	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	3	10	40	33	14	±1	3.4	±0.1	
In Bargaining Unit	100	±1	4	12	41	31	13	±1	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

43. Overall, how would you rate the current level of stress in your work life?

Percent Responding			Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	4	11	41	32	13	±1	3.4	±0.1	
Disability	100	±1	4	11	36	32	17	±2	3.5	±0.1	
Targeted Disability	100	±1	5	11	36	30	17	±3	3.4	±0.1	
Other Disability	100	±1	4	11	35	32	17	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	3	11	40	32	14	±1	3.4	±0.1	
Veteran	100	±1	4	11	41	31	13	±1	3.4	±0.1	
10 Point 30%	100	±1	6	13	38	30	13	±3	3.3	±0.1	
10 Point Non-30%	100	±1	4	11	40	30	15	±3	3.4	±0.1	
5 Point	100	±1	4	10	41	31	13	±2	3.4	±0.1	
No Preference	100	±1	3	12	41	32	12	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	3	9	39	33	15	±2	3.5	±0.1	
FERS	100	±1	4	11	41	32	12	±1	3.4	±0.1	
Other Plan	100	±1	7	16	41	25	10	±6	3.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	4	11	40	32	13	±1	3.4	±0.1	
Optional Eligible	100	±1	4	11	41	30	13	±2	3.4	±0.1	
Discontinued Service	100	±1	4	9	37	34	16	±2	3.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	6	16	44	26	9	±2	3.2	±0.1	
5 to 10 Years	100	±1	5	12	42	29	12	±3	3.3	±0.1	
11 to 20 Years	100	±1	3	10	39	34	14	±2	3.5	±0.1	
21 to 30 Years	100	±1	3	9	39	34	15	±2	3.5	±0.1	
More Than 30 Years	100	±1	4	9	41	31	15	±2	3.4	±0.1	
AGE											
30 Years Old or Less	100	±1	5	14	44	27	10	±3	3.2	±0.1	
31 to 40 Years Old	100	±1	4	12	41	32	12	±2	3.4	±0.1	
41 to 50 Years Old	100	±1	4	10	39	33	14	±2	3.4	±0.1	
51 to 60 Years Old	100	±1	3	10	39	33	15	±2	3.5	±0.1	
More Than 60 Years Old	100	±1	6	12	46	25	11	±3	3.2	±0.1	
GENDER											
Male	100	±1	4	11	41	32	13	±1	3.4	±0.1	
Female	100	±1	4	11	39	32	15	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	3	9	41	34	14	±1	3.5	±0.1	
Total Minority	100	±1	6	15	40	28	12	±2	3.2	±0.1	
Non-Hispanic Black	100	±1	7	16	40	26	11	±2	3.2	±0.1	
Hispanic	100	±1	6	15	38	28	14	±3	3.3	±0.1	
Non-Hispanic API	100	±1	5	14	44	29	9	±3	3.2	±0.1	
EDUCATION											
No College	100	±1	6	13	41	27	13	±2	3.3	±0.1	
Some College	100	±1	4	11	40	31	14	±1	3.4	±0.1	
4-Year Degree	100	±1	3	10	39	35	13	±2	3.4	±0.1	
Graduate/Professional Degree	100	±1	2	9	40	35	14	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

44. Overall, how would you rate the current level of stress in your personal life?

1. Much less than usual

2. Less than usual

3. About the same as usual

4. More than usual

5. Much more than usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	6	15	52	21	5	±1	3.0	±0.1	
Army	99	±1	6	15	51	21	6	±2	3.1	±0.1	
Navy	99	±1	6	15	54	20	5	±2	3.0	±0.1	
Air Force	99	±1	6	15	52	21	5	±2	3.1	±0.1	
DoD Agencies and Activities	99	±1	7	16	51	20	6	±2	3.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	6	15	52	21	6	±1	3.1	±0.1	
GS 1 to 4	99	±1	12	18	43	21	7	±5	2.9	±0.1	
GS 5 to 8	99	±1	8	16	50	20	6	±2	3.0	±0.1	
GS 9 to 12	99	±1	5	15	53	21	5	±2	3.1	±0.1	
GS/GM 13 to 15	100	±1	3	13	56	23	6	±2	3.1	±0.1	
SES	100	±1	NR	12	60	18	5	±8	3.0	±0.2	
Blue Collar Total	99	±1	7	17	52	19	5	±2	3.0	±0.1	
WG 1 to 5	99	±2	12	23	45	16	4	±6	2.8	±0.2	
WG 6 to 9	99	±1	9	17	49	18	7	±4	3.0	±0.1	
WG 10 to 15	99	±1	6	15	53	20	5	±3	3.0	±0.1	
WS/WL 1 to 19	99	±1	5	17	54	20	4	±4	3.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	3	13	55	23	5	±2	3.1	±0.1	
Administrative	99	±1	5	15	53	21	5	±2	3.1	±0.1	
Technical	99	±1	8	15	52	20	6	±2	3.0	±0.1	
Clerical	99	±1	11	16	46	21	6	±3	3.0	±0.1	
Other White Collar	100	±1	7	17	51	19	6	±4	3.0	±0.1	
Blue Collar	99	±1	7	17	52	19	5	±2	3.0	±0.1	
Scientists	99	±1	3	16	52	23	5	±4	3.1	±0.1	
Engineers	100	±1	3	12	57	23	5	±2	3.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	6	15	54	20	5	±2	3.0	±0.1	
Manager	100	±1	5	16	54	20	5	±3	3.0	±0.1	
Wage Leader	99	±1	7	16	54	21	2	±5	3.0	±0.1	
Wage Supervisor	99	±1	5	17	51	22	5	±4	3.0	±0.1	
All Others	99	±1	6	15	52	21	6	±1	3.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	6	15	53	21	5	±1	3.0	±0.1	
Other Than Full-Time	99	±1	9	15	43	26	7	±6	3.1	±0.2	
CONUS	99	±1	6	15	52	21	6	±1	3.0	±0.1	
OCONUS	99	±1	6	16	53	20	5	±3	3.0	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	6	15	52	21	6	±1	3.0	±0.1	
Non-Permanent	100	±1	7	18	49	21	5	±5	3.0	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	6	15	53	21	5	±1	3.1	±0.1	
In Bargaining Unit	99	±1	7	16	52	20	6	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

44. Overall, how would you rate the current level of stress in your personal life?

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	6	15	53	21	5	±1	3.0	±0.1	
Disability	99	±1	8	16	48	21	7	±2	3.0	±0.1	
Targeted Disability	99	±1	8	16	49	20	7	±3	3.0	±0.1	
Other Disability	99	±1	8	16	48	22	7	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	6	15	52	22	6	±1	3.1	±0.1	
Veteran	99	±1	7	16	53	20	5	±1	3.0	±0.1	
10 Point 30%	99	±1	9	16	51	19	5	±3	3.0	±0.1	
10 Point Non-30%	99	±1	7	16	53	19	5	±3	3.0	±0.1	
5 Point	99	±1	7	16	53	20	5	±2	3.0	±0.1	
No Preference	99	±1	4	14	53	22	7	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	6	15	54	20	5	±2	3.0	±0.1	
FERS	99	±1	6	15	52	21	6	±1	3.0	±0.1	
Other Plan	99	±1	7	17	45	26	5	±6	3.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	6	14	52	22	6	±1	3.1	±0.1	
Optional Eligible	99	±1	7	16	52	19	5	±2	3.0	±0.1	
Discontinued Service	99	±1	6	16	52	21	5	±2	3.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	6	16	50	22	5	±2	3.0	±0.1	
5 to 10 Years	99	±1	7	16	52	20	5	±3	3.0	±0.1	
11 to 20 Years	99	±1	6	15	52	22	6	±2	3.1	±0.1	
21 to 30 Years	99	±1	6	15	53	20	6	±2	3.0	±0.1	
More Than 30 Years	99	±1	6	16	55	18	4	±2	3.0	±0.1	
AGE											
30 Years Old or Less	99	±1	5	14	51	25	5	±3	3.1	±0.1	
31 to 40 Years Old	100	±1	5	14	51	23	7	±2	3.1	±0.1	
41 to 50 Years Old	99	±1	6	15	52	21	6	±2	3.1	±0.1	
51 to 60 Years Old	99	±1	7	16	54	19	5	±2	3.0	±0.1	
More Than 60 Years Old	99	±1	10	18	54	15	3	±3	2.8	±0.1	
GENDER											
Male	99	±1	5	15	54	20	5	±1	3.0	±0.1	
Female	99	±1	7	16	49	21	6	±2	3.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	4	14	54	22	6	±1	3.1	±0.1	
Total Minority	99	±1	10	19	47	19	5	±2	2.9	±0.1	
Non-Hispanic Black	99	±1	12	20	45	18	5	±2	2.8	±0.1	
Hispanic	99	±1	10	19	47	19	6	±3	2.9	±0.1	
Non-Hispanic API	99	±1	7	16	52	21	4	±3	3.0	±0.1	
EDUCATION											
No College	99	±1	9	16	51	19	5	±2	2.9	±0.1	
Some College	99	±1	7	16	51	20	6	±1	3.0	±0.1	
4-Year Degree	99	±1	4	14	53	22	5	±2	3.1	±0.1	
Graduate/Professional Degree	99	±1	4	13	55	22	5	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**a. Deployment**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

			Percent Responding		Percentages					Max ME	Presence of Stressor	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	79	9	7	3	2	±1	1.4	±0.1		
Army	99	±1	74	9	9	5	4	±2	1.6	±0.1		
Navy	98	±1	83	8	5	2	1	±1	1.3	±0.1		
Air Force	99	±1	79	9	6	3	2	±2	1.4	±0.1		
DoD Agencies and Activities	99	±1	81	8	6	3	2	±2	1.4	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	80	8	6	3	2	±1	1.4	±0.1		
GS 1 to 4	98	±1	83	6	6	2	3	±4	1.4	±0.1		
GS 5 to 8	98	±1	81	7	6	3	3	±2	1.4	±0.1		
GS 9 to 12	99	±1	80	9	7	3	2	±1	1.4	±0.1		
GS/GM 13 to 15	99	±1	79	9	7	3	2	±2	1.4	±0.1		
SES	NR	±0	88	7	4	2	0	±4	1.2	±0.1		
Blue Collar Total	99	±1	74	10	9	4	3	±2	1.5	±0.1		
WG 1 to 5	97	±2	86	5	4	3	2	±4	1.3	±0.1		
WG 6 to 9	99	±1	77	8	8	4	3	±3	1.5	±0.1		
WG 10 to 15	99	±1	71	12	9	5	3	±3	1.6	±0.1		
WS/WL 1 to 19	99	±1	71	11	11	4	3	±3	1.6	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	80	9	6	3	2	±2	1.4	±0.1		
Administrative	98	±1	80	9	7	3	2	±1	1.4	±0.1		
Technical	99	±1	78	9	7	4	2	±2	1.4	±0.1		
Clerical	98	±1	84	5	6	2	3	±2	1.4	±0.1		
Other White Collar	99	±1	89	4	4	2	1	±3	1.2	±0.1		
Blue Collar	99	±1	74	10	9	5	3	±2	1.5	±0.1		
Scientists	99	±1	79	10	7	3	2	±3	1.4	±0.1		
Engineers	99	±1	80	9	7	3	1	±2	1.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	75	10	8	5	3	±2	1.5	±0.1		
Manager	99	±1	74	11	9	4	3	±3	1.5	±0.1		
Wage Leader	99	±1	77	8	9	3	3	±4	1.5	±0.2		
Wage Supervisor	98	±2	65	13	13	5	4	±4	1.7	±0.1		
All Others	99	±1	80	8	6	3	2	±1	1.4	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	79	9	7	3	2	±1	1.4	±0.1		
Other Than Full-Time	99	±1	83	5	5	3	5	±6	1.4	±0.2		
CONUS	99	±1	79	8	7	3	2	±1	1.4	±0.1		
OCONUS	99	±1	72	10	9	5	4	±3	1.6	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	79	9	7	3	2	±1	1.4	±0.1		
Non-Permanent	98	±1	80	7	7	3	3	±4	1.4	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	79	9	7	3	2	±1	1.4	±0.1		
In Bargaining Unit	98	±1	78	9	7	3	2	±1	1.4	±0.1		

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

45. To what extent have the following created stress in your life in the past 12 months?

a. Deployment

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	79	9	7	3	2	±1	1.4	±0.1	
Disability	98	±1	80	8	7	3	2	±2	1.4	±0.1	
Targeted Disability	98	±1	78	9	7	4	2	±3	1.4	±0.1	
Other Disability	98	±1	80	8	6	3	2	±2	1.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	82	8	6	3	2	±1	1.4	±0.1	
Veteran	99	±1	75	10	8	4	3	±1	1.5	±0.1	
10 Point 30%	97	±1	78	9	7	3	3	±3	1.4	±0.1	
10 Point Non-30%	99	±1	77	10	6	4	2	±3	1.4	±0.1	
5 Point	99	±1	76	9	8	4	2	±2	1.5	±0.1	
No Preference	99	±1	63	14	11	7	4	±3	1.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	82	7	6	3	2	±1	1.3	±0.1	
FERS	99	±1	77	10	7	4	2	±1	1.5	±0.1	
Other Plan	98	±2	81	7	5	2	5	±5	1.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	79	8	7	3	2	±1	1.4	±0.1	
Optional Eligible	98	±1	78	9	7	3	2	±1	1.4	±0.1	
Discontinued Service	99	±1	78	9	6	4	2	±2	1.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	77	9	7	3	3	±2	1.5	±0.1	
5 to 10 Years	99	±1	72	13	9	3	3	±3	1.5	±0.1	
11 to 20 Years	98	±1	77	9	8	4	2	±1	1.4	±0.1	
21 to 30 Years	98	±1	81	8	6	3	2	±1	1.4	±0.1	
More Than 30 Years	99	±1	83	7	6	3	1	±2	1.3	±0.1	
AGE											
30 Years Old or Less	99	±1	77	9	7	4	3	±3	1.5	±0.1	
31 to 40 Years Old	99	±1	72	11	8	4	4	±2	1.6	±0.1	
41 to 50 Years Old	99	±1	78	9	7	4	2	±1	1.4	±0.1	
51 to 60 Years Old	98	±1	82	7	6	3	2	±1	1.3	±0.1	
More Than 60 Years Old	98	±1	87	5	5	2	1	±2	1.2	±0.1	
GENDER											
Male	99	±1	77	10	7	4	2	±1	1.4	±0.1	
Female	98	±1	82	7	6	3	3	±1	1.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	79	9	7	4	2	±1	1.4	±0.1	
Total Minority	98	±1	79	8	7	3	2	±2	1.4	±0.1	
Non-Hispanic Black	98	±1	80	8	7	3	3	±2	1.4	±0.1	
Hispanic	99	±1	77	9	8	3	2	±3	1.5	±0.1	
Non-Hispanic API	97	±1	78	10	7	3	2	±3	1.4	±0.1	
EDUCATION											
No College	98	±1	81	8	6	4	2	±2	1.4	±0.1	
Some College	99	±1	78	8	7	4	3	±1	1.4	±0.1	
4-Year Degree	98	±1	78	10	7	3	2	±2	1.4	±0.1	
Graduate/Professional Degree	99	±1	80	8	7	3	2	±2	1.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**b. Work and career (e.g., hours, coworkers, change, supervisors)**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

Percent Responding			Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	15	27	27	19	11	±1	2.8	±0.1	
Army	98	±1	16	26	27	20	11	±2	2.8	±0.1	
Navy	99	±1	15	28	27	19	11	±2	2.8	±0.1	
Air Force	98	±1	15	28	27	19	11	±2	2.8	±0.1	
DoD Agencies and Activities	99	±1	16	26	28	20	11	±2	2.9	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	14	27	27	20	12	±1	2.9	±0.1	
GS 1 to 4	98	±2	25	27	22	16	11	±4	2.6	±0.2	
GS 5 to 8	98	±1	19	27	24	18	11	±2	2.8	±0.1	
GS 9 to 12	98	±1	14	28	28	19	11	±1	2.9	±0.1	
GS/GM 13 to 15	99	±1	8	24	30	26	13	±2	3.1	±0.1	
SES	99	±1	13	18	25	29	15	±10	3.1	±0.3	
Blue Collar Total	99	±1	20	27	26	17	10	±2	2.7	±0.1	
WG 1 to 5	99	±1	22	26	28	15	9	±5	2.6	±0.2	
WG 6 to 9	98	±1	24	28	23	15	10	±3	2.6	±0.1	
WG 10 to 15	99	±1	19	29	26	16	10	±3	2.7	±0.1	
WS/WL 1 to 19	99	±1	16	24	28	21	11	±3	2.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	10	27	31	21	12	±2	3.0	±0.1	
Administrative	99	±1	13	27	28	21	12	±2	2.9	±0.1	
Technical	98	±1	18	27	26	18	10	±2	2.7	±0.1	
Clerical	98	±1	23	26	22	18	11	±3	2.7	±0.1	
Other White Collar	99	±1	16	28	27	17	11	±4	2.8	±0.1	
Blue Collar	99	±1	20	27	26	17	10	±2	2.7	±0.1	
Scientists	98	±1	11	25	31	21	12	±3	3.0	±0.1	
Engineers	99	±1	12	28	32	19	9	±2	2.9	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	11	23	28	24	14	±2	3.1	±0.1	
Manager	99	±1	9	22	29	26	14	±3	3.1	±0.1	
Wage Leader	99	±2	14	28	26	21	10	±5	2.9	±0.2	
Wage Supervisor	99	±1	14	22	32	22	9	±4	2.9	±0.1	
All Others	98	±1	17	28	27	18	11	±1	2.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	15	27	27	19	11	±1	2.8	±0.1	
Other Than Full-Time	99	±2	17	30	28	15	11	±6	2.7	±0.2	
CONUS	98	±1	16	27	27	19	11	±1	2.8	±0.1	
OCONUS	98	±1	13	27	28	19	14	±3	2.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	15	27	27	20	11	±1	2.9	±0.1	
Non-Permanent	99	±1	20	33	26	13	8	±4	2.6	±0.2	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	14	27	28	20	11	±1	2.9	±0.1	
In Bargaining Unit	98	±1	17	27	26	18	11	±1	2.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**b. Work and career (e.g., hours, coworkers, change, supervisors)**

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	15	28	27	19	11	±1	2.8	±0.1	
Disability	98	±1	16	24	26	20	14	±2	2.9	±0.1	
Targeted Disability	98	±1	17	25	24	19	14	±3	2.9	±0.1	
Other Disability	98	±1	16	23	27	20	14	±2	2.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	14	27	28	20	12	±1	2.9	±0.1	
Veteran	99	±1	17	27	26	19	11	±1	2.8	±0.1	
10 Point 30%	98	±1	19	27	25	18	11	±3	2.8	±0.1	
10 Point Non-30%	98	±1	18	25	25	20	12	±3	2.8	±0.1	
5 Point	99	±1	17	28	26	19	11	±2	2.8	±0.1	
No Preference	98	±1	16	27	28	19	9	±3	2.8	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	16	25	28	20	11	±1	2.9	±0.1	
FERS	98	±1	15	28	27	19	11	±1	2.8	±0.1	
Other Plan	99	±2	18	28	25	18	12	±5	2.8	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	14	28	27	20	11	±1	2.9	±0.1	
Optional Eligible	98	±1	19	26	27	18	10	±2	2.7	±0.1	
Discontinued Service	99	±1	13	25	28	21	13	±2	2.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	17	32	28	15	9	±2	2.7	±0.1	
5 to 10 Years	99	±1	15	28	27	19	10	±3	2.8	±0.1	
11 to 20 Years	98	±1	14	26	27	21	12	±2	2.9	±0.1	
21 to 30 Years	98	±1	15	25	27	21	12	±2	2.9	±0.1	
More Than 30 Years	99	±1	19	27	26	17	10	±2	2.7	±0.1	
AGE											
30 Years Old or Less	99	±1	15	31	28	17	9	±3	2.7	±0.1	
31 to 40 Years Old	99	±1	13	29	26	19	12	±2	2.9	±0.1	
41 to 50 Years Old	99	±1	14	27	28	20	12	±1	2.9	±0.1	
51 to 60 Years Old	98	±1	17	24	27	20	11	±1	2.8	±0.1	
More Than 60 Years Old	98	±1	27	28	24	13	8	±3	2.5	±0.1	
GENDER											
Male	99	±1	16	28	28	19	10	±1	2.8	±0.1	
Female	98	±1	15	26	26	20	14	±2	2.9	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	13	27	28	20	12	±1	2.9	±0.1	
Total Minority	98	±1	21	27	25	16	10	±2	2.7	±0.1	
Non-Hispanic Black	98	±1	25	27	22	16	10	±2	2.6	±0.1	
Hispanic	98	±1	19	27	26	17	11	±3	2.7	±0.1	
Non-Hispanic API	99	±1	17	28	32	15	8	±3	2.7	±0.1	
EDUCATION											
No College	98	±1	25	27	25	16	9	±2	2.6	±0.1	
Some College	98	±1	17	27	26	18	11	±1	2.8	±0.1	
4-Year Degree	99	±1	10	27	30	21	11	±2	3.0	±0.1	
Graduate/Professional Degree	99	±1	9	25	30	22	13	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**c. Finances (yours and your family's)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

			Percent Responding		Percentages					Max ME	Presence of Stressor	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	36	31	20	9	4	±1	2.1	±0.1		
Army	99	±1	36	31	20	9	4	±2	2.2	±0.1		
Navy	99	±1	36	32	21	8	3	±2	2.1	±0.1		
Air Force	99	±1	36	31	21	8	4	±2	2.1	±0.1		
DoD Agencies and Activities	99	±1	37	30	19	10	4	±2	2.1	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	37	31	20	8	4	±1	2.1	±0.1		
GS 1 to 4	98	±2	29	25	22	15	9	±4	2.5	±0.2		
GS 5 to 8	99	±1	32	29	22	11	7	±2	2.3	±0.1		
GS 9 to 12	99	±1	38	32	20	8	2	±2	2.0	±0.1		
GS/GM 13 to 15	99	±1	42	34	17	6	1	±2	1.9	±0.1		
SES	100	±1	54	26	12	8	1	±8	1.8	±0.3		
Blue Collar Total	99	±1	33	30	22	11	4	±2	2.2	±0.1		
WG 1 to 5	98	±2	33	25	21	13	8	±6	2.4	±0.2		
WG 6 to 9	99	±1	31	28	22	13	5	±3	2.3	±0.1		
WG 10 to 15	99	±1	32	32	23	10	4	±3	2.2	±0.1		
WS/WL 1 to 19	99	±1	39	31	20	8	2	±4	2.0	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	35	35	20	8	2	±2	2.1	±0.1		
Administrative	99	±1	41	32	18	7	2	±2	2.0	±0.1		
Technical	99	±1	35	29	21	10	5	±2	2.2	±0.1		
Clerical	99	±1	33	27	21	13	7	±3	2.3	±0.1		
Other White Collar	99	±1	29	31	24	10	7	±4	2.3	±0.1		
Blue Collar	99	±1	34	30	22	10	4	±2	2.2	±0.1		
Scientists	99	±1	34	34	21	7	3	±3	2.1	±0.1		
Engineers	99	±1	34	35	20	9	2	±2	2.1	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	40	33	18	7	3	±2	2.0	±0.1		
Manager	99	±1	43	32	18	5	2	±3	1.9	±0.1		
Wage Leader	99	±2	36	32	19	9	3	±5	2.1	±0.2		
Wage Supervisor	99	±1	38	32	20	7	3	±4	2.1	±0.1		
All Others	99	±1	35	31	21	10	4	±1	2.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	37	31	20	9	4	±1	2.1	±0.1		
Other Than Full-Time	98	±2	28	29	21	12	11	±6	2.5	±0.2		
CONUS	99	±1	36	31	20	9	4	±1	2.1	±0.1		
OCONUS	99	±1	37	30	21	9	4	±3	2.1	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	37	31	20	9	4	±1	2.1	±0.1		
Non-Permanent	98	±2	28	28	21	14	8	±4	2.4	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	38	32	19	8	3	±1	2.1	±0.1		
In Bargaining Unit	99	±1	34	30	21	10	4	±1	2.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

c. Finances (yours and your family's)

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	37	31	20	9	3	±1	2.1	±0.1	
Disability	99	±1	33	31	21	10	5	±2	2.2	±0.1	
Targeted Disability	99	±1	32	30	20	12	6	±3	2.3	±0.1	
Other Disability	99	±1	34	31	22	9	5	±2	2.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	36	31	20	9	4	±1	2.1	±0.1	
Veteran	99	±1	36	31	21	9	4	±1	2.1	±0.1	
10 Point 30%	98	±1	37	31	20	8	5	±3	2.1	±0.1	
10 Point Non-30%	99	±1	36	32	20	9	3	±3	2.1	±0.1	
5 Point	99	±1	37	31	20	9	3	±2	2.1	±0.1	
No Preference	99	±1	33	32	22	9	4	±3	2.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	40	32	18	7	3	±2	2.0	±0.1	
FERS	99	±1	34	31	21	10	4	±1	2.2	±0.1	
Other Plan	98	±2	31	27	24	12	7	±5	2.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	34	31	21	9	4	±1	2.2	±0.1	
Optional Eligible	99	±1	39	30	19	8	3	±2	2.1	±0.1	
Discontinued Service	99	±1	37	32	20	8	3	±2	2.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	28	30	24	12	6	±2	2.4	±0.1	
5 to 10 Years	99	±1	32	32	21	11	5	±3	2.3	±0.1	
11 to 20 Years	99	±1	36	31	21	9	4	±2	2.1	±0.1	
21 to 30 Years	99	±1	38	31	19	8	3	±2	2.1	±0.1	
More Than 30 Years	99	±1	46	31	16	5	2	±2	1.9	±0.1	
AGE											
30 Years Old or Less	98	±1	26	30	23	15	6	±3	2.4	±0.1	
31 to 40 Years Old	99	±1	29	31	24	11	5	±2	2.3	±0.1	
41 to 50 Years Old	99	±1	34	32	20	9	4	±2	2.2	±0.1	
51 to 60 Years Old	99	±1	42	31	18	7	2	±2	2.0	±0.1	
More Than 60 Years Old	99	±1	52	28	14	4	1	±3	1.7	±0.1	
GENDER											
Male	99	±1	35	32	21	9	3	±1	2.1	±0.1	
Female	99	±1	39	29	19	9	5	±2	2.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	37	32	20	8	3	±1	2.1	±0.1	
Total Minority	98	±1	35	29	21	10	5	±2	2.2	±0.1	
Non-Hispanic Black	98	±1	36	27	20	10	6	±2	2.2	±0.1	
Hispanic	98	±1	36	27	21	11	4	±3	2.2	±0.1	
Non-Hispanic API	99	±1	33	35	20	9	3	±3	2.1	±0.1	
EDUCATION											
No College	99	±1	41	28	19	9	3	±2	2.1	±0.1	
Some College	99	±1	35	30	21	10	5	±1	2.2	±0.1	
4-Year Degree	99	±1	35	34	20	8	3	±2	2.1	±0.1	
Graduate/Professional Degree	99	±1	38	34	20	7	2	±2	2.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**d. Health (yours and your family's)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	32	34	21	10	5	±1	2.2	±0.1	
Army	98	±1	31	34	21	10	5	±2	2.2	±0.1	
Navy	98	±1	31	34	21	9	4	±2	2.2	±0.1	
Air Force	98	±1	33	34	20	9	4	±2	2.2	±0.1	
DoD Agencies and Activities	98	±1	32	32	22	10	5	±2	2.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	31	34	21	10	4	±1	2.2	±0.1	
GS 1 to 4	97	±2	33	31	20	11	4	±5	2.2	±0.1	
GS 5 to 8	97	±1	31	32	21	11	6	±2	2.3	±0.1	
GS 9 to 12	98	±1	31	34	21	10	4	±1	2.2	±0.1	
GS/GM 13 to 15	98	±1	31	37	20	8	4	±2	2.2	±0.1	
SES	99	±1	37	38	16	6	3	±9	2.0	±0.2	
Blue Collar Total	98	±1	33	31	21	9	5	±2	2.2	±0.1	
WG 1 to 5	97	±3	34	29	20	10	7	±6	2.3	±0.2	
WG 6 to 9	97	±1	33	29	22	11	5	±3	2.3	±0.1	
WG 10 to 15	97	±1	33	33	20	9	5	±3	2.2	±0.1	
WS/WL 1 to 19	99	±1	35	33	21	8	3	±4	2.1	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	31	36	21	9	4	±2	2.2	±0.1	
Administrative	98	±1	31	33	21	10	4	±2	2.2	±0.1	
Technical	97	±1	31	33	21	10	5	±2	2.3	±0.1	
Clerical	97	±1	31	32	20	12	5	±3	2.3	±0.1	
Other White Collar	98	±2	35	36	19	8	3	±4	2.1	±0.1	
Blue Collar	98	±1	33	32	21	9	5	±2	2.2	±0.1	
Scientists	98	±1	31	37	20	7	5	±3	2.2	±0.1	
Engineers	98	±1	30	38	21	8	3	±2	2.2	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	32	35	20	9	4	±2	2.2	±0.1	
Manager	98	±1	34	34	20	8	4	±3	2.1	±0.1	
Wage Leader	99	±1	31	37	20	9	3	±5	2.2	±0.1	
Wage Supervisor	98	±1	37	33	21	6	3	±4	2.1	±0.1	
All Others	98	±1	31	33	21	10	5	±1	2.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	31	34	21	10	5	±1	2.2	±0.1	
Other Than Full-Time	98	±2	37	30	19	9	5	±6	2.1	±0.2	
CONUS	98	±1	32	33	21	10	5	±1	2.2	±0.1	
OCONUS	98	±1	31	34	23	7	4	±3	2.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	31	33	21	10	5	±1	2.2	±0.1	
Non-Permanent	98	±1	36	34	18	8	5	±5	2.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	32	34	21	9	4	±1	2.2	±0.1	
In Bargaining Unit	98	±1	30	33	21	10	5	±1	2.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

d. Health (yours and your family's)

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	34	34	20	8	4	±1	2.1	±0.1	
Disability	97	±1	19	29	26	16	9	±2	2.7	±0.1	
Targeted Disability	98	±1	21	29	24	16	9	±3	2.6	±0.1	
Other Disability	97	±1	19	29	27	17	9	±2	2.7	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	31	34	21	9	5	±1	2.2	±0.1	
Veteran	98	±1	32	33	21	10	4	±1	2.2	±0.1	
10 Point 30%	97	±1	25	31	25	13	6	±3	2.4	±0.1	
10 Point Non-30%	98	±1	31	34	21	10	5	±3	2.2	±0.1	
5 Point	98	±1	33	33	20	10	4	±2	2.2	±0.1	
No Preference	98	±1	36	35	17	7	4	±3	2.1	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	29	34	22	10	5	±2	2.3	±0.1	
FERS	98	±1	33	33	20	9	4	±1	2.2	±0.1	
Other Plan	97	±2	32	36	19	9	5	±6	2.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	32	34	20	9	4	±1	2.2	±0.1	
Optional Eligible	98	±1	31	33	21	10	4	±2	2.2	±0.1	
Discontinued Service	98	±1	29	33	22	10	6	±2	2.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	36	34	19	7	3	±2	2.1	±0.1	
5 to 10 Years	98	±1	37	33	19	8	3	±3	2.1	±0.1	
11 to 20 Years	98	±1	32	33	21	9	5	±2	2.2	±0.1	
21 to 30 Years	97	±1	29	33	22	11	5	±2	2.3	±0.1	
More Than 30 Years	98	±1	29	34	22	11	4	±2	2.3	±0.1	
AGE											
30 Years Old or Less	98	±1	37	34	18	7	4	±3	2.1	±0.1	
31 to 40 Years Old	98	±1	36	34	19	8	4	±2	2.1	±0.1	
41 to 50 Years Old	98	±1	31	34	20	9	5	±2	2.2	±0.1	
51 to 60 Years Old	97	±1	28	33	23	11	5	±2	2.3	±0.1	
More Than 60 Years Old	97	±1	31	32	23	10	3	±3	2.2	±0.1	
GENDER											
Male	98	±1	32	35	21	9	4	±1	2.2	±0.1	
Female	98	±1	31	32	21	11	6	±2	2.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	31	34	21	10	4	±1	2.2	±0.1	
Total Minority	97	±1	33	32	21	9	5	±2	2.2	±0.1	
Non-Hispanic Black	97	±1	36	31	19	8	5	±2	2.2	±0.1	
Hispanic	98	±1	30	34	22	9	5	±3	2.2	±0.1	
Non-Hispanic API	98	±1	29	35	24	9	3	±3	2.2	±0.1	
EDUCATION											
No College	97	±1	36	30	19	10	5	±2	2.2	±0.1	
Some College	98	±1	31	33	21	10	5	±1	2.2	±0.1	
4-Year Degree	98	±1	31	35	21	9	4	±2	2.2	±0.1	
Graduate/Professional Degree	98	±1	30	36	21	9	4	±2	2.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**e. Life events (e.g., birth of a child, getting engaged or married, getting divorced, death of a close relative)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

			Percent Responding		Percentages					Max ME	Presence of Stressor	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	51	23	14	8	5	±1	1.9	±0.1		
Army	99	±1	50	23	14	8	5	±2	2.0	±0.1		
Navy	99	±1	51	23	14	7	4	±2	1.9	±0.1		
Air Force	99	±1	50	23	14	8	5	±2	1.9	±0.1		
DoD Agencies and Activities	99	±1	51	23	14	7	5	±2	1.9	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	50	23	14	8	5	±1	1.9	±0.1		
GS 1 to 4	99	±1	51	20	15	9	6	±5	2.0	±0.2		
GS 5 to 8	99	±1	51	21	14	8	6	±2	2.0	±0.1		
GS 9 to 12	99	±1	50	23	15	7	4	±2	1.9	±0.1		
GS/GM 13 to 15	99	±1	51	25	13	7	4	±2	1.9	±0.1		
SES	100	±1	54	23	11	6	NR	±8	1.9	±0.3		
Blue Collar Total	99	±1	51	23	14	7	4	±2	1.9	±0.1		
WG 1 to 5	99	±2	52	21	15	6	6	±6	1.9	±0.2		
WG 6 to 9	99	±1	49	25	15	7	4	±4	1.9	±0.1		
WG 10 to 15	100	±1	51	23	14	8	5	±3	1.9	±0.1		
WS/WL 1 to 19	99	±1	55	23	13	6	3	±4	1.8	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	49	24	14	8	5	±2	2.0	±0.1		
Administrative	99	±1	52	23	14	7	4	±2	1.9	±0.1		
Technical	99	±1	51	22	14	8	5	±2	1.9	±0.1		
Clerical	99	±1	51	20	14	9	6	±3	2.0	±0.1		
Other White Collar	100	±1	51	21	15	8	6	±4	2.0	±0.1		
Blue Collar	99	±1	51	23	14	7	4	±2	1.9	±0.1		
Scientists	99	±1	49	23	14	9	5	±4	2.0	±0.1		
Engineers	99	±1	47	26	15	7	5	±2	2.0	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	53	22	13	7	4	±2	1.9	±0.1		
Manager	100	±1	51	24	14	7	4	±3	1.9	±0.1		
Wage Leader	100	±1	54	21	14	7	4	±5	1.9	±0.2		
Wage Supervisor	99	±1	49	27	16	5	4	±4	1.9	±0.1		
All Others	99	±1	50	23	14	8	5	±1	1.9	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	51	23	14	7	5	±1	1.9	±0.1		
Other Than Full-Time	99	±2	52	20	11	9	7	±6	2.0	±0.2		
CONUS	99	±1	51	23	14	8	5	±1	1.9	±0.1		
OCONUS	99	±1	50	26	13	6	5	±3	1.9	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	51	23	14	8	5	±1	1.9	±0.1		
Non-Permanent	99	±1	51	22	12	7	8	±5	2.0	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	51	23	14	7	4	±1	1.9	±0.1		
In Bargaining Unit	99	±1	50	23	14	8	5	±2	2.0	±0.1		

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

45. To what extent have the following created stress in your life in the past 12 months?**e. Life events (e.g., birth of a child, getting engaged or married, getting divorced, death of a close relative)**

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	51	23	14	7	4	±1	1.9	±0.1	
Disability	99	±1	49	22	15	8	6	±2	2.0	±0.1	
Targeted Disability	99	±1	49	21	15	8	7	±3	2.0	±0.1	
Other Disability	99	±1	49	23	15	8	6	±2	2.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	49	23	14	8	5	±1	2.0	±0.1	
Veteran	99	±1	52	23	14	7	4	±1	1.9	±0.1	
10 Point 30%	99	±1	52	21	14	7	5	±3	1.9	±0.1	
10 Point Non-30%	99	±1	53	22	15	7	3	±3	1.9	±0.1	
5 Point	99	±1	53	23	14	7	4	±2	1.9	±0.1	
No Preference	99	±1	48	25	13	8	5	±3	2.0	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	52	23	14	7	4	±2	1.9	±0.1	
FERS	99	±1	50	23	14	8	5	±1	1.9	±0.1	
Other Plan	98	±2	52	21	12	9	5	±6	1.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	50	23	14	8	5	±1	2.0	±0.1	
Optional Eligible	99	±1	52	23	14	7	4	±2	1.9	±0.1	
Discontinued Service	99	±1	50	24	14	8	5	±2	1.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	48	22	15	9	6	±2	2.0	±0.1	
5 to 10 Years	99	±1	48	24	15	8	5	±3	2.0	±0.1	
11 to 20 Years	99	±1	51	23	14	8	5	±2	1.9	±0.1	
21 to 30 Years	99	±1	51	23	14	7	4	±2	1.9	±0.1	
More Than 30 Years	99	±1	54	23	13	6	3	±2	1.8	±0.1	
AGE											
30 Years Old or Less	99	±1	44	23	16	10	7	±3	2.1	±0.1	
31 to 40 Years Old	99	±1	47	23	14	9	7	±2	2.1	±0.1	
41 to 50 Years Old	99	±1	50	24	14	7	5	±2	1.9	±0.1	
51 to 60 Years Old	99	±1	53	23	14	6	3	±2	1.8	±0.1	
More Than 60 Years Old	99	±1	62	19	11	5	2	±3	1.7	±0.1	
GENDER											
Male	99	±1	50	24	14	7	4	±1	1.9	±0.1	
Female	99	±1	51	21	13	8	6	±2	2.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	50	24	14	8	5	±1	1.9	±0.1	
Total Minority	99	±1	53	21	14	7	5	±2	1.9	±0.1	
Non-Hispanic Black	99	±1	55	19	13	7	5	±2	1.9	±0.1	
Hispanic	99	±1	51	21	16	8	4	±3	1.9	±0.1	
Non-Hispanic API	99	±1	50	24	15	7	4	±3	1.9	±0.1	
EDUCATION											
No College	99	±1	56	20	13	6	5	±2	1.8	±0.1	
Some College	99	±1	51	23	14	7	5	±1	1.9	±0.1	
4-Year Degree	99	±1	49	24	14	8	5	±2	1.9	±0.1	
Graduate/Professional Degree	99	±1	48	24	15	8	5	±2	2.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**f. Relationship with your spouse or significant other**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

			Percent Responding		Percentages					Max ME	Presence of Stressor		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	54	27	11	5	3	±1	1.8	±0.1			
Army	99	±1	53	27	11	5	3	±2	1.8	±0.1			
Navy	99	±1	53	28	12	5	2	±2	1.8	±0.1			
Air Force	99	±1	54	27	11	5	3	±2	1.7	±0.1			
DoD Agencies and Activities	99	±1	55	26	11	5	4	±2	1.8	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	54	27	11	5	3	±1	1.8	±0.1			
GS 1 to 4	98	±1	55	24	11	5	5	±5	1.8	±0.2			
GS 5 to 8	99	±1	56	24	11	5	4	±2	1.8	±0.1			
GS 9 to 12	99	±1	54	28	11	5	3	±2	1.7	±0.1			
GS/GM 13 to 15	98	±1	52	30	11	5	2	±2	1.7	±0.1			
SES	99	±1	57	25	13	3	2	±8	1.7	±0.2			
Blue Collar Total	99	±1	52	27	12	5	4	±2	1.8	±0.1			
WG 1 to 5	98	±2	53	22	14	5	5	±6	1.9	±0.2			
WG 6 to 9	99	±1	52	28	11	5	5	±4	1.8	±0.1			
WG 10 to 15	99	±1	51	28	12	5	4	±3	1.8	±0.1			
WS/WL 1 to 19	99	±1	56	26	11	4	2	±4	1.7	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	49	31	12	5	3	±2	1.8	±0.1			
Administrative	99	±1	56	26	11	5	2	±2	1.7	±0.1			
Technical	98	±1	55	26	11	4	3	±2	1.7	±0.1			
Clerical	99	±1	57	22	11	5	4	±3	1.8	±0.1			
Other White Collar	98	±2	49	28	13	7	4	±4	1.9	±0.1			
Blue Collar	99	±1	52	27	12	5	4	±2	1.8	±0.1			
Scientists	99	±1	52	30	9	6	3	±4	1.8	±0.1			
Engineers	99	±1	49	32	12	5	3	±2	1.8	±0.1			
SUPERVISOR/MANAGER													
Supervisor	98	±1	55	27	10	5	3	±2	1.7	±0.1			
Manager	99	±1	54	27	12	5	3	±3	1.8	±0.1			
Wage Leader	100	±1	56	26	11	6	2	±5	1.7	±0.1			
Wage Supervisor	99	±1	53	28	13	4	2	±4	1.7	±0.1			
All Others	99	±1	53	27	11	5	3	±1	1.8	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	54	27	11	5	3	±1	1.8	±0.1			
Other Than Full-Time	100	±1	47	27	13	8	5	±6	2.0	±0.2			
CONUS	99	±1	54	27	11	5	3	±1	1.8	±0.1			
OCONUS	98	±1	49	30	13	5	3	±3	1.8	±0.1			
TYPE OF APPOINTMENT													
Permanent	99	±1	54	27	11	5	3	±1	1.8	±0.1			
Non-Permanent	99	±1	47	30	14	5	4	±5	1.9	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	54	28	11	5	3	±1	1.8	±0.1			
In Bargaining Unit	99	±1	53	26	12	5	4	±2	1.8	±0.1			

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

f. Relationship with your spouse or significant other

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	53	27	11	5	3	±1	1.8	±0.1	
Disability	99	±1	54	26	12	5	4	±2	1.8	±0.1	
Targeted Disability	99	±1	53	24	13	6	4	±3	1.8	±0.1	
Other Disability	99	±1	54	26	12	4	4	±2	1.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	54	26	11	5	3	±1	1.8	±0.1	
Veteran	99	±1	53	28	11	5	3	±1	1.8	±0.1	
10 Point 30%	98	±1	54	27	10	4	4	±3	1.8	±0.1	
10 Point Non-30%	98	±1	54	28	11	4	3	±3	1.7	±0.1	
5 Point	99	±1	53	28	11	5	3	±2	1.8	±0.1	
No Preference	99	±1	48	30	13	5	4	±3	1.9	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	57	26	10	4	3	±2	1.7	±0.1	
FERS	99	±1	51	28	12	5	3	±1	1.8	±0.1	
Other Plan	99	±1	50	30	11	6	3	±6	1.8	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	51	28	12	5	3	±1	1.8	±0.1	
Optional Eligible	98	±1	57	26	11	4	3	±2	1.7	±0.1	
Discontinued Service	99	±1	55	27	10	4	3	±2	1.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	46	30	14	6	4	±2	1.9	±0.1	
5 to 10 Years	99	±1	49	28	12	6	4	±3	1.9	±0.1	
11 to 20 Years	99	±1	53	27	11	5	3	±2	1.8	±0.1	
21 to 30 Years	99	±1	56	26	11	4	3	±2	1.7	±0.1	
More Than 30 Years	98	±1	61	25	9	3	2	±2	1.6	±0.1	
AGE											
30 Years Old or Less	99	±1	44	30	15	8	3	±3	2.0	±0.1	
31 to 40 Years Old	99	±1	45	31	13	7	4	±2	1.9	±0.1	
41 to 50 Years Old	99	±1	52	28	12	5	4	±2	1.8	±0.1	
51 to 60 Years Old	98	±1	60	25	10	4	2	±2	1.6	±0.1	
More Than 60 Years Old	98	±1	68	21	8	2	1	±3	1.5	±0.1	
GENDER											
Male	99	±1	51	29	12	5	3	±1	1.8	±0.1	
Female	99	±1	58	23	11	4	3	±2	1.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	53	28	11	5	3	±1	1.8	±0.1	
Total Minority	98	±1	54	26	12	5	4	±2	1.8	±0.1	
Non-Hispanic Black	98	±1	55	25	11	5	4	±2	1.8	±0.1	
Hispanic	98	±1	54	26	13	5	3	±3	1.8	±0.1	
Non-Hispanic API	99	±1	49	29	14	5	3	±3	1.8	±0.1	
EDUCATION											
No College	99	±1	61	22	9	5	3	±2	1.7	±0.1	
Some College	99	±1	54	27	12	5	3	±1	1.8	±0.1	
4-Year Degree	99	±1	51	29	11	5	3	±2	1.8	±0.1	
Graduate/Professional Degree	98	±1	50	31	12	5	3	±2	1.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**g. Relationship with your children or other family members**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

			Percent Responding		Percentages					Max ME	Presence of Stressor		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	44	34	14	5	2	±1	1.9	±0.1			
Army	100	±1	44	35	14	5	2	±2	1.9	±0.1			
Navy	99	±1	45	35	14	5	2	±2	1.8	±0.1			
Air Force	99	±1	44	34	14	5	2	±2	1.9	±0.1			
DoD Agencies and Activities	99	±1	44	33	15	6	2	±2	1.9	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	44	35	14	5	2	±1	1.9	±0.1			
GS 1 to 4	100	±1	49	29	15	6	2	±5	1.8	±0.1			
GS 5 to 8	99	±1	45	33	14	5	3	±2	1.9	±0.1			
GS 9 to 12	100	±1	43	35	15	5	2	±2	1.9	±0.1			
GS/GM 13 to 15	99	±1	41	38	14	5	2	±2	1.9	±0.1			
SES	100	±1	46	33	13	8	1	±8	1.9	±0.3			
Blue Collar Total	100	±1	45	33	14	5	2	±2	1.9	±0.1			
WG 1 to 5	99	±1	48	27	15	7	3	±6	1.9	±0.2			
WG 6 to 9	99	±1	45	34	13	6	3	±4	1.9	±0.1			
WG 10 to 15	100	±1	46	33	15	5	2	±3	1.8	±0.1			
WS/WL 1 to 19	99	±1	44	38	12	4	2	±4	1.8	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	42	36	15	5	2	±2	1.9	±0.1			
Administrative	99	±1	43	35	14	5	2	±2	1.9	±0.1			
Technical	99	±1	44	35	14	5	2	±2	1.9	±0.1			
Clerical	99	±1	47	30	14	6	3	±3	1.9	±0.1			
Other White Collar	100	±1	50	28	15	4	3	±4	1.8	±0.1			
Blue Collar	100	±1	45	33	14	5	2	±2	1.9	±0.1			
Scientists	99	±1	43	37	14	5	2	±4	1.9	±0.1			
Engineers	100	±1	42	37	15	4	1	±2	1.9	±0.1			
SUPERVISOR/MANAGER													
Supervisor	99	±1	45	35	13	4	2	±2	1.8	±0.1			
Manager	100	±1	42	37	14	5	2	±3	1.9	±0.1			
Wage Leader	100	±0	44	35	13	5	3	±5	1.9	±0.1			
Wage Supervisor	99	±1	42	36	15	5	2	±4	1.9	±0.1			
All Others	100	±1	44	34	15	5	2	±1	1.9	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	44	34	14	5	2	±1	1.9	±0.1			
Other Than Full-Time	100	±1	43	29	15	10	2	±7	2.0	±0.2			
CONUS	99	±1	44	34	14	5	2	±1	1.9	±0.1			
OCONUS	99	±1	45	36	13	5	2	±3	1.8	±0.1			
TYPE OF APPOINTMENT													
Permanent	100	±1	44	34	14	5	2	±1	1.9	±0.1			
Non-Permanent	99	±1	45	33	13	6	2	±5	1.9	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	100	±1	44	35	14	5	2	±1	1.9	±0.1			
In Bargaining Unit	99	±1	44	33	15	6	2	±2	1.9	±0.1			

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

g. Relationship with your children or other family members

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	45	34	14	5	2	±1	1.9	±0.1	
Disability	99	±1	42	34	15	6	3	±2	2.0	±0.1	
Targeted Disability	99	±1	43	32	14	7	4	±3	2.0	±0.1	
Other Disability	99	±1	41	35	15	6	3	±2	1.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	44	34	15	6	2	±1	1.9	±0.1	
Veteran	100	±1	44	35	14	5	2	±1	1.9	±0.1	
10 Point 30%	100	±1	45	33	14	5	3	±3	1.9	±0.1	
10 Point Non-30%	100	±1	45	35	13	5	2	±3	1.8	±0.1	
5 Point	100	±1	44	35	14	5	2	±2	1.9	±0.1	
No Preference	100	±1	43	35	13	5	2	±3	1.9	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	43	35	15	5	2	±2	1.9	±0.1	
FERS	100	±1	45	34	14	5	2	±1	1.9	±0.1	
Other Plan	99	±1	45	32	14	7	2	±6	1.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	44	34	14	5	2	±1	1.9	±0.1	
Optional Eligible	99	±1	45	34	14	5	2	±2	1.8	±0.1	
Discontinued Service	100	±1	42	35	15	6	2	±2	1.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	46	33	14	5	2	±2	1.8	±0.1	
5 to 10 Years	100	±1	46	33	14	5	2	±3	1.8	±0.1	
11 to 20 Years	99	±1	44	35	14	5	2	±2	1.9	±0.1	
21 to 30 Years	99	±1	42	35	15	6	2	±2	1.9	±0.1	
More Than 30 Years	99	±1	44	36	14	4	2	±2	1.8	±0.1	
AGE											
30 Years Old or Less	99	±1	52	30	12	4	1	±3	1.7	±0.1	
31 to 40 Years Old	100	±1	44	35	14	5	2	±2	1.9	±0.1	
41 to 50 Years Old	100	±1	40	35	16	6	3	±2	2.0	±0.1	
51 to 60 Years Old	99	±1	45	34	14	5	2	±2	1.8	±0.1	
More Than 60 Years Old	100	±1	51	33	11	4	1	±3	1.7	±0.1	
GENDER											
Male	100	±1	45	35	14	5	2	±1	1.8	±0.1	
Female	99	±1	43	33	15	6	2	±2	1.9	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	43	35	15	5	2	±1	1.9	±0.1	
Total Minority	99	±1	47	31	14	5	2	±2	1.8	±0.1	
Non-Hispanic Black	99	±1	50	30	14	5	2	±2	1.8	±0.1	
Hispanic	99	±1	47	31	14	6	2	±3	1.8	±0.1	
Non-Hispanic API	99	±1	44	35	15	5	1	±3	1.9	±0.1	
EDUCATION											
No College	100	±1	49	30	14	5	2	±2	1.8	±0.1	
Some College	100	±1	44	34	14	5	2	±1	1.9	±0.1	
4-Year Degree	99	±1	43	36	15	5	2	±2	1.9	±0.1	
Graduate/Professional Degree	99	±1	44	35	14	5	2	±2	1.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**h. Crime in your community**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

			Percent Responding		Percentages					Max ME	Presence of Stressor	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	72	21	5	1	0	±1	1.4	±0.1		
Army	98	±1	73	20	5	1	0	±2	1.4	±0.1		
Navy	98	±1	71	21	5	1	1	±2	1.4	±0.1		
Air Force	98	±1	73	21	5	1	0	±2	1.4	±0.1		
DoD Agencies and Activities	98	±1	72	21	6	1	0	±2	1.4	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	73	20	5	1	0	±1	1.4	±0.1		
GS 1 to 4	99	±1	70	22	7	1	1	±4	1.4	±0.1		
GS 5 to 8	98	±1	70	21	7	2	1	±2	1.4	±0.1		
GS 9 to 12	98	±1	73	20	5	1	0	±1	1.4	±0.1		
GS/GM 13 to 15	98	±1	77	19	3	1	0	±2	1.3	±0.1		
SES	99	±1	82	15	3	0	0	±4	1.2	±0.1		
Blue Collar Total	98	±1	70	22	6	2	0	±2	1.4	±0.1		
WG 1 to 5	98	±2	67	21	8	3	0	±6	1.5	±0.1		
WG 6 to 9	98	±1	69	21	7	2	1	±3	1.4	±0.1		
WG 10 to 15	98	±1	69	23	6	1	0	±3	1.4	±0.1		
WS/WL 1 to 19	98	±1	73	21	5	1	0	±3	1.3	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	75	20	4	1	0	±2	1.3	±0.1		
Administrative	98	±1	75	19	4	1	0	±2	1.3	±0.1		
Technical	98	±1	70	21	7	2	1	±2	1.4	±0.1		
Clerical	98	±1	69	22	7	1	1	±3	1.4	±0.1		
Other White Collar	98	±2	72	20	7	1	1	±4	1.4	±0.1		
Blue Collar	98	±1	70	22	6	2	0	±2	1.4	±0.1		
Scientists	99	±1	75	19	5	1	0	±3	1.3	±0.1		
Engineers	99	±1	74	21	4	1	0	±2	1.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	75	19	5	1	0	±2	1.3	±0.1		
Manager	98	±1	77	18	4	1	0	±3	1.3	±0.1		
Wage Leader	99	±1	71	21	6	1	1	±5	1.4	±0.1		
Wage Supervisor	97	±2	73	21	5	1	0	±4	1.4	±0.1		
All Others	98	±1	72	21	6	1	0	±1	1.4	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	72	21	5	1	0	±1	1.4	±0.1		
Other Than Full-Time	99	±1	74	19	6	1	0	±6	1.4	±0.1		
CONUS	98	±1	73	21	5	1	0	±1	1.4	±0.1		
OCONUS	98	±1	69	21	7	2	1	±3	1.5	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	72	21	5	1	0	±1	1.4	±0.1		
Non-Permanent	99	±1	75	17	6	1	0	±4	1.4	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	74	20	5	1	0	±1	1.3	±0.1		
In Bargaining Unit	98	±1	71	21	6	1	0	±1	1.4	±0.1		

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**h. Crime in your community**

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	73	20	5	1	0	±1	1.4	±0.1	
Disability	97	±1	67	24	7	2	1	±2	1.4	±0.1	
Targeted Disability	96	±1	70	21	7	1	1	±3	1.4	±0.1	
Other Disability	98	±1	66	25	7	2	0	±2	1.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	73	20	5	1	0	±1	1.4	±0.1	
Veteran	98	±1	72	21	6	1	0	±1	1.4	±0.1	
10 Point 30%	98	±1	71	21	6	2	0	±3	1.4	±0.1	
10 Point Non-30%	97	±1	72	21	6	1	0	±3	1.4	±0.1	
5 Point	98	±1	71	21	6	1	0	±2	1.4	±0.1	
No Preference	99	±1	75	20	5	1	0	±3	1.3	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	71	22	6	1	0	±1	1.4	±0.1	
FERS	99	±1	73	20	5	1	0	±1	1.4	±0.1	
Other Plan	98	±2	74	19	6	1	0	±5	1.3	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	74	20	5	1	0	±1	1.3	±0.1	
Optional Eligible	98	±1	71	21	6	1	1	±2	1.4	±0.1	
Discontinued Service	98	±1	70	22	6	1	0	±2	1.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	75	19	5	1	0	±2	1.3	±0.1	
5 to 10 Years	99	±1	74	19	5	2	1	±2	1.4	±0.1	
11 to 20 Years	98	±1	73	20	5	1	0	±2	1.4	±0.1	
21 to 30 Years	98	±1	70	22	6	1	0	±2	1.4	±0.1	
More Than 30 Years	97	±1	71	21	6	1	0	±2	1.4	±0.1	
AGE											
30 Years Old or Less	99	±1	78	15	5	1	0	±3	1.3	±0.1	
31 to 40 Years Old	99	±1	76	18	4	1	0	±2	1.3	±0.1	
41 to 50 Years Old	98	±1	71	22	5	1	0	±1	1.4	±0.1	
51 to 60 Years Old	98	±1	71	22	6	1	0	±2	1.4	±0.1	
More Than 60 Years Old	97	±1	68	23	7	1	1	±3	1.4	±0.1	
GENDER											
Male	98	±1	72	21	5	1	0	±1	1.4	±0.1	
Female	98	±1	73	20	5	1	1	±2	1.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	75	19	4	1	0	±1	1.3	±0.1	
Total Minority	98	±1	66	23	8	2	1	±2	1.5	±0.1	
Non-Hispanic Black	98	±1	69	21	7	2	1	±2	1.4	±0.1	
Hispanic	98	±1	66	23	9	2	1	±3	1.5	±0.1	
Non-Hispanic API	98	±1	60	27	10	2	1	±3	1.6	±0.1	
EDUCATION											
No College	97	±1	72	19	6	2	1	±2	1.4	±0.1	
Some College	98	±1	71	22	6	1	0	±1	1.4	±0.1	
4-Year Degree	98	±1	74	20	5	1	0	±2	1.3	±0.1	
Graduate/Professional Degree	98	±1	75	20	4	1	0	±2	1.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**i. Natural disasters (e.g., fires, floods, storms, earthquakes)**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

			Percent Responding		Percentages					Max ME	Presence of Stressor	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	68	22	7	2	1	±1	1.4	±0.1		
Army	99	±1	72	21	6	1	0	±2	1.4	±0.1		
Navy	99	±1	59	27	10	3	1	±2	1.6	±0.1		
Air Force	99	±1	76	18	5	1	0	±2	1.3	±0.1		
DoD Agencies and Activities	99	±1	68	22	7	2	1	±2	1.5	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	68	22	7	2	1	±1	1.5	±0.1		
GS 1 to 4	99	±1	73	19	5	1	1	±4	1.4	±0.1		
GS 5 to 8	99	±1	70	20	7	2	1	±2	1.4	±0.1		
GS 9 to 12	99	±1	70	21	6	2	1	±1	1.4	±0.1		
GS/GM 13 to 15	99	±1	61	27	9	2	1	±2	1.5	±0.1		
SES	100	±1	61	28	9	2	0	±7	1.5	±0.1		
Blue Collar Total	99	±1	70	21	6	2	0	±2	1.4	±0.1		
WG 1 to 5	99	±1	69	23	5	3	0	±6	1.4	±0.1		
WG 6 to 9	99	±1	70	21	7	2	0	±3	1.4	±0.1		
WG 10 to 15	99	±1	70	21	7	2	0	±3	1.4	±0.1		
WS/WL 1 to 19	99	±1	71	21	6	1	0	±3	1.4	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	67	24	7	2	1	±2	1.4	±0.1		
Administrative	99	±1	67	23	7	2	1	±2	1.5	±0.1		
Technical	99	±1	69	20	8	3	1	±2	1.5	±0.1		
Clerical	99	±1	71	20	6	2	1	±3	1.4	±0.1		
Other White Collar	100	±1	69	22	8	2	0	±4	1.4	±0.1		
Blue Collar	99	±1	70	21	6	2	0	±2	1.4	±0.1		
Scientists	99	±1	65	26	7	2	1	±3	1.5	±0.1		
Engineers	99	±1	67	23	7	2	0	±2	1.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	69	22	7	2	0	±2	1.4	±0.1		
Manager	99	±1	64	24	9	2	1	±3	1.5	±0.1		
Wage Leader	100	±1	69	23	6	2	0	±5	1.4	±0.1		
Wage Supervisor	99	±1	71	21	6	2	0	±4	1.4	±0.1		
All Others	99	±1	69	22	7	2	1	±1	1.4	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	68	22	7	2	1	±1	1.4	±0.1		
Other Than Full-Time	100	±1	76	18	4	1	0	±5	1.3	±0.1		
CONUS	99	±1	68	23	7	2	1	±1	1.5	±0.1		
OCONUS	99	±1	77	16	5	1	1	±3	1.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	68	22	7	2	1	±1	1.4	±0.1		
Non-Permanent	99	±1	74	20	5	1	0	±4	1.3	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	68	22	7	2	1	±1	1.5	±0.1		
In Bargaining Unit	99	±1	70	21	7	2	1	±1	1.4	±0.1		

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**i. Natural disasters (e.g., fires, floods, storms, earthquakes)**

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	69	22	7	2	1	±1	1.4	±0.1	
Disability	99	±1	67	22	8	2	1	±2	1.5	±0.1	
Targeted Disability	99	±1	68	22	7	2	1	±3	1.5	±0.1	
Other Disability	99	±1	67	22	8	2	1	±2	1.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	68	22	7	2	1	±1	1.5	±0.1	
Veteran	99	±1	70	21	7	2	0	±1	1.4	±0.1	
10 Point 30%	99	±1	71	21	7	2	1	±3	1.4	±0.1	
10 Point Non-30%	100	±1	71	20	6	2	1	±3	1.4	±0.1	
5 Point	99	±1	69	22	7	2	0	±2	1.4	±0.1	
No Preference	100	±1	70	22	5	2	0	±3	1.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	66	23	8	2	1	±2	1.5	±0.1	
FERS	99	±1	69	21	7	2	1	±1	1.4	±0.1	
Other Plan	99	±1	74	19	5	2	0	±5	1.3	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	69	21	7	2	1	±1	1.4	±0.1	
Optional Eligible	99	±1	68	22	7	2	1	±2	1.5	±0.1	
Discontinued Service	99	±1	67	23	7	2	1	±2	1.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	72	20	6	2	0	±2	1.4	±0.1	
5 to 10 Years	100	±1	72	20	6	2	0	±2	1.4	±0.1	
11 to 20 Years	99	±1	68	22	7	2	1	±2	1.4	±0.1	
21 to 30 Years	99	±1	67	23	7	2	1	±2	1.5	±0.1	
More Than 30 Years	99	±1	66	23	8	2	0	±2	1.5	±0.1	
AGE											
30 Years Old or Less	99	±1	73	19	5	2	0	±3	1.4	±0.1	
31 to 40 Years Old	99	±1	70	21	6	2	1	±2	1.4	±0.1	
41 to 50 Years Old	100	±1	67	23	7	2	1	±1	1.5	±0.1	
51 to 60 Years Old	99	±1	67	23	7	2	1	±2	1.5	±0.1	
More Than 60 Years Old	99	±1	69	22	8	1	1	±3	1.4	±0.1	
GENDER											
Male	99	±1	69	22	7	2	0	±1	1.4	±0.1	
Female	99	±1	68	22	7	2	1	±2	1.5	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	70	21	6	2	1	±1	1.4	±0.1	
Total Minority	99	±1	65	23	8	3	1	±2	1.5	±0.1	
Non-Hispanic Black	99	±1	64	23	10	3	1	±2	1.5	±0.1	
Hispanic	99	±1	68	22	7	3	0	±3	1.5	±0.1	
Non-Hispanic API	99	±1	64	26	7	2	1	±3	1.5	±0.1	
EDUCATION											
No College	99	±1	70	20	7	2	1	±2	1.4	±0.1	
Some College	99	±1	69	21	7	2	1	±1	1.4	±0.1	
4-Year Degree	99	±1	67	24	6	2	1	±2	1.4	±0.1	
Graduate/Professional Degree	99	±1	67	23	7	2	1	±2	1.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**j. Terrorism, to include the threat of terrorism**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	39	38	16	5	2	±1	1.9	±0.1	
Army	99	±1	38	38	16	5	2	±2	2.0	±0.1	
Navy	99	±1	40	39	16	4	2	±2	1.9	±0.1	
Air Force	99	±1	41	38	16	3	1	±2	1.8	±0.1	
DoD Agencies and Activities	99	±1	37	38	18	5	2	±2	2.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	38	39	16	5	2	±1	1.9	±0.1	
GS 1 to 4	100	±1	45	32	15	5	3	±5	1.9	±0.1	
GS 5 to 8	99	±1	39	35	18	6	3	±2	2.0	±0.1	
GS 9 to 12	99	±1	39	39	16	4	2	±2	1.9	±0.1	
GS/GM 13 to 15	99	±1	34	44	16	4	1	±2	1.9	±0.1	
SES	100	±1	29	48	16	5	1	±8	2.0	±0.2	
Blue Collar Total	99	±1	41	36	16	5	2	±2	1.9	±0.1	
WG 1 to 5	99	±1	44	32	17	4	3	±6	1.9	±0.2	
WG 6 to 9	99	±1	42	33	17	5	3	±4	1.9	±0.1	
WG 10 to 15	99	±1	40	37	16	5	2	±3	1.9	±0.1	
WS/WL 1 to 19	99	±1	41	39	15	4	1	±4	1.8	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	38	42	15	3	1	±2	1.9	±0.1	
Administrative	99	±1	37	40	17	5	1	±2	1.9	±0.1	
Technical	99	±1	39	37	17	5	2	±2	1.9	±0.1	
Clerical	99	±1	42	34	16	6	2	±3	1.9	±0.1	
Other White Collar	99	±1	40	32	19	7	3	±4	2.0	±0.1	
Blue Collar	99	±1	42	36	16	5	2	±2	1.9	±0.1	
Scientists	100	±1	44	39	14	2	1	±3	1.8	±0.1	
Engineers	100	±1	41	42	13	3	1	±2	1.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	38	39	17	4	2	±2	1.9	±0.1	
Manager	99	±1	35	41	17	6	2	±3	2.0	±0.1	
Wage Leader	100	±1	39	38	17	5	1	±5	1.9	±0.1	
Wage Supervisor	99	±1	39	39	17	4	1	±4	1.9	±0.1	
All Others	99	±1	40	38	16	5	2	±1	1.9	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	39	38	16	5	2	±1	1.9	±0.1	
Other Than Full-Time	100	±1	39	42	13	3	3	±6	1.9	±0.2	
CONUS	99	±1	40	38	16	4	2	±1	1.9	±0.1	
OCONUS	100	±1	34	39	18	7	3	±3	2.1	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	39	38	17	5	2	±1	1.9	±0.1	
Non-Permanent	100	±1	44	37	13	4	2	±5	1.8	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	39	39	16	4	2	±1	1.9	±0.1	
In Bargaining Unit	99	±1	39	37	17	5	2	±1	1.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?

j. Terrorism, to include the threat of terrorism

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	39	39	16	4	2	±1	1.9	±0.1	
Disability	99	±1	39	35	18	5	3	±2	2.0	±0.1	
Targeted Disability	99	±1	40	34	17	6	3	±3	2.0	±0.1	
Other Disability	99	±1	38	36	18	5	3	±2	2.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	38	39	17	5	2	±1	1.9	±0.1	
Veteran	99	±1	41	37	16	4	2	±1	1.9	±0.1	
10 Point 30%	99	±1	43	34	16	4	3	±3	1.9	±0.1	
10 Point Non-30%	99	±1	42	36	15	5	2	±3	1.9	±0.1	
5 Point	99	±1	41	37	16	4	2	±2	1.9	±0.1	
No Preference	100	±1	39	40	16	4	1	±3	1.9	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	37	39	17	5	2	±2	1.9	±0.1	
FERS	99	±1	40	37	16	5	2	±1	1.9	±0.1	
Other Plan	99	±1	42	39	14	4	2	±6	1.8	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	40	38	16	4	2	±1	1.9	±0.1	
Optional Eligible	99	±1	39	37	17	5	2	±2	1.9	±0.1	
Discontinued Service	99	±1	35	41	17	5	2	±2	2.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	44	37	14	4	2	±2	1.8	±0.1	
5 to 10 Years	99	±1	43	36	15	5	2	±3	1.9	±0.1	
11 to 20 Years	99	±1	38	38	17	5	2	±2	1.9	±0.1	
21 to 30 Years	99	±1	36	40	18	5	2	±2	2.0	±0.1	
More Than 30 Years	99	±1	39	39	16	4	2	±2	1.9	±0.1	
AGE											
30 Years Old or Less	99	±1	49	33	13	3	2	±3	1.8	±0.1	
31 to 40 Years Old	100	±1	40	39	15	5	2	±2	1.9	±0.1	
41 to 50 Years Old	99	±1	38	40	16	5	2	±2	1.9	±0.1	
51 to 60 Years Old	99	±1	37	39	18	5	2	±2	2.0	±0.1	
More Than 60 Years Old	99	±1	45	33	17	5	1	±3	1.8	±0.1	
GENDER											
Male	99	±1	42	38	15	4	2	±1	1.9	±0.1	
Female	99	±1	35	39	18	5	2	±2	2.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	39	40	16	4	1	±1	1.9	±0.1	
Total Minority	99	±1	38	35	17	7	3	±2	2.0	±0.1	
Non-Hispanic Black	99	±1	39	33	18	7	3	±2	2.0	±0.1	
Hispanic	99	±1	39	35	17	7	2	±3	2.0	±0.1	
Non-Hispanic API	99	±1	34	37	18	7	4	±3	2.1	±0.1	
EDUCATION											
No College	99	±1	42	35	16	4	3	±2	1.9	±0.1	
Some College	99	±1	39	37	17	5	2	±1	1.9	±0.1	
4-Year Degree	100	±1	39	40	15	4	1	±2	1.9	±0.1	
Graduate/Professional Degree	99	±1	38	41	16	4	1	±2	1.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**k. War or hostilities to include the threat of war**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	37	36	18	6	3	±1	2.0	±0.1	
Army	99	±1	35	36	19	7	4	±2	2.1	±0.1	
Navy	99	±1	40	37	16	5	2	±2	1.9	±0.1	
Air Force	99	±1	38	37	18	5	2	±2	1.9	±0.1	
DoD Agencies and Activities	99	±1	37	34	19	7	3	±2	2.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	37	37	18	6	2	±1	2.0	±0.1	
GS 1 to 4	99	±2	43	28	19	6	4	±5	2.0	±0.1	
GS 5 to 8	99	±1	36	34	20	7	4	±2	2.1	±0.1	
GS 9 to 12	100	±1	37	38	18	5	2	±2	2.0	±0.1	
GS/GM 13 to 15	100	±1	36	41	17	5	2	±2	2.0	±0.1	
SES	100	±1	35	44	12	6	3	±9	2.0	±0.2	
Blue Collar Total	99	±1	38	35	18	7	3	±2	2.0	±0.1	
WG 1 to 5	98	±2	41	31	18	6	4	±6	2.0	±0.2	
WG 6 to 9	99	±1	38	33	19	8	3	±3	2.1	±0.1	
WG 10 to 15	99	±1	36	35	19	8	3	±3	2.1	±0.1	
WS/WL 1 to 19	100	±1	38	37	17	6	2	±4	2.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	38	39	17	4	2	±2	1.9	±0.1	
Administrative	99	±1	37	37	18	6	2	±2	2.0	±0.1	
Technical	99	±1	36	34	19	7	3	±2	2.1	±0.1	
Clerical	99	±1	38	33	20	6	3	±3	2.0	±0.1	
Other White Collar	100	±1	42	33	17	6	3	±4	2.0	±0.1	
Blue Collar	99	±1	38	34	18	7	3	±2	2.0	±0.1	
Scientists	99	±1	40	39	15	4	2	±3	1.9	±0.1	
Engineers	100	±1	41	40	14	3	1	±2	1.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	37	36	18	6	3	±2	2.0	±0.1	
Manager	100	±1	35	38	18	6	3	±3	2.0	±0.1	
Wage Leader	100	±1	39	34	20	6	1	±5	2.0	±0.1	
Wage Supervisor	100	±1	36	37	17	7	3	±4	2.0	±0.1	
All Others	99	±1	38	36	18	6	2	±1	2.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	37	36	18	6	3	±1	2.0	±0.1	
Other Than Full-Time	98	±2	40	34	16	6	4	±6	2.0	±0.2	
CONUS	99	±1	38	36	18	6	2	±1	2.0	±0.1	
OCONUS	99	±1	32	36	19	8	5	±3	2.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	37	36	18	6	3	±1	2.0	±0.1	
Non-Permanent	99	±2	41	33	16	6	3	±5	2.0	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	38	37	18	6	2	±1	2.0	±0.1	
In Bargaining Unit	99	±1	37	35	19	6	3	±1	2.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

45. To what extent have the following created stress in your life in the past 12 months?**k. War or hostilities to include the threat of war**

	Percent Responding		Percentages					Max ME	Presence of Stressor		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	37	37	18	6	2	±1	2.0	±0.1	
Disability	99	±1	37	34	19	6	3	±2	2.0	±0.1	
Targeted Disability	99	±1	38	33	19	7	3	±3	2.0	±0.1	
Other Disability	99	±1	37	35	19	6	3	±2	2.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	36	37	19	6	2	±1	2.0	±0.1	
Veteran	100	±1	39	35	17	6	3	±1	2.0	±0.1	
10 Point 30%	99	±1	42	33	16	6	4	±3	2.0	±0.1	
10 Point Non-30%	99	±1	40	34	16	6	3	±3	2.0	±0.1	
5 Point	100	±1	39	35	17	5	3	±2	2.0	±0.1	
No Preference	100	±1	32	39	19	7	3	±3	2.1	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	37	37	18	5	3	±2	2.0	±0.1	
FERS	99	±1	37	36	18	6	3	±1	2.0	±0.1	
Other Plan	98	±2	43	30	19	7	1	±6	1.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	38	36	18	6	2	±1	2.0	±0.1	
Optional Eligible	99	±1	38	35	18	6	3	±2	2.0	±0.1	
Discontinued Service	99	±1	34	39	18	6	3	±2	2.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	40	35	17	6	3	±2	2.0	±0.1	
5 to 10 Years	100	±1	38	36	17	6	3	±3	2.0	±0.1	
11 to 20 Years	99	±1	36	37	18	7	3	±2	2.0	±0.1	
21 to 30 Years	99	±1	36	36	19	6	2	±2	2.0	±0.1	
More Than 30 Years	99	±1	40	37	16	5	3	±2	1.9	±0.1	
AGE											
30 Years Old or Less	99	±1	43	33	15	6	3	±3	1.9	±0.1	
31 to 40 Years Old	99	±1	36	37	18	7	3	±2	2.0	±0.1	
41 to 50 Years Old	100	±1	36	37	18	6	3	±2	2.0	±0.1	
51 to 60 Years Old	99	±1	37	36	19	6	2	±2	2.0	±0.1	
More Than 60 Years Old	99	±1	47	31	15	5	2	±3	1.9	±0.1	
GENDER											
Male	100	±1	41	36	16	5	2	±1	1.9	±0.1	
Female	99	±1	32	37	21	7	3	±2	2.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	37	38	17	5	2	±1	2.0	±0.1	
Total Minority	99	±1	37	32	19	7	4	±2	2.1	±0.1	
Non-Hispanic Black	99	±1	38	31	19	7	4	±2	2.1	±0.1	
Hispanic	99	±1	37	31	20	8	3	±3	2.1	±0.1	
Non-Hispanic API	99	±1	35	36	18	7	4	±3	2.1	±0.1	
EDUCATION											
No College	99	±1	39	34	18	6	3	±2	2.0	±0.1	
Some College	99	±1	37	35	19	7	3	±1	2.0	±0.1	
4-Year Degree	100	±1	37	38	17	5	2	±2	2.0	±0.1	
Graduate/Professional Degree	99	±1	38	38	17	5	2	±2	2.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**a. Your organization's mission and goals**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	3	7	23	52	15	±1	3.7	±0.1	
Army	100	±1	3	7	22	53	14	±2	3.7	±0.1	
Navy	100	±1	3	8	24	50	15	±2	3.7	±0.1	
Air Force	100	±1	2	6	23	53	16	±2	3.8	±0.1	
DoD Agencies and Activities	99	±1	3	8	24	50	15	±2	3.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	3	7	23	52	16	±1	3.7	±0.1	
GS 1 to 4	100	±1	4	6	24	50	16	±5	3.7	±0.1	
GS 5 to 8	99	±1	3	7	24	51	16	±2	3.7	±0.1	
GS 9 to 12	100	±1	2	7	23	52	15	±2	3.7	±0.1	
GS/GM 13 to 15	100	±1	2	9	20	52	17	±2	3.7	±0.1	
SES	100	±1	1	6	5	44	43	±9	4.2	±0.1	
Blue Collar Total	100	±1	4	8	25	51	13	±2	3.6	±0.1	
WG 1 to 5	99	±1	3	7	24	54	13	±6	3.7	±0.1	
WG 6 to 9	100	±1	4	6	23	53	14	±4	3.7	±0.1	
WG 10 to 15	100	±1	4	8	27	49	12	±3	3.6	±0.1	
WS/WL 1 to 19	100	±1	3	8	22	52	15	±4	3.7	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	2	8	22	53	15	±2	3.7	±0.1	
Administrative	100	±1	3	7	21	52	16	±2	3.7	±0.1	
Technical	99	±1	3	7	24	51	15	±2	3.7	±0.1	
Clerical	99	±1	3	6	25	51	16	±3	3.7	±0.1	
Other White Collar	100	±0	5	10	23	49	13	±4	3.5	±0.1	
Blue Collar	100	±1	4	8	24	51	13	±2	3.6	±0.1	
Scientists	100	±1	3	8	24	50	15	±4	3.7	±0.1	
Engineers	100	±1	2	9	24	52	12	±2	3.6	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	2	7	20	53	17	±2	3.7	±0.1	
Manager	100	±1	2	7	15	54	21	±3	3.8	±0.1	
Wage Leader	100	±0	4	9	24	51	12	±5	3.6	±0.1	
Wage Supervisor	99	±1	4	7	22	52	16	±4	3.7	±0.1	
All Others	100	±1	3	7	24	51	14	±1	3.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	3	7	23	52	15	±1	3.7	±0.1	
Other Than Full-Time	99	±1	2	4	25	57	12	±6	3.7	±0.1	
CONUS	100	±1	3	7	23	52	15	±1	3.7	±0.1	
OCONUS	99	±1	3	6	23	52	16	±3	3.7	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	3	7	23	52	15	±1	3.7	±0.1	
Non-Permanent	100	±1	1	5	21	55	17	±5	3.8	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	3	7	21	53	16	±1	3.7	±0.1	
In Bargaining Unit	100	±1	3	7	25	51	14	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**a. Your organization's mission and goals**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	3	7	23	52	15	±1	3.7	±0.1	
Disability	100	±1	4	8	24	48	16	±2	3.7	±0.1	
Targeted Disability	100	±1	6	9	24	46	16	±3	3.6	±0.1	
Other Disability	99	±1	3	8	24	49	17	±2	3.7	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	3	7	23	52	14	±1	3.7	±0.1	
Veteran	100	±1	3	8	22	51	16	±1	3.7	±0.1	
10 Point 30%	100	±1	3	9	19	50	19	±3	3.7	±0.1	
10 Point Non-30%	100	±1	4	7	23	50	17	±3	3.7	±0.1	
5 Point	100	±1	3	8	23	51	15	±2	3.7	±0.1	
No Preference	100	±1	2	6	22	53	17	±3	3.8	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	3	8	24	50	15	±2	3.7	±0.1	
FERS	100	±1	3	7	23	52	15	±1	3.7	±0.1	
Other Plan	99	±1	2	6	25	52	14	±6	3.7	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	3	7	24	52	14	±1	3.7	±0.1	
Optional Eligible	99	±1	3	7	21	52	16	±2	3.7	±0.1	
Discontinued Service	100	±1	3	8	25	49	15	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	2	5	21	56	17	±2	3.8	±0.1	
5 to 10 Years	100	±1	3	6	23	52	15	±3	3.7	±0.1	
11 to 20 Years	100	±1	3	8	24	51	14	±2	3.6	±0.1	
21 to 30 Years	100	±1	3	7	24	51	15	±2	3.7	±0.1	
More Than 30 Years	100	±1	3	9	21	51	17	±2	3.7	±0.1	
AGE											
30 Years Old or Less	100	±1	2	5	25	54	14	±3	3.7	±0.1	
31 to 40 Years Old	100	±1	3	7	25	52	13	±2	3.7	±0.1	
41 to 50 Years Old	100	±1	3	7	23	52	14	±2	3.7	±0.1	
51 to 60 Years Old	100	±1	3	8	23	50	16	±2	3.7	±0.1	
More Than 60 Years Old	99	±1	2	7	18	53	20	±3	3.8	±0.1	
GENDER											
Male	100	±1	3	8	23	51	15	±1	3.7	±0.1	
Female	99	±1	2	6	24	52	15	±2	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	3	8	23	52	15	±1	3.7	±0.1	
Total Minority	99	±1	3	6	23	51	16	±2	3.7	±0.1	
Non-Hispanic Black	99	±1	3	6	22	52	16	±2	3.7	±0.1	
Hispanic	100	±1	4	7	22	49	18	±3	3.7	±0.1	
Non-Hispanic API	99	±1	2	5	26	54	13	±3	3.7	±0.1	
EDUCATION											
No College	100	±1	3	6	24	52	14	±2	3.7	±0.1	
Some College	100	±1	3	7	24	51	15	±1	3.7	±0.1	
4-Year Degree	100	±1	3	8	23	52	14	±2	3.7	±0.1	
Graduate/Professional Degree	100	±1	3	8	20	52	18	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**b. Your organization's performance management system**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	9	22	26	35	7	±1	3.1	±0.1	
Army	99	±1	9	21	26	37	8	±2	3.1	±0.1	
Navy	99	±1	10	25	27	31	7	±2	3.0	±0.1	
Air Force	99	±1	8	19	25	39	9	±2	3.2	±0.1	
DoD Agencies and Activities	99	±1	10	22	27	34	7	±2	3.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	9	21	27	36	8	±1	3.1	±0.1	
GS 1 to 4	99	±1	10	16	28	35	11	±5	3.2	±0.1	
GS 5 to 8	99	±1	10	19	26	35	9	±2	3.1	±0.1	
GS 9 to 12	99	±1	8	22	27	35	7	±2	3.1	±0.1	
GS/GM 13 to 15	99	±1	8	23	26	37	7	±2	3.1	±0.1	
SES	100	±1	6	15	19	38	21	±9	3.5	±0.2	
Blue Collar Total	99	±1	12	25	25	32	6	±2	2.9	±0.1	
WG 1 to 5	100	±1	12	26	24	31	8	±6	3.0	±0.2	
WG 6 to 9	99	±1	12	23	23	33	8	±3	3.0	±0.1	
WG 10 to 15	99	±1	13	27	25	29	5	±3	2.9	±0.1	
WS/WL 1 to 19	99	±1	9	24	26	34	6	±4	3.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	8	22	28	35	7	±2	3.1	±0.1	
Administrative	99	±1	8	21	26	37	8	±2	3.2	±0.1	
Technical	99	±1	10	21	26	35	8	±2	3.1	±0.1	
Clerical	99	±1	9	17	28	36	11	±3	3.2	±0.1	
Other White Collar	99	±1	15	24	22	31	7	±4	2.9	±0.1	
Blue Collar	99	±1	12	25	25	32	6	±2	3.0	±0.1	
Scientists	99	±1	9	24	29	32	6	±3	3.0	±0.1	
Engineers	99	±1	8	24	29	34	5	±2	3.0	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	8	20	26	38	8	±2	3.2	±0.1	
Manager	99	±1	7	20	21	42	10	±3	3.3	±0.1	
Wage Leader	99	±1	10	28	26	32	4	±5	2.9	±0.2	
Wage Supervisor	99	±1	10	21	26	36	8	±4	3.1	±0.1	
All Others	99	±1	10	22	27	34	7	±1	3.1	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	10	22	26	35	7	±1	3.1	±0.1	
Other Than Full-Time	100	±1	8	15	30	40	7	±7	3.2	±0.2	
CONUS	99	±1	9	22	26	35	7	±1	3.1	±0.1	
OCONUS	99	±1	10	19	28	35	7	±3	3.1	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	10	22	26	35	7	±1	3.1	±0.1	
Non-Permanent	99	±1	6	15	27	41	10	±5	3.3	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	9	21	26	37	8	±1	3.1	±0.1	
In Bargaining Unit	99	±1	11	23	27	33	7	±1	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**b. Your organization's performance management system**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	9	21	27	36	7	±1	3.1	±0.1	
Disability	99	±1	12	25	24	31	8	±2	3.0	±0.1	
Targeted Disability	99	±1	13	25	23	30	9	±3	3.0	±0.1	
Other Disability	99	±1	11	25	25	31	8	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	9	21	27	36	7	±1	3.1	±0.1	
Veteran	99	±1	10	23	25	34	8	±1	3.1	±0.1	
10 Point 30%	99	±1	10	22	23	34	11	±3	3.1	±0.1	
10 Point Non-30%	99	±1	10	22	23	35	9	±3	3.1	±0.1	
5 Point	99	±1	10	24	26	33	7	±2	3.0	±0.1	
No Preference	99	±1	7	21	26	38	8	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	10	23	26	34	7	±2	3.0	±0.1	
FERS	99	±1	9	21	26	36	8	±1	3.1	±0.1	
Other Plan	99	±1	8	18	27	39	8	±6	3.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	9	22	27	36	7	±1	3.1	±0.1	
Optional Eligible	99	±1	10	21	25	36	8	±2	3.1	±0.1	
Discontinued Service	99	±1	11	24	26	32	7	±2	3.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	7	17	28	39	9	±2	3.3	±0.1	
5 to 10 Years	99	±1	9	22	25	36	8	±3	3.1	±0.1	
11 to 20 Years	99	±1	10	23	26	34	7	±2	3.1	±0.1	
21 to 30 Years	99	±1	10	23	26	34	7	±2	3.0	±0.1	
More Than 30 Years	99	±1	10	23	24	34	8	±2	3.1	±0.1	
AGE											
30 Years Old or Less	99	±1	7	19	30	37	7	±3	3.2	±0.1	
31 to 40 Years Old	99	±1	10	21	27	36	6	±2	3.1	±0.1	
41 to 50 Years Old	99	±1	9	23	26	34	7	±2	3.1	±0.1	
51 to 60 Years Old	99	±1	10	23	25	34	8	±2	3.1	±0.1	
More Than 60 Years Old	99	±1	8	17	23	40	11	±3	3.3	±0.1	
GENDER											
Male	99	±1	10	23	26	34	7	±1	3.1	±0.1	
Female	99	±1	9	20	27	36	8	±2	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	9	23	26	35	7	±1	3.1	±0.1	
Total Minority	99	±1	10	19	26	37	8	±2	3.1	±0.1	
Non-Hispanic Black	99	±1	9	19	26	38	9	±2	3.2	±0.1	
Hispanic	100	±1	11	20	24	35	10	±3	3.1	±0.1	
Non-Hispanic API	99	±1	8	17	29	40	8	±3	3.2	±0.1	
EDUCATION											
No College	99	±1	10	20	26	36	9	±2	3.1	±0.1	
Some College	99	±1	10	22	26	35	8	±1	3.1	±0.1	
4-Year Degree	99	±1	9	23	27	35	6	±2	3.1	±0.1	
Graduate/Professional Degree	99	±1	9	22	26	35	7	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**c. Your organization's efficiency and effectiveness levels**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	7	20	26	39	9	±1	3.2	±0.1		
Army	99	±1	7	19	26	40	8	±2	3.2	±0.1		
Navy	99	±1	7	23	27	34	8	±2	3.1	±0.1		
Air Force	99	±1	5	17	26	43	10	±2	3.4	±0.1		
DoD Agencies and Activities	99	±1	8	20	26	39	8	±2	3.2	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	6	19	26	39	9	±1	3.2	±0.1		
GS 1 to 4	99	±1	9	15	23	42	11	±5	3.3	±0.1		
GS 5 to 8	99	±1	7	16	27	40	10	±2	3.3	±0.1		
GS 9 to 12	99	±1	6	20	27	39	8	±2	3.2	±0.1		
GS/GM 13 to 15	100	±1	6	22	25	39	8	±2	3.2	±0.1		
SES	100	±1	3	15	15	50	18	±8	3.6	±0.2		
Blue Collar Total	99	±1	8	21	27	36	8	±2	3.2	±0.1		
WG 1 to 5	99	±2	7	18	29	37	10	±6	3.2	±0.2		
WG 6 to 9	100	±1	7	20	24	39	10	±3	3.3	±0.1		
WG 10 to 15	99	±1	8	22	28	35	7	±3	3.1	±0.1		
WS/WL 1 to 19	99	±1	7	22	26	37	8	±4	3.2	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	7	23	26	38	7	±2	3.2	±0.1		
Administrative	100	±1	6	19	26	40	9	±2	3.3	±0.1		
Technical	99	±1	6	18	26	40	9	±2	3.3	±0.1		
Clerical	99	±1	7	14	27	41	11	±3	3.4	±0.1		
Other White Collar	100	±1	11	20	27	33	9	±4	3.1	±0.1		
Blue Collar	99	±1	8	21	26	36	8	±2	3.2	±0.1		
Scientists	99	±1	7	25	29	33	5	±3	3.0	±0.1		
Engineers	100	±1	6	23	28	36	6	±2	3.1	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	5	20	26	41	8	±2	3.3	±0.1		
Manager	99	±1	5	19	22	43	11	±3	3.4	±0.1		
Wage Leader	100	±1	8	23	28	35	6	±5	3.1	±0.1		
Wage Supervisor	99	±1	9	19	25	38	9	±4	3.2	±0.1		
All Others	99	±1	7	20	27	38	8	±1	3.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	7	20	26	39	9	±1	3.2	±0.1		
Other Than Full-Time	98	±2	8	13	26	45	9	±7	3.3	±0.2		
CONUS	99	±1	7	20	26	39	9	±1	3.2	±0.1		
OCONUS	99	±1	7	18	26	41	7	±3	3.2	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	7	20	26	38	8	±1	3.2	±0.1		
Non-Permanent	99	±1	6	14	25	45	10	±5	3.4	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	6	19	26	40	9	±1	3.3	±0.1		
In Bargaining Unit	99	±1	7	20	27	38	8	±1	3.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**c. Your organization's efficiency and effectiveness levels**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	6	20	26	40	8	±1	3.2	±0.1	
Disability	99	±1	8	21	26	35	10	±2	3.2	±0.1	
Targeted Disability	99	±1	9	21	25	34	11	±3	3.2	±0.1	
Other Disability	99	±1	8	20	27	35	10	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	6	19	27	40	8	±1	3.2	±0.1	
Veteran	99	±1	7	20	25	38	10	±1	3.2	±0.1	
10 Point 30%	99	±1	8	20	23	37	13	±3	3.3	±0.1	
10 Point Non-30%	100	±1	8	18	24	40	10	±3	3.3	±0.1	
5 Point	99	±1	7	21	26	37	9	±2	3.2	±0.1	
No Preference	99	±1	4	19	27	40	9	±3	3.3	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	7	20	26	38	8	±2	3.2	±0.1	
FERS	99	±1	6	20	26	39	9	±1	3.2	±0.1	
Other Plan	99	±1	8	15	25	43	8	±6	3.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	6	20	27	39	8	±1	3.2	±0.1	
Optional Eligible	99	±1	7	19	26	39	9	±2	3.3	±0.1	
Discontinued Service	99	±1	8	21	26	36	8	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	6	16	26	42	10	±2	3.3	±0.1	
5 to 10 Years	100	±1	7	21	25	39	9	±3	3.2	±0.1	
11 to 20 Years	99	±1	7	20	27	38	8	±2	3.2	±0.1	
21 to 30 Years	99	±1	7	20	27	38	8	±2	3.2	±0.1	
More Than 30 Years	99	±1	7	20	25	38	9	±2	3.2	±0.1	
AGE											
30 Years Old or Less	99	±1	6	16	29	40	9	±3	3.3	±0.1	
31 to 40 Years Old	99	±1	7	19	27	40	6	±2	3.2	±0.1	
41 to 50 Years Old	99	±1	7	21	26	39	8	±2	3.2	±0.1	
51 to 60 Years Old	99	±1	7	20	26	37	9	±2	3.2	±0.1	
More Than 60 Years Old	99	±1	5	16	23	44	12	±3	3.4	±0.1	
GENDER											
Male	99	±1	7	21	26	38	8	±1	3.2	±0.1	
Female	99	±1	6	18	27	41	9	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	21	26	38	8	±1	3.2	±0.1	
Total Minority	99	±1	7	16	27	41	10	±2	3.3	±0.1	
Non-Hispanic Black	99	±1	6	15	27	42	10	±2	3.4	±0.1	
Hispanic	99	±1	8	17	26	38	11	±3	3.3	±0.1	
Non-Hispanic API	99	±1	6	15	28	43	8	±3	3.3	±0.1	
EDUCATION											
No College	99	±1	6	16	27	41	10	±2	3.3	±0.1	
Some College	99	±1	7	19	26	39	9	±1	3.2	±0.1	
4-Year Degree	99	±1	6	22	27	38	7	±2	3.2	±0.1	
Graduate/Professional Degree	100	±1	8	22	25	38	8	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**d. Your organization's system for keeping people informed**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	13	24	23	33	7	±1	3.0	±0.1	
Army	99	±1	12	23	22	34	8	±2	3.0	±0.1	
Navy	99	±1	13	25	24	31	6	±2	2.9	±0.1	
Air Force	99	±1	11	24	23	34	8	±2	3.0	±0.1	
DoD Agencies and Activities	100	±1	14	24	23	33	7	±2	2.9	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	11	23	23	34	8	±1	3.0	±0.1	
GS 1 to 4	99	±1	15	21	25	30	10	±4	3.0	±0.2	
GS 5 to 8	99	±1	14	24	21	33	8	±2	3.0	±0.1	
GS 9 to 12	100	±1	11	24	24	34	7	±1	3.0	±0.1	
GS/GM 13 to 15	100	±1	9	22	25	37	7	±2	3.1	±0.1	
SES	100	±1	5	15	22	41	16	±8	3.5	±0.2	
Blue Collar Total	100	±1	17	27	22	29	6	±2	2.8	±0.1	
WG 1 to 5	100	±1	20	23	19	31	6	±6	2.8	±0.2	
WG 6 to 9	99	±1	18	26	19	29	7	±3	2.8	±0.1	
WG 10 to 15	100	±1	17	29	24	25	4	±3	2.7	±0.1	
WS/WL 1 to 19	100	±1	11	26	23	33	6	±3	3.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	9	23	25	36	7	±2	3.1	±0.1	
Administrative	100	±1	11	23	23	35	8	±2	3.1	±0.1	
Technical	99	±1	13	25	22	32	7	±2	3.0	±0.1	
Clerical	99	±1	13	21	22	34	9	±3	3.1	±0.1	
Other White Collar	99	±1	21	24	23	26	6	±4	2.7	±0.1	
Blue Collar	100	±1	16	27	22	29	6	±2	2.8	±0.1	
Scientists	99	±1	12	24	27	32	5	±3	3.0	±0.1	
Engineers	99	±1	10	23	28	35	5	±2	3.0	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	10	22	23	38	7	±2	3.1	±0.1	
Manager	100	±1	9	19	21	41	10	±3	3.2	±0.1	
Wage Leader	99	±1	15	29	23	27	6	±5	2.8	±0.2	
Wage Supervisor	100	±1	11	25	22	36	6	±4	3.0	±0.1	
All Others	99	±1	13	25	23	32	7	±1	2.9	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	13	24	23	33	7	±1	3.0	±0.1	
Other Than Full-Time	100	±1	12	20	23	37	8	±7	3.1	±0.2	
CONUS	99	±1	13	24	23	33	7	±1	3.0	±0.1	
OCONUS	99	±1	12	22	24	36	7	±3	3.0	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	13	24	23	33	7	±1	3.0	±0.1	
Non-Permanent	99	±1	9	21	22	37	11	±5	3.2	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	11	23	23	35	8	±1	3.1	±0.1	
In Bargaining Unit	99	±1	15	25	23	30	6	±1	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**d. Your organization's system for keeping people informed**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	12	24	23	34	7	±1	3.0	±0.1	
Disability	99	±1	17	27	21	28	8	±2	2.8	±0.1	
Targeted Disability	100	±1	18	26	21	27	8	±3	2.8	±0.1	
Other Disability	99	±1	16	27	21	28	8	±2	2.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	12	24	24	34	7	±1	3.0	±0.1	
Veteran	100	±1	13	24	23	32	8	±1	3.0	±0.1	
10 Point 30%	100	±1	15	23	18	33	10	±3	3.0	±0.1	
10 Point Non-30%	100	±1	15	23	21	32	8	±3	3.0	±0.1	
5 Point	100	±1	13	25	23	32	7	±2	2.9	±0.1	
No Preference	99	±1	10	23	25	35	7	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	13	25	23	33	7	±2	3.0	±0.1	
FERS	99	±1	13	24	23	33	7	±1	3.0	±0.1	
Other Plan	99	±1	12	23	22	35	7	±6	3.0	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	12	23	24	34	7	±1	3.0	±0.1	
Optional Eligible	99	±1	12	24	22	34	8	±2	3.0	±0.1	
Discontinued Service	100	±1	14	26	23	30	6	±2	2.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	10	21	24	36	8	±2	3.1	±0.1	
5 to 10 Years	99	±1	13	25	23	32	8	±3	3.0	±0.1	
11 to 20 Years	99	±1	14	24	23	33	7	±2	3.0	±0.1	
21 to 30 Years	100	±1	13	26	23	32	7	±2	2.9	±0.1	
More Than 30 Years	99	±1	13	24	22	34	8	±2	3.0	±0.1	
AGE											
30 Years Old or Less	99	±1	10	24	25	33	8	±3	3.1	±0.1	
31 to 40 Years Old	99	±1	13	24	24	33	6	±2	3.0	±0.1	
41 to 50 Years Old	100	±1	13	24	23	34	7	±2	3.0	±0.1	
51 to 60 Years Old	99	±1	13	25	23	32	8	±2	3.0	±0.1	
More Than 60 Years Old	99	±1	11	20	20	39	10	±3	3.2	±0.1	
GENDER											
Male	100	±1	12	24	24	33	7	±1	3.0	±0.1	
Female	99	±1	13	25	22	33	7	±2	3.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	13	25	24	32	7	±1	3.0	±0.1	
Total Minority	99	±1	12	22	21	36	8	±2	3.1	±0.1	
Non-Hispanic Black	99	±1	12	23	20	36	9	±2	3.1	±0.1	
Hispanic	100	±1	14	22	21	34	9	±3	3.0	±0.1	
Non-Hispanic API	99	±1	8	20	25	41	7	±3	3.2	±0.1	
EDUCATION											
No College	99	±1	13	25	21	33	7	±2	3.0	±0.1	
Some College	100	±1	14	25	22	32	7	±1	2.9	±0.1	
4-Year Degree	99	±1	11	23	25	35	6	±2	3.0	±0.1	
Graduate/Professional Degree	100	±1	10	22	25	35	8	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**e. Your organization's culture (work ethics and values)**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	9	17	25	39	11	±1	3.3	±0.1		
Army	99	±1	9	16	25	40	11	±2	3.3	±0.1		
Navy	99	±1	8	18	26	38	10	±2	3.2	±0.1		
Air Force	99	±1	8	16	24	40	12	±2	3.3	±0.1		
DoD Agencies and Activities	99	±1	10	17	27	36	9	±2	3.2	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	8	16	25	40	11	±1	3.3	±0.1		
GS 1 to 4	99	±1	10	16	23	39	12	±5	3.3	±0.1		
GS 5 to 8	99	±1	10	16	26	37	11	±2	3.2	±0.1		
GS 9 to 12	100	±1	8	17	27	38	10	±2	3.3	±0.1		
GS/GM 13 to 15	100	±1	7	15	23	43	13	±2	3.4	±0.1		
SES	100	±1	3	7	12	44	33	±9	4.0	±0.1		
Blue Collar Total	99	±1	11	19	27	35	8	±2	3.1	±0.1		
WG 1 to 5	99	±2	11	21	25	36	7	±6	3.1	±0.2		
WG 6 to 9	99	±1	12	18	25	35	10	±3	3.1	±0.1		
WG 10 to 15	99	±1	11	20	28	33	7	±3	3.1	±0.1		
WS/WL 1 to 19	99	±1	9	17	26	39	9	±4	3.2	±0.1		
OCCUPATIONAL GROUPS												
Professional	100	±1	7	15	24	43	11	±2	3.4	±0.1		
Administrative	100	±1	8	16	25	39	11	±2	3.3	±0.1		
Technical	99	±1	9	16	27	37	11	±2	3.2	±0.1		
Clerical	99	±1	9	16	23	40	12	±3	3.3	±0.1		
Other White Collar	100	±1	15	19	23	35	8	±4	3.0	±0.1		
Blue Collar	99	±1	11	19	26	35	9	±2	3.1	±0.1		
Scientists	100	±1	7	14	26	40	12	±3	3.3	±0.1		
Engineers	100	±1	6	15	26	42	11	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	7	16	24	42	11	±2	3.3	±0.1		
Manager	100	±1	6	14	19	45	16	±3	3.5	±0.1		
Wage Leader	100	±0	9	20	28	37	5	±5	3.1	±0.1		
Wage Supervisor	99	±1	9	17	25	38	11	±4	3.2	±0.1		
All Others	99	±1	9	17	26	38	10	±1	3.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	9	17	26	38	11	±1	3.3	±0.1		
Other Than Full-Time	99	±1	9	15	21	46	11	±7	3.4	±0.2		
CONUS	99	±1	9	17	25	39	11	±1	3.3	±0.1		
OCONUS	100	±1	8	15	25	40	11	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	9	17	26	38	10	±1	3.2	±0.1		
Non-Permanent	99	±1	5	13	21	47	14	±5	3.5	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	8	16	24	40	12	±1	3.3	±0.1		
In Bargaining Unit	99	±1	10	18	27	36	9	±1	3.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**e. Your organization's culture (work ethics and values)**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	8	16	26	40	11	±1	3.3	±0.1	
Disability	99	±1	13	19	24	34	11	±2	3.1	±0.1	
Targeted Disability	100	±1	14	18	24	33	11	±3	3.1	±0.1	
Other Disability	99	±1	12	19	24	34	10	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	9	16	26	40	10	±1	3.3	±0.1	
Veteran	99	±1	9	17	25	37	11	±1	3.2	±0.1	
10 Point 30%	99	±1	11	18	21	36	14	±3	3.2	±0.1	
10 Point Non-30%	100	±1	11	17	22	38	12	±3	3.2	±0.1	
5 Point	99	±1	9	18	26	36	11	±2	3.2	±0.1	
No Preference	100	±1	7	14	25	42	12	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	9	17	26	38	11	±2	3.2	±0.1	
FERS	99	±1	9	16	25	39	11	±1	3.3	±0.1	
Other Plan	99	±2	7	16	21	45	10	±6	3.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	8	16	25	39	10	±1	3.3	±0.1	
Optional Eligible	99	±1	9	16	25	39	11	±2	3.3	±0.1	
Discontinued Service	100	±1	10	18	27	36	10	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	7	14	24	42	13	±2	3.4	±0.1	
5 to 10 Years	99	±1	9	17	25	38	11	±3	3.2	±0.1	
11 to 20 Years	99	±1	9	17	26	39	9	±2	3.2	±0.1	
21 to 30 Years	99	±1	9	18	26	37	10	±2	3.2	±0.1	
More Than 30 Years	99	±1	8	16	25	38	13	±2	3.3	±0.1	
AGE											
30 Years Old or Less	99	±1	6	16	28	38	12	±3	3.3	±0.1	
31 to 40 Years Old	99	±1	9	16	25	40	9	±2	3.2	±0.1	
41 to 50 Years Old	99	±1	9	17	26	39	10	±2	3.2	±0.1	
51 to 60 Years Old	99	±1	9	17	25	37	11	±2	3.2	±0.1	
More Than 60 Years Old	99	±1	6	14	21	43	15	±3	3.5	±0.1	
GENDER											
Male	100	±1	8	16	25	39	11	±1	3.3	±0.1	
Female	99	±1	9	17	26	38	10	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	8	16	25	39	11	±1	3.3	±0.1	
Total Minority	99	±1	10	17	25	38	10	±2	3.2	±0.1	
Non-Hispanic Black	99	±1	10	18	24	38	10	±2	3.2	±0.1	
Hispanic	100	±1	12	15	24	37	12	±3	3.2	±0.1	
Non-Hispanic API	99	±1	8	13	27	44	8	±3	3.3	±0.1	
EDUCATION											
No College	99	±1	8	16	27	40	9	±2	3.3	±0.1	
Some College	99	±1	10	17	26	37	10	±1	3.2	±0.1	
4-Year Degree	100	±1	8	16	26	40	11	±2	3.3	±0.1	
Graduate/Professional Degree	100	±1	8	16	23	41	12	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**f. Your organization's ability to recruit and retain people with the right skills**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	12	26	30	28	4	±1	2.9	±0.1	
Army	100	±1	12	26	28	29	4	±2	2.9	±0.1	
Navy	100	±1	13	27	30	26	5	±2	2.8	±0.1	
Air Force	100	±1	11	24	31	29	5	±2	2.9	±0.1	
DoD Agencies and Activities	99	±1	14	26	30	27	4	±2	2.8	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	12	26	30	28	5	±1	2.9	±0.1	
GS 1 to 4	100	±1	14	21	29	30	6	±4	2.9	±0.1	
GS 5 to 8	100	±1	14	24	30	27	5	±2	2.9	±0.1	
GS 9 to 12	100	±1	11	26	31	27	4	±1	2.9	±0.1	
GS/GM 13 to 15	100	±1	11	28	28	29	4	±2	2.9	±0.1	
SES	100	±1	12	25	14	35	14	±8	3.1	±0.3	
Blue Collar Total	100	±1	15	27	28	26	4	±2	2.8	±0.1	
WG 1 to 5	100	±1	13	26	29	27	4	±5	2.8	±0.2	
WG 6 to 9	100	±1	15	25	26	29	5	±3	2.8	±0.1	
WG 10 to 15	99	±1	17	27	29	24	3	±3	2.7	±0.1	
WS/WL 1 to 19	100	±1	14	31	26	27	3	±3	2.8	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	11	26	30	29	4	±2	2.9	±0.1	
Administrative	100	±1	11	26	31	29	4	±2	2.9	±0.1	
Technical	99	±1	12	26	30	27	5	±2	2.9	±0.1	
Clerical	100	±1	11	23	31	29	6	±3	3.0	±0.1	
Other White Collar	100	±1	22	27	24	23	4	±4	2.6	±0.1	
Blue Collar	100	±1	15	27	28	26	4	±2	2.8	±0.1	
Scientists	100	±1	13	28	29	27	3	±3	2.8	±0.1	
Engineers	100	±1	11	28	30	28	4	±2	2.9	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	12	29	27	27	4	±2	2.8	±0.1	
Manager	100	±1	13	28	22	32	5	±3	2.9	±0.1	
Wage Leader	100	±0	16	32	27	23	2	±5	2.6	±0.1	
Wage Supervisor	99	±1	14	30	25	26	4	±4	2.8	±0.1	
All Others	100	±1	12	25	31	28	4	±1	2.9	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	12	26	30	28	4	±1	2.9	±0.1	
Other Than Full-Time	100	±1	12	20	29	34	4	±7	3.0	±0.2	
CONUS	100	±1	12	26	30	28	4	±1	2.9	±0.1	
OCONUS	100	±1	14	24	29	30	4	±3	2.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	12	26	30	27	4	±1	2.9	±0.1	
Non-Permanent	100	±1	11	21	30	33	5	±5	3.0	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	12	25	29	29	5	±1	2.9	±0.1	
In Bargaining Unit	100	±1	13	26	30	26	4	±1	2.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**f. Your organization's ability to recruit and retain people with the right skills**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	12	26	30	28	4	±1	2.9	±0.1	
Disability	100	±1	16	25	29	25	5	±2	2.8	±0.1	
Targeted Disability	100	±1	18	24	28	24	5	±3	2.7	±0.1	
Other Disability	100	±1	15	25	30	25	5	±2	2.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	12	26	30	28	4	±1	2.9	±0.1	
Veteran	100	±1	14	26	29	27	4	±1	2.8	±0.1	
10 Point 30%	100	±1	13	24	29	28	7	±3	2.9	±0.1	
10 Point Non-30%	100	±1	16	25	26	28	5	±3	2.8	±0.1	
5 Point	100	±1	14	27	29	26	4	±2	2.8	±0.1	
No Preference	100	±1	10	28	28	30	4	±3	2.9	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	12	27	30	27	4	±1	2.8	±0.1	
FERS	100	±1	12	25	30	28	5	±1	2.9	±0.1	
Other Plan	100	±1	13	25	30	28	5	±6	2.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	12	26	30	28	4	±1	2.9	±0.1	
Optional Eligible	100	±1	12	25	29	29	5	±2	2.9	±0.1	
Discontinued Service	100	±1	14	27	30	25	4	±2	2.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	10	22	30	31	6	±2	3.0	±0.1	
5 to 10 Years	100	±1	13	25	29	29	4	±3	2.9	±0.1	
11 to 20 Years	99	±1	13	26	30	27	4	±2	2.8	±0.1	
21 to 30 Years	100	±1	13	27	29	27	4	±2	2.8	±0.1	
More Than 30 Years	100	±1	12	26	30	27	4	±2	2.9	±0.1	
AGE											
30 Years Old or Less	99	±1	10	23	31	30	5	±3	3.0	±0.1	
31 to 40 Years Old	100	±1	13	26	30	27	4	±2	2.8	±0.1	
41 to 50 Years Old	100	±1	13	27	29	27	4	±1	2.8	±0.1	
51 to 60 Years Old	100	±1	13	26	30	27	4	±2	2.8	±0.1	
More Than 60 Years Old	99	±1	10	21	29	33	8	±3	3.1	±0.1	
GENDER											
Male	100	±1	13	26	29	27	4	±1	2.8	±0.1	
Female	99	±1	11	25	30	29	5	±2	2.9	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	12	26	30	27	4	±1	2.9	±0.1	
Total Minority	99	±1	13	25	29	29	5	±2	2.9	±0.1	
Non-Hispanic Black	99	±1	12	25	30	29	5	±2	2.9	±0.1	
Hispanic	99	±1	14	25	27	29	5	±3	2.9	±0.1	
Non-Hispanic API	100	±1	11	22	31	31	4	±3	2.9	±0.1	
EDUCATION											
No College	100	±1	13	24	29	30	5	±2	2.9	±0.1	
Some College	100	±1	13	26	30	27	4	±1	2.8	±0.1	
4-Year Degree	100	±1	11	27	30	28	4	±2	2.9	±0.1	
Graduate/Professional Degree	100	±1	11	26	28	30	5	±2	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**g. Your organization's application of merit system principles (e.g., recruit, select, and advance on merit and fair and open competition)**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	18	26	28	24	4	±1	2.7	±0.1	
Army	99	±1	18	25	27	25	4	±2	2.7	±0.1	
Navy	99	±1	19	26	28	23	4	±2	2.7	±0.1	
Air Force	99	±1	18	24	28	25	5	±2	2.8	±0.1	
DoD Agencies and Activities	99	±1	19	27	29	22	4	±2	2.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	17	25	29	25	5	±1	2.8	±0.1	
GS 1 to 4	100	±1	20	23	29	22	6	±4	2.7	±0.1	
GS 5 to 8	99	±1	21	26	27	21	5	±2	2.6	±0.1	
GS 9 to 12	100	±1	17	26	30	24	4	±1	2.7	±0.1	
GS/GM 13 to 15	100	±1	13	23	30	30	5	±2	2.9	±0.1	
SES	100	±1	7	11	15	43	24	±8	3.6	±0.3	
Blue Collar Total	99	±1	24	28	24	20	3	±2	2.5	±0.1	
WG 1 to 5	99	±2	23	29	24	20	4	±5	2.5	±0.2	
WG 6 to 9	99	±1	26	29	22	20	3	±3	2.5	±0.1	
WG 10 to 15	99	±1	27	29	24	17	3	±3	2.4	±0.1	
WS/WL 1 to 19	99	±1	17	26	28	25	3	±3	2.7	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	14	24	32	27	4	±2	2.8	±0.1	
Administrative	99	±1	15	24	29	26	5	±2	2.8	±0.1	
Technical	99	±1	20	27	28	22	4	±2	2.6	±0.1	
Clerical	99	±1	18	27	27	23	5	±3	2.7	±0.1	
Other White Collar	100	±0	26	25	24	21	3	±4	2.5	±0.1	
Blue Collar	99	±1	24	28	24	20	3	±2	2.5	±0.1	
Scientists	100	±1	16	24	33	23	5	±3	2.8	±0.1	
Engineers	100	±1	14	25	31	26	3	±2	2.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	15	23	29	28	5	±2	2.8	±0.1	
Manager	99	±1	12	22	25	34	7	±3	3.0	±0.1	
Wage Leader	99	±1	24	32	24	18	3	±5	2.4	±0.2	
Wage Supervisor	99	±1	16	25	28	27	3	±4	2.8	±0.1	
All Others	99	±1	19	26	28	22	4	±1	2.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	18	26	28	24	4	±1	2.7	±0.1	
Other Than Full-Time	99	±1	15	23	31	28	4	±6	2.8	±0.2	
CONUS	99	±1	18	26	28	24	4	±1	2.7	±0.1	
OCONUS	99	±1	16	22	33	25	4	±3	2.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	18	26	28	24	4	±1	2.7	±0.1	
Non-Permanent	99	±1	13	22	33	27	5	±4	2.9	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	16	24	29	26	5	±1	2.8	±0.1	
In Bargaining Unit	99	±1	21	27	28	21	3	±1	2.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?

g. Your organization's application of merit system principles (e.g., recruit, select, and advance on merit and fair and open competition)

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	17	25	29	25	4	±1	2.7	±0.1	
Disability	99	±1	25	26	26	19	4	±2	2.5	±0.1	
Targeted Disability	99	±1	28	25	25	18	5	±3	2.5	±0.1	
Other Disability	99	±1	23	27	26	20	4	±2	2.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	17	25	30	25	4	±1	2.7	±0.1	
Veteran	99	±1	20	26	26	23	4	±1	2.7	±0.1	
10 Point 30%	99	±1	21	26	25	22	6	±3	2.7	±0.1	
10 Point Non-30%	100	±1	22	24	25	25	4	±3	2.7	±0.1	
5 Point	99	±1	21	27	26	22	4	±2	2.6	±0.1	
No Preference	99	±1	16	26	27	27	4	±3	2.8	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	19	26	27	24	4	±1	2.7	±0.1	
FERS	99	±1	18	25	28	24	4	±1	2.7	±0.1	
Other Plan	99	±1	17	24	32	24	4	±5	2.7	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	17	25	29	24	4	±1	2.7	±0.1	
Optional Eligible	99	±1	18	26	27	24	5	±2	2.7	±0.1	
Discontinued Service	100	±1	21	26	27	22	4	±2	2.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	14	21	33	26	6	±2	2.9	±0.1	
5 to 10 Years	99	±1	17	27	26	25	5	±3	2.7	±0.1	
11 to 20 Years	99	±1	19	26	28	23	4	±2	2.7	±0.1	
21 to 30 Years	99	±1	20	27	27	23	4	±1	2.7	±0.1	
More Than 30 Years	99	±1	18	25	28	24	5	±2	2.7	±0.1	
AGE											
30 Years Old or Less	99	±1	14	24	31	26	4	±3	2.8	±0.1	
31 to 40 Years Old	99	±1	17	26	30	23	4	±2	2.7	±0.1	
41 to 50 Years Old	100	±1	19	26	28	24	4	±1	2.7	±0.1	
51 to 60 Years Old	99	±1	20	26	27	23	4	±1	2.7	±0.1	
More Than 60 Years Old	99	±1	16	23	27	28	7	±3	2.9	±0.1	
GENDER											
Male	99	±1	19	26	28	24	4	±1	2.7	±0.1	
Female	99	±1	17	25	29	24	4	±2	2.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	18	25	29	24	4	±1	2.7	±0.1	
Total Minority	99	±1	19	26	26	24	4	±2	2.7	±0.1	
Non-Hispanic Black	99	±1	20	28	25	23	4	±2	2.6	±0.1	
Hispanic	99	±1	21	25	27	23	4	±3	2.7	±0.1	
Non-Hispanic API	99	±1	13	21	31	30	4	±3	2.9	±0.1	
EDUCATION											
No College	99	±1	18	26	27	24	4	±2	2.7	±0.1	
Some College	99	±1	20	27	27	22	4	±1	2.6	±0.1	
4-Year Degree	100	±1	16	25	30	25	4	±2	2.8	±0.1	
Graduate/Professional Degree	100	±1	16	23	29	28	5	±2	2.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**h. The geographic location of your worksite**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	3	5	16	44	33	±1	4.0	±0.1	
Army	100	±1	3	5	16	45	31	±2	4.0	±0.1	
Navy	100	±1	3	5	14	41	37	±2	4.0	±0.1	
Air Force	100	±1	2	5	18	45	31	±2	4.0	±0.1	
DoD Agencies and Activities	100	±1	3	5	15	45	33	±2	4.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	3	5	15	43	34	±1	4.0	±0.1	
GS 1 to 4	99	±1	3	3	20	48	27	±5	3.9	±0.1	
GS 5 to 8	100	±1	3	4	17	46	29	±2	3.9	±0.1	
GS 9 to 12	100	±1	2	5	15	43	34	±2	4.0	±0.1	
GS/GM 13 to 15	100	±1	3	7	13	41	37	±2	4.0	±0.1	
SES	100	±1	2	7	14	39	37	±8	4.0	±0.2	
Blue Collar Total	99	±1	2	4	17	47	30	±2	4.0	±0.1	
WG 1 to 5	100	±1	2	4	18	49	28	±6	4.0	±0.1	
WG 6 to 9	99	±1	2	4	18	45	31	±4	4.0	±0.1	
WG 10 to 15	99	±1	2	4	18	47	29	±3	4.0	±0.1	
WS/WL 1 to 19	100	±1	2	3	17	46	32	±4	4.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	3	6	14	41	37	±2	4.0	±0.1	
Administrative	100	±1	3	5	14	42	35	±2	4.0	±0.1	
Technical	100	±1	3	4	17	45	31	±2	4.0	±0.1	
Clerical	99	±1	3	5	18	46	29	±3	3.9	±0.1	
Other White Collar	100	±1	3	4	17	47	29	±4	4.0	±0.1	
Blue Collar	99	±1	2	4	17	47	30	±2	4.0	±0.1	
Scientists	100	±1	3	7	16	39	36	±3	4.0	±0.1	
Engineers	100	±1	2	6	15	41	36	±2	4.0	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	2	5	14	42	36	±2	4.0	±0.1	
Manager	100	±1	3	6	13	39	39	±3	4.0	±0.1	
Wage Leader	100	±1	2	3	20	44	31	±5	4.0	±0.1	
Wage Supervisor	100	±1	2	4	16	49	30	±4	4.0	±0.1	
All Others	100	±1	3	5	16	44	32	±1	4.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	3	5	16	44	33	±1	4.0	±0.1	
Other Than Full-Time	99	±1	2	3	14	54	27	±6	4.0	±0.1	
CONUS	100	±1	3	5	16	44	32	±1	4.0	±0.1	
OCONUS	99	±1	2	3	14	43	38	±3	4.1	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	3	5	16	44	33	±1	4.0	±0.1	
Non-Permanent	99	±1	2	3	15	47	33	±5	4.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	3	5	14	43	34	±1	4.0	±0.1	
In Bargaining Unit	100	±1	3	4	17	45	31	±2	4.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

46. At the present time, how satisfied are you with each of the following aspects of your organization?**h. The geographic location of your worksite**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	3	5	15	44	33	±1	4.0	±0.1	
Disability	100	±1	3	6	17	42	32	±2	4.0	±0.1	
Targeted Disability	100	±1	3	5	19	41	31	±3	3.9	±0.1	
Other Disability	100	±1	3	6	16	43	32	±2	4.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	3	5	15	44	34	±1	4.0	±0.1	
Veteran	100	±1	3	5	16	44	32	±1	4.0	±0.1	
10 Point 30%	100	±1	3	5	15	43	34	±3	4.0	±0.1	
10 Point Non-30%	100	±1	3	5	14	43	35	±3	4.0	±0.1	
5 Point	100	±1	3	5	16	45	31	±2	4.0	±0.1	
No Preference	100	±1	2	5	16	46	32	±3	4.0	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	3	5	14	45	33	±2	4.0	±0.1	
FERS	100	±1	3	5	16	43	33	±1	4.0	±0.1	
Other Plan	100	±1	2	4	16	46	31	±6	4.0	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	2	5	16	44	33	±1	4.0	±0.1	
Optional Eligible	100	±1	3	4	15	45	33	±2	4.0	±0.1	
Discontinued Service	100	±1	3	5	15	44	33	±2	4.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	3	5	18	44	31	±2	3.9	±0.1	
5 to 10 Years	99	±1	3	5	18	43	32	±3	4.0	±0.1	
11 to 20 Years	100	±1	2	5	16	43	33	±2	4.0	±0.1	
21 to 30 Years	100	±1	3	5	14	44	33	±2	4.0	±0.1	
More Than 30 Years	100	±1	3	4	13	45	35	±2	4.1	±0.1	
AGE											
30 Years Old or Less	99	±1	3	6	20	44	27	±3	3.9	±0.1	
31 to 40 Years Old	100	±1	3	5	19	44	30	±2	3.9	±0.1	
41 to 50 Years Old	100	±1	3	5	15	44	33	±2	4.0	±0.1	
51 to 60 Years Old	100	±1	3	5	14	44	34	±2	4.0	±0.1	
More Than 60 Years Old	99	±1	2	3	11	43	41	±3	4.2	±0.1	
GENDER											
Male	100	±1	2	5	16	44	33	±1	4.0	±0.1	
Female	100	±1	3	5	16	44	32	±2	4.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	2	5	15	43	35	±1	4.0	±0.1	
Total Minority	99	±1	3	5	17	46	28	±2	3.9	±0.1	
Non-Hispanic Black	99	±1	4	6	17	47	26	±2	3.9	±0.1	
Hispanic	99	±1	3	5	17	45	30	±3	4.0	±0.1	
Non-Hispanic API	99	±1	2	4	17	49	29	±3	4.0	±0.1	
EDUCATION											
No College	99	±1	2	4	15	48	31	±2	4.0	±0.1	
Some College	100	±1	3	5	17	45	31	±1	4.0	±0.1	
4-Year Degree	100	±1	3	5	15	43	34	±2	4.0	±0.1	
Graduate/Professional Degree	100	±1	3	6	14	40	38	±2	4.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

47. Overall, how satisfied are you with your organization?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	4	13	18	48	17	±1	3.6	±0.1	
Army	100	±1	4	13	18	48	17	±2	3.6	±0.1	
Navy	100	±1	3	15	20	47	15	±2	3.6	±0.1	
Air Force	100	±1	3	12	17	49	18	±2	3.7	±0.1	
DoD Agencies and Activities	100	±1	5	14	18	48	16	±2	3.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	4	13	18	49	17	±1	3.6	±0.1	
GS 1 to 4	100	±1	4	13	18	47	17	±5	3.6	±0.1	
GS 5 to 8	100	±1	5	13	18	47	17	±2	3.6	±0.1	
GS 9 to 12	100	±1	4	13	18	48	17	±2	3.6	±0.1	
GS/GM 13 to 15	100	±1	3	13	15	51	18	±2	3.7	±0.1	
SES	100	±1	1	8	6	47	38	±9	4.1	±0.1	
Blue Collar Total	100	±1	4	15	20	45	15	±2	3.5	±0.1	
WG 1 to 5	99	±1	5	13	22	43	17	±6	3.6	±0.2	
WG 6 to 9	100	±1	5	15	19	45	17	±4	3.5	±0.1	
WG 10 to 15	100	±1	5	17	21	45	13	±3	3.4	±0.1	
WS/WL 1 to 19	100	±1	3	16	20	44	18	±4	3.6	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	3	12	18	52	15	±2	3.6	±0.1	
Administrative	100	±1	4	13	16	48	19	±2	3.7	±0.1	
Technical	100	±1	4	13	19	48	16	±2	3.6	±0.1	
Clerical	100	±1	4	13	18	47	18	±3	3.6	±0.1	
Other White Collar	100	±1	6	18	15	46	15	±4	3.5	±0.1	
Blue Collar	100	±1	4	15	20	45	16	±2	3.5	±0.1	
Scientists	100	±1	3	16	16	51	14	±4	3.6	±0.1	
Engineers	100	±1	3	13	19	52	14	±2	3.6	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	3	11	16	51	19	±2	3.7	±0.1	
Manager	100	±1	3	12	12	49	24	±3	3.8	±0.1	
Wage Leader	100	±1	3	17	22	45	14	±5	3.5	±0.1	
Wage Supervisor	100	±1	4	15	18	44	19	±4	3.6	±0.1	
All Others	100	±1	4	14	19	48	16	±1	3.6	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	4	14	18	48	17	±1	3.6	±0.1	
Other Than Full-Time	100	±1	3	9	18	54	16	±7	3.7	±0.2	
CONUS	100	±1	4	13	18	48	17	±1	3.6	±0.1	
OCONUS	100	±1	4	14	17	47	18	±3	3.6	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	4	14	18	48	16	±1	3.6	±0.1	
Non-Permanent	100	±1	3	8	17	51	21	±5	3.8	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	4	13	17	49	18	±1	3.6	±0.1	
In Bargaining Unit	100	±1	4	14	20	47	15	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

47. Overall, how satisfied are you with your organization?

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	4	13	18	49	17	±1	3.6	±0.1	
Disability	100	±1	6	17	19	42	16	±2	3.5	±0.1	
Targeted Disability	100	±1	7	17	19	40	17	±3	3.4	±0.1	
Other Disability	100	±1	5	17	19	43	16	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	4	13	18	50	16	±1	3.6	±0.1	
Veteran	100	±1	4	15	17	46	18	±1	3.6	±0.1	
10 Point 30%	100	±1	5	14	16	43	21	±3	3.6	±0.1	
10 Point Non-30%	100	±1	5	14	16	45	20	±3	3.6	±0.1	
5 Point	100	±1	4	15	19	46	16	±2	3.5	±0.1	
No Preference	100	±1	3	12	15	50	19	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	4	15	19	46	16	±2	3.5	±0.1	
FERS	100	±1	4	13	17	49	17	±1	3.6	±0.1	
Other Plan	99	±1	4	10	21	46	18	±6	3.7	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	4	13	18	49	16	±1	3.6	±0.1	
Optional Eligible	100	±1	4	14	17	47	18	±2	3.6	±0.1	
Discontinued Service	100	±1	5	15	19	46	14	±2	3.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	3	9	17	51	20	±2	3.8	±0.1	
5 to 10 Years	100	±1	3	13	18	50	16	±3	3.6	±0.1	
11 to 20 Years	100	±1	4	14	18	49	15	±2	3.6	±0.1	
21 to 30 Years	100	±1	4	15	18	47	16	±2	3.5	±0.1	
More Than 30 Years	100	±1	4	14	18	45	19	±2	3.6	±0.1	
AGE											
30 Years Old or Less	100	±1	3	11	21	50	15	±3	3.6	±0.1	
31 to 40 Years Old	100	±1	4	12	18	52	15	±2	3.6	±0.1	
41 to 50 Years Old	100	±1	4	14	18	48	16	±2	3.6	±0.1	
51 to 60 Years Old	100	±1	4	15	18	45	17	±2	3.6	±0.1	
More Than 60 Years Old	100	±1	2	12	15	45	25	±3	3.8	±0.1	
GENDER											
Male	100	±1	4	14	18	47	17	±1	3.6	±0.1	
Female	100	±1	4	13	18	49	17	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	4	14	17	49	17	±1	3.6	±0.1	
Total Minority	100	±1	4	13	20	46	17	±2	3.6	±0.1	
Non-Hispanic Black	100	±1	4	12	20	47	17	±2	3.6	±0.1	
Hispanic	100	±1	5	12	18	46	19	±3	3.6	±0.1	
Non-Hispanic API	100	±1	3	12	19	50	16	±3	3.6	±0.1	
EDUCATION											
No College	100	±1	4	12	18	46	19	±2	3.6	±0.1	
Some College	100	±1	4	14	19	47	17	±1	3.6	±0.1	
4-Year Degree	100	±1	4	14	18	50	15	±2	3.6	±0.1	
Graduate/Professional Degree	100	±1	4	13	15	50	17	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**a. The recognition you receive for doing a good job**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	10	20	22	37	11	±1	3.2	±0.1	
Army	100	±1	10	20	20	39	12	±2	3.2	±0.1	
Navy	100	±1	9	20	22	37	11	±2	3.2	±0.1	
Air Force	100	±1	10	19	23	36	12	±2	3.2	±0.1	
DoD Agencies and Activities	100	±1	10	20	22	37	11	±2	3.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	9	19	21	39	12	±1	3.3	±0.1	
GS 1 to 4	100	±1	14	22	18	34	12	±4	3.1	±0.2	
GS 5 to 8	100	±1	12	21	20	34	12	±2	3.1	±0.1	
GS 9 to 12	100	±1	9	19	23	38	11	±2	3.2	±0.1	
GS/GM 13 to 15	100	±1	6	16	19	44	14	±2	3.4	±0.1	
SES	100	±0	5	9	13	46	28	±9	3.8	±0.1	
Blue Collar Total	100	±1	13	22	24	33	9	±2	3.0	±0.1	
WG 1 to 5	99	±1	13	23	21	32	11	±5	3.1	±0.2	
WG 6 to 9	100	±1	16	23	19	32	10	±3	3.0	±0.1	
WG 10 to 15	100	±1	13	23	26	31	8	±3	3.0	±0.1	
WS/WL 1 to 19	100	±1	8	20	26	36	10	±4	3.2	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	7	18	23	42	10	±2	3.3	±0.1	
Administrative	100	±1	8	18	20	40	13	±2	3.3	±0.1	
Technical	100	±1	12	22	21	35	11	±2	3.1	±0.1	
Clerical	99	±1	12	21	19	34	14	±3	3.2	±0.1	
Other White Collar	100	±1	14	20	24	31	10	±4	3.0	±0.1	
Blue Collar	100	±1	12	22	24	33	9	±2	3.1	±0.1	
Scientists	99	±1	8	19	20	42	12	±3	3.3	±0.1	
Engineers	100	±1	6	18	25	42	10	±2	3.3	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	8	18	20	40	13	±2	3.3	±0.1	
Manager	100	±1	7	17	18	42	16	±3	3.4	±0.1	
Wage Leader	100	±0	10	22	26	36	7	±5	3.1	±0.2	
Wage Supervisor	100	±1	10	19	24	37	10	±4	3.2	±0.1	
All Others	100	±1	10	20	22	36	11	±1	3.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	10	20	22	37	11	±1	3.2	±0.1	
Other Than Full-Time	100	±1	9	21	20	40	9	±7	3.2	±0.2	
CONUS	100	±1	10	20	22	37	12	±1	3.2	±0.1	
OCONUS	100	±1	8	18	23	40	10	±3	3.3	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	10	20	22	37	11	±1	3.2	±0.1	
Non-Permanent	99	±1	7	18	21	41	14	±5	3.4	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	8	18	21	39	12	±1	3.3	±0.1	
In Bargaining Unit	100	±1	12	22	22	35	10	±1	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**a. The recognition you receive for doing a good job**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	9	19	22	38	12	±1	3.2	±0.1	
Disability	100	±1	13	23	21	32	10	±2	3.0	±0.1	
Targeted Disability	100	±1	14	24	21	31	10	±3	3.0	±0.1	
Other Disability	99	±1	13	23	21	32	10	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	9	20	21	39	11	±1	3.2	±0.1	
Veteran	100	±1	11	20	22	36	11	±1	3.2	±0.1	
10 Point 30%	100	±1	11	21	21	34	12	±3	3.1	±0.1	
10 Point Non-30%	100	±1	11	21	21	35	12	±3	3.2	±0.1	
5 Point	100	±1	11	20	23	36	11	±2	3.2	±0.1	
No Preference	100	±1	9	18	23	38	12	±3	3.3	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	10	20	21	37	12	±2	3.2	±0.1	
FERS	100	±1	10	20	22	37	11	±1	3.2	±0.1	
Other Plan	99	±1	10	21	23	36	10	±6	3.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	9	19	22	38	11	±1	3.2	±0.1	
Optional Eligible	100	±1	10	20	22	36	11	±2	3.2	±0.1	
Discontinued Service	100	±1	11	22	20	36	12	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	7	18	24	39	12	±2	3.3	±0.1	
5 to 10 Years	100	±1	11	19	22	37	11	±3	3.2	±0.1	
11 to 20 Years	100	±1	11	21	21	37	10	±2	3.1	±0.1	
21 to 30 Years	100	±1	10	20	22	37	11	±2	3.2	±0.1	
More Than 30 Years	100	±1	9	19	22	37	13	±2	3.3	±0.1	
AGE											
30 Years Old or Less	99	±1	9	20	24	37	10	±3	3.2	±0.1	
31 to 40 Years Old	100	±1	10	19	22	39	10	±2	3.2	±0.1	
41 to 50 Years Old	100	±1	10	20	22	37	11	±2	3.2	±0.1	
51 to 60 Years Old	100	±1	11	19	21	37	12	±2	3.2	±0.1	
More Than 60 Years Old	100	±1	8	19	21	35	16	±3	3.3	±0.1	
GENDER											
Male	100	±1	10	20	23	37	11	±1	3.2	±0.1	
Female	100	±1	10	20	20	37	12	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	9	19	22	38	11	±1	3.2	±0.1	
Total Minority	100	±1	12	20	21	35	11	±2	3.1	±0.1	
Non-Hispanic Black	99	±1	12	23	19	34	12	±2	3.1	±0.1	
Hispanic	100	±1	13	19	20	36	11	±3	3.1	±0.1	
Non-Hispanic API	99	±1	7	15	26	41	11	±3	3.3	±0.1	
EDUCATION											
No College	100	±1	10	19	21	37	13	±2	3.2	±0.1	
Some College	100	±1	11	21	21	35	11	±1	3.1	±0.1	
4-Year Degree	100	±1	8	19	23	39	11	±2	3.2	±0.1	
Graduate/Professional Degree	100	±1	8	17	21	43	11	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**b. Your opportunities for training and development**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	10	19	21	38	11	±1	3.2	±0.1	
Army	100	±1	10	19	20	39	12	±2	3.2	±0.1	
Navy	99	±1	10	20	22	38	11	±2	3.2	±0.1	
Air Force	99	±1	10	19	23	37	11	±2	3.2	±0.1	
DoD Agencies and Activities	100	±1	10	21	21	39	10	±2	3.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	9	19	21	40	12	±1	3.3	±0.1	
GS 1 to 4	99	±1	16	27	22	28	8	±4	2.9	±0.1	
GS 5 to 8	99	±1	14	23	21	34	9	±2	3.0	±0.1	
GS 9 to 12	100	±1	8	19	21	40	12	±2	3.3	±0.1	
GS/GM 13 to 15	100	±1	4	13	20	48	15	±2	3.6	±0.1	
SES	100	±1	2	9	16	48	26	±8	3.9	±0.2	
Blue Collar Total	100	±1	14	22	24	32	8	±2	3.0	±0.1	
WG 1 to 5	99	±1	17	22	22	31	6	±6	2.9	±0.2	
WG 6 to 9	100	±1	17	24	21	31	8	±3	2.9	±0.1	
WG 10 to 15	100	±1	14	24	25	31	6	±3	2.9	±0.1	
WS/WL 1 to 19	100	±1	7	17	27	38	11	±4	3.3	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	6	16	20	45	14	±2	3.4	±0.1	
Administrative	100	±1	7	16	20	42	14	±2	3.4	±0.1	
Technical	99	±1	12	23	22	35	8	±2	3.1	±0.1	
Clerical	100	±1	14	25	23	30	8	±3	2.9	±0.1	
Other White Collar	99	±1	17	22	18	32	10	±4	2.9	±0.2	
Blue Collar	100	±1	13	22	24	33	8	±2	3.0	±0.1	
Scientists	99	±1	7	15	22	44	13	±3	3.4	±0.1	
Engineers	100	±1	6	17	22	42	13	±2	3.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	7	17	21	42	14	±2	3.4	±0.1	
Manager	99	±1	5	14	18	46	16	±3	3.6	±0.1	
Wage Leader	100	±1	11	19	26	39	6	±5	3.1	±0.2	
Wage Supervisor	100	±1	6	18	25	39	12	±4	3.3	±0.1	
All Others	100	±1	11	20	22	37	10	±1	3.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	10	19	21	38	11	±1	3.2	±0.1	
Other Than Full-Time	100	±0	10	23	21	39	7	±6	3.1	±0.2	
CONUS	100	±1	10	19	21	38	11	±1	3.2	±0.1	
OCONUS	99	±1	11	20	21	39	9	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	10	19	22	38	11	±1	3.2	±0.1	
Non-Permanent	99	±1	10	23	20	36	11	±5	3.2	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	8	18	21	41	13	±1	3.3	±0.1	
In Bargaining Unit	99	±1	12	22	22	35	9	±1	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**b. Your opportunities for training and development**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	9	19	21	39	11	±1	3.3	±0.1	
Disability	100	±1	14	23	22	32	9	±2	3.0	±0.1	
Targeted Disability	99	±1	14	23	22	31	9	±3	3.0	±0.1	
Other Disability	100	±1	14	22	22	32	9	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	9	19	20	40	12	±1	3.3	±0.1	
Veteran	99	±1	11	20	23	36	10	±1	3.1	±0.1	
10 Point 30%	100	±1	12	22	21	34	11	±3	3.1	±0.1	
10 Point Non-30%	99	±1	11	21	22	35	11	±3	3.1	±0.1	
5 Point	99	±1	11	21	23	36	9	±2	3.1	±0.1	
No Preference	99	±1	8	17	23	41	11	±3	3.3	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	9	18	23	39	11	±2	3.2	±0.1	
FERS	99	±1	10	20	21	38	11	±1	3.2	±0.1	
Other Plan	100	±1	12	24	22	33	9	±5	3.0	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	10	19	21	39	12	±1	3.2	±0.1	
Optional Eligible	99	±1	9	19	23	38	10	±2	3.2	±0.1	
Discontinued Service	99	±1	11	20	21	37	11	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	9	19	20	39	13	±2	3.3	±0.1	
5 to 10 Years	100	±1	12	22	19	36	11	±3	3.1	±0.1	
11 to 20 Years	99	±1	10	20	20	39	10	±2	3.2	±0.1	
21 to 30 Years	100	±1	10	19	23	37	11	±2	3.2	±0.1	
More Than 30 Years	99	±1	8	17	24	40	11	±2	3.3	±0.1	
AGE											
30 Years Old or Less	100	±1	10	19	22	38	11	±3	3.2	±0.1	
31 to 40 Years Old	99	±1	10	20	19	39	12	±2	3.2	±0.1	
41 to 50 Years Old	100	±1	10	20	21	38	11	±2	3.2	±0.1	
51 to 60 Years Old	99	±1	10	19	23	37	10	±2	3.2	±0.1	
More Than 60 Years Old	99	±1	7	16	23	41	13	±3	3.4	±0.1	
GENDER											
Male	100	±1	10	19	22	38	11	±1	3.2	±0.1	
Female	99	±1	10	20	20	39	12	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	9	19	22	38	11	±1	3.2	±0.1	
Total Minority	99	±1	12	20	19	38	11	±2	3.1	±0.1	
Non-Hispanic Black	99	±1	13	21	17	38	12	±2	3.1	±0.1	
Hispanic	100	±1	14	21	20	36	10	±3	3.1	±0.1	
Non-Hispanic API	99	±1	7	16	24	43	9	±3	3.3	±0.1	
EDUCATION											
No College	99	±1	10	19	24	37	10	±2	3.2	±0.1	
Some College	100	±1	12	21	22	36	10	±1	3.1	±0.1	
4-Year Degree	99	±1	8	18	21	41	12	±2	3.3	±0.1	
Graduate/Professional Degree	100	±1	6	15	19	43	16	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**c. Your opportunities for advancement**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	20	27	25	23	5	±1	2.7	±0.1	
Army	100	±1	21	27	24	24	5	±2	2.7	±0.1	
Navy	99	±1	19	28	25	24	4	±2	2.7	±0.1	
Air Force	99	±1	21	27	23	23	5	±2	2.6	±0.1	
DoD Agencies and Activities	99	±1	20	26	28	23	4	±2	2.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	19	27	25	24	5	±1	2.7	±0.1	
GS 1 to 4	99	±1	29	32	21	14	4	±5	2.3	±0.1	
GS 5 to 8	99	±1	29	30	20	17	4	±2	2.4	±0.1	
GS 9 to 12	100	±1	18	28	26	25	5	±1	2.7	±0.1	
GS/GM 13 to 15	100	±1	12	24	27	30	7	±2	3.0	±0.1	
SES	99	±1	3	15	26	37	19	±9	3.5	±0.2	
Blue Collar Total	99	±1	24	27	24	21	4	±2	2.5	±0.1	
WG 1 to 5	99	±1	30	26	25	16	3	±5	2.4	±0.2	
WG 6 to 9	99	±1	30	26	20	21	3	±3	2.4	±0.1	
WG 10 to 15	100	±1	25	30	23	19	3	±3	2.4	±0.1	
WS/WL 1 to 19	100	±1	14	24	26	30	6	±3	2.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	14	25	29	28	5	±2	2.9	±0.1	
Administrative	100	±1	16	26	25	27	6	±2	2.8	±0.1	
Technical	99	±1	27	30	22	17	4	±2	2.4	±0.1	
Clerical	99	±1	29	34	19	15	4	±3	2.3	±0.1	
Other White Collar	100	±1	21	24	25	23	6	±4	2.7	±0.1	
Blue Collar	99	±1	24	27	24	22	4	±2	2.5	±0.1	
Scientists	99	±1	16	26	28	26	4	±3	2.8	±0.1	
Engineers	100	±1	15	26	28	26	5	±2	2.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	16	26	24	28	6	±2	2.8	±0.1	
Manager	100	±1	13	21	25	32	8	±3	3.0	±0.1	
Wage Leader	100	±1	20	26	26	23	4	±5	2.6	±0.2	
Wage Supervisor	99	±1	15	23	25	31	6	±4	2.9	±0.1	
All Others	99	±1	22	28	25	22	4	±1	2.6	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	20	27	24	23	5	±1	2.7	±0.1	
Other Than Full-Time	100	±1	16	25	32	23	3	±6	2.7	±0.2	
CONUS	99	±1	21	27	24	23	5	±1	2.6	±0.1	
OCONUS	99	±1	17	23	29	27	4	±3	2.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	20	27	24	23	5	±1	2.6	±0.1	
Non-Permanent	99	±1	17	25	30	22	6	±5	2.8	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	18	26	25	26	5	±1	2.8	±0.1	
In Bargaining Unit	99	±1	23	29	24	20	4	±1	2.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**c. Your opportunities for advancement**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	19	27	25	24	5	±1	2.7	±0.1	
Disability	99	±1	29	27	23	18	4	±2	2.4	±0.1	
Targeted Disability	99	±1	31	27	23	16	4	±3	2.4	±0.1	
Other Disability	99	±1	28	27	23	18	4	±2	2.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	19	27	25	25	5	±1	2.7	±0.1	
Veteran	100	±1	22	28	24	22	4	±1	2.6	±0.1	
10 Point 30%	99	±1	25	27	23	19	6	±3	2.5	±0.1	
10 Point Non-30%	100	±1	23	27	25	21	5	±3	2.6	±0.1	
5 Point	100	±1	23	28	24	22	4	±2	2.6	±0.1	
No Preference	100	±1	17	26	27	24	6	±3	2.8	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	21	27	25	23	5	±1	2.6	±0.1	
FERS	99	±1	20	27	24	24	5	±1	2.7	±0.1	
Other Plan	99	±1	20	28	28	20	3	±5	2.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	20	26	25	24	5	±1	2.7	±0.1	
Optional Eligible	99	±1	20	28	25	23	4	±2	2.6	±0.1	
Discontinued Service	100	±1	24	27	23	22	5	±2	2.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	14	23	29	27	7	±2	2.9	±0.1	
5 to 10 Years	100	±1	20	28	22	24	6	±2	2.7	±0.1	
11 to 20 Years	99	±1	22	28	23	23	4	±2	2.6	±0.1	
21 to 30 Years	100	±1	22	28	24	22	4	±2	2.6	±0.1	
More Than 30 Years	99	±1	21	26	27	22	4	±2	2.6	±0.1	
AGE											
30 Years Old or Less	99	±1	15	24	28	27	6	±3	2.9	±0.1	
31 to 40 Years Old	100	±1	19	26	24	26	6	±2	2.7	±0.1	
41 to 50 Years Old	100	±1	21	28	23	23	5	±1	2.6	±0.1	
51 to 60 Years Old	99	±1	22	27	25	21	4	±1	2.6	±0.1	
More Than 60 Years Old	99	±1	19	25	27	24	5	±3	2.7	±0.1	
GENDER											
Male	100	±1	20	26	25	24	5	±1	2.7	±0.1	
Female	99	±1	21	28	23	23	5	±2	2.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	19	27	25	24	5	±1	2.7	±0.1	
Total Minority	99	±1	23	27	22	22	5	±2	2.6	±0.1	
Non-Hispanic Black	99	±1	26	30	19	19	5	±2	2.5	±0.1	
Hispanic	99	±1	23	27	21	24	4	±3	2.6	±0.1	
Non-Hispanic API	99	±1	14	21	30	28	5	±3	2.9	±0.1	
EDUCATION											
No College	99	±1	20	26	24	25	5	±2	2.7	±0.1	
Some College	99	±1	23	29	23	21	5	±1	2.6	±0.1	
4-Year Degree	100	±1	17	26	27	26	5	±2	2.8	±0.1	
Graduate/Professional Degree	99	±1	17	25	27	26	5	±2	2.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**d. Your involvement in decisions that affect your work**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	11	20	24	36	9	±1	3.1	±0.1	
Army	100	±1	11	19	23	37	9	±2	3.1	±0.1	
Navy	99	±1	11	21	25	35	9	±2	3.1	±0.1	
Air Force	100	±1	11	18	23	37	10	±2	3.2	±0.1	
DoD Agencies and Activities	100	±1	13	22	25	33	7	±2	3.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	11	19	24	37	9	±1	3.2	±0.1	
GS 1 to 4	99	±1	17	22	25	31	6	±4	2.9	±0.1	
GS 5 to 8	99	±1	15	20	26	31	7	±2	3.0	±0.1	
GS 9 to 12	100	±1	10	20	24	37	9	±2	3.2	±0.1	
GS/GM 13 to 15	100	±1	7	17	19	43	14	±2	3.4	±0.1	
SES	100	±1	5	9	11	43	32	±8	3.9	±0.2	
Blue Collar Total	99	±1	14	22	25	32	7	±2	3.0	±0.1	
WG 1 to 5	99	±1	19	19	27	29	6	±5	2.9	±0.2	
WG 6 to 9	99	±1	17	22	23	32	7	±3	2.9	±0.1	
WG 10 to 15	100	±1	14	23	27	30	6	±3	2.9	±0.1	
WS/WL 1 to 19	100	±1	10	21	22	37	10	±4	3.2	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	8	19	24	40	9	±2	3.2	±0.1	
Administrative	100	±1	9	19	21	39	11	±2	3.2	±0.1	
Technical	99	±1	14	21	25	33	8	±2	3.0	±0.1	
Clerical	99	±1	14	20	27	31	7	±3	3.0	±0.1	
Other White Collar	99	±1	17	20	28	29	7	±4	2.9	±0.1	
Blue Collar	99	±1	14	22	24	32	7	±2	3.0	±0.1	
Scientists	99	±1	10	19	25	36	10	±3	3.2	±0.1	
Engineers	100	±1	6	17	26	41	9	±2	3.3	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	9	18	19	42	13	±2	3.3	±0.1	
Manager	100	±1	7	15	16	44	19	±3	3.5	±0.1	
Wage Leader	99	±1	11	22	25	36	6	±5	3.0	±0.2	
Wage Supervisor	100	±1	10	20	21	37	12	±4	3.2	±0.1	
All Others	100	±1	12	21	25	34	7	±1	3.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	11	20	24	36	9	±1	3.1	±0.1	
Other Than Full-Time	100	±1	13	21	27	34	5	±6	3.0	±0.2	
CONUS	100	±1	11	20	24	36	9	±1	3.1	±0.1	
OCONUS	99	±1	11	18	24	38	8	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	11	20	24	36	9	±1	3.1	±0.1	
Non-Permanent	100	±1	11	18	29	34	8	±4	3.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	10	19	23	38	10	±1	3.2	±0.1	
In Bargaining Unit	99	±1	14	21	25	33	7	±1	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**d. Your involvement in decisions that affect your work**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	10	19	24	37	9	±1	3.1	±0.1	
Disability	100	±1	16	23	22	30	8	±2	2.9	±0.1	
Targeted Disability	100	±1	17	23	23	30	7	±3	2.9	±0.1	
Other Disability	99	±1	16	23	22	30	9	±2	2.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	11	20	25	37	8	±1	3.1	±0.1	
Veteran	100	±1	12	20	23	35	10	±1	3.1	±0.1	
10 Point 30%	99	±1	14	20	22	32	12	±3	3.1	±0.1	
10 Point Non-30%	99	±1	14	19	21	35	12	±3	3.1	±0.1	
5 Point	100	±1	12	21	24	35	9	±2	3.1	±0.1	
No Preference	100	±1	8	17	25	38	11	±3	3.3	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	12	21	23	35	9	±2	3.1	±0.1	
FERS	100	±1	11	19	24	36	9	±1	3.1	±0.1	
Other Plan	100	±1	14	22	28	29	7	±5	2.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	11	19	25	37	9	±1	3.1	±0.1	
Optional Eligible	99	±1	12	20	24	35	9	±2	3.1	±0.1	
Discontinued Service	100	±1	13	22	23	34	9	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	9	18	27	37	8	±2	3.2	±0.1	
5 to 10 Years	100	±1	11	20	24	35	9	±3	3.1	±0.1	
11 to 20 Years	99	±1	12	20	24	37	8	±2	3.1	±0.1	
21 to 30 Years	100	±1	12	22	23	34	9	±2	3.1	±0.1	
More Than 30 Years	100	±1	12	18	23	36	11	±2	3.2	±0.1	
AGE											
30 Years Old or Less	99	±1	9	19	29	36	7	±3	3.1	±0.1	
31 to 40 Years Old	100	±1	11	18	25	38	8	±2	3.2	±0.1	
41 to 50 Years Old	100	±1	11	21	23	36	9	±2	3.1	±0.1	
51 to 60 Years Old	99	±1	13	21	23	34	9	±2	3.1	±0.1	
More Than 60 Years Old	99	±1	10	19	23	37	12	±3	3.2	±0.1	
GENDER											
Male	100	±1	11	19	24	37	9	±1	3.1	±0.1	
Female	99	±1	12	21	24	35	8	±2	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	11	20	23	37	9	±1	3.1	±0.1	
Total Minority	99	±1	13	19	25	34	8	±2	3.1	±0.1	
Non-Hispanic Black	99	±1	14	22	23	32	9	±2	3.0	±0.1	
Hispanic	100	±1	14	18	25	35	7	±3	3.0	±0.1	
Non-Hispanic API	99	±1	7	14	30	41	7	±3	3.3	±0.1	
EDUCATION											
No College	99	±1	11	20	26	35	8	±2	3.1	±0.1	
Some College	100	±1	13	21	24	34	8	±1	3.0	±0.1	
4-Year Degree	100	±1	9	20	25	38	9	±2	3.2	±0.1	
Graduate/Professional Degree	100	±1	10	18	22	39	12	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**e. Your workload**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	7	14	26	46	7	±1	3.3	±0.1		
Army	99	±1	7	14	26	46	7	±2	3.3	±0.1		
Navy	99	±1	6	15	27	45	7	±2	3.3	±0.1		
Air Force	99	±1	7	14	26	46	7	±2	3.3	±0.1		
DoD Agencies and Activities	99	±1	7	15	27	45	6	±2	3.3	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	7	15	26	45	7	±1	3.3	±0.1		
GS 1 to 4	99	±1	10	10	29	43	8	±5	3.3	±0.1		
GS 5 to 8	99	±1	8	14	27	43	8	±2	3.3	±0.1		
GS 9 to 12	99	±1	6	15	26	46	6	±2	3.3	±0.1		
GS/GM 13 to 15	100	±1	7	18	25	45	6	±2	3.3	±0.1		
SES	100	±1	4	21	24	34	17	±9	3.4	±0.3		
Blue Collar Total	99	±1	6	12	28	47	7	±2	3.4	±0.1		
WG 1 to 5	99	±2	6	11	27	47	9	±6	3.4	±0.2		
WG 6 to 9	99	±1	7	11	27	47	9	±4	3.4	±0.1		
WG 10 to 15	100	±1	6	11	30	47	6	±3	3.4	±0.1		
WS/WL 1 to 19	99	±1	6	15	26	47	7	±4	3.3	±0.1		
OCCUPATIONAL GROUPS												
Professional	100	±1	6	17	26	46	5	±2	3.3	±0.1		
Administrative	100	±1	7	16	24	47	7	±2	3.3	±0.1		
Technical	99	±1	8	14	26	44	7	±2	3.3	±0.1		
Clerical	99	±1	9	12	29	42	8	±3	3.3	±0.1		
Other White Collar	100	±1	6	11	31	44	9	±4	3.4	±0.1		
Blue Collar	99	±1	6	12	28	47	8	±2	3.4	±0.1		
Scientists	99	±1	7	16	26	45	6	±3	3.3	±0.1		
Engineers	100	±1	5	14	29	47	5	±2	3.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	8	18	25	43	6	±2	3.2	±0.1		
Manager	100	±1	8	17	21	46	8	±3	3.3	±0.1		
Wage Leader	99	±2	7	15	26	47	5	±5	3.3	±0.1		
Wage Supervisor	99	±1	6	16	27	45	6	±4	3.3	±0.1		
All Others	99	±1	7	13	27	46	7	±1	3.3	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	7	14	26	46	7	±1	3.3	±0.1		
Other Than Full-Time	99	±1	6	11	28	47	8	±7	3.4	±0.2		
CONUS	99	±1	7	14	27	46	7	±1	3.3	±0.1		
OCONUS	100	±1	8	15	25	47	6	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	7	15	26	46	7	±1	3.3	±0.1		
Non-Permanent	99	±1	5	9	27	49	10	±5	3.5	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	100	±1	7	15	25	46	7	±1	3.3	±0.1		
In Bargaining Unit	99	±1	7	13	28	45	7	±2	3.3	±0.1		

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?

e. Your workload

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	6	14	26	46	7	±1	3.3	±0.1	
Disability	99	±1	9	14	28	42	7	±2	3.2	±0.1	
Targeted Disability	99	±1	9	13	28	42	8	±3	3.3	±0.1	
Other Disability	99	±1	9	15	28	42	7	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	7	15	26	46	6	±1	3.3	±0.1	
Veteran	99	±1	7	14	27	45	8	±1	3.3	±0.1	
10 Point 30%	99	±1	8	13	24	44	10	±3	3.3	±0.1	
10 Point Non-30%	100	±1	8	12	26	44	10	±3	3.4	±0.1	
5 Point	99	±1	7	14	27	45	7	±2	3.3	±0.1	
No Preference	99	±1	6	13	26	46	9	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	7	15	26	45	6	±2	3.3	±0.1	
FERS	99	±1	7	14	27	46	7	±1	3.3	±0.1	
Other Plan	100	±1	6	12	27	47	7	±6	3.4	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	6	15	27	46	6	±1	3.3	±0.1	
Optional Eligible	99	±1	7	13	26	47	7	±2	3.3	±0.1	
Discontinued Service	100	±1	7	16	27	43	6	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	5	11	27	49	8	±2	3.4	±0.1	
5 to 10 Years	100	±1	6	13	27	46	8	±3	3.4	±0.1	
11 to 20 Years	99	±1	7	15	27	45	6	±2	3.3	±0.1	
21 to 30 Years	99	±1	8	15	26	45	6	±2	3.3	±0.1	
More Than 30 Years	99	±1	7	15	25	46	8	±2	3.3	±0.1	
AGE											
30 Years Old or Less	99	±1	5	12	31	46	7	±3	3.4	±0.1	
31 to 40 Years Old	100	±1	7	14	26	46	7	±2	3.3	±0.1	
41 to 50 Years Old	100	±1	7	15	26	46	6	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	7	15	27	44	7	±2	3.3	±0.1	
More Than 60 Years Old	99	±1	6	12	23	49	10	±3	3.5	±0.1	
GENDER											
Male	99	±1	6	14	27	46	7	±1	3.3	±0.1	
Female	99	±1	8	15	25	45	7	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	7	15	26	46	6	±1	3.3	±0.1	
Total Minority	99	±1	7	13	27	45	8	±2	3.3	±0.1	
Non-Hispanic Black	99	±1	7	14	24	46	9	±2	3.3	±0.1	
Hispanic	100	±1	9	13	24	47	7	±3	3.3	±0.1	
Non-Hispanic API	99	±1	5	12	32	45	6	±3	3.4	±0.1	
EDUCATION											
No College	99	±1	7	12	25	48	8	±2	3.4	±0.1	
Some College	99	±1	7	13	27	45	7	±1	3.3	±0.1	
4-Year Degree	100	±1	6	16	27	45	6	±2	3.3	±0.1	
Graduate/Professional Degree	99	±1	7	17	24	45	6	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**f. Your physical work environment**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	96	±1	4	11	20	52	13	±1	3.6	±0.1	
Army	95	±1	4	11	20	52	14	±2	3.6	±0.1	
Navy	96	±1	4	12	20	50	13	±2	3.6	±0.1	
Air Force	95	±1	4	11	20	52	13	±2	3.6	±0.1	
DoD Agencies and Activities	96	±1	4	10	20	52	14	±2	3.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	96	±1	4	11	19	51	14	±1	3.6	±0.1	
GS 1 to 4	95	±2	5	12	20	51	12	±5	3.5	±0.1	
GS 5 to 8	95	±1	5	10	21	50	14	±2	3.6	±0.1	
GS 9 to 12	96	±1	4	11	19	52	14	±2	3.6	±0.1	
GS/GM 13 to 15	97	±1	4	12	16	51	17	±2	3.6	±0.1	
SES	93	±8	4	10	11	44	31	±8	3.9	±0.2	
Blue Collar Total	95	±1	4	10	24	52	10	±2	3.5	±0.1	
WG 1 to 5	95	±3	4	9	29	52	6	±6	3.5	±0.1	
WG 6 to 9	95	±2	4	10	24	51	11	±4	3.5	±0.1	
WG 10 to 15	95	±1	4	11	24	52	9	±3	3.5	±0.1	
WS/WL 1 to 19	95	±2	4	10	21	54	12	±4	3.6	±0.1	
OCCUPATIONAL GROUPS											
Professional	97	±1	4	13	19	51	13	±2	3.6	±0.1	
Administrative	96	±1	4	11	17	52	16	±2	3.7	±0.1	
Technical	95	±1	5	10	21	52	13	±2	3.6	±0.1	
Clerical	95	±1	4	11	21	50	15	±3	3.6	±0.1	
Other White Collar	96	±2	6	13	21	49	10	±5	3.4	±0.1	
Blue Collar	95	±1	4	10	24	52	10	±2	3.5	±0.1	
Scientists	97	±2	3	16	19	47	15	±4	3.5	±0.1	
Engineers	97	±1	4	11	21	53	12	±2	3.6	±0.1	
SUPERVISOR/MANAGER											
Supervisor	96	±1	4	11	16	53	17	±2	3.7	±0.1	
Manager	96	±1	4	10	15	53	19	±3	3.7	±0.1	
Wage Leader	95	±2	5	12	20	53	11	±5	3.5	±0.1	
Wage Supervisor	95	±2	3	11	21	53	12	±4	3.6	±0.1	
All Others	96	±1	4	11	21	51	13	±1	3.6	±0.1	
SCHEDULE/LOCATION											
Full-Time	96	±1	4	11	20	51	13	±1	3.6	±0.1	
Other Than Full-Time	98	±2	4	9	19	57	11	±6	3.6	±0.2	
CONUS	96	±1	4	11	20	51	13	±1	3.6	±0.1	
OCONUS	97	±1	4	10	20	52	14	±3	3.6	±0.1	
TYPE OF APPOINTMENT											
Permanent	96	±1	4	11	20	51	13	±1	3.6	±0.1	
Non-Permanent	97	±2	3	9	22	54	13	±5	3.7	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	96	±1	4	11	18	52	15	±1	3.6	±0.1	
In Bargaining Unit	95	±1	4	11	22	51	12	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**f. Your physical work environment**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	96	±1	4	11	20	52	14	±1	3.6	±0.1	
Disability	94	±1	5	14	22	47	12	±2	3.5	±0.1	
Targeted Disability	94	±2	7	13	23	45	12	±3	3.4	±0.1	
Other Disability	95	±1	5	14	21	48	12	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	96	±1	4	11	19	52	14	±1	3.6	±0.1	
Veteran	95	±1	4	11	21	51	13	±1	3.6	±0.1	
10 Point 30%	94	±2	5	12	20	50	14	±3	3.6	±0.1	
10 Point Non-30%	94	±2	5	13	19	49	14	±3	3.5	±0.1	
5 Point	95	±1	4	11	21	51	13	±2	3.6	±0.1	
No Preference	96	±2	3	10	21	53	13	±3	3.6	±0.1	
RETIREMENT PLAN											
CSRS	95	±1	4	12	19	52	14	±2	3.6	±0.1	
FERS	96	±1	4	11	21	51	13	±1	3.6	±0.1	
Other Plan	96	±2	3	11	20	54	12	±6	3.6	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	96	±1	4	11	20	52	13	±1	3.6	±0.1	
Optional Eligible	95	±1	4	11	20	52	13	±2	3.6	±0.1	
Discontinued Service	96	±1	4	13	19	50	14	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	4	11	22	52	12	±2	3.6	±0.1	
5 to 10 Years	95	±1	5	11	21	50	13	±3	3.6	±0.1	
11 to 20 Years	96	±1	4	11	20	52	13	±2	3.6	±0.1	
21 to 30 Years	95	±1	4	12	19	51	13	±2	3.6	±0.1	
More Than 30 Years	95	±1	4	12	17	50	17	±2	3.6	±0.1	
AGE											
30 Years Old or Less	98	±1	4	11	24	51	10	±3	3.5	±0.1	
31 to 40 Years Old	97	±1	4	10	22	52	12	±2	3.6	±0.1	
41 to 50 Years Old	96	±1	4	11	20	52	13	±2	3.6	±0.1	
51 to 60 Years Old	94	±1	4	12	19	51	15	±2	3.6	±0.1	
More Than 60 Years Old	94	±2	4	9	17	52	19	±3	3.7	±0.1	
GENDER											
Male	95	±1	4	11	21	52	13	±1	3.6	±0.1	
Female	96	±1	4	11	19	50	15	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	96	±1	4	12	20	51	14	±1	3.6	±0.1	
Total Minority	95	±1	4	10	21	52	12	±2	3.6	±0.1	
Non-Hispanic Black	94	±1	4	10	20	52	14	±3	3.6	±0.1	
Hispanic	96	±2	4	10	21	53	12	±3	3.6	±0.1	
Non-Hispanic API	96	±2	4	10	23	54	10	±4	3.6	±0.1	
EDUCATION											
No College	95	±1	3	10	21	53	13	±2	3.6	±0.1	
Some College	95	±1	4	10	21	52	13	±2	3.6	±0.1	
4-Year Degree	96	±1	4	12	20	51	13	±2	3.6	±0.1	
Graduate/Professional Degree	97	±1	4	13	18	50	15	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**g. Your social work environment (e.g., relationship with coworkers, team members, supervisor)**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	4	9	19	51	18	±1	3.7	±0.1		
Army	99	±1	3	9	19	51	17	±2	3.7	±0.1		
Navy	99	±1	3	8	19	51	19	±2	3.7	±0.1		
Air Force	99	±1	4	8	19	51	18	±2	3.7	±0.1		
DoD Agencies and Activities	99	±1	4	9	19	50	17	±2	3.7	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	3	8	19	51	19	±1	3.7	±0.1		
GS 1 to 4	99	±1	6	10	20	47	18	±5	3.6	±0.1		
GS 5 to 8	99	±1	5	10	20	47	19	±2	3.7	±0.1		
GS 9 to 12	99	±1	3	8	19	52	18	±2	3.7	±0.1		
GS/GM 13 to 15	99	±1	2	6	17	53	22	±2	3.9	±0.1		
SES	100	±1	1	2	11	49	36	±8	4.2	±0.1		
Blue Collar Total	99	±1	4	11	21	50	14	±2	3.6	±0.1		
WG 1 to 5	99	±1	4	11	25	47	13	±6	3.5	±0.2		
WG 6 to 9	99	±1	5	11	22	46	15	±4	3.5	±0.1		
WG 10 to 15	99	±1	4	11	23	50	12	±3	3.5	±0.1		
WS/WL 1 to 19	100	±1	3	10	17	55	15	±4	3.7	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	2	7	18	53	18	±2	3.8	±0.1		
Administrative	99	±1	3	8	18	53	19	±2	3.8	±0.1		
Technical	99	±1	5	9	20	49	18	±2	3.7	±0.1		
Clerical	99	±1	4	9	20	47	20	±3	3.7	±0.1		
Other White Collar	100	±1	5	12	20	47	16	±4	3.6	±0.1		
Blue Collar	99	±1	4	11	21	50	14	±2	3.6	±0.1		
Scientists	100	±1	3	7	21	48	21	±4	3.8	±0.1		
Engineers	99	±1	2	6	20	54	18	±2	3.8	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	3	7	17	54	19	±2	3.8	±0.1		
Manager	99	±1	2	6	16	53	24	±3	3.9	±0.1		
Wage Leader	100	±1	4	10	20	55	11	±5	3.6	±0.1		
Wage Supervisor	100	±1	2	10	18	55	15	±4	3.7	±0.1		
All Others	99	±1	4	9	20	50	17	±1	3.7	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	3	9	19	51	18	±1	3.7	±0.1		
Other Than Full-Time	100	±1	5	9	18	54	14	±6	3.6	±0.2		
CONUS	99	±1	3	9	19	51	18	±1	3.7	±0.1		
OCONUS	100	±1	4	8	20	50	18	±3	3.7	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	4	9	19	51	18	±1	3.7	±0.1		
Non-Permanent	100	±1	3	8	19	51	19	±5	3.8	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	3	8	18	52	19	±1	3.8	±0.1		
In Bargaining Unit	99	±1	4	10	21	49	16	±2	3.6	±0.1		

Note. Percent responding are Civilian employees who answered the question.

48. At the present time, how satisfied are you with each of the following aspects of your job?**g. Your social work environment (e.g., relationship with coworkers, team members, supervisor)**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	3	8	19	52	18	±1	3.7	±0.1	
Disability	99	±1	5	11	21	47	16	±2	3.6	±0.1	
Targeted Disability	99	±1	5	12	21	45	16	±3	3.5	±0.1	
Other Disability	99	±1	5	11	21	48	16	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	3	8	19	52	18	±1	3.7	±0.1	
Veteran	99	±1	4	9	20	50	17	±1	3.7	±0.1	
10 Point 30%	99	±1	4	10	18	49	18	±3	3.7	±0.1	
10 Point Non-30%	100	±1	5	9	20	48	19	±3	3.7	±0.1	
5 Point	99	±1	4	9	21	50	16	±2	3.7	±0.1	
No Preference	100	±1	3	8	20	51	18	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	3	8	19	51	18	±2	3.7	±0.1	
FERS	99	±1	4	9	19	51	18	±1	3.7	±0.1	
Other Plan	99	±1	4	11	19	51	16	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	3	8	19	51	18	±1	3.7	±0.1	
Optional Eligible	99	±1	4	9	19	51	18	±2	3.7	±0.1	
Discontinued Service	99	±1	3	10	20	50	17	±2	3.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	4	8	19	51	19	±2	3.7	±0.1	
5 to 10 Years	100	±1	5	9	19	50	18	±3	3.7	±0.1	
11 to 20 Years	99	±1	4	9	19	52	16	±2	3.7	±0.1	
21 to 30 Years	99	±1	3	9	20	51	17	±2	3.7	±0.1	
More Than 30 Years	99	±1	3	8	18	50	21	±2	3.8	±0.1	
AGE											
30 Years Old or Less	99	±1	3	9	21	49	18	±3	3.7	±0.1	
31 to 40 Years Old	99	±1	4	8	18	53	17	±2	3.7	±0.1	
41 to 50 Years Old	99	±1	3	9	20	51	17	±2	3.7	±0.1	
51 to 60 Years Old	99	±1	3	9	19	51	18	±2	3.7	±0.1	
More Than 60 Years Old	99	±1	3	7	17	49	24	±3	3.9	±0.1	
GENDER											
Male	99	±1	3	8	20	51	17	±1	3.7	±0.1	
Female	99	±1	4	9	18	50	18	±2	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	3	9	19	51	18	±1	3.7	±0.1	
Total Minority	99	±1	4	8	20	51	17	±2	3.7	±0.1	
Non-Hispanic Black	99	±1	4	8	19	52	17	±2	3.7	±0.1	
Hispanic	99	±1	5	9	20	48	18	±3	3.7	±0.1	
Non-Hispanic API	98	±1	4	7	22	53	14	±3	3.7	±0.1	
EDUCATION											
No College	99	±1	4	9	20	50	18	±2	3.7	±0.1	
Some College	99	±1	4	9	19	50	17	±1	3.7	±0.1	
4-Year Degree	99	±1	3	8	19	52	18	±2	3.7	±0.1	
Graduate/Professional Degree	99	±1	3	7	18	53	20	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

49. Overall, how satisfied are you with your job?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	3	10	15	52	21	±1	3.8	±0.1	
Army	100	±1	3	10	14	52	22	±2	3.8	±0.1	
Navy	100	±1	2	10	16	53	19	±2	3.8	±0.1	
Air Force	100	±1	2	9	15	52	22	±2	3.8	±0.1	
DoD Agencies and Activities	100	±1	3	10	15	52	21	±2	3.8	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	3	10	14	52	21	±1	3.8	±0.1	
GS 1 to 4	100	±1	4	12	16	49	18	±5	3.7	±0.1	
GS 5 to 8	100	±1	4	10	17	49	21	±2	3.7	±0.1	
GS 9 to 12	100	±1	2	10	14	53	21	±2	3.8	±0.1	
GS/GM 13 to 15	100	±1	2	9	13	54	22	±2	3.9	±0.1	
SES	100	±1	1	7	5	42	45	±8	4.2	±0.2	
Blue Collar Total	100	±1	3	9	16	51	22	±2	3.8	±0.1	
WG 1 to 5	100	±1	3	8	17	49	22	±6	3.8	±0.1	
WG 6 to 9	100	±1	3	10	14	49	24	±4	3.8	±0.1	
WG 10 to 15	100	±1	2	10	17	51	20	±3	3.8	±0.1	
WS/WL 1 to 19	100	±1	2	8	16	52	22	±4	3.8	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	2	10	13	57	18	±2	3.8	±0.1	
Administrative	100	±1	2	9	13	52	23	±2	3.9	±0.1	
Technical	100	±1	3	10	17	50	21	±2	3.8	±0.1	
Clerical	100	±1	3	11	17	49	20	±3	3.7	±0.1	
Other White Collar	100	±1	4	12	13	51	20	±4	3.7	±0.1	
Blue Collar	100	±1	2	9	16	51	22	±2	3.8	±0.1	
Scientists	100	±1	1	13	12	55	18	±4	3.8	±0.1	
Engineers	100	±1	2	9	15	57	17	±2	3.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	2	8	12	54	24	±2	3.9	±0.1	
Manager	100	±1	2	8	10	50	30	±3	4.0	±0.1	
Wage Leader	100	±0	2	7	17	54	19	±5	3.8	±0.1	
Wage Supervisor	100	±1	2	9	14	54	21	±4	3.8	±0.1	
All Others	100	±1	3	10	15	52	20	±1	3.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	3	10	15	52	21	±1	3.8	±0.1	
Other Than Full-Time	100	±0	3	9	16	56	16	±7	3.7	±0.2	
CONUS	100	±1	3	10	15	52	21	±1	3.8	±0.1	
OCONUS	100	±1	3	10	14	52	21	±3	3.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	3	10	15	52	21	±1	3.8	±0.1	
Non-Permanent	100	±1	3	6	14	54	23	±5	3.9	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	2	9	14	53	22	±1	3.8	±0.1	
In Bargaining Unit	100	±1	3	10	16	51	21	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

49. Overall, how satisfied are you with your job?

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	2	9	15	53	21	±1	3.8	±0.1	
Disability	100	±1	3	12	16	48	22	±2	3.7	±0.1	
Targeted Disability	100	±1	4	13	16	45	22	±3	3.7	±0.1	
Other Disability	100	±1	3	12	15	49	21	±2	3.7	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	2	10	15	53	20	±1	3.8	±0.1	
Veteran	100	±1	3	10	15	50	23	±1	3.8	±0.1	
10 Point 30%	100	±1	3	11	11	48	27	±3	3.8	±0.1	
10 Point Non-30%	100	±0	3	10	14	48	25	±3	3.8	±0.1	
5 Point	100	±1	3	10	16	51	21	±2	3.8	±0.1	
No Preference	100	±1	2	8	13	52	25	±3	3.9	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	3	10	15	51	21	±2	3.8	±0.1	
FERS	100	±1	2	9	14	53	21	±1	3.8	±0.1	
Other Plan	100	±1	3	9	19	50	20	±6	3.7	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	2	10	14	53	20	±1	3.8	±0.1	
Optional Eligible	100	±1	2	9	15	51	23	±2	3.8	±0.1	
Discontinued Service	100	±1	3	11	16	51	19	±2	3.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	3	8	14	53	22	±2	3.8	±0.1	
5 to 10 Years	100	±1	2	9	15	54	20	±3	3.8	±0.1	
11 to 20 Years	100	±1	3	10	15	52	20	±2	3.8	±0.1	
21 to 30 Years	100	±1	3	10	15	52	21	±2	3.8	±0.1	
More Than 30 Years	100	±1	3	9	14	50	24	±2	3.9	±0.1	
AGE											
30 Years Old or Less	100	±1	2	9	18	54	17	±3	3.7	±0.1	
31 to 40 Years Old	100	±1	3	9	15	55	19	±2	3.8	±0.1	
41 to 50 Years Old	100	±1	2	10	15	52	21	±2	3.8	±0.1	
51 to 60 Years Old	100	±1	3	10	15	50	22	±2	3.8	±0.1	
More Than 60 Years Old	100	±1	1	6	12	48	33	±3	4.0	±0.1	
GENDER											
Male	100	±1	2	9	15	52	21	±1	3.8	±0.1	
Female	100	±1	3	10	15	52	21	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	2	10	14	52	21	±1	3.8	±0.1	
Total Minority	100	±1	3	8	16	52	21	±2	3.8	±0.1	
Non-Hispanic Black	100	±1	3	8	16	51	22	±2	3.8	±0.1	
Hispanic	100	±1	3	8	14	52	23	±3	3.8	±0.1	
Non-Hispanic API	100	±1	2	7	18	55	18	±3	3.8	±0.1	
EDUCATION											
No College	100	±1	2	8	14	50	26	±2	3.9	±0.1	
Some College	100	±1	3	9	16	51	22	±1	3.8	±0.1	
4-Year Degree	100	±1	2	11	15	54	17	±2	3.7	±0.1	
Graduate/Professional Degree	100	±1	3	11	12	53	21	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**a. Basic pay**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	6	18	16	47	13	±1	3.4	±0.1	
Army	100	±1	6	18	16	47	13	±2	3.4	±0.1	
Navy	99	±1	5	19	16	48	12	±2	3.4	±0.1	
Air Force	100	±1	6	18	17	46	13	±2	3.4	±0.1	
DoD Agencies and Activities	100	±1	6	17	16	47	14	±2	3.5	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	6	18	16	48	13	±1	3.4	±0.1	
GS 1 to 4	100	±1	11	24	20	37	7	±5	3.0	±0.1	
GS 5 to 8	99	±1	11	25	17	40	7	±2	3.1	±0.1	
GS 9 to 12	100	±1	4	16	16	51	14	±2	3.5	±0.1	
GS/GM 13 to 15	100	±1	3	14	13	52	18	±2	3.7	±0.1	
SES	100	±0	6	22	12	39	21	±8	3.5	±0.2	
Blue Collar Total	99	±1	6	19	18	44	13	±2	3.4	±0.1	
WG 1 to 5	99	±1	6	18	18	46	12	±6	3.4	±0.2	
WG 6 to 9	99	±1	6	20	17	42	15	±4	3.4	±0.1	
WG 10 to 15	99	±1	7	19	20	43	12	±3	3.3	±0.1	
WS/WL 1 to 19	100	±1	5	20	17	46	13	±4	3.4	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	5	17	15	49	14	±2	3.5	±0.1	
Administrative	100	±1	3	13	14	52	17	±2	3.7	±0.1	
Technical	99	±1	9	23	17	42	9	±2	3.2	±0.1	
Clerical	100	±1	10	24	19	40	8	±3	3.1	±0.1	
Other White Collar	100	±1	11	25	17	38	8	±4	3.1	±0.1	
Blue Collar	99	±1	6	19	18	44	13	±2	3.4	±0.1	
Scientists	100	±1	5	17	14	49	16	±3	3.5	±0.1	
Engineers	100	±1	4	19	17	49	10	±2	3.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	5	17	15	47	16	±2	3.5	±0.1	
Manager	100	±1	5	17	13	48	17	±3	3.5	±0.1	
Wage Leader	100	±1	6	23	20	42	9	±5	3.3	±0.2	
Wage Supervisor	100	±1	6	20	16	45	13	±4	3.4	±0.1	
All Others	100	±1	6	18	17	47	12	±1	3.4	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	6	18	16	47	13	±1	3.4	±0.1	
Other Than Full-Time	99	±1	7	10	22	47	13	±6	3.5	±0.2	
CONUS	100	±1	6	18	16	47	13	±1	3.4	±0.1	
OCONUS	100	±1	6	16	17	48	13	±3	3.5	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	6	18	16	47	13	±1	3.4	±0.1	
Non-Permanent	100	±1	6	14	21	45	14	±5	3.5	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	5	17	16	49	14	±1	3.5	±0.1	
In Bargaining Unit	100	±1	7	20	17	45	12	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**a. Basic pay**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	6	18	16	48	13	±1	3.4	±0.1	
Disability	99	±1	7	21	18	43	12	±2	3.3	±0.1	
Targeted Disability	100	±1	7	21	19	40	12	±3	3.3	±0.1	
Other Disability	99	±1	7	20	17	44	12	±2	3.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	6	17	16	48	13	±1	3.5	±0.1	
Veteran	100	±1	6	20	17	45	12	±1	3.4	±0.1	
10 Point 30%	99	±1	7	20	17	44	13	±3	3.4	±0.1	
10 Point Non-30%	100	±1	6	19	18	45	12	±3	3.4	±0.1	
5 Point	100	±1	6	20	17	45	12	±2	3.4	±0.1	
No Preference	100	±1	6	20	14	46	13	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	5	17	16	48	13	±2	3.5	±0.1	
FERS	100	±1	6	19	16	46	12	±1	3.4	±0.1	
Other Plan	99	±1	7	15	22	44	13	±6	3.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	6	18	16	48	13	±1	3.4	±0.1	
Optional Eligible	99	±1	6	19	16	46	12	±2	3.4	±0.1	
Discontinued Service	100	±1	6	18	16	46	14	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	6	18	18	46	11	±2	3.4	±0.1	
5 to 10 Years	100	±1	7	18	18	45	12	±3	3.4	±0.1	
11 to 20 Years	100	±1	6	19	15	47	13	±2	3.4	±0.1	
21 to 30 Years	100	±1	6	18	16	48	13	±2	3.5	±0.1	
More Than 30 Years	99	±1	4	17	15	48	15	±2	3.5	±0.1	
AGE											
30 Years Old or Less	99	±1	7	18	19	43	11	±3	3.3	±0.1	
31 to 40 Years Old	100	±1	6	19	17	47	11	±2	3.4	±0.1	
41 to 50 Years Old	100	±1	6	19	16	47	13	±2	3.4	±0.1	
51 to 60 Years Old	99	±1	5	18	16	47	14	±2	3.5	±0.1	
More Than 60 Years Old	99	±1	5	16	15	48	16	±3	3.5	±0.1	
GENDER											
Male	100	±1	6	19	17	46	12	±1	3.4	±0.1	
Female	100	±1	6	17	15	49	14	±2	3.5	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	5	18	16	48	14	±1	3.5	±0.1	
Total Minority	99	±1	8	19	18	44	11	±2	3.3	±0.1	
Non-Hispanic Black	99	±1	9	22	16	42	10	±2	3.2	±0.1	
Hispanic	99	±1	7	17	18	45	13	±3	3.4	±0.1	
Non-Hispanic API	99	±1	5	16	21	47	11	±3	3.4	±0.1	
EDUCATION											
No College	99	±1	6	17	17	47	13	±2	3.5	±0.1	
Some College	100	±1	7	19	17	46	12	±1	3.4	±0.1	
4-Year Degree	100	±1	5	18	16	48	13	±2	3.5	±0.1	
Graduate/Professional Degree	100	±1	5	16	15	48	16	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**b. Locality pay**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied
6. Does not apply

	Percent Responding		Percentages						Max ME	Average Satisfaction		
			1	2	3	4	5	6				
OVERALL AND COMPONENT												
Total DoD	98	±1	7	15	18	40	11	10	±1	3.4	±0.1	
Army	99	±1	7	15	18	41	10	9	±2	3.4	±0.1	
Navy	98	±1	6	15	17	40	12	10	±2	3.4	±0.1	
Air Force	98	±1	7	17	18	38	10	10	±2	3.3	±0.1	
DoD Agencies and Activities	98	±1	7	14	18	40	12	10	±2	3.4	±0.1	
PAY PLAN/GRADE												
White Collar Total	99	±1	6	15	17	44	13	5	±1	3.4	±0.1	
GS 1 to 4	99	±1	8	19	24	35	7	8	±5	3.2	±0.1	
GS 5 to 8	98	±1	9	19	20	40	7	3	±2	3.2	±0.1	
GS 9 to 12	99	±1	5	14	17	46	13	5	±2	3.5	±0.1	
GS/GM 13 to 15	99	±1	5	12	14	48	19	3	±2	3.7	±0.1	
SES	99	±1	3	15	12	46	21	2	±8	3.7	±0.2	
Blue Collar Total	97	±1	10	16	18	23	5	27	±2	3.0	±0.1	
WG 1 to 5	97	±2	8	14	19	31	6	22	±5	3.2	±0.2	
WG 6 to 9	97	±1	9	17	18	26	7	22	±3	3.1	±0.1	
WG 10 to 15	98	±1	12	16	19	22	4	27	±3	2.9	±0.1	
WS/WL 1 to 19	97	±2	9	17	16	19	3	35	±4	2.9	±0.1	
OCCUPATIONAL GROUPS												
Professional	99	±1	5	12	17	46	14	5	±2	3.5	±0.1	
Administrative	99	±1	5	13	15	47	15	5	±2	3.6	±0.1	
Technical	99	±1	8	18	20	41	9	4	±2	3.3	±0.1	
Clerical	98	±1	8	19	22	39	8	4	±3	3.2	±0.1	
Other White Collar	98	±1	9	20	23	35	8	5	±4	3.1	±0.1	
Blue Collar	97	±1	10	16	18	24	5	27	±2	3.0	±0.1	
Scientists	99	±1	5	9	18	49	16	3	±4	3.6	±0.1	
Engineers	99	±1	5	13	19	46	13	4	±2	3.5	±0.1	
SUPERVISOR/MANAGER												
Supervisor	98	±1	6	15	16	41	14	7	±2	3.5	±0.1	
Manager	98	±1	6	16	14	42	16	6	±3	3.5	±0.1	
Wage Leader	98	±2	11	19	15	26	6	22	±5	3.0	±0.2	
Wage Supervisor	97	±2	9	17	16	21	5	31	±4	3.0	±0.2	
All Others	98	±1	7	15	18	40	11	9	±1	3.4	±0.1	
SCHEDULE/LOCATION												
Full-Time	98	±1	7	15	18	40	11	9	±1	3.4	±0.1	
Other Than Full-Time	99	±1	7	10	19	34	9	21	±6	3.4	±0.2	
CONUS	98	±1	7	15	18	41	11	8	±1	3.4	±0.1	
OCONUS	97	±1	9	14	14	25	8	30	±3	3.1	±0.1	
TYPE OF APPOINTMENT												
Permanent	98	±1	7	15	17	40	11	9	±1	3.4	±0.1	
Non-Permanent	99	±1	5	11	21	35	8	19	±4	3.4	±0.1	
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	6	14	16	42	12	9	±1	3.4	±0.1	
In Bargaining Unit	98	±1	8	16	19	37	9	10	±1	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?

b. Locality pay

Percent Responding			Percentages						Max ME	Average Satisfaction		
			1	2	3	4	5	6				
DISABILITY												
No Disability	98	±1	7	15	17	40	11	10	±1	3.4	±0.1	
Disability	98	±1	9	17	19	36	10	9	±2	3.2	±0.1	
Targeted Disability	97	±1	9	17	21	36	8	9	±3	3.2	±0.1	
Other Disability	98	±1	9	18	18	36	10	9	±2	3.2	±0.1	
VETERAN/PREFERENCE												
Non-Veteran	98	±1	6	14	18	43	12	8	±1	3.4	±0.1	
Veteran	98	±1	8	17	18	36	10	11	±1	3.3	±0.1	
10 Point 30%	98	±1	8	18	18	36	10	10	±3	3.2	±0.1	
10 Point Non-30%	98	±1	8	16	19	38	10	9	±3	3.3	±0.1	
5 Point	98	±1	8	17	17	36	10	12	±2	3.2	±0.1	
No Preference	99	±1	7	16	17	37	10	13	±3	3.3	±0.1	
RETIREMENT PLAN												
CSRS	98	±1	7	14	17	42	12	9	±2	3.4	±0.1	
FERS	98	±1	7	16	18	39	11	9	±1	3.3	±0.1	
Other Plan	99	±1	7	12	20	34	7	19	±5	3.3	±0.2	
RETIREMENT ELIGIBILITY												
Not Eligible	99	±1	6	15	18	40	11	10	±1	3.4	±0.1	
Optional Eligible	98	±1	7	16	18	40	10	9	±2	3.3	±0.1	
Discontinued Service	98	±1	8	16	17	38	12	10	±2	3.3	±0.1	
LENGTH OF SERVICE												
6 Months to 4 Years	99	±1	6	13	20	37	9	14	±2	3.3	±0.1	
5 to 10 Years	98	±1	8	15	20	37	9	10	±3	3.3	±0.1	
11 to 20 Years	98	±1	7	17	17	40	11	8	±2	3.3	±0.1	
21 to 30 Years	98	±1	7	15	17	41	12	9	±2	3.4	±0.1	
More Than 30 Years	98	±1	5	13	16	42	13	10	±2	3.5	±0.1	
AGE												
30 Years Old or Less	99	±1	7	13	23	36	9	12	±3	3.3	±0.1	
31 to 40 Years Old	99	±1	8	16	18	38	9	11	±2	3.3	±0.1	
41 to 50 Years Old	99	±1	7	16	17	40	11	9	±2	3.4	±0.1	
51 to 60 Years Old	98	±1	6	15	17	41	12	9	±2	3.4	±0.1	
More Than 60 Years Old	98	±1	5	14	15	44	15	7	±3	3.5	±0.1	
GENDER												
Male	98	±1	7	16	18	37	10	12	±1	3.3	±0.1	
Female	99	±1	6	14	17	44	13	6	±2	3.5	±0.1	
RACE/ETHNICITY												
Non-Hispanic White	99	±1	6	14	17	41	12	9	±1	3.4	±0.1	
Total Minority	98	±1	8	18	18	36	9	11	±2	3.2	±0.1	
Non-Hispanic Black	98	±1	9	20	18	38	8	7	±2	3.2	±0.1	
Hispanic	98	±1	8	17	18	37	11	10	±3	3.3	±0.1	
Non-Hispanic API	98	±1	6	14	18	35	8	19	±3	3.3	±0.1	
EDUCATION												
No College	98	±1	7	16	18	37	9	13	±2	3.3	±0.1	
Some College	98	±1	8	16	18	37	9	12	±1	3.3	±0.1	
4-Year Degree	99	±1	6	14	18	44	12	7	±2	3.5	±0.1	
Graduate/Professional Degree	99	±1	5	13	15	45	17	5	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**c. Special pays (e.g., incentives, bonuses, etc.)**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied
6. Does not apply

	Percent Responding		Percentages						Max ME	Average Satisfaction		
			1	2	3	4	5	6				
OVERALL AND COMPONENT												
Total DoD	99	±1	12	23	21	26	8	9	±1	2.9	±0.1	
Army	99	±1	13	22	22	26	8	9	±2	2.9	±0.1	
Navy	99	±1	12	25	22	26	8	8	±2	2.9	±0.1	
Air Force	99	±1	11	23	21	26	8	11	±2	3.0	±0.1	
DoD Agencies and Activities	99	±1	13	23	21	25	8	10	±2	2.9	±0.1	
PAY PLAN/GRADE												
White Collar Total	99	±1	12	23	22	26	9	9	±1	3.0	±0.1	
GS 1 to 4	99	±1	16	22	20	25	8	9	±4	2.9	±0.2	
GS 5 to 8	99	±1	17	25	21	23	7	7	±2	2.8	±0.1	
GS 9 to 12	99	±1	10	23	23	27	9	8	±1	3.0	±0.1	
GS/GM 13 to 15	99	±1	9	23	21	27	11	9	±2	3.1	±0.1	
SES	99	±1	6	21	16	26	15	16	±9	3.3	±0.2	
Blue Collar Total	99	±1	15	23	20	24	6	11	±2	2.8	±0.1	
WG 1 to 5	97	±2	13	21	21	27	7	11	±5	2.9	±0.2	
WG 6 to 9	99	±1	16	21	18	24	9	12	±3	2.9	±0.1	
WG 10 to 15	99	±1	17	25	22	23	5	9	±2	2.7	±0.1	
WS/WL 1 to 19	99	±1	11	25	21	27	6	11	±3	2.9	±0.1	
OCCUPATIONAL GROUPS												
Professional	99	±1	10	24	23	26	7	10	±2	3.0	±0.1	
Administrative	99	±1	9	21	21	28	11	9	±2	3.1	±0.1	
Technical	99	±1	16	25	21	24	7	8	±2	2.8	±0.1	
Clerical	99	±1	15	24	22	25	8	7	±3	2.9	±0.1	
Other White Collar	99	±1	18	24	22	25	6	5	±4	2.8	±0.1	
Blue Collar	99	±1	15	23	20	25	6	11	±2	2.8	±0.1	
Scientists	99	±1	9	21	26	27	10	7	±3	3.1	±0.1	
Engineers	99	±1	10	25	24	27	7	6	±2	3.0	±0.1	
SUPERVISOR/MANAGER												
Supervisor	99	±1	11	22	21	26	10	10	±2	3.0	±0.1	
Manager	99	±1	12	21	18	27	10	12	±3	3.0	±0.1	
Wage Leader	99	±1	16	26	19	24	7	7	±5	2.8	±0.2	
Wage Supervisor	99	±1	11	23	21	27	7	11	±4	2.9	±0.1	
All Others	99	±1	13	23	22	26	8	9	±1	2.9	±0.1	
SCHEDULE/LOCATION												
Full-Time	99	±1	12	23	22	26	8	9	±1	2.9	±0.1	
Other Than Full-Time	99	±2	12	17	20	26	8	17	±6	3.0	±0.2	
CONUS	99	±1	12	23	21	26	8	9	±1	2.9	±0.1	
OCONUS	99	±1	12	19	22	25	7	15	±3	2.9	±0.1	
TYPE OF APPOINTMENT												
Permanent	99	±1	13	24	21	26	8	9	±1	2.9	±0.1	
Non-Permanent	99	±1	8	14	24	25	8	20	±4	3.1	±0.2	
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	11	22	21	27	9	10	±1	3.0	±0.1	
In Bargaining Unit	99	±1	14	24	22	24	7	9	±1	2.8	±0.1	

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**c. Special pays (e.g., incentives, bonuses, etc.)**

Percent Responding			Percentages						Max ME	Average Satisfaction		
			1	2	3	4	5	6				
DISABILITY												
No Disability	99	±1	12	23	22	26	8	9	±1	3.0	±0.1	
Disability	99	±1	16	24	21	22	7	9	±2	2.8	±0.1	
Targeted Disability	99	±1	18	24	21	22	6	8	±3	2.7	±0.1	
Other Disability	99	±1	15	24	21	22	7	10	±2	2.8	±0.1	
VETERAN/PREFERENCE												
Non-Veteran	99	±1	12	24	21	27	8	8	±1	3.0	±0.1	
Veteran	99	±1	13	22	22	24	8	11	±1	2.9	±0.1	
10 Point 30%	98	±1	14	22	21	23	7	13	±3	2.9	±0.1	
10 Point Non-30%	99	±1	13	20	23	25	7	11	±3	2.9	±0.1	
5 Point	99	±1	13	23	22	25	8	10	±2	2.9	±0.1	
No Preference	99	±1	12	23	21	23	7	13	±3	2.9	±0.1	
RETIREMENT PLAN												
CSRS	99	±1	12	24	21	27	8	8	±1	3.0	±0.1	
FERS	99	±1	13	23	22	25	8	9	±1	2.9	±0.1	
Other Plan	99	±1	11	17	22	24	7	19	±5	3.0	±0.2	
RETIREMENT ELIGIBILITY												
Not Eligible	99	±1	12	23	22	25	8	10	±1	3.0	±0.1	
Optional Eligible	99	±1	13	23	21	26	8	9	±2	2.9	±0.1	
Discontinued Service	99	±1	14	25	20	25	9	7	±2	2.9	±0.1	
LENGTH OF SERVICE												
6 Months to 4 Years	99	±1	10	19	24	25	8	14	±2	3.0	±0.1	
5 to 10 Years	99	±1	14	22	22	25	7	10	±2	2.9	±0.1	
11 to 20 Years	99	±1	14	25	20	25	8	7	±2	2.9	±0.1	
21 to 30 Years	99	±1	12	24	22	26	8	8	±1	2.9	±0.1	
More Than 30 Years	99	±1	11	22	20	27	9	11	±2	3.0	±0.1	
AGE												
30 Years Old or Less	99	±1	12	22	23	24	7	12	±3	2.9	±0.1	
31 to 40 Years Old	99	±1	13	24	21	25	8	10	±2	2.9	±0.1	
41 to 50 Years Old	99	±1	12	24	22	25	8	8	±1	2.9	±0.1	
51 to 60 Years Old	99	±1	13	23	21	27	8	9	±1	3.0	±0.1	
More Than 60 Years Old	99	±1	11	21	20	28	10	10	±3	3.1	±0.1	
GENDER												
Male	99	±1	12	23	22	26	8	9	±1	2.9	±0.1	
Female	99	±1	12	24	20	26	9	9	±2	2.9	±0.1	
RACE/ETHNICITY												
Non-Hispanic White	99	±1	12	23	22	26	8	9	±1	3.0	±0.1	
Total Minority	98	±1	14	24	21	24	7	10	±2	2.9	±0.1	
Non-Hispanic Black	98	±1	14	26	19	25	7	9	±2	2.8	±0.1	
Hispanic	98	±1	15	22	21	25	8	9	±3	2.9	±0.1	
Non-Hispanic API	98	±1	9	20	25	26	7	13	±3	3.0	±0.1	
EDUCATION												
No College	99	±1	12	23	20	28	9	8	±2	3.0	±0.1	
Some College	99	±1	14	23	21	25	8	9	±1	2.9	±0.1	
4-Year Degree	99	±1	11	24	22	26	8	9	±2	3.0	±0.1	
Graduate/Professional Degree	99	±1	10	22	23	25	9	12	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**d. Cost of living increases**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied3. Neither satisfied nor dissatisfied
6. Does not apply

	Percent Responding		Percentages						Max ME	Average Satisfaction		
			1	2	3	4	5	6				
OVERALL AND COMPONENT												
Total DoD	99	±1	11	26	21	32	7	3	±1	3.0	±0.1	
Army	99	±1	10	26	21	33	7	3	±2	3.0	±0.1	
Navy	99	±1	10	26	22	31	7	3	±2	3.0	±0.1	
Air Force	99	±1	12	27	21	31	7	3	±2	2.9	±0.1	
DoD Agencies and Activities	99	±1	11	25	20	33	7	4	±2	3.0	±0.1	
PAY PLAN/GRADE												
White Collar Total	99	±1	9	26	21	34	7	3	±1	3.0	±0.1	
GS 1 to 4	99	±1	10	24	22	31	6	7	±5	3.0	±0.1	
GS 5 to 8	99	±1	14	29	21	28	5	2	±2	2.8	±0.1	
GS 9 to 12	99	±1	9	27	22	34	7	2	±1	3.0	±0.1	
GS/GM 13 to 15	99	±1	6	24	20	38	10	2	±2	3.2	±0.1	
SES	99	±1	5	25	23	29	11	NR	±8	3.2	±0.2	
Blue Collar Total	99	±1	16	28	19	26	6	5	±2	2.8	±0.1	
WG 1 to 5	99	±1	14	21	20	30	7	9	±5	2.9	±0.2	
WG 6 to 9	99	±1	15	28	18	27	8	5	±3	2.8	±0.1	
WG 10 to 15	99	±1	18	29	19	26	5	4	±3	2.7	±0.1	
WS/WL 1 to 19	99	±1	15	30	21	24	6	5	±3	2.7	±0.1	
OCCUPATIONAL GROUPS												
Professional	99	±1	7	23	22	37	8	3	±2	3.2	±0.1	
Administrative	99	±1	8	26	20	35	8	2	±2	3.1	±0.1	
Technical	99	±1	13	29	21	29	6	3	±2	2.9	±0.1	
Clerical	99	±1	12	28	22	29	5	4	±3	2.9	±0.1	
Other White Collar	99	±1	14	28	23	27	6	2	±4	2.8	±0.1	
Blue Collar	99	±1	16	28	19	26	6	5	±2	2.8	±0.1	
Scientists	99	±1	6	19	24	41	8	2	±3	3.3	±0.1	
Engineers	99	±1	7	24	25	35	7	2	±2	3.1	±0.1	
SUPERVISOR/MANAGER												
Supervisor	99	±1	9	25	20	34	9	3	±2	3.1	±0.1	
Manager	99	±1	11	27	17	34	9	2	±3	3.0	±0.1	
Wage Leader	99	±1	16	30	22	22	6	3	±5	2.7	±0.2	
Wage Supervisor	99	±1	13	30	21	26	6	4	±4	2.8	±0.1	
All Others	99	±1	11	26	21	32	6	3	±1	3.0	±0.1	
SCHEDULE/LOCATION												
Full-Time	99	±1	11	27	21	32	7	3	±1	3.0	±0.1	
Other Than Full-Time	99	±1	9	16	22	30	5	17	±6	3.1	±0.2	
CONUS	99	±1	11	27	21	32	7	3	±1	3.0	±0.1	
OCONUS	99	±1	11	22	18	30	7	11	±3	3.0	±0.1	
TYPE OF APPOINTMENT												
Permanent	99	±1	11	27	21	32	7	3	±1	3.0	±0.1	
Non-Permanent	99	±1	8	17	24	33	6	12	±4	3.2	±0.1	
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	9	25	21	34	8	3	±1	3.1	±0.1	
In Bargaining Unit	99	±1	13	27	21	30	6	3	±1	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**d. Cost of living increases**

Percent Responding			Percentages						Max ME	Average Satisfaction		
			1	2	3	4	5	6				
DISABILITY												
No Disability	99	±1	10	26	21	33	7	3	±1	3.0	±0.1	
Disability	99	±1	15	30	21	26	6	3	±2	2.8	±0.1	
Targeted Disability	99	±1	15	29	22	26	6	3	±3	2.8	±0.1	
Other Disability	99	±1	15	30	21	25	6	3	±2	2.8	±0.1	
VETERAN/PREFERENCE												
Non-Veteran	99	±1	9	25	21	35	7	3	±1	3.1	±0.1	
Veteran	99	±1	13	28	21	28	6	3	±1	2.9	±0.1	
10 Point 30%	99	±1	13	28	22	26	7	4	±3	2.9	±0.1	
10 Point Non-30%	99	±1	13	29	20	28	6	3	±3	2.8	±0.1	
5 Point	99	±1	13	29	21	28	7	3	±2	2.9	±0.1	
No Preference	99	±1	12	25	22	33	6	3	±3	3.0	±0.1	
RETIREMENT PLAN												
CSRS	99	±1	12	28	19	31	7	3	±2	2.9	±0.1	
FERS	99	±1	10	26	22	33	7	3	±1	3.0	±0.1	
Other Plan	99	±1	8	22	23	29	5	13	±5	3.0	±0.2	
RETIREMENT ELIGIBILITY												
Not Eligible	99	±1	9	26	21	33	7	4	±1	3.0	±0.1	
Optional Eligible	99	±1	12	26	21	31	7	3	±2	2.9	±0.1	
Discontinued Service	99	±1	13	29	18	30	7	3	±2	2.9	±0.1	
LENGTH OF SERVICE												
6 Months to 4 Years	99	±1	7	21	24	35	6	7	±2	3.1	±0.1	
5 to 10 Years	99	±1	10	23	23	34	7	3	±3	3.1	±0.1	
11 to 20 Years	99	±1	11	26	21	32	7	2	±2	3.0	±0.1	
21 to 30 Years	99	±1	12	29	19	31	7	3	±2	2.9	±0.1	
More Than 30 Years	99	±1	12	28	20	31	7	3	±2	2.9	±0.1	
AGE												
30 Years Old or Less	99	±1	8	20	25	33	7	7	±3	3.1	±0.1	
31 to 40 Years Old	100	±1	10	24	21	35	6	4	±2	3.0	±0.1	
41 to 50 Years Old	99	±1	11	28	20	31	7	3	±1	2.9	±0.1	
51 to 60 Years Old	99	±1	11	28	20	31	7	3	±2	2.9	±0.1	
More Than 60 Years Old	98	±1	10	24	20	35	9	2	±3	3.1	±0.1	
GENDER												
Male	99	±1	11	27	22	31	7	3	±1	2.9	±0.1	
Female	99	±1	10	26	20	34	7	4	±2	3.0	±0.1	
RACE/ETHNICITY												
Non-Hispanic White	99	±1	10	26	21	33	7	3	±1	3.0	±0.1	
Total Minority	99	±1	12	27	21	29	7	5	±2	2.9	±0.1	
Non-Hispanic Black	99	±1	12	31	19	28	6	4	±2	2.8	±0.1	
Hispanic	99	±1	13	25	22	29	8	3	±3	2.9	±0.1	
Non-Hispanic API	99	±1	9	21	24	30	8	8	±3	3.1	±0.1	
EDUCATION												
No College	99	±1	12	27	19	31	7	3	±2	2.9	±0.1	
Some College	99	±1	12	29	20	29	6	3	±1	2.9	±0.1	
4-Year Degree	99	±1	9	23	22	36	7	3	±2	3.1	±0.1	
Graduate/Professional Degree	99	±1	7	22	22	36	9	3	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question. Average is of responding employees for whom the program was applicable (Q50).

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**e. Retirement benefits**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	7	15	31	38	9	±1	3.3	±0.1		
Army	98	±1	8	15	31	37	9	±2	3.2	±0.1		
Navy	98	±1	5	14	30	39	11	±2	3.4	±0.1		
Air Force	99	±1	8	16	31	36	8	±2	3.2	±0.1		
DoD Agencies and Activities	98	±1	7	16	31	37	9	±2	3.2	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	6	14	31	38	10	±1	3.3	±0.1		
GS 1 to 4	95	±3	10	13	39	30	7	±5	3.1	±0.1		
GS 5 to 8	98	±1	10	16	34	34	7	±2	3.1	±0.1		
GS 9 to 12	99	±1	5	15	31	40	9	±2	3.3	±0.1		
GS/GM 13 to 15	99	±1	4	12	26	42	15	±2	3.5	±0.1		
SES	99	±1	NR	12	17	41	25	±9	3.7	±0.3		
Blue Collar Total	99	±1	10	18	30	34	8	±2	3.1	±0.1		
WG 1 to 5	97	±2	9	16	33	34	8	±6	3.2	±0.2		
WG 6 to 9	99	±1	11	17	30	34	8	±3	3.1	±0.1		
WG 10 to 15	99	±1	11	19	29	34	7	±3	3.1	±0.1		
WS/WL 1 to 19	99	±1	7	20	30	34	8	±4	3.2	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	4	13	30	42	10	±2	3.4	±0.1		
Administrative	99	±1	5	14	30	40	12	±2	3.4	±0.1		
Technical	98	±1	8	16	33	35	8	±2	3.2	±0.1		
Clerical	96	±2	9	14	38	32	7	±3	3.1	±0.1		
Other White Collar	99	±1	14	19	28	30	8	±4	3.0	±0.1		
Blue Collar	99	±1	10	18	30	34	8	±2	3.1	±0.1		
Scientists	99	±1	5	10	29	44	12	±3	3.5	±0.1		
Engineers	99	±1	4	12	31	42	11	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	6	14	29	39	12	±2	3.4	±0.1		
Manager	99	±1	6	13	24	42	14	±3	3.4	±0.1		
Wage Leader	99	±2	9	21	34	29	7	±5	3.0	±0.1		
Wage Supervisor	99	±1	8	18	28	37	8	±4	3.2	±0.1		
All Others	98	±1	7	15	32	37	9	±1	3.3	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	7	15	30	38	9	±1	3.3	±0.1		
Other Than Full-Time	92	±4	10	9	45	29	7	±7	3.1	±0.2		
CONUS	98	±1	7	15	31	38	10	±1	3.3	±0.1		
OCONUS	97	±2	7	13	34	37	8	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	7	15	30	38	10	±1	3.3	±0.1		
Non-Permanent	95	±3	10	13	43	28	5	±5	3.0	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	6	14	31	40	10	±1	3.3	±0.1		
In Bargaining Unit	98	±1	8	17	31	35	8	±1	3.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**e. Retirement benefits**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	6	14	31	39	10	±1	3.3	±0.1	
Disability	98	±1	10	19	32	31	8	±2	3.1	±0.1	
Targeted Disability	98	±1	11	21	30	31	7	±3	3.0	±0.1	
Other Disability	98	±1	10	18	33	31	8	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	6	13	31	40	10	±1	3.3	±0.1	
Veteran	99	±1	8	18	30	35	9	±1	3.2	±0.1	
10 Point 30%	99	±1	9	18	31	33	9	±3	3.1	±0.1	
10 Point Non-30%	99	±1	9	17	32	33	8	±3	3.2	±0.1	
5 Point	99	±1	8	18	30	35	9	±2	3.2	±0.1	
No Preference	99	±1	7	17	31	37	7	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	6	13	28	41	13	±2	3.4	±0.1	
FERS	99	±1	7	17	32	37	8	±1	3.2	±0.1	
Other Plan	93	±4	16	15	44	22	4	±6	2.8	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	6	15	33	37	9	±1	3.3	±0.1	
Optional Eligible	98	±1	8	16	28	38	10	±2	3.3	±0.1	
Discontinued Service	99	±1	7	16	28	38	11	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	6	11	37	38	8	±2	3.3	±0.1	
5 to 10 Years	99	±1	6	14	33	39	8	±3	3.3	±0.1	
11 to 20 Years	98	±1	8	17	32	35	8	±2	3.2	±0.1	
21 to 30 Years	99	±1	7	15	29	38	10	±2	3.3	±0.1	
More Than 30 Years	99	±1	7	14	24	41	14	±2	3.4	±0.1	
AGE											
30 Years Old or Less	97	±1	6	10	37	38	9	±3	3.3	±0.1	
31 to 40 Years Old	98	±1	7	13	34	39	7	±2	3.3	±0.1	
41 to 50 Years Old	98	±1	7	15	32	37	9	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	8	17	28	37	10	±2	3.3	±0.1	
More Than 60 Years Old	98	±1	8	17	24	39	13	±3	3.3	±0.1	
GENDER											
Male	99	±1	8	16	30	37	10	±1	3.3	±0.1	
Female	98	±1	6	14	33	38	9	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	15	29	39	10	±1	3.3	±0.1	
Total Minority	97	±1	8	15	34	35	8	±2	3.2	±0.1	
Non-Hispanic Black	96	±1	8	15	34	35	8	±2	3.2	±0.1	
Hispanic	98	±1	8	15	33	34	10	±3	3.2	±0.1	
Non-Hispanic API	97	±2	4	12	37	38	8	±3	3.3	±0.1	
EDUCATION											
No College	98	±1	9	16	29	37	9	±2	3.2	±0.1	
Some College	98	±1	8	16	32	35	8	±1	3.2	±0.1	
4-Year Degree	99	±1	5	14	30	41	9	±2	3.4	±0.1	
Graduate/Professional Degree	99	±1	5	13	30	39	13	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**f. Thrift Savings Plan (TSP)**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	2	5	23	51	19	±1	3.8	±0.1	
Army	98	±1	2	5	23	52	18	±2	3.8	±0.1	
Navy	98	±1	2	5	21	52	21	±2	3.8	±0.1	
Air Force	98	±1	2	6	24	50	18	±2	3.8	±0.1	
DoD Agencies and Activities	98	±1	2	5	22	51	20	±2	3.8	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	2	5	22	52	19	±1	3.8	±0.1	
GS 1 to 4	97	±2	4	4	35	43	15	±5	3.6	±0.1	
GS 5 to 8	98	±1	2	4	25	50	19	±2	3.8	±0.1	
GS 9 to 12	98	±1	2	5	21	53	19	±2	3.8	±0.1	
GS/GM 13 to 15	99	±1	2	6	18	53	21	±2	3.9	±0.1	
SES	99	±1	NR	4	13	51	27	±8	3.9	±0.3	
Blue Collar Total	98	±1	2	5	25	49	19	±2	3.8	±0.1	
WG 1 to 5	98	±2	4	4	26	46	21	±6	3.8	±0.2	
WG 6 to 9	98	±1	3	5	24	50	19	±4	3.8	±0.1	
WG 10 to 15	98	±1	2	6	25	49	18	±3	3.7	±0.1	
WS/WL 1 to 19	98	±1	1	5	26	49	19	±4	3.8	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	2	6	19	55	19	±2	3.8	±0.1	
Administrative	99	±1	2	5	20	52	21	±2	3.9	±0.1	
Technical	98	±1	2	5	26	50	17	±2	3.8	±0.1	
Clerical	97	±1	3	4	28	49	16	±3	3.7	±0.1	
Other White Collar	98	±1	4	6	23	47	20	±4	3.7	±0.1	
Blue Collar	98	±1	2	5	25	49	19	±2	3.8	±0.1	
Scientists	98	±1	2	4	21	54	19	±4	3.8	±0.1	
Engineers	99	±1	1	6	21	54	18	±2	3.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	1	5	20	51	22	±2	3.9	±0.1	
Manager	98	±1	2	5	20	51	22	±3	3.9	±0.1	
Wage Leader	98	±2	2	6	26	48	19	±5	3.8	±0.1	
Wage Supervisor	98	±2	1	6	23	50	21	±4	3.8	±0.1	
All Others	98	±1	2	5	23	51	18	±1	3.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	2	5	22	52	19	±1	3.8	±0.1	
Other Than Full-Time	94	±4	5	4	42	39	11	±7	3.5	±0.2	
CONUS	98	±1	2	5	23	51	19	±1	3.8	±0.1	
OCONUS	98	±2	2	3	23	50	22	±3	3.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	2	5	22	52	20	±1	3.8	±0.1	
Non-Permanent	94	±3	6	5	42	36	11	±5	3.4	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	2	5	22	52	20	±1	3.8	±0.1	
In Bargaining Unit	98	±1	2	6	23	50	19	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**f. Thrift Savings Plan (TSP)**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	2	5	22	52	19	±1	3.8	±0.1	
Disability	98	±1	3	6	25	48	19	±2	3.7	±0.1	
Targeted Disability	97	±1	3	6	24	48	18	±3	3.7	±0.1	
Other Disability	98	±1	2	6	25	48	19	±2	3.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	2	5	22	53	18	±1	3.8	±0.1	
Veteran	98	±1	2	5	23	49	20	±1	3.8	±0.1	
10 Point 30%	98	±1	2	5	21	48	24	±3	3.9	±0.1	
10 Point Non-30%	98	±1	2	5	23	48	21	±3	3.8	±0.1	
5 Point	98	±1	2	6	25	48	19	±2	3.8	±0.1	
No Preference	99	±1	2	5	18	54	21	±3	3.9	±0.1	
RETIREMENT PLAN											
CSRS	96	±1	2	5	30	49	15	±2	3.7	±0.1	
FERS	100	±1	2	5	17	54	22	±1	3.9	±0.1	
Other Plan	92	±4	8	7	52	27	6	±6	3.2	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	2	5	23	52	19	±1	3.8	±0.1	
Optional Eligible	97	±1	2	5	22	51	20	±2	3.8	±0.1	
Discontinued Service	98	±1	2	6	25	50	18	±2	3.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	2	4	28	49	17	±2	3.7	±0.1	
5 to 10 Years	100	±1	2	4	19	56	19	±3	3.9	±0.1	
11 to 20 Years	99	±1	2	6	17	53	22	±2	3.9	±0.1	
21 to 30 Years	97	±1	2	6	26	50	17	±2	3.8	±0.1	
More Than 30 Years	96	±1	2	5	27	47	20	±2	3.8	±0.1	
AGE											
30 Years Old or Less	98	±1	2	3	28	51	16	±3	3.7	±0.1	
31 to 40 Years Old	99	±1	2	4	20	55	19	±2	3.8	±0.1	
41 to 50 Years Old	98	±1	2	5	23	52	18	±2	3.8	±0.1	
51 to 60 Years Old	98	±1	2	5	23	49	21	±2	3.8	±0.1	
More Than 60 Years Old	95	±2	2	5	20	49	24	±3	3.9	±0.1	
GENDER											
Male	98	±1	2	5	23	50	20	±1	3.8	±0.1	
Female	98	±1	2	4	22	53	18	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	2	5	23	51	19	±1	3.8	±0.1	
Total Minority	98	±1	2	5	22	51	20	±2	3.8	±0.1	
Non-Hispanic Black	98	±1	2	5	22	50	22	±2	3.8	±0.1	
Hispanic	98	±1	3	5	25	47	20	±3	3.8	±0.1	
Non-Hispanic API	99	±1	2	5	20	56	18	±3	3.8	±0.1	
EDUCATION											
No College	97	±1	2	5	25	50	18	±2	3.8	±0.1	
Some College	98	±1	2	5	25	50	18	±1	3.8	±0.1	
4-Year Degree	99	±1	2	5	20	53	20	±2	3.8	±0.1	
Graduate/Professional Degree	99	±1	2	5	18	54	21	±2	3.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**g. Annual leave**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	2	5	9	56	28	±1	4.1	±0.1	
Army	99	±1	1	4	10	57	28	±2	4.0	±0.1	
Navy	100	±1	1	4	8	55	31	±2	4.1	±0.1	
Air Force	100	±1	1	5	9	58	26	±2	4.0	±0.1	
DoD Agencies and Activities	99	±1	2	5	10	56	28	±2	4.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	2	5	9	56	28	±1	4.1	±0.1	
GS 1 to 4	98	±2	4	5	14	57	20	±5	3.8	±0.1	
GS 5 to 8	99	±1	2	6	11	57	24	±2	3.9	±0.1	
GS 9 to 12	100	±1	1	4	8	58	28	±2	4.1	±0.1	
GS/GM 13 to 15	100	±1	1	3	6	53	37	±2	4.2	±0.1	
SES	NR	±0	9	4	6	41	41	±9	4.0	±0.3	
Blue Collar Total	100	±1	1	4	10	57	27	±2	4.1	±0.1	
WG 1 to 5	99	±1	2	6	11	52	28	±6	4.0	±0.2	
WG 6 to 9	99	±1	2	4	10	57	27	±4	4.0	±0.1	
WG 10 to 15	100	±1	1	4	10	59	26	±3	4.0	±0.1	
WS/WL 1 to 19	100	±1	0	3	8	58	31	±4	4.2	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	1	5	9	55	30	±2	4.1	±0.1	
Administrative	100	±1	1	4	8	56	31	±2	4.1	±0.1	
Technical	99	±1	2	5	10	58	25	±2	4.0	±0.1	
Clerical	99	±1	3	4	12	58	23	±3	3.9	±0.1	
Other White Collar	100	±1	5	14	12	49	20	±4	3.6	±0.1	
Blue Collar	100	±1	1	4	10	57	27	±2	4.0	±0.1	
Scientists	100	±1	2	5	8	56	30	±4	4.1	±0.1	
Engineers	100	±1	1	3	7	56	33	±2	4.2	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	1	4	7	54	34	±2	4.1	±0.1	
Manager	100	±1	2	4	6	52	36	±3	4.2	±0.1	
Wage Leader	99	±1	3	7	10	56	25	±5	3.9	±0.1	
Wage Supervisor	100	±1	1	5	8	57	30	±4	4.1	±0.1	
All Others	99	±1	2	5	10	57	27	±1	4.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	1	4	9	57	29	±1	4.1	±0.1	
Other Than Full-Time	95	±4	6	9	21	49	16	±7	3.6	±0.2	
CONUS	99	±1	1	4	9	57	29	±1	4.1	±0.1	
OCONUS	98	±2	3	7	13	55	22	±3	3.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	1	4	9	57	29	±1	4.1	±0.1	
Non-Permanent	97	±3	4	10	16	51	19	±5	3.7	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	1	4	8	56	30	±1	4.1	±0.1	
In Bargaining Unit	99	±1	2	5	10	57	26	±2	4.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**g. Annual leave**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	1	4	9	57	29	±1	4.1	±0.1	
Disability	99	±1	2	6	12	54	25	±2	3.9	±0.1	
Targeted Disability	100	±1	2	6	12	56	24	±3	3.9	±0.1	
Other Disability	99	±1	2	6	11	54	26	±2	3.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	1	4	9	57	29	±1	4.1	±0.1	
Veteran	100	±1	2	5	9	56	28	±1	4.0	±0.1	
10 Point 30%	100	±1	3	10	11	51	25	±3	3.8	±0.1	
10 Point Non-30%	100	±1	2	6	10	54	27	±3	4.0	±0.1	
5 Point	100	±1	1	4	9	57	29	±2	4.1	±0.1	
No Preference	100	±1	2	5	9	59	25	±3	4.0	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	1	2	8	57	32	±2	4.2	±0.1	
FERS	100	±1	2	6	10	56	26	±1	4.0	±0.1	
Other Plan	96	±3	4	8	19	50	19	±6	3.7	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	2	5	10	56	27	±1	4.0	±0.1	
Optional Eligible	99	±1	1	4	9	57	29	±2	4.1	±0.1	
Discontinued Service	100	±1	1	3	8	57	31	±2	4.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	3	11	14	53	18	±2	3.7	±0.1	
5 to 10 Years	100	±1	2	6	11	59	22	±3	3.9	±0.1	
11 to 20 Years	99	±1	1	3	8	57	30	±2	4.1	±0.1	
21 to 30 Years	100	±1	1	3	8	57	31	±2	4.1	±0.1	
More Than 30 Years	99	±1	1	2	7	56	34	±2	4.2	±0.1	
AGE											
30 Years Old or Less	99	±1	2	7	13	57	21	±3	3.9	±0.1	
31 to 40 Years Old	99	±1	2	5	11	57	25	±2	4.0	±0.1	
41 to 50 Years Old	100	±1	2	5	9	56	28	±2	4.0	±0.1	
51 to 60 Years Old	99	±1	1	3	8	57	31	±2	4.1	±0.1	
More Than 60 Years Old	99	±1	1	3	7	54	35	±3	4.2	±0.1	
GENDER											
Male	100	±1	1	4	9	56	30	±1	4.1	±0.1	
Female	99	±1	2	5	10	58	26	±2	4.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	1	4	8	56	30	±1	4.1	±0.1	
Total Minority	99	±1	2	5	11	57	25	±2	4.0	±0.1	
Non-Hispanic Black	99	±1	2	5	10	57	25	±2	4.0	±0.1	
Hispanic	99	±1	3	5	10	56	25	±3	4.0	±0.1	
Non-Hispanic API	99	±2	1	5	13	57	23	±3	4.0	±0.1	
EDUCATION											
No College	99	±1	2	4	9	58	28	±2	4.1	±0.1	
Some College	99	±1	1	5	10	57	27	±1	4.0	±0.1	
4-Year Degree	100	±1	1	5	9	56	29	±2	4.1	±0.1	
Graduate/Professional Degree	99	±1	2	5	8	54	31	±2	4.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**h. Sick leave**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	2	6	10	56	26	±1	4.0	±0.1			
Army	99	±1	2	5	11	56	26	±2	4.0	±0.1			
Navy	99	±1	1	5	10	55	29	±2	4.1	±0.1			
Air Force	99	±1	2	6	11	56	25	±2	4.0	±0.1			
DoD Agencies and Activities	99	±1	2	6	11	55	26	±2	4.0	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	2	6	10	55	27	±1	4.0	±0.1			
GS 1 to 4	99	±2	6	5	15	55	19	±5	3.8	±0.1			
GS 5 to 8	99	±1	3	9	12	54	22	±2	3.8	±0.1			
GS 9 to 12	99	±1	1	5	10	57	27	±2	4.0	±0.1			
GS/GM 13 to 15	100	±1	1	3	7	53	35	±2	4.2	±0.1			
SES	100	±1	NR	1	6	49	38	±8	4.1	±0.3			
Blue Collar Total	99	±1	2	5	11	56	26	±2	4.0	±0.1			
WG 1 to 5	99	±1	3	4	12	54	27	±6	4.0	±0.1			
WG 6 to 9	99	±1	2	8	9	55	25	±4	3.9	±0.1			
WG 10 to 15	99	±1	1	5	12	57	24	±3	4.0	±0.1			
WS/WL 1 to 19	100	±1	1	3	9	57	30	±4	4.1	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	1	5	9	56	28	±2	4.1	±0.1			
Administrative	99	±1	1	5	9	55	30	±2	4.1	±0.1			
Technical	99	±1	2	7	12	56	23	±2	3.9	±0.1			
Clerical	99	±1	4	7	13	56	21	±3	3.8	±0.1			
Other White Collar	99	±1	7	14	14	47	18	±4	3.5	±0.1			
Blue Collar	99	±1	2	5	11	56	26	±2	4.0	±0.1			
Scientists	100	±1	1	3	8	58	30	±3	4.1	±0.1			
Engineers	100	±1	1	2	9	57	31	±2	4.2	±0.1			
SUPERVISOR/MANAGER													
Supervisor	99	±1	2	4	8	53	33	±2	4.1	±0.1			
Manager	100	±1	2	4	8	53	34	±3	4.1	±0.1			
Wage Leader	99	±1	3	5	13	54	25	±5	3.9	±0.1			
Wage Supervisor	99	±1	1	4	9	57	30	±4	4.1	±0.1			
All Others	99	±1	2	6	11	56	25	±1	4.0	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	2	5	10	56	27	±1	4.0	±0.1			
Other Than Full-Time	96	±3	6	7	20	50	17	±7	3.6	±0.2			
CONUS	99	±1	2	5	10	56	27	±1	4.0	±0.1			
OCONUS	99	±1	3	7	13	56	21	±3	3.8	±0.1			
TYPE OF APPOINTMENT													
Permanent	99	±1	2	5	10	56	27	±1	4.0	±0.1			
Non-Permanent	97	±3	4	8	16	52	19	±5	3.7	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	1	5	9	56	28	±1	4.0	±0.1			
In Bargaining Unit	99	±1	2	6	12	55	24	±2	3.9	±0.1			

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**h. Sick leave**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	2	5	10	56	27	±1	4.0	±0.1	
Disability	99	±1	3	8	13	52	23	±2	3.8	±0.1	
Targeted Disability	99	±1	3	8	12	54	23	±3	3.9	±0.1	
Other Disability	99	±1	3	9	13	52	23	±2	3.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	2	6	10	56	27	±1	4.0	±0.1	
Veteran	99	±1	2	6	11	55	27	±1	4.0	±0.1	
10 Point 30%	99	±1	3	9	12	52	24	±3	3.8	±0.1	
10 Point Non-30%	99	±1	3	7	12	53	26	±3	3.9	±0.1	
5 Point	99	±1	1	4	10	56	28	±2	4.0	±0.1	
No Preference	99	±1	2	6	11	57	25	±3	4.0	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	1	4	8	56	30	±2	4.1	±0.1	
FERS	99	±1	2	6	11	56	25	±1	3.9	±0.1	
Other Plan	96	±3	4	7	20	50	19	±6	3.7	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	2	6	11	56	25	±1	4.0	±0.1	
Optional Eligible	99	±1	2	5	10	55	28	±2	4.0	±0.1	
Discontinued Service	99	±1	2	5	9	55	29	±2	4.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	3	8	15	56	19	±2	3.8	±0.1	
5 to 10 Years	99	±1	2	5	12	58	22	±3	3.9	±0.1	
11 to 20 Years	99	±1	2	6	10	55	27	±2	4.0	±0.1	
21 to 30 Years	99	±1	1	5	9	56	29	±2	4.1	±0.1	
More Than 30 Years	99	±1	1	3	8	55	33	±2	4.2	±0.1	
AGE											
30 Years Old or Less	99	±1	2	6	14	57	21	±3	3.9	±0.1	
31 to 40 Years Old	99	±1	2	7	12	56	23	±2	3.9	±0.1	
41 to 50 Years Old	99	±1	2	6	11	55	26	±2	4.0	±0.1	
51 to 60 Years Old	99	±1	2	5	9	56	29	±2	4.1	±0.1	
More Than 60 Years Old	99	±1	2	4	7	53	33	±3	4.1	±0.1	
GENDER											
Male	99	±1	1	5	10	56	28	±1	4.0	±0.1	
Female	99	±1	2	7	11	56	23	±2	3.9	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	1	5	9	56	28	±1	4.0	±0.1	
Total Minority	99	±1	3	7	13	55	23	±2	3.9	±0.1	
Non-Hispanic Black	99	±1	3	8	12	54	23	±2	3.9	±0.1	
Hispanic	99	±1	3	6	12	54	25	±3	3.9	±0.1	
Non-Hispanic API	99	±1	2	4	15	58	21	±3	3.9	±0.1	
EDUCATION											
No College	99	±1	2	6	10	56	25	±2	4.0	±0.1	
Some College	99	±1	2	6	11	55	25	±1	4.0	±0.1	
4-Year Degree	99	±1	1	5	10	56	28	±2	4.0	±0.1	
Graduate/Professional Degree	100	±1	2	4	9	55	30	±2	4.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**i. Health insurance**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	10	22	24	35	10	±1	3.1	±0.1	
Army	98	±1	11	21	24	35	10	±2	3.1	±0.1	
Navy	99	±1	8	20	23	37	11	±2	3.2	±0.1	
Air Force	98	±1	12	23	25	32	8	±2	3.0	±0.1	
DoD Agencies and Activities	98	±1	10	22	24	33	10	±2	3.1	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	9	21	25	36	10	±1	3.2	±0.1	
GS 1 to 4	96	±2	12	14	36	29	9	±5	3.1	±0.1	
GS 5 to 8	97	±1	11	19	26	34	10	±2	3.1	±0.1	
GS 9 to 12	99	±1	9	22	24	36	10	±2	3.2	±0.1	
GS/GM 13 to 15	99	±1	6	22	21	39	11	±2	3.3	±0.1	
SES	99	±1	2	14	23	43	17	±8	3.6	±0.2	
Blue Collar Total	99	±1	16	25	22	29	9	±2	2.9	±0.1	
WG 1 to 5	96	±3	10	18	30	30	13	±6	3.2	±0.2	
WG 6 to 9	99	±1	15	24	22	29	10	±3	3.0	±0.1	
WG 10 to 15	99	±1	18	26	20	29	7	±3	2.8	±0.1	
WS/WL 1 to 19	99	±1	15	26	20	30	8	±3	2.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	7	21	23	39	10	±2	3.2	±0.1	
Administrative	99	±1	8	22	23	37	11	±2	3.2	±0.1	
Technical	98	±1	11	20	26	34	9	±2	3.1	±0.1	
Clerical	96	±2	11	17	31	32	9	±3	3.1	±0.1	
Other White Collar	99	±1	12	22	23	33	10	±4	3.1	±0.1	
Blue Collar	99	±1	16	25	22	29	9	±2	2.9	±0.1	
Scientists	100	±1	6	17	23	42	12	±3	3.4	±0.1	
Engineers	99	±1	8	23	24	37	8	±2	3.2	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	8	22	22	36	12	±2	3.2	±0.1	
Manager	99	±1	8	21	22	37	12	±3	3.2	±0.1	
Wage Leader	98	±2	18	25	19	30	9	±5	2.9	±0.2	
Wage Supervisor	99	±1	13	26	22	30	9	±4	2.9	±0.1	
All Others	98	±1	10	21	25	35	9	±1	3.1	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	10	22	23	35	10	±1	3.1	±0.1	
Other Than Full-Time	93	±4	11	17	45	21	6	±7	2.9	±0.2	
CONUS	98	±1	11	22	23	34	10	±1	3.1	±0.1	
OCONUS	98	±2	8	15	30	36	10	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	10	22	23	35	10	±1	3.1	±0.1	
Non-Permanent	93	±3	11	17	43	22	7	±5	3.0	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	9	20	24	36	10	±1	3.2	±0.1	
In Bargaining Unit	98	±1	12	23	24	32	9	±1	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**i. Health insurance**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	10	22	24	35	10	±1	3.1	±0.1	
Disability	98	±1	12	21	25	31	10	±2	3.1	±0.1	
Targeted Disability	98	±1	13	22	23	31	10	±3	3.0	±0.1	
Other Disability	98	±1	12	21	26	31	10	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	9	21	23	37	10	±1	3.2	±0.1	
Veteran	98	±1	11	22	25	32	9	±1	3.1	±0.1	
10 Point 30%	97	±1	10	20	29	30	10	±3	3.1	±0.1	
10 Point Non-30%	98	±1	12	21	28	30	10	±3	3.1	±0.1	
5 Point	99	±1	12	23	23	33	9	±2	3.1	±0.1	
No Preference	98	±1	12	21	27	32	9	±3	3.0	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	10	23	19	38	11	±2	3.2	±0.1	
FERS	98	±1	11	21	26	34	9	±1	3.1	±0.1	
Other Plan	93	±4	14	18	45	19	5	±6	2.8	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	11	21	25	34	9	±1	3.1	±0.1	
Optional Eligible	98	±1	10	21	22	35	11	±2	3.2	±0.1	
Discontinued Service	99	±1	10	23	22	35	10	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	10	18	34	30	7	±2	3.1	±0.1	
5 to 10 Years	98	±1	10	19	29	34	9	±3	3.1	±0.1	
11 to 20 Years	98	±1	11	21	23	35	10	±2	3.1	±0.1	
21 to 30 Years	99	±1	10	23	21	36	10	±2	3.1	±0.1	
More Than 30 Years	99	±1	9	23	19	37	12	±2	3.2	±0.1	
AGE											
30 Years Old or Less	98	±1	10	19	28	34	8	±3	3.1	±0.1	
31 to 40 Years Old	99	±1	13	21	25	32	9	±2	3.0	±0.1	
41 to 50 Years Old	99	±1	11	23	24	33	9	±1	3.1	±0.1	
51 to 60 Years Old	98	±1	9	22	22	36	11	±2	3.2	±0.1	
More Than 60 Years Old	98	±1	7	16	20	41	16	±3	3.4	±0.1	
GENDER											
Male	99	±1	11	23	24	33	9	±1	3.1	±0.1	
Female	97	±1	9	19	24	37	10	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	10	22	23	35	9	±1	3.1	±0.1	
Total Minority	98	±1	10	20	25	35	11	±2	3.2	±0.1	
Non-Hispanic Black	97	±1	10	21	23	36	11	±2	3.2	±0.1	
Hispanic	98	±1	11	19	26	33	12	±3	3.1	±0.1	
Non-Hispanic API	97	±1	6	17	30	37	10	±3	3.3	±0.1	
EDUCATION											
No College	98	±1	12	22	20	34	12	±2	3.1	±0.1	
Some College	98	±1	12	22	25	32	9	±1	3.0	±0.1	
4-Year Degree	99	±1	8	21	25	37	10	±2	3.2	±0.1	
Graduate/Professional Degree	99	±1	7	20	24	39	11	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**j. Life insurance**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	4	9	33	44	10	±1	3.5	±0.1	
Army	98	±1	4	8	32	45	11	±2	3.5	±0.1	
Navy	98	±1	3	9	34	43	11	±2	3.5	±0.1	
Air Force	98	±1	5	9	33	44	10	±2	3.5	±0.1	
DoD Agencies and Activities	98	±1	5	9	33	42	11	±2	3.5	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	4	8	33	44	10	±1	3.5	±0.1	
GS 1 to 4	96	±2	7	8	41	34	9	±5	3.3	±0.1	
GS 5 to 8	97	±1	4	7	33	45	11	±2	3.5	±0.1	
GS 9 to 12	98	±1	3	8	32	46	10	±2	3.5	±0.1	
GS/GM 13 to 15	98	±1	4	10	32	42	12	±2	3.5	±0.1	
SES	98	±1	2	8	33	41	16	±8	3.6	±0.2	
Blue Collar Total	99	±1	6	10	31	43	10	±2	3.4	±0.1	
WG 1 to 5	96	±3	6	9	34	36	14	±6	3.4	±0.2	
WG 6 to 9	99	±1	5	10	29	44	11	±4	3.5	±0.1	
WG 10 to 15	99	±1	7	10	31	43	9	±3	3.4	±0.1	
WS/WL 1 to 19	99	±1	5	11	32	43	9	±4	3.4	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	3	9	37	42	9	±2	3.4	±0.1	
Administrative	98	±1	3	8	30	47	12	±2	3.6	±0.1	
Technical	97	±1	4	8	33	45	10	±2	3.5	±0.1	
Clerical	96	±2	4	8	37	41	11	±3	3.5	±0.1	
Other White Collar	99	±1	6	10	33	43	8	±4	3.4	±0.1	
Blue Collar	99	±1	6	10	31	43	10	±2	3.4	±0.1	
Scientists	98	±1	4	7	36	43	10	±3	3.5	±0.1	
Engineers	98	±1	4	10	39	40	8	±2	3.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	4	9	30	45	12	±2	3.5	±0.1	
Manager	98	±1	4	9	30	45	13	±3	3.5	±0.1	
Wage Leader	97	±3	6	11	35	39	9	±5	3.3	±0.1	
Wage Supervisor	99	±1	4	11	33	42	10	±4	3.4	±0.1	
All Others	98	±1	4	9	34	44	10	±1	3.5	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	4	9	32	44	11	±1	3.5	±0.1	
Other Than Full-Time	92	±4	8	10	48	28	6	±7	3.1	±0.2	
CONUS	98	±1	4	9	33	44	10	±1	3.5	±0.1	
OCONUS	97	±2	4	7	35	42	11	±3	3.5	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	4	9	32	45	11	±1	3.5	±0.1	
Non-Permanent	94	±3	9	10	46	29	7	±5	3.2	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	3	8	33	45	11	±1	3.5	±0.1	
In Bargaining Unit	98	±1	5	9	33	43	10	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**j. Life insurance**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	4	8	33	44	10	±1	3.5	±0.1	
Disability	98	±1	5	10	32	41	11	±2	3.4	±0.1	
Targeted Disability	98	±1	6	11	32	41	11	±3	3.4	±0.1	
Other Disability	98	±1	5	10	32	41	11	±2	3.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	4	9	34	44	10	±1	3.5	±0.1	
Veteran	99	±1	5	9	32	44	11	±1	3.5	±0.1	
10 Point 30%	98	±1	4	10	32	42	12	±3	3.5	±0.1	
10 Point Non-30%	98	±1	5	8	34	42	12	±3	3.5	±0.1	
5 Point	99	±1	5	9	32	44	10	±2	3.5	±0.1	
No Preference	99	±1	4	8	31	47	11	±3	3.5	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	4	10	30	46	11	±2	3.5	±0.1	
FERS	98	±1	4	8	34	44	11	±1	3.5	±0.1	
Other Plan	93	±4	11	12	49	22	5	±6	3.0	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	4	8	35	43	10	±1	3.5	±0.1	
Optional Eligible	98	±1	4	9	30	45	11	±2	3.5	±0.1	
Discontinued Service	98	±1	4	10	32	44	10	±2	3.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	6	7	41	38	8	±2	3.4	±0.1	
5 to 10 Years	99	±1	4	7	36	43	9	±3	3.5	±0.1	
11 to 20 Years	98	±1	4	9	32	44	11	±2	3.5	±0.1	
21 to 30 Years	98	±1	4	10	31	45	11	±2	3.5	±0.1	
More Than 30 Years	98	±1	4	10	28	46	11	±2	3.5	±0.1	
AGE											
30 Years Old or Less	97	±2	5	6	39	41	9	±3	3.4	±0.1	
31 to 40 Years Old	98	±1	4	8	35	43	10	±2	3.5	±0.1	
41 to 50 Years Old	98	±1	4	9	34	43	10	±2	3.5	±0.1	
51 to 60 Years Old	98	±1	4	9	30	45	11	±2	3.5	±0.1	
More Than 60 Years Old	97	±1	4	10	25	47	15	±3	3.6	±0.1	
GENDER											
Male	99	±1	5	10	33	42	10	±1	3.4	±0.1	
Female	97	±1	3	7	33	46	11	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	4	8	34	44	10	±1	3.5	±0.1	
Total Minority	98	±1	4	10	31	43	12	±2	3.5	±0.1	
Non-Hispanic Black	97	±1	4	10	27	46	13	±2	3.5	±0.1	
Hispanic	98	±1	5	10	32	41	11	±3	3.4	±0.1	
Non-Hispanic API	97	±1	3	10	37	39	10	±3	3.4	±0.1	
EDUCATION											
No College	97	±1	4	9	28	46	13	±2	3.5	±0.1	
Some College	98	±1	5	9	32	44	10	±1	3.5	±0.1	
4-Year Degree	98	±1	3	9	35	43	10	±2	3.5	±0.1	
Graduate/Professional Degree	98	±1	3	8	36	42	10	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**k. Long-term care insurance**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	95	±1	6	10	57	22	5	±1	3.1	±0.1		
Army	95	±1	6	10	57	22	5	±2	3.1	±0.1		
Navy	95	±1	5	10	57	23	5	±2	3.1	±0.1		
Air Force	96	±1	6	10	57	22	5	±2	3.1	±0.1		
DoD Agencies and Activities	94	±1	6	10	56	22	5	±2	3.1	±0.1		
PAY PLAN/GRADE												
White Collar Total	94	±1	5	9	59	22	5	±1	3.1	±0.1		
GS 1 to 4	93	±3	9	8	56	20	7	±5	3.1	±0.1		
GS 5 to 8	93	±1	6	8	57	23	5	±2	3.1	±0.1		
GS 9 to 12	95	±1	5	9	59	22	5	±2	3.1	±0.1		
GS/GM 13 to 15	96	±1	4	9	59	22	5	±2	3.1	±0.1		
SES	94	±2	2	9	59	21	9	±8	3.3	±0.2		
Blue Collar Total	96	±1	9	13	50	22	5	±2	3.0	±0.1		
WG 1 to 5	93	±3	9	12	47	25	8	±6	3.1	±0.2		
WG 6 to 9	97	±2	8	13	48	23	7	±4	3.1	±0.1		
WG 10 to 15	97	±1	10	14	51	21	4	±3	2.9	±0.1		
WS/WL 1 to 19	97	±1	9	14	52	20	4	±4	3.0	±0.1		
OCCUPATIONAL GROUPS												
Professional	95	±1	5	9	61	21	5	±2	3.1	±0.1		
Administrative	95	±1	4	8	59	23	6	±2	3.2	±0.1		
Technical	94	±1	6	9	58	22	5	±2	3.1	±0.1		
Clerical	91	±2	6	7	58	22	6	±3	3.1	±0.1		
Other White Collar	96	±2	8	13	49	27	4	±5	3.0	±0.1		
Blue Collar	96	±1	9	13	50	22	5	±2	3.0	±0.1		
Scientists	95	±2	6	6	58	24	6	±4	3.2	±0.1		
Engineers	96	±1	4	10	64	19	4	±2	3.1	±0.1		
SUPERVISOR/MANAGER												
Supervisor	95	±1	5	9	54	24	7	±2	3.2	±0.1		
Manager	96	±1	5	10	55	24	6	±3	3.2	±0.1		
Wage Leader	96	±3	10	13	52	21	4	±5	3.0	±0.1		
Wage Supervisor	98	±2	8	15	52	20	4	±4	3.0	±0.1		
All Others	94	±1	6	9	58	22	5	±1	3.1	±0.1		
SCHEDULE/LOCATION												
Full-Time	95	±1	6	10	57	22	5	±1	3.1	±0.1		
Other Than Full-Time	89	±4	10	9	63	16	3	±7	2.9	±0.2		
CONUS	95	±1	6	10	57	22	5	±1	3.1	±0.1		
OCONUS	94	±2	6	9	54	25	6	±3	3.2	±0.1		
TYPE OF APPOINTMENT												
Permanent	95	±1	6	10	57	22	5	±1	3.1	±0.1		
Non-Permanent	92	±3	10	10	58	17	5	±5	3.0	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	95	±1	5	9	58	23	5	±1	3.1	±0.1		
In Bargaining Unit	95	±1	7	11	56	21	5	±2	3.1	±0.1		

Note. Percent responding are Civilian employees who answered the question.

50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?**k. Long-term care insurance**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	95	±1	5	9	58	22	5	±1	3.1	±0.1	
Disability	95	±1	9	12	53	21	5	±2	3.0	±0.1	
Targeted Disability	94	±2	10	12	51	22	5	±3	3.0	±0.1	
Other Disability	95	±1	9	11	55	20	6	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	94	±1	5	8	58	23	5	±1	3.1	±0.1	
Veteran	96	±1	7	11	55	22	5	±1	3.1	±0.1	
10 Point 30%	95	±2	7	12	52	22	7	±3	3.1	±0.1	
10 Point Non-30%	96	±2	6	11	56	21	5	±3	3.1	±0.1	
5 Point	96	±1	7	12	55	22	5	±2	3.1	±0.1	
No Preference	96	±2	6	10	57	21	5	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	94	±1	6	10	57	22	5	±2	3.1	±0.1	
FERS	95	±1	6	9	57	23	5	±1	3.1	±0.1	
Other Plan	91	±4	12	13	59	14	3	±6	2.8	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	95	±1	6	9	59	22	5	±1	3.1	±0.1	
Optional Eligible	94	±1	7	11	53	24	6	±2	3.1	±0.1	
Discontinued Service	95	±1	6	11	58	20	5	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	95	±2	7	8	56	24	5	±2	3.1	±0.1	
5 to 10 Years	96	±1	5	9	57	24	6	±3	3.2	±0.1	
11 to 20 Years	95	±1	6	10	58	21	5	±2	3.1	±0.1	
21 to 30 Years	95	±1	6	10	57	22	5	±2	3.1	±0.1	
More Than 30 Years	94	±1	7	12	56	21	5	±2	3.1	±0.1	
AGE											
30 Years Old or Less	95	±2	5	6	58	26	5	±3	3.2	±0.1	
31 to 40 Years Old	96	±1	6	8	58	23	5	±2	3.1	±0.1	
41 to 50 Years Old	95	±1	6	9	59	21	5	±2	3.1	±0.1	
51 to 60 Years Old	94	±1	7	11	55	22	5	±2	3.1	±0.1	
More Than 60 Years Old	91	±2	7	11	51	24	7	±3	3.1	±0.1	
GENDER											
Male	96	±1	7	11	56	22	5	±1	3.1	±0.1	
Female	92	±1	5	7	59	23	6	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	95	±1	6	9	59	21	5	±1	3.1	±0.1	
Total Minority	93	±1	6	11	52	25	6	±2	3.2	±0.1	
Non-Hispanic Black	92	±2	5	10	51	27	7	±3	3.2	±0.1	
Hispanic	95	±2	7	12	50	24	6	±3	3.1	±0.1	
Non-Hispanic API	93	±2	5	12	53	24	7	±4	3.2	±0.1	
EDUCATION											
No College	94	±2	6	11	51	24	7	±2	3.1	±0.1	
Some College	95	±1	7	10	56	22	5	±1	3.1	±0.1	
4-Year Degree	95	±1	4	9	60	22	5	±2	3.1	±0.1	
Graduate/Professional Degree	95	±1	5	8	60	22	5	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

51. Overall, how satisfied are you with your pay and benefits?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	2	14	19	53	11	±1	3.6	±0.1	
Army	100	±1	2	14	20	52	11	±2	3.6	±0.1	
Navy	100	±1	2	13	20	54	12	±2	3.6	±0.1	
Air Force	100	±1	3	16	19	52	11	±2	3.5	±0.1	
DoD Agencies and Activities	100	±1	2	13	19	53	12	±2	3.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	2	14	19	54	12	±1	3.6	±0.1	
GS 1 to 4	100	±1	6	18	25	43	9	±5	3.3	±0.1	
GS 5 to 8	100	±1	5	19	21	47	9	±2	3.4	±0.1	
GS 9 to 12	100	±1	1	12	18	56	12	±2	3.7	±0.1	
GS/GM 13 to 15	100	±1	1	10	14	59	15	±2	3.8	±0.1	
SES	100	±1	2	18	11	52	17	±8	3.6	±0.2	
Blue Collar Total	100	±1	3	16	22	50	10	±2	3.5	±0.1	
WG 1 to 5	99	±2	2	14	22	52	11	±6	3.6	±0.1	
WG 6 to 9	99	±1	3	15	20	49	12	±4	3.5	±0.1	
WG 10 to 15	100	±1	3	17	23	49	9	±3	3.4	±0.1	
WS/WL 1 to 19	100	±1	1	15	24	49	11	±4	3.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	1	12	19	57	11	±2	3.6	±0.1	
Administrative	100	±1	1	11	16	57	15	±2	3.7	±0.1	
Technical	100	±1	4	17	21	50	9	±2	3.4	±0.1	
Clerical	100	±1	4	18	23	45	10	±3	3.4	±0.1	
Other White Collar	100	±0	5	22	22	43	8	±4	3.3	±0.1	
Blue Collar	100	±1	3	15	22	50	10	±2	3.5	±0.1	
Scientists	100	±1	2	12	16	59	12	±4	3.7	±0.1	
Engineers	100	±1	1	13	21	56	10	±2	3.6	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	2	13	17	54	15	±2	3.7	±0.1	
Manager	100	±1	2	14	15	55	14	±3	3.7	±0.1	
Wage Leader	100	±1	3	18	23	47	9	±5	3.4	±0.1	
Wage Supervisor	99	±1	2	15	23	49	11	±4	3.5	±0.1	
All Others	100	±1	2	14	20	53	11	±1	3.6	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	2	14	19	53	11	±1	3.6	±0.1	
Other Than Full-Time	99	±2	5	10	26	49	11	±6	3.5	±0.2	
CONUS	100	±1	2	14	19	53	11	±1	3.6	±0.1	
OCONUS	100	±1	3	13	20	54	10	±3	3.6	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	2	14	19	53	11	±1	3.6	±0.1	
Non-Permanent	99	±1	3	14	25	47	11	±5	3.5	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	2	13	18	55	12	±1	3.6	±0.1	
In Bargaining Unit	100	±1	3	15	21	51	10	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

51. Overall, how satisfied are you with your pay and benefits?

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	2	13	19	54	12	±1	3.6	±0.1	
Disability	100	±1	3	17	21	49	10	±2	3.5	±0.1	
Targeted Disability	100	±1	4	18	20	50	8	±3	3.4	±0.1	
Other Disability	100	±1	3	16	21	49	11	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	2	12	19	55	12	±1	3.6	±0.1	
Veteran	100	±1	3	16	20	51	11	±1	3.5	±0.1	
10 Point 30%	100	±1	3	16	19	50	11	±3	3.5	±0.1	
10 Point Non-30%	100	±1	2	15	20	53	9	±3	3.5	±0.1	
5 Point	100	±1	3	16	20	50	11	±2	3.5	±0.1	
No Preference	100	±1	2	16	19	52	10	±3	3.5	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	2	13	18	54	13	±2	3.6	±0.1	
FERS	100	±1	2	14	20	53	11	±1	3.6	±0.1	
Other Plan	99	±2	5	16	26	44	9	±6	3.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	2	13	19	54	11	±1	3.6	±0.1	
Optional Eligible	100	±1	2	15	20	51	12	±2	3.6	±0.1	
Discontinued Service	100	±1	2	14	18	54	11	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	3	14	21	51	10	±2	3.5	±0.1	
5 to 10 Years	100	±1	3	14	22	51	10	±3	3.5	±0.1	
11 to 20 Years	100	±1	2	15	19	53	11	±2	3.6	±0.1	
21 to 30 Years	100	±1	2	14	18	53	12	±2	3.6	±0.1	
More Than 30 Years	100	±1	2	13	18	54	14	±2	3.6	±0.1	
AGE											
30 Years Old or Less	99	±1	3	14	23	52	9	±3	3.5	±0.1	
31 to 40 Years Old	100	±1	2	14	21	53	9	±2	3.5	±0.1	
41 to 50 Years Old	100	±1	2	15	19	53	11	±2	3.6	±0.1	
51 to 60 Years Old	100	±1	2	14	19	53	12	±2	3.6	±0.1	
More Than 60 Years Old	99	±1	1	12	17	53	17	±3	3.7	±0.1	
GENDER											
Male	100	±1	2	14	20	52	11	±1	3.5	±0.1	
Female	100	±1	2	13	18	54	13	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	2	14	19	54	12	±1	3.6	±0.1	
Total Minority	100	±1	3	15	21	50	11	±2	3.5	±0.1	
Non-Hispanic Black	100	±1	4	16	20	50	10	±2	3.5	±0.1	
Hispanic	99	±1	3	14	21	49	13	±3	3.5	±0.1	
Non-Hispanic API	100	±1	2	11	24	52	11	±3	3.6	±0.1	
EDUCATION											
No College	99	±1	2	13	20	51	13	±2	3.6	±0.1	
Some College	100	±1	3	15	20	51	11	±1	3.5	±0.1	
4-Year Degree	100	±1	2	13	19	56	11	±2	3.6	±0.1	
Graduate/Professional Degree	100	±1	2	12	17	57	13	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**a. My pay is as good or better than the pay in non-federal organizations for the same type/level of work**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	15	30	21	28	6	±1	2.8	±0.1	
Army	100	±1	15	30	22	28	6	±2	2.8	±0.1	
Navy	100	±1	15	32	22	26	5	±2	2.7	±0.1	
Air Force	100	±1	15	30	22	27	6	±2	2.8	±0.1	
DoD Agencies and Activities	100	±1	13	28	20	31	8	±2	2.9	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	15	31	21	26	6	±1	2.8	±0.1	
GS 1 to 4	99	±1	12	20	20	36	12	±5	3.2	±0.2	
GS 5 to 8	100	±1	16	26	21	29	7	±2	2.8	±0.1	
GS 9 to 12	100	±1	14	32	23	26	5	±1	2.8	±0.1	
GS/GM 13 to 15	100	±1	18	37	19	22	3	±2	2.6	±0.1	
SES	100	±0	37	38	8	16	1	±10	2.1	±0.3	
Blue Collar Total	100	±1	12	26	22	32	8	±2	3.0	±0.1	
WG 1 to 5	99	±2	5	16	24	42	13	±6	3.4	±0.2	
WG 6 to 9	100	±1	10	24	18	37	11	±3	3.2	±0.1	
WG 10 to 15	100	±1	15	29	21	28	7	±3	2.8	±0.1	
WS/WL 1 to 19	100	±1	14	28	24	28	6	±3	2.8	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	19	35	20	22	4	±2	2.6	±0.1	
Administrative	100	±1	13	32	22	27	6	±2	2.8	±0.1	
Technical	100	±1	15	28	22	29	6	±2	2.8	±0.1	
Clerical	99	±1	13	23	22	32	10	±3	3.0	±0.1	
Other White Collar	100	±1	23	28	16	28	5	±4	2.6	±0.1	
Blue Collar	100	±1	12	26	22	32	8	±2	3.0	±0.1	
Scientists	100	±1	20	35	20	22	4	±3	2.6	±0.1	
Engineers	100	±1	19	38	22	18	2	±2	2.5	±0.1	
SUPERVISOR/MANAGER											
Supervisor	100	±1	17	33	20	24	5	±2	2.7	±0.1	
Manager	100	±1	20	36	19	21	4	±3	2.5	±0.1	
Wage Leader	100	±0	14	34	21	26	5	±5	2.7	±0.2	
Wage Supervisor	100	±1	16	29	21	29	5	±4	2.8	±0.1	
All Others	100	±1	14	29	22	29	7	±1	2.9	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	15	30	21	27	6	±1	2.8	±0.1	
Other Than Full-Time	99	±1	10	15	22	39	14	±6	3.3	±0.2	
CONUS	100	±1	15	30	21	27	6	±1	2.8	±0.1	
OCONUS	100	±1	13	27	22	31	7	±3	2.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	15	30	22	27	6	±1	2.8	±0.1	
Non-Permanent	99	±1	9	21	21	38	11	±5	3.2	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	15	31	21	27	6	±1	2.8	±0.1	
In Bargaining Unit	100	±1	14	28	23	29	7	±1	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**a. My pay is as good or better than the pay in non-federal organizations for the same type/level of work**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	14	30	21	28	6	±1	2.8	±0.1	
Disability	99	±1	16	30	21	26	6	±2	2.8	±0.1	
Targeted Disability	99	±1	16	29	21	27	6	±3	2.8	±0.1	
Other Disability	100	±1	16	31	21	25	7	±2	2.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	100	±1	14	29	21	29	7	±1	2.9	±0.1	
Veteran	100	±1	16	32	22	26	5	±1	2.7	±0.1	
10 Point 30%	100	±1	15	31	20	27	7	±3	2.8	±0.1	
10 Point Non-30%	100	±1	16	31	22	27	4	±3	2.7	±0.1	
5 Point	100	±1	16	32	22	26	5	±2	2.7	±0.1	
No Preference	100	±1	16	32	21	25	6	±3	2.7	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	15	31	22	27	5	±1	2.8	±0.1	
FERS	100	±1	15	30	21	28	6	±1	2.8	±0.1	
Other Plan	99	±1	13	18	22	34	12	±5	3.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	15	30	22	27	7	±1	2.8	±0.1	
Optional Eligible	100	±1	14	30	21	29	5	±2	2.8	±0.1	
Discontinued Service	100	±1	15	31	21	27	6	±2	2.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	100	±1	14	26	21	31	9	±2	3.0	±0.1	
5 to 10 Years	100	±1	15	29	20	29	8	±3	2.9	±0.1	
11 to 20 Years	100	±1	15	30	21	28	6	±2	2.8	±0.1	
21 to 30 Years	100	±1	15	31	23	27	5	±2	2.8	±0.1	
More Than 30 Years	100	±1	15	33	22	25	5	±2	2.7	±0.1	
AGE											
30 Years Old or Less	99	±1	15	29	21	27	8	±3	2.8	±0.1	
31 to 40 Years Old	100	±1	16	29	21	27	7	±2	2.8	±0.1	
41 to 50 Years Old	100	±1	14	30	22	28	6	±1	2.8	±0.1	
51 to 60 Years Old	100	±1	14	31	22	27	6	±1	2.8	±0.1	
More Than 60 Years Old	100	±1	14	29	23	29	5	±3	2.8	±0.1	
GENDER											
Male	100	±1	16	32	22	25	5	±1	2.7	±0.1	
Female	100	±1	13	26	21	32	9	±2	3.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	15	31	21	27	6	±1	2.8	±0.1	
Total Minority	99	±1	14	27	23	29	7	±2	2.9	±0.1	
Non-Hispanic Black	99	±1	15	28	22	29	6	±2	2.8	±0.1	
Hispanic	99	±1	15	26	21	29	9	±3	2.9	±0.1	
Non-Hispanic API	99	±1	11	26	28	29	6	±3	2.9	±0.1	
EDUCATION											
No College	100	±1	10	23	22	35	9	±2	3.1	±0.1	
Some College	100	±1	14	28	22	29	6	±1	2.9	±0.1	
4-Year Degree	100	±1	17	34	21	24	5	±2	2.7	±0.1	
Graduate/Professional Degree	100	±1	18	34	19	23	5	±2	2.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**b. My benefits are as good or better than the benefits in non-federal organizations for the same type/level of work**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	8	19	24	39	9	±1	3.2	±0.1	
Army	100	±1	8	20	23	39	9	±2	3.2	±0.1	
Navy	99	±1	7	18	24	40	10	±2	3.3	±0.1	
Air Force	99	±1	9	20	24	38	9	±2	3.2	±0.1	
DoD Agencies and Activities	99	±1	8	19	23	41	9	±2	3.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	8	19	24	40	9	±1	3.2	±0.1	
GS 1 to 4	99	±1	9	15	25	38	12	±5	3.3	±0.1	
GS 5 to 8	99	±1	10	17	23	40	10	±2	3.2	±0.1	
GS 9 to 12	99	±1	8	20	24	40	9	±2	3.2	±0.1	
GS/GM 13 to 15	100	±1	8	22	23	39	8	±2	3.2	±0.1	
SES	100	±0	13	22	21	42	3	±9	3.0	±0.2	
Blue Collar Total	99	±1	9	20	24	37	10	±2	3.2	±0.1	
WG 1 to 5	99	±2	5	14	27	42	13	±6	3.4	±0.2	
WG 6 to 9	100	±1	8	20	20	39	12	±3	3.3	±0.1	
WG 10 to 15	99	±1	11	22	24	35	9	±3	3.1	±0.1	
WS/WL 1 to 19	99	±1	9	21	28	34	8	±4	3.1	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	8	19	24	41	8	±2	3.2	±0.1	
Administrative	99	±1	7	20	23	40	9	±2	3.2	±0.1	
Technical	99	±1	8	18	24	40	10	±2	3.3	±0.1	
Clerical	99	±1	9	16	24	40	12	±3	3.3	±0.1	
Other White Collar	99	±1	17	26	21	31	5	±4	2.8	±0.1	
Blue Collar	99	±1	9	20	24	37	10	±2	3.2	±0.1	
Scientists	100	±1	8	17	23	43	8	±3	3.3	±0.1	
Engineers	100	±1	8	20	25	40	7	±2	3.2	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	9	21	22	39	9	±2	3.2	±0.1	
Manager	100	±1	10	23	22	36	9	±3	3.1	±0.1	
Wage Leader	99	±2	10	22	26	36	6	±5	3.0	±0.2	
Wage Supervisor	100	±1	9	22	25	36	8	±4	3.1	±0.1	
All Others	99	±1	8	19	24	40	10	±1	3.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	8	20	23	39	9	±1	3.2	±0.1	
Other Than Full-Time	100	±1	9	13	35	33	9	±7	3.2	±0.2	
CONUS	99	±1	8	19	23	40	9	±1	3.2	±0.1	
OCONUS	100	±1	8	18	28	36	9	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	8	19	23	40	9	±1	3.2	±0.1	
Non-Permanent	99	±1	9	18	32	32	9	±5	3.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	8	19	24	40	9	±1	3.2	±0.1	
In Bargaining Unit	99	±1	9	19	24	38	9	±1	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

52. How much do you agree or disagree with the following statements about your pay and benefits?**b. My benefits are as good or better than the benefits in non-federal organizations for the same type/level of work**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	100	±1	8	19	24	40	9	±1	3.2	±0.1	
Disability	99	±1	11	20	24	36	10	±2	3.1	±0.1	
Targeted Disability	99	±1	11	20	25	34	10	±3	3.1	±0.1	
Other Disability	99	±1	10	20	24	37	9	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	7	18	23	41	10	±1	3.3	±0.1	
Veteran	99	±1	10	21	24	36	8	±1	3.1	±0.1	
10 Point 30%	99	±1	10	21	24	36	9	±3	3.1	±0.1	
10 Point Non-30%	99	±1	10	22	25	35	8	±3	3.1	±0.1	
5 Point	100	±1	9	21	24	37	8	±2	3.1	±0.1	
No Preference	99	±1	9	21	23	37	9	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	8	20	23	40	9	±2	3.2	±0.1	
FERS	99	±1	8	19	23	39	10	±1	3.2	±0.1	
Other Plan	99	±1	12	17	35	28	8	±6	3.0	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	8	19	24	39	10	±1	3.2	±0.1	
Optional Eligible	99	±1	8	20	24	39	9	±2	3.2	±0.1	
Discontinued Service	99	±1	9	20	22	40	9	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	8	19	26	37	10	±2	3.2	±0.1	
5 to 10 Years	99	±1	9	16	24	41	11	±3	3.3	±0.1	
11 to 20 Years	99	±1	9	19	23	39	10	±2	3.2	±0.1	
21 to 30 Years	99	±1	8	20	24	40	8	±2	3.2	±0.1	
More Than 30 Years	100	±1	9	21	23	38	9	±2	3.2	±0.1	
AGE											
30 Years Old or Less	99	±1	8	18	26	38	10	±3	3.2	±0.1	
31 to 40 Years Old	100	±1	9	19	25	38	10	±2	3.2	±0.1	
41 to 50 Years Old	99	±1	8	19	23	40	9	±2	3.2	±0.1	
51 to 60 Years Old	99	±1	8	20	23	39	9	±2	3.2	±0.1	
More Than 60 Years Old	99	±1	6	19	24	41	10	±3	3.3	±0.1	
GENDER											
Male	100	±1	9	21	25	38	8	±1	3.1	±0.1	
Female	99	±1	7	16	22	42	12	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	8	20	23	40	9	±1	3.2	±0.1	
Total Minority	99	±1	9	19	26	38	9	±2	3.2	±0.1	
Non-Hispanic Black	99	±1	9	19	23	40	9	±2	3.2	±0.1	
Hispanic	99	±1	9	18	27	35	10	±3	3.2	±0.1	
Non-Hispanic API	99	±1	6	18	32	35	9	±3	3.2	±0.1	
EDUCATION											
No College	99	±1	7	18	23	41	11	±2	3.3	±0.1	
Some College	99	±1	9	19	24	38	9	±1	3.2	±0.1	
4-Year Degree	100	±1	8	19	24	40	9	±2	3.2	±0.1	
Graduate/Professional Degree	100	±1	7	21	23	40	9	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

a. Telework or telecommuting programs

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	100	±1	8	48	44	±1	
Army	100	±1	8	48	44	±2	
Navy	100	±1	8	47	45	±2	
Air Force	99	±1	5	48	46	±2	
DoD Agencies and Activities	100	±1	9	49	41	±2	
PAY PLAN/GRADE							
White Collar Total	100	±1	8	47	45	±1	
GS 1 to 4	100	±1	5	56	39	±5	
GS 5 to 8	99	±1	7	49	44	±2	
GS 9 to 12	100	±1	8	45	46	±2	
GS/GM 13 to 15	100	±1	12	44	44	±2	
SES	100	±0	7	60	33	±9	
Blue Collar Total	99	±1	5	52	43	±2	
WG 1 to 5	99	±2	5	56	39	±6	
WG 6 to 9	99	±1	5	56	40	±4	
WG 10 to 15	99	±1	4	51	45	±3	
WS/WL 1 to 19	100	±1	7	49	44	±4	
OCCUPATIONAL GROUPS							
Professional	100	±1	10	45	46	±2	
Administrative	100	±1	9	46	45	±2	
Technical	99	±1	7	50	43	±2	
Clerical	99	±1	6	50	44	±3	
Other White Collar	99	±1	7	53	40	±4	
Blue Collar	99	±1	5	52	43	±2	
Scientists	100	±1	9	49	42	±4	
Engineers	100	±1	7	48	44	±2	
SUPERVISOR/MANAGER							
Supervisor	100	±1	9	48	43	±2	
Manager	100	±1	11	47	43	±3	
Wage Leader	99	±1	7	50	43	±5	
Wage Supervisor	100	±1	9	46	45	±4	
All Others	100	±1	7	48	45	±1	
SCHEDULE/LOCATION							
Full-Time	100	±1	8	48	44	±1	
Other Than Full-Time	100	±1	6	48	46	±7	
CONUS	100	±1	8	49	43	±1	
OCONUS	100	±1	7	39	54	±3	
TYPE OF APPOINTMENT							
Permanent	100	±1	8	48	44	±1	
Non-Permanent	100	±1	5	50	44	±5	
BARGAINING UNIT							
Not in Bargaining Unit	100	±1	9	47	44	±1	
In Bargaining Unit	99	±1	7	49	44	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

a. Telework or telecommuting programs

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	100	±1	8	48	44	±1	
Disability	99	±1	9	48	44	±2	
Targeted Disability	100	±1	9	48	44	±3	
Other Disability	99	±1	8	48	43	±2	
VETERAN/PREFERENCE							
Non-Veteran	100	±1	8	48	44	±1	
Veteran	100	±1	7	48	45	±1	
10 Point 30%	100	±1	8	49	43	±3	
10 Point Non-30%	100	±1	7	48	45	±3	
5 Point	100	±1	7	48	45	±2	
No Preference	99	±1	6	46	48	±3	
RETIREMENT PLAN							
CSRS	100	±1	8	49	43	±2	
FERS	100	±1	8	47	45	±1	
Other Plan	99	±1	6	46	48	±6	
RETIREMENT ELIGIBILITY							
Not Eligible	100	±1	7	47	46	±1	
Optional Eligible	100	±1	8	51	41	±2	
Discontinued Service	100	±1	7	47	46	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	99	±1	7	52	42	±2	
5 to 10 Years	100	±1	7	46	47	±3	
11 to 20 Years	100	±1	8	46	45	±2	
21 to 30 Years	100	±1	8	48	44	±2	
More Than 30 Years	99	±1	8	50	42	±2	
AGE							
30 Years Old or Less	99	±1	7	53	40	±3	
31 to 40 Years Old	100	±1	8	45	47	±2	
41 to 50 Years Old	100	±1	8	46	46	±2	
51 to 60 Years Old	99	±1	8	49	43	±2	
More Than 60 Years Old	99	±1	9	52	39	±3	
GENDER							
Male	100	±1	7	49	43	±1	
Female	99	±1	8	46	46	±2	
RACE/ETHNICITY							
Non-Hispanic White	100	±1	7	47	46	±1	
Total Minority	99	±1	8	51	41	±2	
Non-Hispanic Black	99	±1	9	54	37	±2	
Hispanic	99	±1	7	53	40	±3	
Non-Hispanic API	99	±1	10	45	45	±3	
EDUCATION							
No College	99	±1	5	59	36	±2	
Some College	99	±1	7	48	45	±1	
4-Year Degree	100	±1	9	44	48	±2	
Graduate/Professional Degree	100	±1	10	45	45	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

b. Alternate-work-schedules (e.g., compressed schedule, flexible schedule)

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	100	±1	46	33	21	±1	
Army	100	±1	47	35	19	±2	
Navy	100	±1	49	32	20	±2	
Air Force	100	±1	41	35	25	±2	
DoD Agencies and Activities	100	±1	49	30	22	±2	
PAY PLAN/GRADE							
White Collar Total	100	±1	50	31	19	±1	
GS 1 to 4	99	±1	32	42	26	±5	
GS 5 to 8	100	±1	42	36	22	±2	
GS 9 to 12	100	±1	54	28	17	±2	
GS/GM 13 to 15	100	±1	55	29	16	±2	
SES	100	±1	18	56	27	±9	
Blue Collar Total	100	±1	33	39	28	±2	
WG 1 to 5	99	±1	27	47	26	±6	
WG 6 to 9	100	±1	32	42	26	±4	
WG 10 to 15	100	±1	34	38	28	±3	
WS/WL 1 to 19	100	±1	34	35	31	±4	
OCCUPATIONAL GROUPS							
Professional	100	±1	56	26	17	±2	
Administrative	100	±1	53	30	17	±2	
Technical	100	±1	47	34	19	±2	
Clerical	99	±1	39	38	23	±3	
Other White Collar	100	±1	20	44	36	±4	
Blue Collar	100	±1	33	39	28	±2	
Scientists	100	±1	53	31	16	±4	
Engineers	100	±1	60	28	13	±2	
SUPERVISOR/MANAGER							
Supervisor	100	±1	45	35	20	±2	
Manager	100	±1	43	36	21	±3	
Wage Leader	100	±1	33	37	30	±5	
Wage Supervisor	100	±1	40	33	28	±4	
All Others	100	±1	47	32	21	±1	
SCHEDULE/LOCATION							
Full-Time	100	±1	46	33	21	±1	
Other Than Full-Time	100	±1	39	33	28	±6	
CONUS	100	±1	48	33	19	±1	
OCONUS	100	±1	27	36	37	±3	
TYPE OF APPOINTMENT							
Permanent	100	±1	47	33	21	±1	
Non-Permanent	100	±1	35	37	28	±5	
BARGAINING UNIT							
Not in Bargaining Unit	100	±1	47	33	20	±1	
In Bargaining Unit	100	±1	45	33	22	±1	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

b. Alternate-work-schedules (e.g., compressed schedule, flexible schedule)

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	100	±1	47	32	21	±1	
Disability	100	±1	42	35	23	±2	
Targeted Disability	100	±1	41	35	24	±3	
Other Disability	100	±1	43	35	22	±2	
VETERAN/PREFERENCE							
Non-Veteran	100	±1	51	30	19	±1	
Veteran	100	±1	41	36	23	±1	
10 Point 30%	100	±1	39	38	23	±3	
10 Point Non-30%	100	±1	42	36	22	±3	
5 Point	100	±1	40	36	23	±2	
No Preference	100	±1	42	34	24	±3	
RETIREMENT PLAN							
CSRS	100	±1	49	32	19	±2	
FERS	100	±1	45	33	22	±1	
Other Plan	100	±1	37	34	29	±6	
RETIREMENT ELIGIBILITY							
Not Eligible	100	±1	47	32	21	±1	
Optional Eligible	100	±1	44	35	21	±2	
Discontinued Service	100	±1	47	32	21	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	100	±1	40	36	24	±2	
5 to 10 Years	100	±1	40	35	25	±3	
11 to 20 Years	100	±1	49	31	20	±2	
21 to 30 Years	100	±1	48	32	20	±2	
More Than 30 Years	100	±1	47	34	18	±2	
AGE							
30 Years Old or Less	99	±1	47	34	19	±3	
31 to 40 Years Old	100	±1	45	31	23	±2	
41 to 50 Years Old	100	±1	47	32	21	±2	
51 to 60 Years Old	100	±1	46	33	20	±2	
More Than 60 Years Old	100	±1	42	40	19	±3	
GENDER							
Male	100	±1	44	35	21	±1	
Female	100	±1	51	29	20	±2	
RACE/ETHNICITY							
Non-Hispanic White	100	±1	48	31	21	±1	
Total Minority	99	±1	43	37	20	±2	
Non-Hispanic Black	99	±1	45	38	17	±2	
Hispanic	100	±1	38	39	23	±3	
Non-Hispanic API	100	±1	44	33	23	±3	
EDUCATION							
No College	99	±1	40	41	20	±2	
Some College	100	±1	43	34	23	±1	
4-Year Degree	100	±1	54	28	18	±2	
Graduate/Professional Degree	100	±1	49	31	20	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

c. Child care subsidies

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	99	±1	1	62	37	±1	
Army	99	±1	1	61	38	±2	
Navy	99	±1	1	62	37	±2	
Air Force	99	±1	1	65	35	±2	
DoD Agencies and Activities	99	±1	1	63	36	±2	
PAY PLAN/GRADE							
White Collar Total	99	±1	1	63	36	±1	
GS 1 to 4	98	±1	2	63	35	±5	
GS 5 to 8	99	±1	2	61	37	±2	
GS 9 to 12	99	±1	1	64	35	±1	
GS/GM 13 to 15	100	±1	0	64	35	±2	
SES	100	±1	0	72	28	±9	
Blue Collar Total	99	±1	1	59	40	±2	
WG 1 to 5	98	±2	1	63	35	±6	
WG 6 to 9	99	±1	1	62	38	±3	
WG 10 to 15	99	±1	1	58	41	±3	
WS/WL 1 to 19	99	±1	1	58	41	±4	
OCCUPATIONAL GROUPS							
Professional	99	±1	1	63	36	±2	
Administrative	99	±1	1	64	35	±2	
Technical	99	±1	1	63	36	±2	
Clerical	98	±1	2	61	37	±3	
Other White Collar	100	±1	0	63	36	±4	
Blue Collar	99	±1	1	59	40	±2	
Scientists	100	±1	1	64	35	±4	
Engineers	99	±1	1	65	35	±2	
SUPERVISOR/MANAGER							
Supervisor	99	±1	1	61	38	±2	
Manager	100	±1	1	65	34	±3	
Wage Leader	99	±2	1	62	37	±5	
Wage Supervisor	99	±1	1	59	41	±4	
All Others	99	±1	1	63	37	±1	
SCHEDULE/LOCATION							
Full-Time	99	±1	1	63	36	±1	
Other Than Full-Time	99	±1	1	57	42	±7	
CONUS	99	±1	1	63	36	±1	
OCONUS	100	±1	2	53	46	±3	
TYPE OF APPOINTMENT							
Permanent	99	±1	1	63	36	±1	
Non-Permanent	99	±1	0	59	41	±5	
BARGAINING UNIT							
Not in Bargaining Unit	99	±1	1	62	37	±1	
In Bargaining Unit	99	±1	1	62	37	±1	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

c. Child care subsidies

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	99	±1	1	62	37	±1	
Disability	99	±1	1	65	34	±2	
Targeted Disability	99	±1	1	64	35	±3	
Other Disability	99	±1	1	65	34	±2	
VETERAN/PREFERENCE							
Non-Veteran	99	±1	1	62	37	±1	
Veteran	99	±1	1	63	37	±1	
10 Point 30%	99	±1	1	64	35	±3	
10 Point Non-30%	99	±1	1	66	33	±3	
5 Point	99	±1	1	63	37	±2	
No Preference	99	±1	1	56	43	±3	
RETIREMENT PLAN							
CSRS	99	±1	1	65	34	±2	
FERS	99	±1	1	61	38	±1	
Other Plan	99	±1	1	60	39	±6	
RETIREMENT ELIGIBILITY							
Not Eligible	99	±1	1	61	38	±1	
Optional Eligible	99	±1	1	66	33	±2	
Discontinued Service	99	±1	1	62	38	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	99	±1	1	64	35	±2	
5 to 10 Years	99	±1	2	56	42	±3	
11 to 20 Years	99	±1	1	60	39	±2	
21 to 30 Years	99	±1	0	64	35	±2	
More Than 30 Years	99	±1	0	67	32	±2	
AGE							
30 Years Old or Less	99	±1	2	62	36	±3	
31 to 40 Years Old	100	±1	2	55	43	±2	
41 to 50 Years Old	99	±1	1	60	39	±2	
51 to 60 Years Old	99	±1	0	66	33	±2	
More Than 60 Years Old	99	±1	0	74	25	±3	
GENDER							
Male	99	±1	1	64	36	±1	
Female	99	±1	2	60	38	±2	
RACE/ETHNICITY							
Non-Hispanic White	99	±1	1	63	37	±1	
Total Minority	99	±1	2	62	36	±2	
Non-Hispanic Black	99	±1	2	65	33	±2	
Hispanic	99	±1	1	62	37	±3	
Non-Hispanic API	98	±1	3	55	42	±4	
EDUCATION							
No College	99	±1	1	67	32	±2	
Some College	99	±1	1	61	38	±1	
4-Year Degree	99	±1	1	61	38	±2	
Graduate/Professional Degree	99	±1	1	64	35	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

d. Transportation subsidies

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	98	±1	7	56	37	±1	
Army	98	±1	7	51	41	±2	
Navy	98	±1	9	61	30	±2	
Air Force	98	±1	4	55	42	±2	
DoD Agencies and Activities	98	±1	9	58	33	±2	
PAY PLAN/GRADE							
White Collar Total	98	±1	7	56	37	±1	
GS 1 to 4	98	±2	5	56	39	±5	
GS 5 to 8	97	±1	7	53	39	±2	
GS 9 to 12	98	±1	7	56	37	±2	
GS/GM 13 to 15	98	±1	10	57	33	±2	
SES	100	±1	10	73	17	±9	
Blue Collar Total	98	±1	7	56	37	±2	
WG 1 to 5	98	±2	9	58	33	±6	
WG 6 to 9	99	±1	6	57	37	±4	
WG 10 to 15	98	±1	7	55	38	±3	
WS/WL 1 to 19	98	±1	8	56	37	±4	
OCCUPATIONAL GROUPS							
Professional	99	±1	8	56	37	±2	
Administrative	98	±1	8	57	35	±2	
Technical	97	±1	7	56	37	±2	
Clerical	97	±1	8	52	40	±3	
Other White Collar	98	±2	3	59	38	±4	
Blue Collar	98	±1	7	56	37	±2	
Scientists	99	±1	8	56	36	±4	
Engineers	99	±1	7	58	35	±2	
SUPERVISOR/MANAGER							
Supervisor	98	±1	6	57	37	±2	
Manager	98	±1	7	58	36	±3	
Wage Leader	98	±2	8	57	35	±5	
Wage Supervisor	99	±1	6	56	38	±4	
All Others	98	±1	8	56	37	±1	
SCHEDULE/LOCATION							
Full-Time	98	±1	7	56	37	±1	
Other Than Full-Time	98	±3	4	52	43	±7	
CONUS	98	±1	7	57	36	±1	
OCONUS	98	±1	6	46	48	±3	
TYPE OF APPOINTMENT							
Permanent	98	±1	7	56	37	±1	
Non-Permanent	98	±2	6	55	38	±5	
BARGAINING UNIT							
Not in Bargaining Unit	98	±1	8	56	37	±1	
In Bargaining Unit	98	±1	7	56	37	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

d. Transportation subsidies

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	98	±1	7	56	37	±1	
Disability	98	±1	8	56	35	±2	
Targeted Disability	98	±1	9	54	37	±3	
Other Disability	98	±1	8	57	35	±2	
VETERAN/PREFERENCE							
Non-Veteran	98	±1	8	56	36	±1	
Veteran	98	±1	6	55	38	±1	
10 Point 30%	98	±1	5	58	38	±3	
10 Point Non-30%	98	±1	7	57	36	±3	
5 Point	98	±1	7	56	38	±2	
No Preference	98	±1	5	50	45	±3	
RETIREMENT PLAN							
CSRS	98	±1	8	58	34	±2	
FERS	98	±1	7	55	38	±1	
Other Plan	98	±2	5	56	39	±6	
RETIREMENT ELIGIBILITY							
Not Eligible	99	±1	7	55	38	±1	
Optional Eligible	97	±1	8	58	34	±2	
Discontinued Service	98	±1	8	54	39	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	99	±1	7	58	36	±2	
5 to 10 Years	98	±1	6	52	42	±3	
11 to 20 Years	98	±1	7	54	38	±2	
21 to 30 Years	98	±1	8	57	36	±2	
More Than 30 Years	97	±1	7	59	34	±2	
AGE							
30 Years Old or Less	99	±1	8	59	33	±3	
31 to 40 Years Old	99	±1	7	51	42	±2	
41 to 50 Years Old	98	±1	7	55	39	±2	
51 to 60 Years Old	97	±1	8	57	35	±2	
More Than 60 Years Old	96	±1	8	64	28	±3	
GENDER							
Male	98	±1	7	57	36	±1	
Female	98	±1	8	54	38	±2	
RACE/ETHNICITY							
Non-Hispanic White	98	±1	6	56	38	±1	
Total Minority	97	±1	10	56	34	±2	
Non-Hispanic Black	97	±1	12	57	31	±2	
Hispanic	97	±2	7	55	38	±3	
Non-Hispanic API	97	±1	10	55	35	±3	
EDUCATION							
No College	98	±1	8	61	31	±2	
Some College	98	±1	7	55	38	±1	
4-Year Degree	98	±1	8	55	38	±2	
Graduate/Professional Degree	99	±1	9	55	36	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

e. Employee assistance programs

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	97	±1	4	79	17	±1	
Army	97	±1	4	77	18	±2	
Navy	97	±1	4	83	13	±1	
Air Force	97	±1	3	77	20	±2	
DoD Agencies and Activities	97	±1	6	79	15	±2	
PAY PLAN/GRADE							
White Collar Total	97	±1	4	80	16	±1	
GS 1 to 4	97	±2	5	70	25	±5	
GS 5 to 8	96	±1	6	75	19	±2	
GS 9 to 12	97	±1	4	82	14	±1	
GS/GM 13 to 15	97	±1	3	84	13	±2	
SES	97	±3	2	89	9	±9	
Blue Collar Total	97	±1	5	77	18	±2	
WG 1 to 5	97	±2	8	73	20	±5	
WG 6 to 9	97	±2	5	74	21	±3	
WG 10 to 15	97	±1	4	77	19	±2	
WS/WL 1 to 19	98	±1	5	84	12	±3	
OCCUPATIONAL GROUPS							
Professional	97	±1	3	82	15	±2	
Administrative	97	±1	4	82	14	±1	
Technical	97	±1	5	77	18	±2	
Clerical	96	±1	5	72	23	±3	
Other White Collar	97	±2	4	80	16	±4	
Blue Collar	97	±1	5	77	18	±2	
Scientists	98	±1	3	83	14	±3	
Engineers	97	±1	3	84	13	±2	
SUPERVISOR/MANAGER							
Supervisor	97	±1	4	81	15	±2	
Manager	97	±1	3	84	13	±2	
Wage Leader	97	±2	5	80	15	±4	
Wage Supervisor	97	±2	5	81	13	±4	
All Others	97	±1	4	78	17	±1	
SCHEDULE/LOCATION							
Full-Time	97	±1	4	80	16	±1	
Other Than Full-Time	98	±2	3	68	28	±6	
CONUS	97	±1	4	80	16	±1	
OCONUS	97	±1	4	69	27	±3	
TYPE OF APPOINTMENT							
Permanent	97	±1	4	80	16	±1	
Non-Permanent	98	±1	4	70	25	±5	
BARGAINING UNIT							
Not in Bargaining Unit	97	±1	4	80	16	±1	
In Bargaining Unit	97	±1	5	78	17	±1	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

e. Employee assistance programs

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	97	±1	4	79	17	±1	
Disability	96	±1	6	78	16	±2	
Targeted Disability	96	±2	7	75	18	±3	
Other Disability	96	±1	5	79	16	±2	
VETERAN/PREFERENCE							
Non-Veteran	97	±1	5	80	16	±1	
Veteran	97	±1	4	79	18	±1	
10 Point 30%	96	±1	5	76	19	±3	
10 Point Non-30%	96	±1	4	79	17	±3	
5 Point	97	±1	4	79	17	±1	
No Preference	98	±1	4	77	19	±3	
RETIREMENT PLAN							
CSRS	96	±1	4	83	13	±1	
FERS	97	±1	4	78	18	±1	
Other Plan	97	±2	3	68	29	±6	
RETIREMENT ELIGIBILITY							
Not Eligible	97	±1	4	78	17	±1	
Optional Eligible	97	±1	5	79	16	±1	
Discontinued Service	97	±1	4	81	15	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	98	±1	4	76	20	±2	
5 to 10 Years	98	±1	4	74	22	±2	
11 to 20 Years	97	±1	5	78	18	±1	
21 to 30 Years	96	±1	4	82	14	±1	
More Than 30 Years	96	±1	4	83	13	±2	
AGE							
30 Years Old or Less	98	±1	5	76	20	±3	
31 to 40 Years Old	98	±1	5	75	21	±2	
41 to 50 Years Old	97	±1	4	80	16	±1	
51 to 60 Years Old	96	±1	4	81	15	±1	
More Than 60 Years Old	95	±2	4	82	14	±3	
GENDER							
Male	97	±1	4	80	16	±1	
Female	97	±1	5	77	18	±2	
RACE/ETHNICITY							
Non-Hispanic White	97	±1	4	81	16	±1	
Total Minority	96	±1	6	75	19	±2	
Non-Hispanic Black	96	±1	7	77	16	±2	
Hispanic	96	±1	4	74	22	±3	
Non-Hispanic API	96	±2	6	74	20	±3	
EDUCATION							
No College	96	±1	5	80	15	±2	
Some College	97	±1	5	78	18	±1	
4-Year Degree	97	±1	4	80	16	±2	
Graduate/Professional Degree	97	±1	4	81	15	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

f. Support groups

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	100	±1	2	78	19	±1	
Army	100	±1	3	77	21	±2	
Navy	100	±1	2	79	19	±1	
Air Force	100	±1	3	82	15	±2	
DoD Agencies and Activities	100	±1	3	76	21	±2	
PAY PLAN/GRADE							
White Collar Total	100	±1	2	78	19	±1	
GS 1 to 4	99	±1	3	72	25	±4	
GS 5 to 8	100	±1	4	73	23	±2	
GS 9 to 12	100	±1	2	81	18	±1	
GS/GM 13 to 15	100	±1	1	82	17	±2	
SES	100	±1	0	87	12	±8	
Blue Collar Total	100	±1	3	78	18	±2	
WG 1 to 5	99	±1	5	73	22	±5	
WG 6 to 9	100	±1	3	77	20	±3	
WG 10 to 15	100	±1	3	80	17	±2	
WS/WL 1 to 19	100	±1	2	82	16	±3	
OCCUPATIONAL GROUPS							
Professional	100	±1	1	81	18	±2	
Administrative	100	±1	2	80	18	±1	
Technical	100	±1	3	76	21	±2	
Clerical	99	±1	3	71	25	±3	
Other White Collar	100	±1	3	80	17	±4	
Blue Collar	100	±1	3	78	19	±2	
Scientists	99	±2	1	82	17	±3	
Engineers	100	±1	1	83	16	±2	
SUPERVISOR/MANAGER							
Supervisor	100	±1	2	80	18	±2	
Manager	100	±1	2	82	16	±2	
Wage Leader	100	±1	3	80	17	±4	
Wage Supervisor	100	±1	3	82	16	±4	
All Others	100	±1	2	78	20	±1	
SCHEDULE/LOCATION							
Full-Time	100	±1	2	79	19	±1	
Other Than Full-Time	100	±1	4	69	26	±6	
CONUS	100	±1	2	79	18	±1	
OCONUS	100	±1	4	69	27	±3	
TYPE OF APPOINTMENT							
Permanent	100	±1	2	79	19	±1	
Non-Permanent	100	±1	4	73	23	±4	
BARGAINING UNIT							
Not in Bargaining Unit	100	±1	2	79	19	±1	
In Bargaining Unit	100	±1	3	78	19	±1	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

f. Support groups

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	100	±1	2	79	19	±1	
Disability	100	±1	4	76	21	±2	
Targeted Disability	99	±1	5	74	22	±3	
Other Disability	100	±1	3	77	20	±2	
VETERAN/PREFERENCE							
Non-Veteran	100	±1	2	78	20	±1	
Veteran	100	±1	3	79	19	±1	
10 Point 30%	99	±1	4	78	18	±3	
10 Point Non-30%	100	±1	3	79	18	±3	
5 Point	100	±1	2	79	18	±1	
No Preference	100	±1	2	77	21	±3	
RETIREMENT PLAN							
CSRS	100	±1	2	81	17	±1	
FERS	100	±1	3	77	20	±1	
Other Plan	99	±1	3	74	24	±5	
RETIREMENT ELIGIBILITY							
Not Eligible	100	±1	2	78	20	±1	
Optional Eligible	100	±1	3	79	17	±1	
Discontinued Service	100	±1	2	78	19	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	100	±1	3	78	19	±2	
5 to 10 Years	100	±1	3	75	22	±2	
11 to 20 Years	100	±1	3	77	20	±1	
21 to 30 Years	100	±1	2	80	18	±1	
More Than 30 Years	100	±1	2	81	17	±2	
AGE							
30 Years Old or Less	99	±1	3	78	20	±3	
31 to 40 Years Old	100	±1	3	75	22	±2	
41 to 50 Years Old	100	±1	2	78	20	±1	
51 to 60 Years Old	100	±1	3	80	18	±1	
More Than 60 Years Old	100	±1	3	83	14	±3	
GENDER							
Male	100	±1	2	81	17	±1	
Female	100	±1	3	74	23	±2	
RACE/ETHNICITY							
Non-Hispanic White	100	±1	2	79	19	±1	
Total Minority	100	±1	4	76	20	±2	
Non-Hispanic Black	100	±1	4	77	19	±2	
Hispanic	99	±1	4	78	18	±3	
Non-Hispanic API	99	±1	6	72	21	±3	
EDUCATION							
No College	99	±1	4	81	16	±2	
Some College	100	±1	3	77	20	±1	
4-Year Degree	100	±1	2	79	19	±2	
Graduate/Professional Degree	100	±1	2	80	18	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

g. Health and wellness programs

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	100	±1	16	69	15	±1	
Army	100	±1	16	67	16	±2	
Navy	100	±1	12	72	16	±2	
Air Force	99	±1	18	70	11	±2	
DoD Agencies and Activities	99	±1	16	67	17	±2	
PAY PLAN/GRADE							
White Collar Total	100	±1	17	68	15	±1	
GS 1 to 4	100	±1	14	65	21	±5	
GS 5 to 8	99	±1	17	65	18	±2	
GS 9 to 12	100	±1	17	70	13	±1	
GS/GM 13 to 15	100	±1	18	69	12	±2	
SES	100	±1	12	79	10	±8	
Blue Collar Total	99	±1	11	73	16	±2	
WG 1 to 5	98	±2	12	67	21	±6	
WG 6 to 9	99	±1	12	71	17	±3	
WG 10 to 15	99	±1	11	74	15	±3	
WS/WL 1 to 19	100	±1	9	78	13	±3	
OCCUPATIONAL GROUPS							
Professional	100	±1	18	69	14	±2	
Administrative	100	±1	18	69	13	±2	
Technical	99	±1	15	68	17	±2	
Clerical	99	±1	18	63	19	±3	
Other White Collar	99	±1	15	72	13	±4	
Blue Collar	99	±1	11	73	16	±2	
Scientists	100	±1	18	68	14	±3	
Engineers	100	±1	14	74	12	±2	
SUPERVISOR/MANAGER							
Supervisor	100	±1	16	70	14	±2	
Manager	100	±1	17	70	13	±3	
Wage Leader	100	±1	10	76	14	±5	
Wage Supervisor	100	±1	11	74	15	±4	
All Others	100	±1	16	69	15	±1	
SCHEDULE/LOCATION							
Full-Time	100	±1	16	70	15	±1	
Other Than Full-Time	99	±1	12	64	24	±6	
CONUS	100	±1	16	70	14	±1	
OCONUS	100	±1	15	62	23	±3	
TYPE OF APPOINTMENT							
Permanent	100	±1	16	69	15	±1	
Non-Permanent	99	±1	14	66	20	±5	
BARGAINING UNIT							
Not in Bargaining Unit	100	±1	16	69	15	±1	
In Bargaining Unit	99	±1	15	69	15	±1	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

g. Health and wellness programs

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	100	±1	16	69	15	±1	
Disability	99	±1	15	69	16	±2	
Targeted Disability	99	±1	13	70	17	±3	
Other Disability	99	±1	16	69	15	±2	
VETERAN/PREFERENCE							
Non-Veteran	100	±1	17	68	15	±1	
Veteran	99	±1	14	71	15	±1	
10 Point 30%	99	±1	14	71	15	±3	
10 Point Non-30%	100	±1	15	69	15	±3	
5 Point	100	±1	13	72	15	±2	
No Preference	100	±1	16	67	17	±3	
RETIREMENT PLAN							
CSRS	100	±1	15	72	14	±1	
FERS	100	±1	16	68	16	±1	
Other Plan	99	±1	13	66	21	±5	
RETIREMENT ELIGIBILITY							
Not Eligible	100	±1	16	68	16	±1	
Optional Eligible	99	±1	15	71	14	±2	
Discontinued Service	99	±1	15	70	15	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	100	±1	15	70	15	±2	
5 to 10 Years	100	±1	16	67	18	±3	
11 to 20 Years	100	±1	17	67	16	±2	
21 to 30 Years	100	±1	15	71	14	±2	
More Than 30 Years	99	±1	13	73	14	±2	
AGE							
30 Years Old or Less	99	±1	16	68	15	±3	
31 to 40 Years Old	100	±1	16	66	18	±2	
41 to 50 Years Old	100	±1	16	68	15	±1	
51 to 60 Years Old	99	±1	15	71	14	±2	
More Than 60 Years Old	99	±1	12	76	12	±3	
GENDER							
Male	100	±1	13	73	14	±1	
Female	100	±1	20	63	17	±2	
RACE/ETHNICITY							
Non-Hispanic White	100	±1	14	71	15	±1	
Total Minority	99	±1	18	66	16	±2	
Non-Hispanic Black	99	±1	21	65	15	±2	
Hispanic	99	±1	17	68	15	±3	
Non-Hispanic API	99	±1	16	66	18	±3	
EDUCATION							
No College	99	±1	10	77	13	±2	
Some College	99	±1	15	69	16	±1	
4-Year Degree	100	±1	17	68	15	±2	
Graduate/Professional Degree	100	±1	21	67	13	±2	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

h. Elder care programs

1. Yes

2. No

3. Not available

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	99	±1	1	71	28	±1	
Army	99	±1	1	68	31	±2	
Navy	99	±1	1	72	28	±2	
Air Force	99	±1	0	74	26	±2	
DoD Agencies and Activities	99	±1	1	71	29	±2	
PAY PLAN/GRADE							
White Collar Total	99	±1	1	71	29	±1	
GS 1 to 4	98	±2	1	70	29	±4	
GS 5 to 8	99	±1	1	68	32	±2	
GS 9 to 12	99	±1	1	72	28	±1	
GS/GM 13 to 15	99	±1	0	73	27	±2	
SES	99	±1	0	81	19	±8	
Blue Collar Total	99	±1	1	72	28	±2	
WG 1 to 5	98	±2	2	70	28	±5	
WG 6 to 9	99	±1	1	72	27	±3	
WG 10 to 15	99	±1	0	72	28	±3	
WS/WL 1 to 19	99	±1	1	73	27	±3	
OCCUPATIONAL GROUPS							
Professional	99	±1	0	71	29	±2	
Administrative	99	±1	0	72	28	±2	
Technical	99	±1	1	70	29	±2	
Clerical	99	±1	1	67	32	±3	
Other White Collar	100	±1	0	75	25	±4	
Blue Collar	99	±1	1	71	28	±2	
Scientists	99	±1	0	72	27	±3	
Engineers	100	±1	0	75	25	±2	
SUPERVISOR/MANAGER							
Supervisor	99	±1	1	70	30	±2	
Manager	99	±1	0	73	27	±3	
Wage Leader	99	±1	1	75	24	±5	
Wage Supervisor	99	±1	1	70	30	±4	
All Others	99	±1	1	71	29	±1	
SCHEDULE/LOCATION							
Full-Time	99	±1	1	71	28	±1	
Other Than Full-Time	99	±2	0	65	34	±6	
CONUS	99	±1	1	72	27	±1	
OCONUS	99	±1	1	60	39	±3	
TYPE OF APPOINTMENT							
Permanent	99	±1	1	71	28	±1	
Non-Permanent	99	±1	0	69	31	±5	
BARGAINING UNIT							
Not in Bargaining Unit	99	±1	0	71	29	±1	
In Bargaining Unit	99	±1	1	71	28	±1	

Note. Percent responding are Civilian employees who answered the question.

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization?

h. Elder care programs

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	99	±1	1	71	28	±1	
Disability	99	±1	1	70	29	±2	
Targeted Disability	99	±1	1	70	29	±3	
Other Disability	99	±1	1	71	29	±2	
VETERAN/PREFERENCE							
Non-Veteran	99	±1	1	70	29	±1	
Veteran	99	±1	1	72	28	±1	
10 Point 30%	99	±1	1	73	25	±3	
10 Point Non-30%	100	±1	0	72	27	±3	
5 Point	99	±1	1	72	28	±2	
No Preference	99	±1	0	70	30	±3	
RETIREMENT PLAN							
CSRS	99	±1	1	71	28	±1	
FERS	99	±1	1	71	28	±1	
Other Plan	99	±1	0	68	32	±6	
RETIREMENT ELIGIBILITY							
Not Eligible	99	±1	0	71	29	±1	
Optional Eligible	99	±1	1	72	27	±2	
Discontinued Service	99	±1	1	68	31	±2	
LENGTH OF SERVICE							
6 Months to 4 Years	99	±1	0	74	26	±2	
5 to 10 Years	99	±1	1	69	30	±3	
11 to 20 Years	99	±1	1	70	30	±2	
21 to 30 Years	99	±1	1	71	29	±2	
More Than 30 Years	99	±1	0	72	28	±2	
AGE							
30 Years Old or Less	98	±1	1	74	26	±3	
31 to 40 Years Old	100	±1	0	69	31	±2	
41 to 50 Years Old	99	±1	0	70	30	±1	
51 to 60 Years Old	99	±1	1	72	28	±2	
More Than 60 Years Old	99	±1	1	76	23	±3	
GENDER							
Male	99	±1	0	74	26	±1	
Female	99	±1	1	66	33	±2	
RACE/ETHNICITY							
Non-Hispanic White	99	±1	0	71	28	±1	
Total Minority	99	±1	1	70	29	±2	
Non-Hispanic Black	99	±1	1	72	27	±2	
Hispanic	99	±1	1	72	28	±3	
Non-Hispanic API	99	±1	1	66	32	±3	
EDUCATION							
No College	99	±1	1	76	23	±2	
Some College	99	±1	1	70	29	±1	
4-Year Degree	99	±1	0	71	29	±2	
Graduate/Professional Degree	100	±1	0	70	29	±2	

Note. Percent responding are Civilian employees who answered the question.

54. Are you in your organization's eligible pool to telework or telecommute?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	48	±1	8	52	40	±1	
Army	48	±2	8	50	41	±2	
Navy	47	±2	9	55	36	±2	
Air Force	48	±2	5	52	44	±2	
DoD Agencies and Activities	49	±2	12	51	36	±3	
PAY PLAN/GRADE							
White Collar Total	47	±1	10	53	38	±2	
GS 1 to 4	56	±5	3	49	48	±6	
GS 5 to 8	49	±2	4	52	43	±3	
GS 9 to 12	45	±2	10	52	37	±2	
GS/GM 13 to 15	43	±2	19	56	25	±3	
SES	59	±8	11	73	NR	±13	
Blue Collar Total	52	±2	4	50	46	±3	
WG 1 to 5	55	±6	3	51	46	±8	
WG 6 to 9	55	±4	4	47	49	±5	
WG 10 to 15	51	±3	3	51	45	±4	
WS/WL 1 to 19	48	±4	4	52	44	±5	
OCCUPATIONAL GROUPS							
Professional	44	±2	15	47	38	±2	
Administrative	46	±2	12	57	31	±2	
Technical	50	±2	5	54	42	±3	
Clerical	50	±3	5	50	45	±4	
Other White Collar	53	±4	2	46	52	±6	
Blue Collar	51	±2	4	50	46	±3	
Scientists	49	±4	13	45	42	±5	
Engineers	48	±2	12	48	40	±3	
SUPERVISOR/MANAGER							
Supervisor	48	±2	11	58	32	±3	
Manager	47	±3	14	65	21	±4	
Wage Leader	50	±5	8	49	43	±7	
Wage Supervisor	46	±4	6	55	40	±6	
All Others	48	±1	8	50	42	±2	
SCHEDULE/LOCATION							
Full-Time	48	±1	9	52	39	±1	
Other Than Full-Time	48	±6	4	52	44	±9	
CONUS	49	±1	9	52	39	±1	
OCONUS	38	±3	5	51	43	±4	
TYPE OF APPOINTMENT							
Permanent	48	±1	9	52	39	±1	
Non-Permanent	50	±5	2	48	49	±6	
BARGAINING UNIT							
Not in Bargaining Unit	47	±1	10	55	34	±2	
In Bargaining Unit	49	±2	6	48	46	±2	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

54. Are you in your organization's eligible pool to telework or telecommute?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	48	±1	9	52	39	±2	
Disability	48	±2	7	50	42	±3	
Targeted Disability	47	±3	8	49	43	±5	
Other Disability	48	±2	7	50	42	±3	
VETERAN/PREFERENCE							
Non-Veteran	48	±1	10	50	40	±2	
Veteran	48	±1	7	54	39	±2	
10 Point 30%	49	±3	7	54	40	±4	
10 Point Non-30%	48	±3	6	55	39	±4	
5 Point	48	±2	7	54	39	±2	
No Preference	46	±3	7	56	37	±5	
RETIREMENT PLAN							
CSRS	49	±2	10	53	37	±2	
FERS	47	±1	8	51	41	±2	
Other Plan	46	±6	3	52	44	±8	
RETIREMENT ELIGIBILITY							
Not Eligible	47	±1	8	51	40	±2	
Optional Eligible	50	±2	8	52	39	±2	
Discontinued Service	47	±2	10	53	37	±3	
LENGTH OF SERVICE							
6 Months to 4 Years	51	±2	5	45	50	±3	
5 to 10 Years	46	±3	7	50	43	±4	
11 to 20 Years	46	±2	9	52	39	±2	
21 to 30 Years	48	±2	10	54	36	±2	
More Than 30 Years	49	±2	9	56	35	±3	
AGE							
30 Years Old or Less	53	±3	5	45	51	±4	
31 to 40 Years Old	45	±2	9	47	44	±3	
41 to 50 Years Old	46	±2	9	53	38	±2	
51 to 60 Years Old	49	±2	9	55	36	±2	
More Than 60 Years Old	52	±3	8	52	39	±4	
GENDER							
Male	49	±1	8	52	40	±2	
Female	46	±2	9	52	38	±2	
RACE/ETHNICITY							
Non-Hispanic White	47	±1	8	54	38	±2	
Total Minority	51	±2	9	49	42	±2	
Non-Hispanic Black	54	±2	8	53	39	±3	
Hispanic	53	±3	10	44	46	±4	
Non-Hispanic API	44	±3	11	44	45	±5	
EDUCATION							
No College	59	±2	4	51	45	±3	
Some College	48	±1	7	53	41	±2	
4-Year Degree	44	±2	12	51	37	±2	
Graduate/Professional Degree	45	±2	14	51	34	±3	

Note. Percent responding are Civilian employees who answered the question.

55. If you wanted to be included in your organization's eligible pool to telework or telecommute, could you?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
OVERALL AND COMPONENT							
Total DoD	43	±1	15	30	56	±1	
Army	43	±2	13	28	59	±2	
Navy	42	±2	15	33	51	±2	
Air Force	45	±2	13	29	58	±2	
DoD Agencies and Activities	42	±2	17	30	53	±3	
PAY PLAN/GRADE							
White Collar Total	42	±1	16	30	54	±2	
GS 1 to 4	53	±5	13	22	65	±6	
GS 5 to 8	46	±2	15	24	60	±3	
GS 9 to 12	40	±2	17	29	53	±2	
GS/GM 13 to 15	35	±2	17	43	40	±3	
SES	52	±8	8	65	27	±14	
Blue Collar Total	49	±2	9	29	62	±3	
WG 1 to 5	52	±6	12	22	66	±7	
WG 6 to 9	52	±4	10	25	65	±4	
WG 10 to 15	49	±3	8	32	61	±4	
WS/WL 1 to 19	46	±4	10	33	57	±5	
OCCUPATIONAL GROUPS							
Professional	38	±2	17	31	52	±3	
Administrative	40	±2	17	35	48	±2	
Technical	47	±2	15	26	59	±3	
Clerical	47	±3	16	25	59	±4	
Other White Collar	51	±4	8	32	61	±6	
Blue Collar	49	±2	10	29	62	±3	
Scientists	42	±3	15	29	56	±5	
Engineers	42	±2	15	31	54	±3	
SUPERVISOR/MANAGER							
Supervisor	42	±2	17	40	43	±3	
Manager	40	±3	16	50	35	±4	
Wage Leader	45	±5	14	27	59	±7	
Wage Supervisor	43	±4	10	35	55	±6	
All Others	44	±1	14	27	59	±2	
SCHEDULE/LOCATION							
Full-Time	43	±1	15	30	55	±1	
Other Than Full-Time	45	±6	12	20	67	±9	
CONUS	44	±1	15	30	55	±2	
OCONUS	36	±3	12	28	60	±4	
TYPE OF APPOINTMENT							
Permanent	43	±1	15	30	55	±1	
Non-Permanent	49	±5	14	23	63	±6	
BARGAINING UNIT							
Not in Bargaining Unit	42	±1	15	34	51	±2	
In Bargaining Unit	45	±2	14	25	61	±2	

Note. Percent responding are Civilian employees who answered the question, who did not telework or commute in the past 12 months, and who are not in your organization's eligible pool to telework or telecommute (Q53a/Q54).

55. If you wanted to be included in your organization's eligible pool to telework or telecommute, could you?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
DISABILITY							
No Disability	43	±1	14	30	55	±2	
Disability	44	±2	15	28	57	±3	
Targeted Disability	43	±3	14	30	56	±5	
Other Disability	44	±2	16	27	57	±3	
VETERAN/PREFERENCE							
Non-Veteran	43	±1	16	28	57	±2	
Veteran	44	±1	13	33	54	±2	
10 Point 30%	45	±3	14	30	56	±4	
10 Point Non-30%	44	±3	14	33	52	±4	
5 Point	44	±2	13	33	54	±2	
No Preference	42	±3	15	33	52	±5	
RETIREMENT PLAN							
CSRS	43	±2	15	31	54	±2	
FERS	43	±1	15	29	56	±2	
Other Plan	43	±6	11	31	58	±8	
RETIREMENT ELIGIBILITY							
Not Eligible	42	±1	14	29	56	±2	
Optional Eligible	46	±2	15	31	55	±2	
Discontinued Service	42	±2	14	31	55	±3	
LENGTH OF SERVICE							
6 Months to 4 Years	48	±2	13	24	63	±3	
5 to 10 Years	42	±3	15	27	58	±4	
11 to 20 Years	41	±2	16	30	54	±2	
21 to 30 Years	42	±2	14	32	54	±2	
More Than 30 Years	45	±2	13	35	52	±3	
AGE							
30 Years Old or Less	50	±3	13	20	66	±4	
31 to 40 Years Old	41	±2	15	29	56	±3	
41 to 50 Years Old	41	±2	15	31	55	±2	
51 to 60 Years Old	44	±2	15	33	52	±2	
More Than 60 Years Old	47	±3	11	28	61	±4	
GENDER							
Male	45	±1	13	32	55	±2	
Female	41	±2	17	27	56	±2	
RACE/ETHNICITY							
Non-Hispanic White	43	±1	13	33	54	±2	
Total Minority	45	±2	17	24	59	±2	
Non-Hispanic Black	48	±2	17	22	60	±3	
Hispanic	47	±3	15	25	60	±4	
Non-Hispanic API	39	±3	22	23	55	±5	
EDUCATION							
No College	56	±2	12	26	62	±3	
Some College	44	±1	14	29	57	±2	
4-Year Degree	38	±2	17	32	51	±3	
Graduate/Professional Degree	38	±2	15	36	49	±3	

Note. Percent responding are Civilian employees who answered the question, who did not telework or commute in the past 12 months, and who are not in your organization's eligible pool to telework or telecommute (Q53a/Q54).

56. Mark your level of satisfaction with telework or telecommuting programs.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	8	±1	1	5	26	48	19	±3	3.8	±0.1	
Army	8	±1	2	5	29	47	18	±5	3.8	±0.1	
Navy	8	±1	1	6	23	48	22	±5	3.9	±0.1	
Air Force	5	±1	1	3	28	55	13	±6	3.8	±0.1	
DoD Agencies and Activities	9	±1	2	8	22	46	22	±6	3.8	±0.1	
PAY PLAN/GRADE											
White Collar Total	8	±1	1	5	25	48	21	±3	3.8	±0.1	
GS 1 to 4	5	±2	0	NR	NR	NR	15	±12	3.7	±0.3	
GS 5 to 8	7	±1	0	4	36	47	13	±6	3.7	±0.1	
GS 9 to 12	8	±1	1	5	23	50	21	±4	3.8	±0.1	
GS/GM 13 to 15	12	±2	2	8	19	45	26	±5	3.8	±0.1	
SES	7	±2	1	5	21	48	25	±8	3.9	±0.2	
Blue Collar Total	5	±1	0	6	30	52	11	±7	3.7	±0.2	
WG 1 to 5	5	±3	NR	NR	NR	NR	NR		0.0	±0.0	
WG 6 to 9	4	±2	NR	8	38	44	9	±14	3.5	±0.3	
WG 10 to 15	4	±1	0	9	33	48	10	±13	3.6	±0.2	
WS/WL 1 to 19	7	±2	0	2	32	57	9	±12	3.7	±0.2	
OCCUPATIONAL GROUPS											
Professional	10	±1	1	7	21	46	24	±5	3.8	±0.1	
Administrative	9	±1	2	5	22	49	23	±4	3.9	±0.1	
Technical	7	±1	1	4	30	49	16	±6	3.7	±0.1	
Clerical	6	±2	1	3	32	52	12	±11	3.7	±0.2	
Other White Collar	7	±3	0	0	NR	36	13	±15	3.6	±0.3	
Blue Collar	5	±1	0	6	32	51	11	±7	3.7	±0.2	
Scientists	9	±2	1	7	18	48	24	±10	3.9	±0.2	
Engineers	7	±1	1	6	25	47	21	±6	3.8	±0.2	
SUPERVISOR/MANAGER											
Supervisor	8	±1	1	3	26	49	20	±7	3.8	±0.2	
Manager	10	±2	2	6	30	44	18	±8	3.7	±0.2	
Wage Leader	7	±3	0	0	25	60	15	±16	3.9	±0.3	
Wage Supervisor	9	±3	0	3	25	59	13	±13	3.8	±0.2	
All Others	7	±1	1	6	25	48	20	±3	3.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	8	±1	1	5	26	48	19	±3	3.8	±0.1	
Other Than Full-Time	6	±3	0	NR	NR	NR	23	±15	3.9	±0.3	
CONUS	8	±1	1	5	25	48	20	±3	3.8	±0.1	
OCONUS	7	±2	1	6	35	49	9	±9	3.6	±0.2	
TYPE OF APPOINTMENT											
Permanent	8	±1	1	5	25	48	20	±3	3.8	±0.1	
Non-Permanent	5	±2	0	2	38	47	12	±15	3.7	±0.3	
BARGAINING UNIT											
Not in Bargaining Unit	8	±1	1	6	24	48	21	±3	3.8	±0.1	
In Bargaining Unit	7	±1	1	5	28	48	18	±4	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used telework or telecommuting programs in the past 12 months (Q53a).

NR: Not reportable - cell size less than 30 or low precision.

56. Mark your level of satisfaction with telework or telecommuting programs.

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	7	±1	1	6	25	48	19	±3	3.8	±0.1	
Disability	8	±1	1	4	28	47	19	±6	3.8	±0.1	
Targeted Disability	9	±2	2	5	28	47	18	±10	3.8	±0.2	
Other Disability	8	±2	0	4	29	47	20	±7	3.8	±0.2	
VETERAN/PREFERENCE											
Non-Veteran	8	±1	1	6	26	45	22	±4	3.8	±0.1	
Veteran	7	±1	1	4	26	53	16	±4	3.8	±0.1	
10 Point 30%	8	±2	1	5	23	53	19	±9	3.8	±0.2	
10 Point Non-30%	7	±2	0	4	21	56	18	±10	3.9	±0.2	
5 Point	7	±1	1	4	27	53	14	±5	3.7	±0.1	
No Preference	6	±2	0	4	29	48	19	±11	3.8	±0.2	
RETIREMENT PLAN											
CSRS	8	±1	2	5	24	47	22	±4	3.8	±0.1	
FERS	7	±1	1	6	26	49	18	±3	3.8	±0.1	
Other Plan	6	±2	0	0	NR	39	17	±16	3.7	±0.3	
RETIREMENT ELIGIBILITY											
Not Eligible	7	±1	1	6	23	49	21	±4	3.8	±0.1	
Optional Eligible	8	±1	1	4	30	48	17	±4	3.8	±0.1	
Discontinued Service	7	±1	2	6	23	48	21	±7	3.8	±0.2	
LENGTH OF SERVICE											
6 Months to 4 Years	6	±1	0	5	30	50	15	±7	3.8	±0.2	
5 to 10 Years	7	±2	0	6	28	45	21	±9	3.8	±0.2	
11 to 20 Years	8	±1	1	6	26	49	19	±4	3.8	±0.1	
21 to 30 Years	8	±1	2	6	22	47	23	±5	3.8	±0.1	
More Than 30 Years	8	±1	2	3	29	49	17	±7	3.8	±0.2	
AGE											
30 Years Old or Less	7	±2	0	5	25	51	19	±10	3.8	±0.2	
31 to 40 Years Old	8	±1	1	8	29	44	19	±6	3.7	±0.2	
41 to 50 Years Old	7	±1	2	6	23	47	22	±4	3.8	±0.1	
51 to 60 Years Old	8	±1	1	4	28	49	18	±4	3.8	±0.1	
More Than 60 Years Old	9	±2	1	2	22	58	17	±9	3.9	±0.2	
GENDER											
Male	7	±1	1	5	27	51	16	±3	3.8	±0.1	
Female	8	±1	1	6	24	45	24	±4	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	7	±1	2	6	24	47	22	±3	3.8	±0.1	
Total Minority	8	±1	1	5	30	50	15	±5	3.7	±0.1	
Non-Hispanic Black	8	±2	1	6	29	50	15	±7	3.7	±0.2	
Hispanic	7	±2	1	2	33	47	17	±10	3.8	±0.2	
Non-Hispanic API	10	±2	0	3	31	56	11	±10	3.8	±0.2	
EDUCATION											
No College	5	±1	0	3	30	49	17	±8	3.8	±0.2	
Some College	7	±1	1	5	27	51	16	±4	3.7	±0.1	
4-Year Degree	9	±1	1	7	24	47	21	±5	3.8	±0.1	
Graduate/Professional Degree	10	±1	2	6	23	45	26	±5	3.9	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used telework or telecommuting programs in the past 12 months (Q53a).

NR: Not reportable - cell size less than 30 or low precision.

57. Mark your level of satisfaction with alternate-work-schedules.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	46	±1	1	3	12	44	39	±1	4.2	±0.1	
Army	46	±2	1	3	11	45	40	±2	4.2	±0.1	
Navy	48	±2	1	3	12	44	41	±2	4.2	±0.1	
Air Force	40	±2	1	3	14	48	34	±3	4.1	±0.1	
DoD Agencies and Activities	48	±2	1	4	11	42	42	±3	4.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	50	±1	1	3	11	44	41	±2	4.2	±0.1	
GS 1 to 4	31	±4	3	6	18	43	30	±8	3.9	±0.2	
GS 5 to 8	42	±2	1	3	14	42	41	±3	4.2	±0.1	
GS 9 to 12	54	±2	1	3	10	43	42	±2	4.2	±0.1	
GS/GM 13 to 15	55	±2	1	4	9	47	40	±3	4.2	±0.1	
SES	18	±5	1	2	15	47	36	±12	4.2	±0.2	
Blue Collar Total	32	±2	2	5	15	47	32	±3	4.0	±0.1	
WG 1 to 5	26	±5	1	6	19	46	27	±11	3.9	±0.2	
WG 6 to 9	32	±3	2	4	15	46	33	±6	4.0	±0.1	
WG 10 to 15	34	±3	1	4	13	47	34	±4	4.1	±0.1	
WS/WL 1 to 19	34	±3	2	5	16	49	28	±6	4.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	56	±2	1	3	10	46	40	±2	4.2	±0.1	
Administrative	52	±2	1	3	10	43	43	±2	4.2	±0.1	
Technical	47	±2	1	2	14	42	41	±3	4.2	±0.1	
Clerical	39	±3	1	4	15	44	35	±5	4.1	±0.1	
Other White Collar	20	±4	1	5	25	43	25	±10	3.9	±0.2	
Blue Collar	32	±2	1	4	15	47	32	±3	4.0	±0.1	
Scientists	53	±4	0	2	12	47	38	±4	4.2	±0.1	
Engineers	59	±2	1	3	12	47	38	±3	4.2	±0.1	
SUPERVISOR/MANAGER											
Supervisor	45	±2	0	4	11	47	37	±3	4.2	±0.1	
Manager	42	±3	1	4	9	47	40	±4	4.2	±0.1	
Wage Leader	33	±5	3	4	14	50	30	±8	4.0	±0.2	
Wage Supervisor	39	±4	1	4	18	48	29	±7	4.0	±0.2	
All Others	47	±1	1	3	12	44	40	±2	4.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	46	±1	1	3	12	44	40	±1	4.2	±0.1	
Other Than Full-Time	39	±6	2	6	21	42	29	±9	3.9	±0.2	
CONUS	48	±1	1	3	12	44	40	±1	4.2	±0.1	
OCONUS	27	±3	1	5	16	50	28	±5	4.0	±0.1	
TYPE OF APPOINTMENT											
Permanent	47	±1	1	3	12	44	40	±1	4.2	±0.1	
Non-Permanent	35	±4	1	2	20	46	32	±7	4.1	±0.2	
BARGAINING UNIT											
Not in Bargaining Unit	47	±1	1	3	11	45	40	±2	4.2	±0.1	
In Bargaining Unit	44	±1	1	3	13	44	39	±2	4.2	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used alternate-work-schedules in the past 12 months (Q53b).

57. Mark your level of satisfaction with alternate-work-schedules.

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	47	±1	1	3	11	45	40	±2	4.2	±0.1	
Disability	42	±2	1	4	15	42	38	±3	4.1	±0.1	
Targeted Disability	41	±3	2	5	15	43	36	±5	4.1	±0.1	
Other Disability	43	±2	1	4	15	41	39	±3	4.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	50	±1	1	3	11	43	41	±2	4.2	±0.1	
Veteran	40	±1	1	3	13	46	37	±2	4.1	±0.1	
10 Point 30%	38	±3	1	3	14	46	36	±4	4.1	±0.1	
10 Point Non-30%	42	±3	1	3	14	45	38	±4	4.2	±0.1	
5 Point	40	±2	1	3	13	46	37	±2	4.1	±0.1	
No Preference	42	±3	1	2	12	48	36	±5	4.2	±0.1	
RETIREMENT PLAN											
CSRS	49	±2	1	4	10	44	40	±2	4.2	±0.1	
FERS	45	±1	1	3	13	45	39	±2	4.2	±0.1	
Other Plan	37	±5	1	1	17	43	37	±8	4.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	47	±1	1	3	12	44	40	±2	4.2	±0.1	
Optional Eligible	43	±2	1	3	13	45	37	±2	4.1	±0.1	
Discontinued Service	47	±2	1	4	10	44	41	±3	4.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	39	±2	1	3	15	46	35	±3	4.1	±0.1	
5 to 10 Years	40	±3	1	3	14	49	34	±4	4.1	±0.1	
11 to 20 Years	49	±2	1	3	12	43	41	±2	4.2	±0.1	
21 to 30 Years	48	±2	1	4	11	44	41	±2	4.2	±0.1	
More Than 30 Years	47	±2	1	4	10	44	40	±3	4.2	±0.1	
AGE											
30 Years Old or Less	47	±3	1	3	14	47	35	±4	4.1	±0.1	
31 to 40 Years Old	45	±2	1	4	12	45	39	±3	4.2	±0.1	
41 to 50 Years Old	47	±2	1	3	12	44	40	±2	4.2	±0.1	
51 to 60 Years Old	46	±2	1	4	12	44	40	±2	4.2	±0.1	
More Than 60 Years Old	41	±3	0	2	11	45	42	±5	4.3	±0.1	
GENDER											
Male	43	±1	1	3	13	48	35	±2	4.1	±0.1	
Female	50	±2	1	4	10	40	45	±2	4.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	47	±1	1	3	11	44	40	±2	4.2	±0.1	
Total Minority	42	±2	1	3	14	44	38	±2	4.2	±0.1	
Non-Hispanic Black	44	±2	1	4	13	41	42	±3	4.2	±0.1	
Hispanic	38	±3	0	2	16	42	40	±5	4.2	±0.1	
Non-Hispanic API	44	±3	0	3	17	51	29	±5	4.1	±0.1	
EDUCATION											
No College	39	±2	1	4	14	44	37	±3	4.1	±0.1	
Some College	43	±1	1	3	13	43	40	±2	4.2	±0.1	
4-Year Degree	54	±2	1	3	10	46	40	±2	4.2	±0.1	
Graduate/Professional Degree	49	±2	1	3	10	45	41	±3	4.2	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used alternate-work-schedules in the past 12 months (Q53b).

58. Mark your level of satisfaction with child care subsidies.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	1	±1	2	4	28	39	27	±8	3.8	±0.2	
Army	1	±1	0	2	21	53	23	±13	4.0	±0.2	
Navy	1	±1	NR	NR	44	24	18	±16	3.4	±0.5	
Air Force	1	±1	0	9	21	37	32	±16	3.9	±0.4	
DoD Agencies and Activities	1	±1	2	NR	30	30	36	±14	3.9	±0.3	
PAY PLAN/GRADE											
White Collar Total	1	±1	3	5	26	43	24	±9	3.8	±0.2	
GS 1 to 4	2	±2	NR	NR	NR	NR	NR		0.0	±0.0	
GS 5 to 8	2	±1	NR	8	29	35	23	±14	3.6	±0.4	
GS 9 to 12	1	±1	0	4	24	42	29	±12	4.0	±0.3	
GS/GM 13 to 15	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
SES	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar Total	1	±1	0	NR	37	NR	NR	±17	4.0	±0.4	
WG 1 to 5	1	±2	NR	NR	NR	NR	NR		0.0	±0.0	
WG 6 to 9	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 10 to 15	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WS/WL 1 to 19	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
OCCUPATIONAL GROUPS											
Professional	1	±1	3	0	27	44	25	±13	3.9	±0.4	
Administrative	1	±1	0	4	31	36	30	±15	3.9	±0.3	
Technical	1	±1	0	0	28	43	30	±14	4.0	±0.3	
Clerical	2	±1	NR	NR	16	NR	10	±13	3.4	±0.6	
Other White Collar	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar	1	±1	0	6	36	NR	NR	±16	3.9	±0.4	
Scientists	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Engineers	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
SUPERVISOR/MANAGER											
Supervisor	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Manager	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Wage Leader	1	±2	NR	NR	NR	NR	NR		0.0	±0.0	
Wage Supervisor	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
All Others	1	±1	3	5	29	37	27	±9	3.8	±0.2	
SCHEDULE/LOCATION											
Full-Time	1	±1	2	5	29	37	28	±7	3.8	±0.2	
Other Than Full-Time	1	±2	NR	NR	NR	NR	NR		0.0	±0.0	
CONUS	1	±1	1	3	27	41	29	±9	3.9	±0.2	
OCONUS	2	±1	NR	NR	NR	NR	NR		0.0	±0.0	
TYPE OF APPOINTMENT											
Permanent	1	±1	2	4	28	39	26	±8	3.8	±0.2	
Non-Permanent	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
BARGAINING UNIT											
Not in Bargaining Unit	1	±1	4	4	26	45	20	±10	3.7	±0.3	
In Bargaining Unit	1	±1	0	4	29	34	33	±12	4.0	±0.2	

Note. Percent responding are Civilian employees who answered the question and who have used child care subsidies in the past 12 months (Q53c).

NR: Not reportable - cell size less than 30 or low precision.

58. Mark your level of satisfaction with child care subsidies.

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	1	±1	1	5	26	41	28	±9	3.9	±0.2	
Disability	1	±1	NR	0	41	31	18	±16	3.5	±0.6	
Targeted Disability	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Other Disability	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
VETERAN/PREFERENCE											
Non-Veteran	1	±1	1	5	25	45	25	±10	3.9	±0.2	
Veteran	1	±1	NR	3	36	25	31	±13	3.7	±0.4	
10 Point 30%	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
10 Point Non-30%	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
5 Point	1	±1	NR	4	NR	27	18	±14	3.4	±0.5	
No Preference	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
RETIREMENT PLAN											
CSRS	1	±1	0	0	19	NR	34	±16	4.1	±0.3	
FERS	1	±1	3	6	29	37	25	±8	3.8	±0.2	
Other Plan	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
RETIREMENT ELIGIBILITY											
Not Eligible	1	±1	NR	4	26	40	27	±11	3.8	±0.3	
Optional Eligible	1	±1	2	6	23	41	28	±13	3.9	±0.3	
Discontinued Service	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
LENGTH OF SERVICE											
6 Months to 4 Years	1	±1	3	NR	23	NR	21	±15	3.7	±0.4	
5 to 10 Years	2	±1	NR	NR	29	NR	11	±16	3.5	±0.5	
11 to 20 Years	1	±1	0	4	28	37	31	±11	4.0	±0.3	
21 to 30 Years	0	±1	0	0	32	28	41	±16	4.1	±0.3	
More Than 30 Years	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
AGE											
30 Years Old or Less	2	±1	NR	NR	NR	NR	NR		0.0	±0.0	
31 to 40 Years Old	2	±1	0	5	23	44	28	±16	4.0	±0.3	
41 to 50 Years Old	1	±1	0	4	31	39	26	±12	3.9	±0.3	
51 to 60 Years Old	0	±1	0	0	33	35	32	±14	4.0	±0.3	
More Than 60 Years Old	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
GENDER											
Male	1	±1	0	2	40	35	23	±11	3.8	±0.2	
Female	2	±1	3	6	20	42	29	±11	3.9	±0.3	
RACE/ETHNICITY											
Non-Hispanic White	1	±1	0	6	28	33	33	±10	3.9	±0.2	
Total Minority	2	±1	4	3	27	46	21	±12	3.8	±0.3	
Non-Hispanic Black	2	±1	0	NR	34	40	23	±14	3.8	±0.3	
Hispanic	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Non-Hispanic API	3	±2	NR	NR	NR	NR	NR		0.0	±0.0	
EDUCATION											
No College	1	±1	0	5	29	27	40	±16	4.0	±0.4	
Some College	1	±1	NR	6	30	38	23	±13	3.7	±0.3	
4-Year Degree	1	±1	3	NR	31	42	22	±15	3.8	±0.3	
Graduate/Professional Degree	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	

Note. Percent responding are Civilian employees who answered the question and who have used child care subsidies in the past 12 months (Q53c).

NR: Not reportable - cell size less than 30 or low precision.

59. Mark your level of satisfaction with transportation subsidies.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	7	±1	1	3	11	39	47	±3	4.3	±0.1	
Army	7	±1	1	3	9	38	49	±5	4.3	±0.1	
Navy	9	±1	1	4	10	38	46	±5	4.3	±0.1	
Air Force	3	±1	0	4	15	35	45	±8	4.2	±0.2	
DoD Agencies and Activities	9	±1	0	3	13	41	43	±6	4.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	7	±1	1	3	10	38	48	±3	4.3	±0.1	
GS 1 to 4	5	±2	NR	NR	3	NR	NR	±5	4.1	±0.3	
GS 5 to 8	7	±1	1	3	11	39	46	±6	4.3	±0.1	
GS 9 to 12	7	±1	1	3	9	35	53	±4	4.4	±0.1	
GS/GM 13 to 15	10	±1	0	4	7	42	46	±6	4.3	±0.1	
SES	10	±4	0	3	NR	22	NR	±9	4.2	±0.4	
Blue Collar Total	7	±1	1	3	14	41	41	±6	4.2	±0.1	
WG 1 to 5	8	±3	0	4	2	70	23	±16	4.1	±0.2	
WG 6 to 9	6	±2	0	4	18	38	40	±13	4.1	±0.3	
WG 10 to 15	6	±2	0	2	17	34	46	±10	4.2	±0.2	
WS/WL 1 to 19	7	±2	3	3	12	40	41	±12	4.1	±0.3	
OCCUPATIONAL GROUPS											
Professional	8	±1	0	3	11	38	48	±5	4.3	±0.1	
Administrative	8	±1	0	3	9	37	50	±5	4.3	±0.1	
Technical	6	±1	1	2	13	37	47	±7	4.3	±0.2	
Clerical	8	±2	2	6	5	43	45	±9	4.2	±0.2	
Other White Collar	3	±2	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar	7	±1	1	3	15	41	41	±6	4.2	±0.1	
Scientists	7	±2	0	1	3	47	49	±10	4.4	±0.2	
Engineers	7	±1	1	3	10	34	53	±6	4.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	6	±1	2	4	8	38	48	±8	4.3	±0.2	
Manager	7	±2	4	5	13	39	39	±10	4.0	±0.3	
Wage Leader	8	±3	0	0	16	30	NR	±15	4.4	±0.3	
Wage Supervisor	6	±2	0	NR	16	45	33	±16	4.1	±0.3	
All Others	7	±1	0	3	11	39	47	±3	4.3	±0.1	
SCHEDULE/LOCATION											
Full-Time	7	±1	1	3	11	38	47	±3	4.3	±0.1	
Other Than Full-Time	4	±3	NR	NR	NR	NR	NR		0.0	±0.0	
CONUS	7	±1	1	3	10	37	48	±3	4.3	±0.1	
OCONUS	6	±2	1	3	21	52	24	±11	4.0	±0.2	
TYPE OF APPOINTMENT											
Permanent	7	±1	1	3	11	38	47	±3	4.3	±0.1	
Non-Permanent	6	±2	0	7	11	50	32	±15	4.1	±0.3	
BARGAINING UNIT											
Not in Bargaining Unit	7	±1	1	4	8	40	47	±4	4.3	±0.1	
In Bargaining Unit	7	±1	0	2	14	37	46	±4	4.3	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used transportation subsidies in the past 12 months (Q53d).

NR: Not reportable - cell size less than 30 or low precision.

59. Mark your level of satisfaction with transportation subsidies.

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	7	±1	1	3	11	39	47	±3	4.3	±0.1	
Disability	8	±1	2	4	12	39	44	±6	4.2	±0.2	
Targeted Disability	9	±2	5	4	12	40	39	±10	4.1	±0.2	
Other Disability	8	±2	0	4	12	38	46	±7	4.3	±0.2	
VETERAN/PREFERENCE											
Non-Veteran	8	±1	0	3	10	39	47	±4	4.3	±0.1	
Veteran	6	±1	1	4	12	38	45	±4	4.2	±0.1	
10 Point 30%	5	±2	1	14	14	36	35	±11	3.9	±0.3	
10 Point Non-30%	7	±2	0	1	11	43	45	±11	4.3	±0.2	
5 Point	7	±1	1	3	12	38	46	±5	4.3	±0.1	
No Preference	5	±2	1	3	16	32	48	±12	4.2	±0.3	
RETIREMENT PLAN											
CSRS	8	±1	1	2	9	39	49	±4	4.3	±0.1	
FERS	7	±1	0	4	12	38	45	±4	4.2	±0.1	
Other Plan	5	±2	NR	NR	16	NR	NR	±13	4.0	±0.4	
RETIREMENT ELIGIBILITY											
Not Eligible	7	±1	0	4	11	38	46	±4	4.3	±0.1	
Optional Eligible	7	±1	1	3	11	39	46	±5	4.3	±0.1	
Discontinued Service	7	±1	1	1	11	39	48	±7	4.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	7	±1	0	8	14	40	38	±7	4.1	±0.2	
5 to 10 Years	6	±2	0	2	16	42	40	±9	4.2	±0.2	
11 to 20 Years	7	±1	0	4	12	37	48	±5	4.3	±0.1	
21 to 30 Years	8	±1	1	2	8	39	50	±5	4.3	±0.1	
More Than 30 Years	7	±1	1	1	8	40	50	±7	4.3	±0.2	
AGE											
30 Years Old or Less	8	±2	0	6	12	42	41	±10	4.2	±0.2	
31 to 40 Years Old	7	±1	0	4	14	38	44	±7	4.2	±0.2	
41 to 50 Years Old	7	±1	1	3	11	36	50	±5	4.3	±0.1	
51 to 60 Years Old	7	±1	1	3	9	40	46	±4	4.3	±0.1	
More Than 60 Years Old	7	±2	0	3	10	39	48	±11	4.3	±0.2	
GENDER											
Male	7	±1	1	3	13	38	45	±3	4.2	±0.1	
Female	8	±1	0	3	8	39	49	±5	4.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	6	±1	1	3	10	37	49	±4	4.3	±0.1	
Total Minority	9	±1	1	3	12	42	42	±5	4.2	±0.1	
Non-Hispanic Black	11	±2	0	3	8	42	48	±6	4.3	±0.1	
Hispanic	7	±2	3	5	17	42	33	±10	4.0	±0.2	
Non-Hispanic API	10	±2	0	1	16	46	37	±10	4.2	±0.2	
EDUCATION											
No College	8	±1	2	3	13	31	51	±7	4.3	±0.2	
Some College	6	±1	1	3	11	42	44	±4	4.2	±0.1	
4-Year Degree	7	±1	0	4	9	40	47	±5	4.3	±0.1	
Graduate/Professional Degree	9	±1	0	3	12	36	48	±6	4.3	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used transportation subsidies in the past 12 months (Q53d).

NR: Not reportable - cell size less than 30 or low precision.

60. Mark your level of satisfaction with employee assistance programs.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	4	±1	3	5	30	45	17	±4	3.7	±0.1	
Army	4	±1	2	6	31	43	17	±7	3.7	±0.2	
Navy	4	±1	3	4	32	47	14	±7	3.7	±0.2	
Air Force	3	±1	2	7	28	50	13	±8	3.7	±0.2	
DoD Agencies and Activities	5	±1	3	4	29	41	23	±7	3.8	±0.2	
PAY PLAN/GRADE											
White Collar Total	4	±1	2	4	29	46	18	±4	3.7	±0.1	
GS 1 to 4	4	±2	NR	7	NR	NR	NR	±9	3.7	±0.4	
GS 5 to 8	5	±1	5	6	26	46	17	±7	3.6	±0.2	
GS 9 to 12	4	±1	1	4	32	47	16	±6	3.7	±0.1	
GS/GM 13 to 15	3	±1	2	1	27	44	26	±10	3.9	±0.2	
SES	2	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar Total	5	±1	3	7	33	43	14	±8	3.6	±0.2	
WG 1 to 5	7	±3	0	11	21	NR	NR	±13	3.8	±0.4	
WG 6 to 9	5	±2	NR	10	34	42	9	±14	3.4	±0.3	
WG 10 to 15	4	±1	3	4	38	42	13	±12	3.6	±0.3	
WS/WL 1 to 19	5	±2	NR	NR	37	42	13	±15	3.6	±0.3	
OCCUPATIONAL GROUPS											
Professional	3	±1	1	5	30	44	20	±8	3.8	±0.2	
Administrative	4	±1	1	3	28	49	20	±7	3.8	±0.1	
Technical	5	±1	5	7	28	43	18	±8	3.6	±0.2	
Clerical	4	±1	4	7	34	42	14	±12	3.5	±0.3	
Other White Collar	4	±2	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar	5	±1	3	7	33	43	14	±8	3.6	±0.2	
Scientists	3	±2	0	NR	24	NR	NR	±13	3.7	±0.5	
Engineers	3	±1	1	3	33	45	18	±10	3.8	±0.2	
SUPERVISOR/MANAGER											
Supervisor	4	±1	3	1	28	44	24	±10	3.9	±0.2	
Manager	3	±1	0	0	33	52	15	±14	3.8	±0.2	
Wage Leader	5	±3	NR	NR	NR	NR	NR		0.0	±0.0	
Wage Supervisor	5	±2	NR	10	NR	32	NR	±16	3.4	±0.4	
All Others	4	±1	3	6	30	45	16	±4	3.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	4	±1	3	5	30	45	17	±4	3.7	±0.1	
Other Than Full-Time	3	±2	NR	NR	NR	NR	NR		0.0	±0.0	
CONUS	4	±1	3	4	30	45	18	±4	3.7	±0.1	
OCONUS	4	±1	1	14	34	42	9	±12	3.4	±0.3	
TYPE OF APPOINTMENT											
Permanent	4	±1	3	5	30	44	18	±4	3.7	±0.1	
Non-Permanent	4	±2	NR	8	NR	NR	4	±9	3.5	±0.3	
BARGAINING UNIT											
Not in Bargaining Unit	4	±1	2	4	31	46	17	±5	3.7	±0.1	
In Bargaining Unit	5	±1	3	7	29	44	17	±5	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used employee assistance programs in the past 12 months (Q53e).

NR: Not reportable - cell size less than 30 or low precision.

60. Mark your level of satisfaction with employee assistance programs.

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	4	±1	2	4	30	46	17	±4	3.7	±0.1	
Disability	6	±1	4	9	31	39	17	±7	3.6	±0.2	
Targeted Disability	6	±2	5	12	29	39	14	±11	3.4	±0.3	
Other Disability	5	±1	4	7	32	39	18	±9	3.6	±0.2	
VETERAN/PREFERENCE											
Non-Veteran	4	±1	3	4	30	45	18	±5	3.7	±0.1	
Veteran	4	±1	3	6	31	45	15	±6	3.6	±0.1	
10 Point 30%	5	±2	3	8	28	48	13	±12	3.6	±0.3	
10 Point Non-30%	4	±2	5	6	23	50	15	±14	3.6	±0.3	
5 Point	3	±1	2	8	33	44	13	±7	3.6	±0.2	
No Preference	4	±2	NR	NR	33	40	NR	±16	3.8	±0.3	
RETIREMENT PLAN											
CSRS	4	±1	3	5	29	46	18	±6	3.7	±0.1	
FERS	4	±1	3	6	31	45	16	±5	3.7	±0.1	
Other Plan	3	±2	NR	NR	NR	NR	NR		0.0	±0.0	
RETIREMENT ELIGIBILITY											
Not Eligible	4	±1	3	5	31	42	19	±5	3.7	±0.1	
Optional Eligible	4	±1	2	4	28	51	15	±6	3.7	±0.1	
Discontinued Service	4	±1	3	6	33	40	18	±9	3.6	±0.2	
LENGTH OF SERVICE											
6 Months to 4 Years	4	±1	1	5	27	54	13	±10	3.7	±0.2	
5 to 10 Years	4	±1	5	10	27	40	19	±11	3.6	±0.3	
11 to 20 Years	4	±1	3	5	32	42	17	±6	3.7	±0.2	
21 to 30 Years	4	±1	3	5	28	44	21	±6	3.8	±0.2	
More Than 30 Years	4	±1	1	3	39	46	12	±10	3.6	±0.2	
AGE											
30 Years Old or Less	5	±2	NR	2	33	47	16	±12	3.7	±0.3	
31 to 40 Years Old	4	±1	4	7	29	40	20	±8	3.6	±0.2	
41 to 50 Years Old	4	±1	2	6	28	47	17	±6	3.7	±0.1	
51 to 60 Years Old	4	±1	3	3	33	45	16	±6	3.7	±0.2	
More Than 60 Years Old	4	±2	1	7	29	42	21	±14	3.8	±0.3	
GENDER											
Male	4	±1	2	6	34	46	13	±5	3.6	±0.1	
Female	5	±1	4	5	26	43	23	±6	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	4	±1	2	5	31	44	19	±5	3.7	±0.1	
Total Minority	5	±1	4	6	27	48	15	±6	3.7	±0.2	
Non-Hispanic Black	6	±1	3	6	26	46	19	±8	3.7	±0.2	
Hispanic	4	±1	NR	10	25	50	13	±13	3.6	±0.3	
Non-Hispanic API	6	±2	3	5	30	54	8	±13	3.6	±0.3	
EDUCATION											
No College	4	±1	4	5	29	47	15	±10	3.7	±0.2	
Some College	4	±1	3	6	30	44	16	±5	3.6	±0.1	
4-Year Degree	4	±1	2	4	32	44	18	±7	3.7	±0.2	
Graduate/Professional Degree	3	±1	0	4	28	47	21	±9	3.9	±0.2	

Note. Percent responding are Civilian employees who answered the question and who have used employee assistance programs in the past 12 months (Q53e).

NR: Not reportable - cell size less than 30 or low precision.

61. Mark your level of satisfaction with support groups.

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	2	±1	0	3	27	52	17	±5	3.8	±0.1	
Army	3	±1	0	4	29	52	15	±8	3.8	±0.2	
Navy	2	±1	0	2	28	52	18	±9	3.9	±0.2	
Air Force	3	±1	1	5	24	51	19	±9	3.8	±0.2	
DoD Agencies and Activities	3	±1	0	1	25	56	19	±10	3.9	±0.2	
PAY PLAN/GRADE											
White Collar Total	2	±1	1	2	27	53	17	±5	3.8	±0.1	
GS 1 to 4	3	±2	0	0	NR	NR	NR	±0	4.0	±0.3	
GS 5 to 8	4	±1	1	3	30	54	12	±9	3.7	±0.2	
GS 9 to 12	2	±1	0	3	27	50	20	±8	3.9	±0.2	
GS/GM 13 to 15	1	±1	0	0	35	41	23	±17	3.9	±0.3	
SES	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar Total	3	±1	0	5	26	52	17	±10	3.8	±0.2	
WG 1 to 5	5	±3	NR	NR	NR	NR	NR		0.0	±0.0	
WG 6 to 9	3	±2	0	NR	24	NR	NR	±15	3.8	±0.3	
WG 10 to 15	3	±1	0	8	37	40	14	±13	3.6	±0.3	
WS/WL 1 to 19	2	±1	NR	NR	NR	NR	NR		0.0	±0.0	
OCCUPATIONAL GROUPS											
Professional	1	±1	0	NR	27	47	25	±12	3.9	±0.2	
Administrative	2	±1	0	3	27	47	23	±9	3.9	±0.2	
Technical	3	±1	1	3	27	55	14	±10	3.8	±0.2	
Clerical	3	±1	0	0	30	59	11	±14	3.8	±0.2	
Other White Collar	3	±2	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar	3	±1	0	5	25	53	18	±9	3.8	±0.2	
Scientists	1	±2	NR	NR	NR	NR	NR		0.0	±0.0	
Engineers	1	±1	0	0	30	54	16	±15	3.9	±0.2	
SUPERVISOR/MANAGER											
Supervisor	2	±1	0	2	19	62	17	±12	3.9	±0.2	
Manager	2	±1	0	0	30	59	11	±16	3.8	±0.2	
Wage Leader	3	±2	NR	NR	NR	NR	NR		0.0	±0.0	
Wage Supervisor	2	±2	NR	NR	NR	NR	NR		0.0	±0.0	
All Others	2	±1	0	3	28	51	18	±6	3.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	2	±1	0	3	28	51	17	±5	3.8	±0.1	
Other Than Full-Time	4	±3	NR	NR	NR	NR	NR		0.0	±0.0	
CONUS	2	±1	0	3	27	51	18	±5	3.8	±0.1	
OCONUS	4	±2	0	2	25	60	14	±12	3.9	±0.2	
TYPE OF APPOINTMENT											
Permanent	2	±1	0	3	28	51	17	±5	3.8	±0.1	
Non-Permanent	4	±2	NR	NR	NR	NR	NR		0.0	±0.0	
BARGAINING UNIT											
Not in Bargaining Unit	2	±1	0	1	25	56	18	±6	3.9	±0.1	
In Bargaining Unit	3	±1	1	5	29	49	17	±7	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used support groups in the past 12 months (Q53f).

NR: Not reportable - cell size less than 30 or low precision.

61. Mark your level of satisfaction with support groups.

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	2	±1	0	3	26	55	16	±5	3.8	±0.1	
Disability	4	±1	1	3	29	44	23	±9	3.8	±0.2	
Targeted Disability	4	±2	0	7	21	58	14	±14	3.8	±0.2	
Other Disability	3	±1	NR	1	35	35	28	±11	3.9	±0.3	
VETERAN/PREFERENCE											
Non-Veteran	2	±1	0	1	29	55	14	±6	3.8	±0.1	
Veteran	3	±1	0	6	24	49	21	±7	3.9	±0.2	
10 Point 30%	4	±1	0	6	25	47	23	±14	3.9	±0.3	
10 Point Non-30%	3	±1	0	0	21	NR	32	±16	4.1	±0.3	
5 Point	2	±1	1	6	26	48	20	±9	3.8	±0.2	
No Preference	2	±1	0	NR	NR	NR	8	±9	3.7	±0.3	
RETIREMENT PLAN											
CSRS	2	±1	0	1	30	49	20	±8	3.9	±0.2	
FERS	3	±1	1	4	27	54	15	±6	3.8	±0.1	
Other Plan	3	±2	NR	NR	NR	NR	NR		0.0	±0.0	
RETIREMENT ELIGIBILITY											
Not Eligible	2	±1	0	3	27	53	17	±7	3.8	±0.1	
Optional Eligible	3	±1	0	4	23	56	16	±7	3.8	±0.2	
Discontinued Service	2	±1	1	1	35	41	22	±12	3.8	±0.2	
LENGTH OF SERVICE											
6 Months to 4 Years	3	±1	0	4	19	62	15	±12	3.9	±0.2	
5 to 10 Years	3	±1	0	4	25	57	13	±14	3.8	±0.2	
11 to 20 Years	3	±1	1	3	31	50	15	±7	3.8	±0.2	
21 to 30 Years	2	±1	0	3	24	47	26	±8	4.0	±0.2	
More Than 30 Years	2	±1	0	4	31	53	12	±13	3.7	±0.2	
AGE											
30 Years Old or Less	3	±1	0	NR	25	62	NR	±16	3.7	±0.3	
31 to 40 Years Old	3	±1	0	4	24	62	10	±10	3.8	±0.2	
41 to 50 Years Old	2	±1	1	3	27	51	19	±8	3.8	±0.2	
51 to 60 Years Old	3	±1	1	3	28	47	21	±7	3.9	±0.2	
More Than 60 Years Old	3	±1	0	0	26	NR	NR	±15	4.0	±0.3	
GENDER											
Male	2	±1	0	4	27	51	17	±6	3.8	±0.1	
Female	3	±1	0	2	25	54	18	±7	3.9	±0.2	
RACE/ETHNICITY											
Non-Hispanic White	2	±1	1	4	27	51	18	±6	3.8	±0.1	
Total Minority	4	±1	0	3	26	54	17	±7	3.9	±0.1	
Non-Hispanic Black	4	±1	0	2	25	54	19	±9	3.9	±0.2	
Hispanic	3	±1	0	6	32	48	14	±14	3.7	±0.3	
Non-Hispanic API	6	±2	0	1	22	61	16	±12	3.9	±0.2	
EDUCATION											
No College	4	±1	0	1	23	56	19	±11	3.9	±0.2	
Some College	3	±1	0	3	28	52	17	±7	3.8	±0.1	
4-Year Degree	2	±1	1	3	23	55	18	±10	3.8	±0.2	
Graduate/Professional Degree	2	±1	0	7	30	46	17	±14	3.7	±0.3	

Note. Percent responding are Civilian employees who answered the question and who have used support groups in the past 12 months (Q53f).

NR: Not reportable - cell size less than 30 or low precision.

62. Mark your level of satisfaction with health and wellness programs.1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	15	±1	1	4	17	55	24	±2	4.0	±0.1			
Army	16	±1	1	4	18	57	21	±3	3.9	±0.1			
Navy	12	±1	0	4	17	52	26	±4	4.0	±0.1			
Air Force	18	±2	1	4	17	54	25	±4	4.0	±0.1			
DoD Agencies and Activities	15	±2	1	4	14	53	28	±5	4.0	±0.1			
PAY PLAN/GRADE													
White Collar Total	17	±1	0	4	15	55	26	±2	4.0	±0.1			
GS 1 to 4	14	±3	0	4	17	53	26	±11	4.0	±0.2			
GS 5 to 8	17	±2	1	4	17	56	23	±4	4.0	±0.1			
GS 9 to 12	17	±1	1	4	16	53	26	±3	4.0	±0.1			
GS/GM 13 to 15	18	±2	0	3	12	57	27	±4	4.1	±0.1			
SES	12	±3	1	5	16	52	26	±6	4.0	±0.1			
Blue Collar Total	11	±1	2	5	25	54	14	±5	3.7	±0.1			
WG 1 to 5	11	±4	0	0	NR	NR	19	±11	4.0	±0.2			
WG 6 to 9	12	±2	2	6	18	57	17	±9	3.8	±0.2			
WG 10 to 15	10	±2	2	5	29	54	11	±8	3.7	±0.2			
WS/WL 1 to 19	9	±2	2	6	32	49	11	±11	3.6	±0.2			
OCCUPATIONAL GROUPS													
Professional	17	±2	1	4	14	53	28	±4	4.0	±0.1			
Administrative	18	±1	1	3	15	56	26	±3	4.0	±0.1			
Technical	14	±2	0	4	16	55	26	±5	4.0	±0.1			
Clerical	18	±2	0	4	15	55	26	±6	4.0	±0.1			
Other White Collar	14	±3	0	11	21	56	12	±11	3.7	±0.2			
Blue Collar	10	±1	2	5	25	54	15	±5	3.7	±0.1			
Scientists	17	±3	0	3	13	58	26	±8	4.1	±0.1			
Engineers	14	±2	0	4	14	53	27	±5	4.0	±0.1			
SUPERVISOR/MANAGER													
Supervisor	15	±2	1	4	13	57	26	±5	4.0	±0.1			
Manager	17	±2	1	3	17	56	24	±6	4.0	±0.1			
Wage Leader	10	±3	0	10	14	63	13	±14	3.8	±0.3			
Wage Supervisor	11	±3	5	4	33	47	11	±12	3.6	±0.3			
All Others	16	±1	0	4	17	54	25	±2	4.0	±0.1			
SCHEDULE/LOCATION													
Full-Time	16	±1	1	4	16	55	24	±2	4.0	±0.1			
Other Than Full-Time	12	±4	0	0	20	57	23	±16	4.0	±0.2			
CONUS	15	±1	1	4	16	55	24	±2	4.0	±0.1			
OCONUS	14	±2	1	4	23	49	23	±7	3.9	±0.2			
TYPE OF APPOINTMENT													
Permanent	15	±1	1	4	17	54	24	±2	4.0	±0.1			
Non-Permanent	14	±3	0	4	15	58	22	±11	4.0	±0.2			
BARGAINING UNIT													
Not in Bargaining Unit	16	±1	1	3	16	56	25	±3	4.0	±0.1			
In Bargaining Unit	15	±1	1	4	18	53	24	±3	4.0	±0.1			

Note. Percent responding are Civilian employees who answered the question and who have used health and wellness programs in the past 12 months (Q53g).

NR: Not reportable - cell size less than 30 or low precision.

62. Mark your level of satisfaction with health and wellness programs.

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	15	±1	1	4	16	55	25	±2	4.0	±0.1	
Disability	15	±2	1	6	19	52	22	±5	3.9	±0.1	
Targeted Disability	13	±2	0	7	16	56	21	±8	3.9	±0.2	
Other Disability	16	±2	1	5	20	51	23	±5	3.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	17	±1	1	3	16	54	26	±3	4.0	±0.1	
Veteran	14	±1	1	5	18	55	21	±3	3.9	±0.1	
10 Point 30%	14	±2	0	5	19	53	23	±7	3.9	±0.2	
10 Point Non-30%	15	±2	0	5	17	58	20	±7	3.9	±0.1	
5 Point	13	±1	1	5	17	56	21	±4	3.9	±0.1	
No Preference	16	±2	2	4	20	53	22	±7	3.9	±0.2	
RETIREMENT PLAN											
CSRS	15	±1	1	3	15	57	24	±3	4.0	±0.1	
FERS	16	±1	1	4	17	54	24	±3	4.0	±0.1	
Other Plan	13	±3	0	3	14	51	33	±13	4.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	16	±1	0	4	16	55	24	±3	4.0	±0.1	
Optional Eligible	15	±1	1	4	18	54	24	±3	4.0	±0.1	
Discontinued Service	15	±2	0	4	17	54	24	±5	4.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	15	±2	0	5	16	55	24	±5	4.0	±0.1	
5 to 10 Years	15	±2	0	4	15	58	22	±6	4.0	±0.1	
11 to 20 Years	17	±1	1	4	18	51	26	±3	4.0	±0.1	
21 to 30 Years	15	±1	0	4	15	57	23	±3	4.0	±0.1	
More Than 30 Years	13	±2	1	2	17	56	24	±5	4.0	±0.1	
AGE											
30 Years Old or Less	16	±2	0	4	16	54	26	±7	4.0	±0.1	
31 to 40 Years Old	16	±2	1	4	17	52	25	±5	4.0	±0.1	
41 to 50 Years Old	16	±1	0	4	16	55	24	±3	4.0	±0.1	
51 to 60 Years Old	15	±1	1	4	17	56	23	±3	4.0	±0.1	
More Than 60 Years Old	12	±2	0	2	15	53	29	±8	4.1	±0.2	
GENDER											
Male	13	±1	1	4	18	55	22	±3	3.9	±0.1	
Female	19	±1	0	3	15	54	27	±3	4.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	14	±1	1	4	17	55	24	±3	4.0	±0.1	
Total Minority	18	±1	1	4	16	55	24	±4	4.0	±0.1	
Non-Hispanic Black	20	±2	1	4	13	56	27	±5	4.0	±0.1	
Hispanic	16	±2	1	4	18	58	19	±7	3.9	±0.1	
Non-Hispanic API	16	±3	0	5	19	52	23	±8	3.9	±0.2	
EDUCATION											
No College	10	±2	1	5	19	53	23	±6	3.9	±0.1	
Some College	15	±1	1	4	18	55	22	±3	3.9	±0.1	
4-Year Degree	17	±1	0	4	15	55	26	±3	4.0	±0.1	
Graduate/Professional Degree	20	±2	1	3	15	54	27	±4	4.0	±0.1	

Note. Percent responding are Civilian employees who answered the question and who have used health and wellness programs in the past 12 months (Q53g).

63. Mark your level of satisfaction with elder care programs.

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	1	±1	1	4	39	36	21	±9	3.7	±0.2	
Army	1	±1	0	NR	36	38	25	±15	3.9	±0.3	
Navy	1	±1	0	NR	NR	28	21	±14	3.7	±0.3	
Air Force	0	±1	3	1	NR	NR	NR	±3	3.8	±0.4	
DoD Agencies and Activities	1	±1	0	13	NR	NR	10	±7	3.5	±0.4	
PAY PLAN/GRADE											
White Collar Total	1	±1	1	4	39	38	18	±10	3.7	±0.2	
GS 1 to 4	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
GS 5 to 8	1	±1	0	0	42	NR	22	±17	3.8	±0.3	
GS 9 to 12	1	±1	0	9	36	37	18	±16	3.6	±0.3	
GS/GM 13 to 15	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
SES	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar Total	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 1 to 5	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 6 to 9	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 10 to 15	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WS/WL 1 to 19	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
OCCUPATIONAL GROUPS											
Professional	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Administrative	0	±1	0	8	NR	NR	20	±15	3.7	±0.4	
Technical	1	±1	0	0	NR	24	25	±15	3.7	±0.3	
Clerical	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Other White Collar	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Blue Collar	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Scientists	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Engineers	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
SUPERVISOR/MANAGER											
Supervisor	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Manager	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Wage Leader	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Wage Supervisor	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
All Others	1	±1	0	4	42	34	20	±10	3.7	±0.2	
SCHEDULE/LOCATION											
Full-Time	1	±1	1	4	39	35	21	±9	3.7	±0.2	
Other Than Full-Time	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
CONUS	1	±1	1	4	40	35	20	±10	3.7	±0.2	
OCONUS	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
TYPE OF APPOINTMENT											
Permanent	1	±1	1	4	39	36	21	±9	3.7	±0.2	
Non-Permanent	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
BARGAINING UNIT											
Not in Bargaining Unit	0	±1	1	NR	31	46	19	±13	3.8	±0.3	
In Bargaining Unit	1	±1	0	6	45	26	22	±12	3.6	±0.3	

Note. Percent responding are Civilian employees who answered the question and who have used eldercare programs in the past 12 months (Q53h).

NR: Not reportable - cell size less than 30 or low precision.

63. Mark your level of satisfaction with elder care programs.

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	0	±1	1	5	36	38	20	±11	3.7	±0.2	
Disability	1	±1	0	NR	NR	27	23	±15	3.7	±0.3	
Targeted Disability	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Other Disability	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
VETERAN/PREFERENCE											
Non-Veteran	1	±1	1	4	37	43	15	±12	3.7	±0.2	
Veteran	0	±1	0	4	42	25	29	±12	3.8	±0.3	
10 Point 30%	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
10 Point Non-30%	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
5 Point	0	±1	0	NR	NR	NR	23	±14	3.8	±0.3	
No Preference	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
RETIREMENT PLAN											
CSRS	1	±1	0	9	43	24	24	±14	3.6	±0.3	
FERS	1	±1	1	1	36	42	19	±11	3.8	±0.2	
Other Plan	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
RETIREMENT ELIGIBILITY											
Not Eligible	0	±1	0	2	41	33	24	±14	3.8	±0.3	
Optional Eligible	1	±1	1	4	32	43	20	±13	3.8	±0.3	
Discontinued Service	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
LENGTH OF SERVICE											
6 Months to 4 Years	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
5 to 10 Years	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
11 to 20 Years	1	±1	0	2	34	44	19	±14	3.8	±0.3	
21 to 30 Years	1	±1	2	8	41	23	26	±16	3.6	±0.4	
More Than 30 Years	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
AGE											
30 Years Old or Less	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
31 to 40 Years Old	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
41 to 50 Years Old	0	±1	3	6	54	24	14	±15	3.4	±0.4	
51 to 60 Years Old	1	±1	0	7	33	31	29	±13	3.8	±0.3	
More Than 60 Years Old	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
GENDER											
Male	0	±1	0	5	44	31	20	±11	3.7	±0.2	
Female	1	±1	1	4	32	41	21	±15	3.8	±0.3	
RACE/ETHNICITY											
Non-Hispanic White	0	±1	1	7	36	31	24	±13	3.7	±0.3	
Total Minority	1	±1	0	2	40	42	17	±13	3.7	±0.2	
Non-Hispanic Black	1	±1	0	3	32	NR	19	±17	3.8	±0.3	
Hispanic	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Non-Hispanic API	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
EDUCATION											
No College	1	±1	0	NR	NR	NR	31	±16	3.8	±0.4	
Some College	1	±1	0	4	34	44	19	±13	3.8	±0.3	
4-Year Degree	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Graduate/Professional Degree	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	

Note. Percent responding are Civilian employees who answered the question and who have used eldercare programs in the past 12 months (Q53h).

NR: Not reportable - cell size less than 30 or low precision.

64. How satisfied are you with each of the following in your organization?**a. Management's support of quality of work life programs such as telework and alternate-work-schedules**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	9	15	47	25	5	±1	3.0	±0.1	
Army	99	±1	9	14	46	26	5	±2	3.0	±0.1	
Navy	99	±1	9	16	44	26	5	±2	3.0	±0.1	
Air Force	99	±1	9	15	50	22	5	±2	3.0	±0.1	
DoD Agencies and Activities	98	±1	10	13	46	26	5	±2	3.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	9	14	45	26	6	±1	3.1	±0.1	
GS 1 to 4	97	±2	9	11	56	19	5	±5	3.0	±0.1	
GS 5 to 8	99	±1	9	13	49	24	5	±2	3.0	±0.1	
GS 9 to 12	99	±1	10	15	43	26	6	±2	3.0	±0.1	
GS/GM 13 to 15	100	±1	9	16	37	31	7	±2	3.1	±0.1	
SES	100	±1	3	14	30	41	13	±8	3.5	±0.2	
Blue Collar Total	99	±1	10	15	54	19	3	±2	2.9	±0.1	
WG 1 to 5	98	±2	10	11	56	20	3	±6	2.9	±0.1	
WG 6 to 9	99	±1	11	14	52	20	4	±4	2.9	±0.1	
WG 10 to 15	99	±1	11	17	53	17	2	±3	2.8	±0.1	
WS/WL 1 to 19	99	±1	7	15	55	20	3	±4	3.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	9	15	42	29	6	±2	3.1	±0.1	
Administrative	99	±1	9	15	42	27	6	±2	3.1	±0.1	
Technical	99	±1	9	12	49	25	5	±2	3.1	±0.1	
Clerical	98	±1	8	13	51	23	5	±3	3.0	±0.1	
Other White Collar	99	±1	11	15	59	13	3	±4	2.8	±0.1	
Blue Collar	99	±1	10	15	53	19	3	±2	2.9	±0.1	
Scientists	99	±1	8	13	44	29	6	±4	3.1	±0.1	
Engineers	100	±1	8	15	43	29	5	±2	3.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	9	15	44	26	5	±2	3.0	±0.1	
Manager	100	±1	7	15	42	30	6	±3	3.1	±0.1	
Wage Leader	98	±2	8	18	51	20	3	±5	2.9	±0.1	
Wage Supervisor	99	±1	8	15	51	23	3	±4	3.0	±0.1	
All Others	99	±1	9	14	47	24	5	±1	3.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	9	15	46	25	5	±1	3.0	±0.1	
Other Than Full-Time	98	±2	8	10	53	24	4	±7	3.1	±0.1	
CONUS	99	±1	9	15	46	25	5	±1	3.0	±0.1	
OCONUS	98	±1	9	14	56	18	3	±3	2.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	9	15	46	25	5	±1	3.0	±0.1	
Non-Permanent	99	±1	4	9	61	21	5	±5	3.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	9	14	45	27	5	±1	3.1	±0.1	
In Bargaining Unit	99	±1	10	15	48	22	5	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**a. Management's support of quality of work life programs such as telework and alternate-work-schedules**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	9	14	47	25	5	±1	3.0	±0.1	
Disability	99	±1	12	15	46	22	5	±2	2.9	±0.1	
Targeted Disability	99	±1	13	15	47	20	5	±3	2.9	±0.1	
Other Disability	99	±1	12	15	46	22	5	±2	2.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	9	15	44	27	5	±1	3.1	±0.1	
Veteran	99	±1	9	15	50	22	5	±1	3.0	±0.1	
10 Point 30%	99	±1	10	15	50	20	5	±3	3.0	±0.1	
10 Point Non-30%	99	±1	10	13	50	22	5	±3	3.0	±0.1	
5 Point	99	±1	9	15	50	22	4	±2	3.0	±0.1	
No Preference	99	±1	9	14	49	23	5	±3	3.0	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	10	15	43	27	5	±2	3.0	±0.1	
FERS	99	±1	9	14	48	24	5	±1	3.0	±0.1	
Other Plan	98	±2	4	9	59	24	3	±6	3.1	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	9	15	47	25	5	±1	3.0	±0.1	
Optional Eligible	99	±1	9	14	48	24	5	±2	3.0	±0.1	
Discontinued Service	99	±1	10	16	44	24	5	±2	3.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	6	11	56	23	5	±2	3.1	±0.1	
5 to 10 Years	99	±1	9	14	51	21	4	±3	3.0	±0.1	
11 to 20 Years	99	±1	10	16	44	25	5	±2	3.0	±0.1	
21 to 30 Years	99	±1	10	16	43	26	5	±2	3.0	±0.1	
More Than 30 Years	99	±1	8	14	47	26	5	±2	3.0	±0.1	
AGE											
30 Years Old or Less	99	±1	7	11	52	25	5	±3	3.1	±0.1	
31 to 40 Years Old	99	±1	9	14	48	24	5	±2	3.0	±0.1	
41 to 50 Years Old	99	±1	10	16	45	25	5	±2	3.0	±0.1	
51 to 60 Years Old	99	±1	9	15	46	25	5	±2	3.0	±0.1	
More Than 60 Years Old	99	±1	6	12	50	26	6	±3	3.1	±0.1	
GENDER											
Male	99	±1	9	15	49	24	4	±1	3.0	±0.1	
Female	99	±1	10	14	43	27	6	±2	3.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	9	15	46	24	5	±1	3.0	±0.1	
Total Minority	98	±1	9	13	47	26	5	±2	3.1	±0.1	
Non-Hispanic Black	98	±1	8	12	46	28	6	±2	3.1	±0.1	
Hispanic	99	±1	9	14	48	25	4	±3	3.0	±0.1	
Non-Hispanic API	98	±1	7	12	50	27	4	±3	3.1	±0.1	
EDUCATION											
No College	99	±1	8	13	51	24	4	±2	3.0	±0.1	
Some College	99	±1	9	14	49	23	5	±1	3.0	±0.1	
4-Year Degree	99	±1	9	15	43	28	5	±2	3.1	±0.1	
Graduate/Professional Degree	99	±1	9	16	42	27	6	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**b. Your supervisor's support of your need to be able to balance work and family issues**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	5	7	24	43	21	±1	3.7	±0.1	
Army	99	±1	5	7	23	43	21	±2	3.7	±0.1	
Navy	100	±1	5	7	24	43	21	±2	3.7	±0.1	
Air Force	100	±1	4	7	24	43	21	±2	3.7	±0.1	
DoD Agencies and Activities	99	±1	6	7	24	42	21	±2	3.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	4	7	22	43	23	±1	3.7	±0.1	
GS 1 to 4	99	±1	9	8	24	39	19	±5	3.5	±0.2	
GS 5 to 8	99	±1	6	8	22	42	22	±2	3.7	±0.1	
GS 9 to 12	99	±1	4	7	23	44	23	±2	3.8	±0.1	
GS/GM 13 to 15	100	±1	3	6	20	45	26	±2	3.9	±0.1	
SES	100	±1	2	6	20	42	31	±8	3.9	±0.2	
Blue Collar Total	99	±1	7	9	28	42	14	±2	3.5	±0.1	
WG 1 to 5	99	±1	9	9	28	41	13	±6	3.4	±0.2	
WG 6 to 9	99	±1	9	8	27	41	15	±4	3.5	±0.1	
WG 10 to 15	100	±1	6	10	28	41	15	±3	3.5	±0.1	
WS/WL 1 to 19	100	±1	5	9	31	43	13	±4	3.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	4	6	22	45	24	±2	3.8	±0.1	
Administrative	99	±1	3	6	23	44	24	±2	3.8	±0.1	
Technical	99	±1	5	8	22	44	22	±2	3.7	±0.1	
Clerical	99	±1	6	8	22	41	23	±3	3.7	±0.1	
Other White Collar	100	±1	9	10	31	36	14	±4	3.4	±0.1	
Blue Collar	99	±1	7	9	28	42	14	±2	3.5	±0.1	
Scientists	99	±1	3	5	21	46	24	±3	3.8	±0.1	
Engineers	100	±1	3	6	22	46	24	±2	3.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	4	8	22	44	23	±2	3.7	±0.1	
Manager	100	±1	3	6	23	46	21	±3	3.8	±0.1	
Wage Leader	99	±1	6	11	27	42	14	±5	3.5	±0.1	
Wage Supervisor	100	±1	5	9	28	43	15	±4	3.5	±0.1	
All Others	99	±1	5	7	24	43	21	±1	3.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	5	7	24	43	21	±1	3.7	±0.1	
Other Than Full-Time	98	±2	8	7	26	40	19	±7	3.6	±0.2	
CONUS	99	±1	5	7	23	43	22	±1	3.7	±0.1	
OCONUS	98	±1	6	8	28	42	16	±3	3.5	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	5	7	23	43	21	±1	3.7	±0.1	
Non-Permanent	99	±2	5	7	26	41	20	±5	3.6	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	4	7	22	44	23	±1	3.7	±0.1	
In Bargaining Unit	99	±1	6	8	25	42	19	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**b. Your supervisor's support of your need to be able to balance work and family issues**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	4	7	23	44	21	±1	3.7	±0.1	
Disability	99	±1	8	9	25	38	20	±2	3.5	±0.1	
Targeted Disability	99	±1	8	8	26	38	20	±3	3.5	±0.1	
Other Disability	99	±1	7	9	25	39	20	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	5	7	22	44	22	±1	3.7	±0.1	
Veteran	99	±1	5	7	26	42	20	±1	3.6	±0.1	
10 Point 30%	99	±1	6	9	26	39	21	±3	3.6	±0.1	
10 Point Non-30%	99	±1	6	7	24	42	21	±3	3.6	±0.1	
5 Point	100	±1	5	7	26	43	18	±2	3.6	±0.1	
No Preference	99	±1	5	6	23	43	23	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	5	7	25	43	20	±2	3.7	±0.1	
FERS	99	±1	5	7	23	43	22	±1	3.7	±0.1	
Other Plan	98	±2	5	9	28	41	17	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	5	7	22	43	23	±1	3.7	±0.1	
Optional Eligible	99	±1	5	7	26	43	19	±2	3.6	±0.1	
Discontinued Service	99	±1	5	8	23	43	21	±2	3.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	5	7	24	43	22	±2	3.7	±0.1	
5 to 10 Years	99	±1	6	7	22	43	23	±3	3.7	±0.1	
11 to 20 Years	99	±1	5	8	22	43	22	±2	3.7	±0.1	
21 to 30 Years	99	±1	5	8	24	43	20	±2	3.7	±0.1	
More Than 30 Years	100	±1	4	6	27	43	19	±2	3.7	±0.1	
AGE											
30 Years Old or Less	99	±1	5	7	23	44	22	±3	3.7	±0.1	
31 to 40 Years Old	100	±1	5	7	21	43	24	±2	3.7	±0.1	
41 to 50 Years Old	99	±1	5	7	23	43	22	±2	3.7	±0.1	
51 to 60 Years Old	99	±1	5	7	25	43	19	±2	3.7	±0.1	
More Than 60 Years Old	99	±1	4	7	28	43	19	±3	3.7	±0.1	
GENDER											
Male	100	±1	5	7	25	43	20	±1	3.7	±0.1	
Female	99	±1	5	8	21	43	24	±2	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	4	7	23	44	22	±1	3.7	±0.1	
Total Minority	99	±1	6	8	26	42	19	±2	3.6	±0.1	
Non-Hispanic Black	99	±1	6	8	25	43	19	±2	3.6	±0.1	
Hispanic	99	±1	6	8	24	42	20	±3	3.6	±0.1	
Non-Hispanic API	99	±1	5	7	30	42	16	±3	3.6	±0.1	
EDUCATION											
No College	99	±1	5	8	26	44	18	±2	3.6	±0.1	
Some College	99	±1	6	8	25	42	20	±1	3.6	±0.1	
4-Year Degree	100	±1	4	7	22	45	23	±2	3.8	±0.1	
Graduate/Professional Degree	99	±1	4	7	21	44	24	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**c. Overall family flexible programs offered by your organization**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	6	9	49	29	7	±1	3.2	±0.1		
Army	99	±1	6	9	48	29	7	±2	3.2	±0.1		
Navy	99	±1	6	9	49	29	7	±2	3.2	±0.1		
Air Force	99	±1	6	10	51	27	7	±2	3.2	±0.1		
DoD Agencies and Activities	98	±1	7	9	48	30	8	±2	3.2	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	6	8	47	31	8	±1	3.3	±0.1		
GS 1 to 4	98	±2	9	9	52	23	7	±5	3.1	±0.1		
GS 5 to 8	98	±1	7	10	48	28	8	±2	3.2	±0.1		
GS 9 to 12	99	±1	5	8	48	31	8	±2	3.3	±0.1		
GS/GM 13 to 15	99	±1	4	8	43	34	10	±2	3.4	±0.1		
SES	99	±1	2	8	35	38	17	±9	3.6	±0.2		
Blue Collar Total	98	±1	8	11	53	23	4	±2	3.0	±0.1		
WG 1 to 5	96	±3	9	11	52	23	5	±6	3.0	±0.1		
WG 6 to 9	98	±1	9	11	49	25	6	±4	3.1	±0.1		
WG 10 to 15	98	±1	9	12	55	21	4	±3	3.0	±0.1		
WS/WL 1 to 19	98	±1	5	11	56	24	3	±4	3.1	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	4	8	46	34	8	±2	3.3	±0.1		
Administrative	99	±1	5	8	47	31	9	±2	3.3	±0.1		
Technical	98	±1	6	9	49	29	7	±2	3.2	±0.1		
Clerical	98	±1	7	9	49	27	8	±3	3.2	±0.1		
Other White Collar	98	±1	9	12	56	19	4	±4	3.0	±0.1		
Blue Collar	98	±1	8	11	53	23	4	±2	3.0	±0.1		
Scientists	99	±1	5	7	47	33	9	±4	3.3	±0.1		
Engineers	99	±1	4	8	47	34	8	±2	3.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	6	9	47	30	8	±2	3.3	±0.1		
Manager	99	±1	5	9	44	33	9	±3	3.3	±0.1		
Wage Leader	97	±2	7	14	52	23	5	±5	3.1	±0.1		
Wage Supervisor	99	±1	6	12	53	26	4	±4	3.1	±0.1		
All Others	98	±1	6	9	49	29	7	±1	3.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	6	9	49	29	7	±1	3.2	±0.1		
Other Than Full-Time	96	±3	7	7	54	25	7	±7	3.2	±0.1		
CONUS	99	±1	6	9	48	30	7	±1	3.2	±0.1		
OCONUS	97	±1	7	10	56	22	5	±3	3.1	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	6	9	48	29	7	±1	3.2	±0.1		
Non-Permanent	97	±2	4	7	57	26	6	±5	3.2	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	5	9	48	30	8	±1	3.3	±0.1		
In Bargaining Unit	98	±1	7	10	50	27	7	±2	3.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

64. How satisfied are you with each of the following in your organization?**c. Overall family flexible programs offered by your organization**

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	6	9	49	30	7	±1	3.2	±0.1	
Disability	98	±1	9	11	49	25	6	±2	3.1	±0.1	
Targeted Disability	98	±1	9	11	49	25	6	±3	3.1	±0.1	
Other Disability	99	±1	8	11	49	25	6	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	6	9	46	31	8	±1	3.3	±0.1	
Veteran	99	±1	6	9	52	26	6	±1	3.2	±0.1	
10 Point 30%	98	±1	7	11	49	26	7	±3	3.1	±0.1	
10 Point Non-30%	99	±1	7	9	49	28	7	±3	3.2	±0.1	
5 Point	99	±1	6	9	53	26	6	±2	3.2	±0.1	
No Preference	99	±1	7	8	51	27	7	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	6	9	48	30	7	±2	3.2	±0.1	
FERS	99	±1	6	9	49	28	7	±1	3.2	±0.1	
Other Plan	96	±3	4	8	56	27	6	±6	3.2	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	6	9	48	29	7	±1	3.2	±0.1	
Optional Eligible	98	±1	6	9	50	29	7	±2	3.2	±0.1	
Discontinued Service	98	±1	7	10	48	28	7	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	5	8	53	27	7	±2	3.2	±0.1	
5 to 10 Years	99	±1	6	10	50	27	7	±3	3.2	±0.1	
11 to 20 Years	98	±1	7	10	46	29	8	±2	3.2	±0.1	
21 to 30 Years	98	±1	6	10	48	30	7	±2	3.2	±0.1	
More Than 30 Years	99	±1	6	7	51	29	7	±2	3.3	±0.1	
AGE											
30 Years Old or Less	99	±1	5	8	52	28	7	±3	3.2	±0.1	
31 to 40 Years Old	99	±1	7	10	48	27	8	±2	3.2	±0.1	
41 to 50 Years Old	99	±1	7	10	47	29	8	±2	3.2	±0.1	
51 to 60 Years Old	98	±1	6	8	50	29	7	±2	3.2	±0.1	
More Than 60 Years Old	98	±1	4	6	50	32	7	±3	3.3	±0.1	
GENDER											
Male	99	±1	6	9	51	28	7	±1	3.2	±0.1	
Female	98	±1	7	9	46	30	8	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	6	9	49	29	8	±1	3.2	±0.1	
Total Minority	98	±1	7	9	48	29	7	±2	3.2	±0.1	
Non-Hispanic Black	97	±1	7	9	45	32	7	±2	3.2	±0.1	
Hispanic	98	±1	7	9	50	27	6	±3	3.2	±0.1	
Non-Hispanic API	98	±1	5	8	51	29	6	±3	3.2	±0.1	
EDUCATION											
No College	98	±1	6	9	51	28	6	±2	3.2	±0.1	
Some College	98	±1	7	10	50	26	7	±1	3.2	±0.1	
4-Year Degree	99	±1	5	9	46	32	8	±2	3.3	±0.1	
Graduate/Professional Degree	99	±1	5	8	45	32	9	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**a. Physical conditions (i.e., noise level, temperature, lighting, cleanliness) in the workplace allow employees to perform their jobs well**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	7	17	17	47	12	±1	3.4	±0.1		
Army	99	±1	6	16	17	49	12	±2	3.4	±0.1		
Navy	99	±1	7	18	18	46	11	±2	3.4	±0.1		
Air Force	99	±1	7	18	16	47	11	±2	3.4	±0.1		
DoD Agencies and Activities	99	±1	7	15	18	49	12	±2	3.5	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	7	17	16	48	12	±1	3.4	±0.1		
GS 1 to 4	99	±1	6	16	21	44	13	±5	3.4	±0.1		
GS 5 to 8	99	±1	8	17	17	46	12	±2	3.4	±0.1		
GS 9 to 12	99	±1	6	17	16	49	11	±2	3.4	±0.1		
GS/GM 13 to 15	99	±1	6	17	15	48	14	±2	3.5	±0.1		
SES	99	±1	3	16	15	42	24	±9	3.7	±0.2		
Blue Collar Total	99	±1	8	18	20	46	9	±2	3.3	±0.1		
WG 1 to 5	99	±1	7	17	22	47	7	±6	3.3	±0.2		
WG 6 to 9	98	±1	9	17	21	44	10	±4	3.3	±0.1		
WG 10 to 15	99	±1	8	20	20	44	8	±3	3.2	±0.1		
WS/WL 1 to 19	99	±1	7	15	17	49	11	±4	3.4	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	6	18	16	48	12	±2	3.4	±0.1		
Administrative	99	±1	6	16	16	49	13	±2	3.5	±0.1		
Technical	99	±1	7	16	17	49	11	±2	3.4	±0.1		
Clerical	98	±1	7	16	18	46	13	±3	3.4	±0.1		
Other White Collar	99	±1	12	21	19	39	8	±4	3.1	±0.1		
Blue Collar	99	±1	8	18	20	46	9	±2	3.3	±0.1		
Scientists	99	±1	7	20	16	45	11	±4	3.3	±0.1		
Engineers	99	±1	5	16	18	51	10	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	6	15	15	50	15	±2	3.5	±0.1		
Manager	99	±1	5	16	13	49	17	±3	3.6	±0.1		
Wage Leader	100	±1	8	18	18	45	11	±5	3.3	±0.2		
Wage Supervisor	99	±1	6	14	18	49	12	±4	3.5	±0.1		
All Others	99	±1	7	17	18	47	11	±1	3.4	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	7	17	17	48	11	±1	3.4	±0.1		
Other Than Full-Time	99	±2	4	13	23	45	15	±6	3.6	±0.2		
CONUS	99	±1	7	17	17	47	11	±1	3.4	±0.1		
OCONUS	99	±1	5	13	17	49	15	±3	3.6	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	7	17	17	47	11	±1	3.4	±0.1		
Non-Permanent	99	±1	4	14	19	49	14	±5	3.6	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	6	16	16	49	13	±1	3.5	±0.1		
In Bargaining Unit	99	±1	8	18	18	46	10	±2	3.3	±0.1		

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?

- a. Physical conditions (i.e., noise level, temperature, lighting, cleanliness) in the workplace allow employees to perform their jobs well

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	6	16	17	49	12	±1	3.4	±0.1	
Disability	99	±1	10	19	18	42	11	±2	3.2	±0.1	
Targeted Disability	99	±1	11	18	18	41	12	±3	3.2	±0.1	
Other Disability	99	±1	10	20	18	42	10	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	7	17	17	47	12	±1	3.4	±0.1	
Veteran	99	±1	7	17	17	48	12	±1	3.4	±0.1	
10 Point 30%	99	±1	9	17	17	44	13	±3	3.4	±0.1	
10 Point Non-30%	99	±1	8	16	17	47	13	±3	3.4	±0.1	
5 Point	99	±1	7	17	18	48	11	±2	3.4	±0.1	
No Preference	99	±1	5	15	16	50	13	±3	3.5	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	7	18	17	47	11	±2	3.4	±0.1	
FERS	99	±1	7	17	17	48	12	±1	3.4	±0.1	
Other Plan	98	±2	5	14	21	46	13	±6	3.5	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	7	16	17	49	11	±1	3.4	±0.1	
Optional Eligible	99	±1	7	17	17	47	11	±2	3.4	±0.1	
Discontinued Service	99	±1	7	19	17	45	13	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	5	16	19	46	13	±2	3.5	±0.1	
5 to 10 Years	100	±1	7	16	16	48	12	±3	3.4	±0.1	
11 to 20 Years	99	±1	7	16	17	48	11	±2	3.4	±0.1	
21 to 30 Years	99	±1	7	19	17	47	11	±2	3.4	±0.1	
More Than 30 Years	99	±1	8	15	15	50	12	±2	3.4	±0.1	
AGE											
30 Years Old or Less	99	±1	6	17	19	45	13	±3	3.4	±0.1	
31 to 40 Years Old	99	±1	7	16	18	49	11	±2	3.4	±0.1	
41 to 50 Years Old	99	±1	7	17	17	48	12	±2	3.4	±0.1	
51 to 60 Years Old	99	±1	8	17	17	47	11	±2	3.4	±0.1	
More Than 60 Years Old	98	±1	6	15	15	50	14	±3	3.5	±0.1	
GENDER											
Male	99	±1	7	16	18	48	11	±1	3.4	±0.1	
Female	99	±1	7	18	16	46	12	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	18	17	47	11	±1	3.4	±0.1	
Total Minority	99	±1	7	15	18	48	12	±2	3.4	±0.1	
Non-Hispanic Black	99	±1	8	14	16	50	13	±2	3.5	±0.1	
Hispanic	99	±1	7	16	19	46	12	±3	3.4	±0.1	
Non-Hispanic API	98	±1	4	13	21	51	11	±3	3.5	±0.1	
EDUCATION											
No College	99	±1	7	16	19	48	10	±2	3.4	±0.1	
Some College	99	±1	7	17	18	47	12	±1	3.4	±0.1	
4-Year Degree	99	±1	7	16	17	49	12	±2	3.4	±0.1	
Graduate/Professional Degree	99	±1	7	18	15	48	13	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**b. People in my workplace are protected from health and safety hazards**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	4	11	19	54	12	±1	3.6	±0.1		
Army	99	±1	4	10	19	55	12	±2	3.6	±0.1		
Navy	99	±1	4	11	20	53	12	±2	3.6	±0.1		
Air Force	99	±1	4	10	18	54	13	±2	3.6	±0.1		
DoD Agencies and Activities	99	±1	4	11	19	54	12	±2	3.6	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	4	10	19	55	13	±1	3.6	±0.1		
GS 1 to 4	99	±1	6	11	18	52	14	±5	3.6	±0.1		
GS 5 to 8	99	±1	5	12	20	51	11	±2	3.5	±0.1		
GS 9 to 12	99	±1	3	10	19	56	12	±2	3.6	±0.1		
GS/GM 13 to 15	99	±1	3	9	17	56	16	±2	3.7	±0.1		
SES	99	±1	1	6	13	55	26	±8	4.0	±0.1		
Blue Collar Total	99	±1	6	13	20	51	10	±2	3.5	±0.1		
WG 1 to 5	99	±2	7	15	22	50	7	±6	3.4	±0.2		
WG 6 to 9	98	±1	7	14	20	48	11	±4	3.4	±0.1		
WG 10 to 15	99	±1	6	14	21	51	9	±3	3.4	±0.1		
WS/WL 1 to 19	99	±1	3	9	16	57	15	±4	3.7	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	3	9	18	57	13	±2	3.7	±0.1		
Administrative	99	±1	3	10	18	55	14	±2	3.7	±0.1		
Technical	99	±1	4	11	19	54	12	±2	3.6	±0.1		
Clerical	99	±1	5	12	19	52	12	±3	3.6	±0.1		
Other White Collar	99	±1	10	18	20	44	7	±4	3.2	±0.1		
Blue Collar	99	±1	6	13	20	52	10	±2	3.5	±0.1		
Scientists	99	±1	2	9	16	57	15	±4	3.7	±0.1		
Engineers	99	±1	2	7	19	59	13	±2	3.7	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	3	8	15	57	16	±2	3.7	±0.1		
Manager	99	±1	3	8	13	57	20	±3	3.8	±0.1		
Wage Leader	99	±1	3	16	20	49	12	±5	3.5	±0.1		
Wage Supervisor	99	±1	3	9	13	59	16	±4	3.7	±0.1		
All Others	99	±1	4	11	20	53	11	±1	3.6	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	4	11	19	54	12	±1	3.6	±0.1		
Other Than Full-Time	99	±2	4	7	21	55	14	±7	3.7	±0.2		
CONUS	99	±1	4	11	19	54	12	±1	3.6	±0.1		
OCONUS	99	±1	3	8	18	56	14	±3	3.7	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	4	11	19	54	12	±1	3.6	±0.1		
Non-Permanent	99	±1	2	7	21	56	14	±5	3.7	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	3	9	18	55	14	±1	3.7	±0.1		
In Bargaining Unit	99	±1	5	12	20	52	10	±2	3.5	±0.1		

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**b. People in my workplace are protected from health and safety hazards**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	4	10	18	55	13	±1	3.6	±0.1	
Disability	99	±1	6	15	21	47	11	±2	3.4	±0.1	
Targeted Disability	99	±1	8	14	20	46	11	±3	3.4	±0.1	
Other Disability	99	±1	6	15	22	48	10	±2	3.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	4	11	19	54	12	±1	3.6	±0.1	
Veteran	99	±1	4	11	18	54	13	±1	3.6	±0.1	
10 Point 30%	99	±1	6	11	18	51	14	±3	3.6	±0.1	
10 Point Non-30%	99	±1	5	12	20	49	14	±3	3.6	±0.1	
5 Point	99	±1	4	11	19	54	12	±2	3.6	±0.1	
No Preference	99	±1	4	8	16	58	14	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	11	19	54	12	±2	3.6	±0.1	
FERS	99	±1	4	10	19	54	12	±1	3.6	±0.1	
Other Plan	98	±2	2	11	22	53	12	±6	3.6	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	4	10	19	55	13	±1	3.6	±0.1	
Optional Eligible	99	±1	5	11	19	53	12	±2	3.6	±0.1	
Discontinued Service	99	±1	4	13	18	53	12	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	3	9	20	54	14	±2	3.7	±0.1	
5 to 10 Years	99	±1	4	10	18	55	13	±3	3.6	±0.1	
11 to 20 Years	99	±1	4	11	19	54	12	±2	3.6	±0.1	
21 to 30 Years	99	±1	4	12	19	53	12	±2	3.6	±0.1	
More Than 30 Years	99	±1	4	11	17	55	12	±2	3.6	±0.1	
AGE											
30 Years Old or Less	99	±1	3	10	20	54	12	±3	3.6	±0.1	
31 to 40 Years Old	99	±1	3	10	19	55	12	±2	3.6	±0.1	
41 to 50 Years Old	99	±1	4	11	18	54	12	±2	3.6	±0.1	
51 to 60 Years Old	99	±1	4	12	19	53	12	±2	3.6	±0.1	
More Than 60 Years Old	99	±1	3	10	20	54	14	±3	3.7	±0.1	
GENDER											
Male	99	±1	4	10	19	55	13	±1	3.6	±0.1	
Female	99	±1	5	12	19	53	12	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	4	11	18	55	12	±1	3.6	±0.1	
Total Minority	99	±1	5	11	20	52	12	±2	3.6	±0.1	
Non-Hispanic Black	99	±1	5	12	20	52	11	±2	3.5	±0.1	
Hispanic	99	±1	5	10	19	53	13	±3	3.6	±0.1	
Non-Hispanic API	99	±1	3	7	22	56	12	±3	3.7	±0.1	
EDUCATION											
No College	99	±1	5	13	20	52	11	±2	3.5	±0.1	
Some College	99	±1	5	11	19	53	12	±1	3.6	±0.1	
4-Year Degree	99	±1	3	10	18	56	13	±2	3.7	±0.1	
Graduate/Professional Degree	99	±1	3	8	18	56	15	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**c. My worksite/facility is well protected against outside threats to security**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	99	±1	4	11	20	51	15	±1	3.6	±0.1		
Army	99	±1	4	12	20	49	14	±2	3.6	±0.1		
Navy	99	±1	3	10	20	51	16	±2	3.7	±0.1		
Air Force	99	±1	3	8	19	53	16	±2	3.7	±0.1		
DoD Agencies and Activities	99	±1	5	11	20	49	14	±2	3.6	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	4	10	19	51	15	±1	3.6	±0.1		
GS 1 to 4	98	±2	6	11	20	49	15	±5	3.6	±0.1		
GS 5 to 8	98	±1	5	13	21	47	14	±2	3.5	±0.1		
GS 9 to 12	99	±1	3	10	20	53	14	±2	3.7	±0.1		
GS/GM 13 to 15	99	±1	3	9	16	52	19	±2	3.7	±0.1		
SES	99	±1	3	15	9	44	29	±8	3.8	±0.2		
Blue Collar Total	99	±1	5	11	22	48	13	±2	3.5	±0.1		
WG 1 to 5	99	±1	5	11	25	46	13	±6	3.5	±0.2		
WG 6 to 9	99	±1	7	12	21	46	14	±4	3.5	±0.1		
WG 10 to 15	99	±1	5	12	22	49	13	±3	3.5	±0.1		
WS/WL 1 to 19	99	±1	4	10	21	51	13	±4	3.6	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	3	9	18	53	17	±2	3.7	±0.1		
Administrative	99	±1	3	10	19	53	16	±2	3.7	±0.1		
Technical	99	±1	4	12	21	49	15	±2	3.6	±0.1		
Clerical	98	±1	5	11	21	48	15	±3	3.6	±0.1		
Other White Collar	99	±1	10	17	18	44	11	±4	3.3	±0.1		
Blue Collar	99	±1	5	11	22	48	13	±2	3.5	±0.1		
Scientists	99	±1	2	11	19	50	19	±4	3.7	±0.1		
Engineers	99	±1	2	9	18	53	17	±2	3.7	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	3	11	18	51	17	±2	3.7	±0.1		
Manager	99	±1	3	10	15	51	21	±3	3.8	±0.1		
Wage Leader	100	±1	5	12	22	48	12	±5	3.5	±0.1		
Wage Supervisor	98	±1	4	9	20	53	14	±4	3.6	±0.1		
All Others	99	±1	4	11	20	51	14	±1	3.6	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	4	11	20	51	15	±1	3.6	±0.1		
Other Than Full-Time	99	±2	5	8	24	47	16	±7	3.6	±0.2		
CONUS	99	±1	4	11	20	50	15	±1	3.6	±0.1		
OCONUS	99	±1	3	10	18	54	15	±3	3.7	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	4	11	20	51	15	±1	3.6	±0.1		
Non-Permanent	98	±2	3	10	19	50	17	±5	3.7	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	3	10	19	51	16	±1	3.7	±0.1		
In Bargaining Unit	99	±1	5	11	21	49	13	±2	3.6	±0.1		

Note. Percent responding are Civilian employees who answered the question.

65. How much do you agree or disagree with the following statements about your worksite?**c. My worksite/facility is well protected against outside threats to security**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	4	10	19	51	15	±1	3.6	±0.1	
Disability	98	±1	5	13	22	46	14	±2	3.5	±0.1	
Targeted Disability	99	±1	6	12	23	45	15	±3	3.5	±0.1	
Other Disability	98	±1	5	13	22	46	14	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	4	10	20	51	15	±1	3.6	±0.1	
Veteran	99	±1	4	11	20	50	16	±1	3.6	±0.1	
10 Point 30%	98	±1	4	11	19	49	16	±3	3.6	±0.1	
10 Point Non-30%	99	±1	5	11	21	47	16	±3	3.6	±0.1	
5 Point	99	±1	4	11	20	50	15	±2	3.6	±0.1	
No Preference	99	±1	4	12	20	48	17	±3	3.6	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	10	20	51	15	±2	3.6	±0.1	
FERS	99	±1	4	11	20	51	15	±1	3.6	±0.1	
Other Plan	97	±2	4	12	23	46	15	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	4	11	20	50	15	±1	3.6	±0.1	
Optional Eligible	99	±1	4	10	20	51	15	±2	3.6	±0.1	
Discontinued Service	99	±1	4	11	20	50	15	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	3	10	20	50	17	±2	3.7	±0.1	
5 to 10 Years	99	±1	5	11	19	50	15	±3	3.6	±0.1	
11 to 20 Years	99	±1	4	11	20	51	14	±2	3.6	±0.1	
21 to 30 Years	99	±1	3	11	21	51	15	±2	3.6	±0.1	
More Than 30 Years	99	±1	4	10	18	51	16	±2	3.7	±0.1	
AGE											
30 Years Old or Less	99	±1	4	11	22	49	14	±3	3.6	±0.1	
31 to 40 Years Old	99	±1	4	12	19	50	14	±2	3.6	±0.1	
41 to 50 Years Old	99	±1	4	10	20	51	15	±2	3.6	±0.1	
51 to 60 Years Old	99	±1	4	10	20	50	15	±2	3.6	±0.1	
More Than 60 Years Old	98	±1	2	9	20	52	18	±3	3.7	±0.1	
GENDER											
Male	99	±1	4	10	19	51	16	±1	3.6	±0.1	
Female	99	±1	4	11	21	51	13	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	4	11	19	51	15	±1	3.6	±0.1	
Total Minority	98	±1	4	11	22	49	14	±2	3.6	±0.1	
Non-Hispanic Black	98	±1	5	13	23	48	11	±2	3.5	±0.1	
Hispanic	98	±1	5	10	20	50	16	±3	3.6	±0.1	
Non-Hispanic API	98	±1	1	6	20	55	18	±3	3.8	±0.1	
EDUCATION											
No College	98	±1	5	11	22	50	12	±2	3.5	±0.1	
Some College	99	±1	4	11	21	50	14	±1	3.6	±0.1	
4-Year Degree	99	±1	3	10	20	52	16	±2	3.7	±0.1	
Graduate/Professional Degree	99	±1	3	9	17	52	19	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

66. How satisfied are you with the overall quality of your worksite?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	100	±1	2	10	18	56	14	±1	3.7	±0.1	
Army	100	±1	2	10	18	56	14	±2	3.7	±0.1	
Navy	100	±1	2	10	19	56	13	±2	3.7	±0.1	
Air Force	100	±1	2	10	17	57	15	±2	3.7	±0.1	
DoD Agencies and Activities	99	±1	2	9	18	56	15	±2	3.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	100	±1	2	10	17	57	15	±1	3.7	±0.1	
GS 1 to 4	99	±1	2	9	20	53	16	±5	3.7	±0.1	
GS 5 to 8	99	±1	2	10	19	54	15	±2	3.7	±0.1	
GS 9 to 12	100	±1	2	10	17	58	14	±2	3.7	±0.1	
GS/GM 13 to 15	100	±1	2	10	15	58	16	±2	3.8	±0.1	
SES	100	±1	1	8	8	52	30	±8	4.0	±0.1	
Blue Collar Total	100	±1	2	11	20	54	13	±2	3.6	±0.1	
WG 1 to 5	99	±1	3	8	23	54	13	±6	3.7	±0.1	
WG 6 to 9	99	±1	2	11	21	53	14	±4	3.6	±0.1	
WG 10 to 15	100	±1	2	12	21	54	11	±3	3.6	±0.1	
WS/WL 1 to 19	100	±1	2	9	19	57	14	±4	3.7	±0.1	
OCCUPATIONAL GROUPS											
Professional	100	±1	2	10	17	58	13	±2	3.7	±0.1	
Administrative	100	±1	1	9	16	58	16	±2	3.8	±0.1	
Technical	99	±1	2	9	18	56	15	±2	3.7	±0.1	
Clerical	99	±1	2	8	20	54	16	±3	3.7	±0.1	
Other White Collar	99	±1	4	19	22	46	10	±4	3.4	±0.1	
Blue Collar	99	±1	2	10	20	54	13	±2	3.7	±0.1	
Scientists	100	±1	2	11	18	56	14	±4	3.7	±0.1	
Engineers	100	±1	1	9	17	60	13	±2	3.7	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	2	9	15	57	17	±2	3.8	±0.1	
Manager	100	±1	2	9	13	57	20	±3	3.8	±0.1	
Wage Leader	99	±1	2	11	23	52	12	±5	3.6	±0.1	
Wage Supervisor	99	±1	2	8	17	59	14	±4	3.7	±0.1	
All Others	100	±1	2	10	19	56	14	±1	3.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	100	±1	2	10	18	56	14	±1	3.7	±0.1	
Other Than Full-Time	99	±2	3	6	19	58	15	±6	3.8	±0.2	
CONUS	100	±1	2	10	18	56	14	±1	3.7	±0.1	
OCONUS	100	±1	2	9	17	57	15	±3	3.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	100	±1	2	10	18	56	14	±1	3.7	±0.1	
Non-Permanent	99	±1	2	7	18	57	16	±5	3.8	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	100	±1	2	9	17	57	15	±1	3.8	±0.1	
In Bargaining Unit	100	±1	2	10	20	55	13	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

66. How satisfied are you with the overall quality of your worksite?

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	2	9	17	57	14	±1	3.7	±0.1	
Disability	100	±1	3	13	21	50	14	±2	3.6	±0.1	
Targeted Disability	100	±1	4	13	20	48	15	±3	3.6	±0.1	
Other Disability	100	±1	2	13	21	50	13	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	2	9	18	57	14	±1	3.7	±0.1	
Veteran	100	±1	2	10	18	55	15	±1	3.7	±0.1	
10 Point 30%	100	±1	2	11	17	55	16	±3	3.7	±0.1	
10 Point Non-30%	100	±1	3	10	17	53	17	±3	3.7	±0.1	
5 Point	100	±1	2	10	19	55	14	±2	3.7	±0.1	
No Preference	100	±1	2	10	15	57	16	±3	3.8	±0.1	
RETIREMENT PLAN											
CSRS	100	±1	2	10	18	56	14	±2	3.7	±0.1	
FERS	100	±1	2	9	18	56	14	±1	3.7	±0.1	
Other Plan	99	±1	2	9	20	54	15	±6	3.7	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	100	±1	2	9	18	57	14	±1	3.7	±0.1	
Optional Eligible	99	±1	2	10	18	56	15	±2	3.7	±0.1	
Discontinued Service	100	±1	2	12	18	54	14	±2	3.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	99	±1	2	8	19	56	15	±2	3.8	±0.1	
5 to 10 Years	100	±1	2	9	18	56	14	±3	3.7	±0.1	
11 to 20 Years	99	±1	2	10	18	57	14	±2	3.7	±0.1	
21 to 30 Years	100	±1	2	11	18	55	14	±2	3.7	±0.1	
More Than 30 Years	99	±1	2	10	16	56	16	±2	3.8	±0.1	
AGE											
30 Years Old or Less	99	±1	1	9	21	56	13	±3	3.7	±0.1	
31 to 40 Years Old	100	±1	2	9	19	58	13	±2	3.7	±0.1	
41 to 50 Years Old	100	±1	2	10	17	57	14	±2	3.7	±0.1	
51 to 60 Years Old	100	±1	2	11	18	54	15	±2	3.7	±0.1	
More Than 60 Years Old	99	±1	2	7	15	58	19	±3	3.9	±0.1	
GENDER											
Male	100	±1	2	10	18	56	14	±1	3.7	±0.1	
Female	99	±1	2	10	18	55	15	±2	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	100	±1	2	10	17	56	15	±1	3.7	±0.1	
Total Minority	99	±1	2	8	19	57	14	±2	3.7	±0.1	
Non-Hispanic Black	99	±1	2	8	19	58	13	±2	3.7	±0.1	
Hispanic	100	±1	2	9	20	54	16	±3	3.7	±0.1	
Non-Hispanic API	99	±1	1	7	19	60	14	±3	3.8	±0.1	
EDUCATION											
No College	99	±1	2	9	19	55	15	±2	3.7	±0.1	
Some College	100	±1	2	10	19	55	14	±1	3.7	±0.1	
4-Year Degree	100	±1	2	10	17	58	13	±2	3.7	±0.1	
Graduate/Professional Degree	100	±1	2	10	15	57	16	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**a. Availability of personnel services for your work location**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	7	19	33	37	4	±1	3.1	±0.1	
Army	99	±1	7	20	31	36	5	±2	3.1	±0.1	
Navy	99	±1	7	19	34	36	4	±2	3.1	±0.1	
Air Force	99	±1	7	16	34	39	5	±2	3.2	±0.1	
DoD Agencies and Activities	98	±1	8	18	33	37	4	±2	3.1	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	7	19	32	37	4	±1	3.1	±0.1	
GS 1 to 4	98	±2	6	13	36	39	6	±5	3.2	±0.1	
GS 5 to 8	98	±1	8	18	31	37	5	±2	3.1	±0.1	
GS 9 to 12	99	±1	7	19	32	37	4	±2	3.1	±0.1	
GS/GM 13 to 15	99	±1	8	23	31	34	5	±2	3.1	±0.1	
SES	99	±1	4	17	25	43	11	±9	3.4	±0.2	
Blue Collar Total	99	±1	6	16	36	37	4	±2	3.2	±0.1	
WG 1 to 5	98	±2	5	18	33	40	5	±6	3.2	±0.2	
WG 6 to 9	99	±1	7	15	33	38	6	±4	3.2	±0.1	
WG 10 to 15	99	±1	7	17	38	34	3	±3	3.1	±0.1	
WS/WL 1 to 19	98	±1	5	16	34	41	4	±4	3.2	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	7	20	34	35	4	±2	3.1	±0.1	
Administrative	99	±1	8	20	30	37	5	±2	3.1	±0.1	
Technical	99	±1	7	18	34	37	4	±2	3.1	±0.1	
Clerical	98	±1	7	16	32	39	5	±3	3.2	±0.1	
Other White Collar	98	±2	9	19	34	35	3	±4	3.0	±0.1	
Blue Collar	98	±1	6	16	36	37	4	±2	3.2	±0.1	
Scientists	99	±1	8	18	36	33	4	±3	3.1	±0.1	
Engineers	99	±1	6	19	37	35	3	±2	3.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	7	20	29	38	5	±2	3.1	±0.1	
Manager	99	±1	9	21	24	41	7	±3	3.2	±0.1	
Wage Leader	99	±1	6	19	36	36	3	±5	3.1	±0.1	
Wage Supervisor	98	±2	5	17	31	42	4	±4	3.2	±0.1	
All Others	99	±1	7	18	34	36	4	±1	3.1	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	7	19	33	37	4	±1	3.1	±0.1	
Other Than Full-Time	97	±3	6	14	39	37	4	±7	3.2	±0.2	
CONUS	99	±1	7	18	33	37	4	±1	3.1	±0.1	
OCONUS	98	±1	8	19	31	37	4	±3	3.1	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	7	19	33	37	4	±1	3.1	±0.1	
Non-Permanent	97	±2	5	12	38	39	5	±5	3.3	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	7	19	31	38	5	±1	3.1	±0.1	
In Bargaining Unit	99	±1	7	18	35	36	4	±1	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
a. Availability of personnel services for your work location

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	7	18	33	37	4	±1	3.1	±0.1	
Disability	99	±1	10	20	31	35	5	±2	3.0	±0.1	
Targeted Disability	98	±1	11	19	31	34	5	±3	3.0	±0.1	
Other Disability	99	±1	9	21	31	35	4	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	7	19	33	37	4	±1	3.1	±0.1	
Veteran	99	±1	7	19	33	37	5	±1	3.1	±0.1	
10 Point 30%	99	±1	8	19	28	39	6	±3	3.1	±0.1	
10 Point Non-30%	99	±1	7	19	32	37	5	±3	3.1	±0.1	
5 Point	99	±1	7	19	34	36	4	±2	3.1	±0.1	
No Preference	99	±1	6	16	33	41	5	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	8	21	32	35	4	±2	3.1	±0.1	
FERS	99	±1	7	18	33	38	5	±1	3.2	±0.1	
Other Plan	96	±3	6	16	42	33	4	±6	3.1	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	7	18	34	37	4	±1	3.1	±0.1	
Optional Eligible	99	±1	7	19	32	38	5	±2	3.1	±0.1	
Discontinued Service	99	±1	9	20	31	36	4	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	4	13	37	40	5	±2	3.3	±0.1	
5 to 10 Years	99	±1	7	17	33	38	5	±3	3.2	±0.1	
11 to 20 Years	99	±1	7	19	33	37	4	±2	3.1	±0.1	
21 to 30 Years	99	±1	8	21	32	35	4	±2	3.1	±0.1	
More Than 30 Years	99	±1	8	20	31	36	5	±2	3.1	±0.1	
AGE											
30 Years Old or Less	98	±1	5	12	38	40	5	±3	3.3	±0.1	
31 to 40 Years Old	98	±1	6	15	35	39	4	±2	3.2	±0.1	
41 to 50 Years Old	99	±1	7	20	33	36	4	±2	3.1	±0.1	
51 to 60 Years Old	99	±1	8	21	31	35	5	±2	3.1	±0.1	
More Than 60 Years Old	99	±1	6	20	29	38	6	±3	3.2	±0.1	
GENDER											
Male	99	±1	7	18	34	37	4	±1	3.1	±0.1	
Female	99	±1	8	19	30	37	5	±2	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	20	34	35	4	±1	3.1	±0.1	
Total Minority	98	±1	6	16	31	42	5	±2	3.2	±0.1	
Non-Hispanic Black	98	±1	6	15	28	45	6	±2	3.3	±0.1	
Hispanic	99	±1	8	16	32	40	5	±3	3.2	±0.1	
Non-Hispanic API	96	±2	4	15	36	41	4	±3	3.3	±0.1	
EDUCATION											
No College	98	±1	5	15	34	42	4	±2	3.3	±0.1	
Some College	99	±1	7	18	33	37	5	±1	3.1	±0.1	
4-Year Degree	99	±1	7	20	34	35	4	±2	3.1	±0.1	
Graduate/Professional Degree	99	±1	9	21	30	35	5	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
b. Quality of personnel services for your work location (e.g., timeliness and completeness of response, usefulness of information, and helpfulness of staff)

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	8	19	34	34	5	±1	3.1	±0.1			
Army	99	±1	9	21	32	34	5	±2	3.1	±0.1			
Navy	99	±1	7	19	36	34	4	±2	3.1	±0.1			
Air Force	99	±1	8	19	34	35	5	±2	3.1	±0.1			
DoD Agencies and Activities	98	±1	8	18	35	34	5	±2	3.1	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	8	20	33	34	5	±1	3.1	±0.1			
GS 1 to 4	98	±2	7	15	36	36	5	±5	3.2	±0.1			
GS 5 to 8	98	±1	9	20	31	36	5	±2	3.1	±0.1			
GS 9 to 12	99	±1	8	20	35	33	4	±1	3.1	±0.1			
GS/GM 13 to 15	99	±1	9	23	32	32	5	±2	3.0	±0.1			
SES	99	±1	7	19	22	40	12	±9	3.3	±0.2			
Blue Collar Total	99	±1	7	17	36	35	4	±2	3.1	±0.1			
WG 1 to 5	98	±2	7	18	34	37	5	±6	3.2	±0.2			
WG 6 to 9	99	±1	8	17	33	37	6	±3	3.2	±0.1			
WG 10 to 15	99	±1	8	18	39	33	3	±3	3.0	±0.1			
WS/WL 1 to 19	98	±1	6	18	35	38	4	±4	3.2	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	8	20	35	32	4	±2	3.0	±0.1			
Administrative	99	±1	8	21	32	33	5	±2	3.1	±0.1			
Technical	99	±1	8	19	34	35	4	±2	3.1	±0.1			
Clerical	98	±1	8	18	32	37	5	±3	3.1	±0.1			
Other White Collar	98	±2	11	21	32	33	4	±4	3.0	±0.1			
Blue Collar	98	±1	7	17	36	35	4	±2	3.1	±0.1			
Scientists	99	±1	10	17	38	31	5	±3	3.0	±0.1			
Engineers	99	±1	7	19	39	32	3	±2	3.0	±0.1			
SUPERVISOR/MANAGER													
Supervisor	99	±1	8	22	29	35	6	±2	3.1	±0.1			
Manager	99	±1	10	23	25	36	7	±3	3.1	±0.1			
Wage Leader	99	±1	7	19	37	33	3	±5	3.1	±0.1			
Wage Supervisor	99	±1	7	17	34	38	5	±4	3.2	±0.1			
All Others	99	±1	8	19	35	34	4	±1	3.1	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	8	20	34	34	5	±1	3.1	±0.1			
Other Than Full-Time	96	±3	7	13	39	36	5	±7	3.2	±0.2			
CONUS	99	±1	8	19	34	34	5	±1	3.1	±0.1			
OCONUS	97	±2	11	20	31	33	5	±3	3.0	±0.1			
TYPE OF APPOINTMENT													
Permanent	99	±1	8	20	34	34	5	±1	3.1	±0.1			
Non-Permanent	96	±2	6	14	36	36	7	±5	3.2	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	8	19	33	35	5	±1	3.1	±0.1			
In Bargaining Unit	99	±1	8	19	35	33	4	±1	3.0	±0.1			

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
- b. Quality of personnel services for your work location (e.g., timeliness and completeness of response, usefulness of information, and helpfulness of staff)

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	8	19	34	35	5	±1	3.1	±0.1	
Disability	99	±1	11	22	31	32	5	±2	3.0	±0.1	
Targeted Disability	98	±1	12	20	31	31	5	±3	3.0	±0.1	
Other Disability	99	±1	10	22	30	32	5	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	8	19	34	34	5	±1	3.1	±0.1	
Veteran	99	±1	8	20	33	34	5	±1	3.1	±0.1	
10 Point 30%	99	±1	10	21	28	35	6	±3	3.1	±0.1	
10 Point Non-30%	98	±1	8	22	31	35	5	±3	3.1	±0.1	
5 Point	99	±1	8	19	35	33	4	±2	3.1	±0.1	
No Preference	99	±1	7	18	32	38	5	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	9	20	34	33	4	±2	3.0	±0.1	
FERS	99	±1	8	19	34	35	5	±1	3.1	±0.1	
Other Plan	94	±3	7	17	39	33	4	±6	3.1	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	8	19	35	34	4	±1	3.1	±0.1	
Optional Eligible	99	±1	8	19	33	35	5	±2	3.1	±0.1	
Discontinued Service	99	±1	9	21	33	33	5	±2	3.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	6	14	36	38	6	±2	3.2	±0.1	
5 to 10 Years	98	±1	8	20	32	35	5	±3	3.1	±0.1	
11 to 20 Years	99	±1	8	20	34	34	4	±2	3.1	±0.1	
21 to 30 Years	99	±1	9	21	33	33	4	±2	3.0	±0.1	
More Than 30 Years	99	±1	8	20	33	33	5	±2	3.1	±0.1	
AGE											
30 Years Old or Less	98	±1	6	14	37	38	5	±3	3.2	±0.1	
31 to 40 Years Old	98	±1	7	17	36	35	4	±2	3.1	±0.1	
41 to 50 Years Old	99	±1	8	20	34	33	4	±2	3.0	±0.1	
51 to 60 Years Old	99	±1	9	21	33	33	5	±2	3.0	±0.1	
More Than 60 Years Old	99	±1	6	20	29	38	7	±3	3.2	±0.1	
GENDER											
Male	99	±1	8	19	35	34	4	±1	3.1	±0.1	
Female	98	±1	9	20	32	34	5	±2	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	8	20	35	32	4	±1	3.0	±0.1	
Total Minority	98	±1	7	17	32	39	6	±2	3.2	±0.1	
Non-Hispanic Black	98	±1	6	17	29	41	6	±2	3.2	±0.1	
Hispanic	98	±1	8	16	34	36	5	±3	3.1	±0.1	
Non-Hispanic API	97	±2	5	14	37	40	4	±3	3.2	±0.1	
EDUCATION											
No College	98	±1	6	15	35	39	5	±2	3.2	±0.1	
Some College	99	±1	8	19	34	34	5	±1	3.1	±0.1	
4-Year Degree	99	±1	8	21	35	32	4	±2	3.0	±0.1	
Graduate/Professional Degree	99	±1	10	21	31	32	6	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**c. Availability of personnel services at a centralized location (away from your worksite)**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	8	18	42	30	3	±1	3.0	±0.1		
Army	98	±1	8	19	40	29	3	±2	3.0	±0.1		
Navy	99	±1	8	19	42	29	2	±2	3.0	±0.1		
Air Force	99	±1	6	15	42	33	4	±2	3.1	±0.1		
DoD Agencies and Activities	98	±1	8	17	43	30	3	±2	3.0	±0.1		
PAY PLAN/GRADE												
White Collar Total	99	±1	8	18	41	29	3	±1	3.0	±0.1		
GS 1 to 4	97	±2	6	12	43	35	4	±5	3.2	±0.1		
GS 5 to 8	98	±1	8	17	40	32	4	±2	3.1	±0.1		
GS 9 to 12	99	±1	8	19	41	29	3	±2	3.0	±0.1		
GS/GM 13 to 15	99	±1	9	22	41	25	2	±2	2.9	±0.1		
SES	NR	±0	7	22	32	33	7	±8	3.1	±0.2		
Blue Collar Total	98	±1	6	14	43	33	3	±2	3.1	±0.1		
WG 1 to 5	98	±2	6	16	40	35	3	±6	3.1	±0.1		
WG 6 to 9	98	±1	7	12	43	34	5	±4	3.2	±0.1		
WG 10 to 15	99	±1	6	15	44	32	2	±3	3.1	±0.1		
WS/WL 1 to 19	98	±1	6	15	40	37	2	±4	3.1	±0.1		
OCCUPATIONAL GROUPS												
Professional	99	±1	8	20	44	26	2	±2	2.9	±0.1		
Administrative	99	±1	8	20	40	29	3	±2	3.0	±0.1		
Technical	99	±1	7	16	42	31	3	±2	3.1	±0.1		
Clerical	98	±1	7	16	41	32	4	±3	3.1	±0.1		
Other White Collar	97	±2	10	15	39	34	2	±4	3.0	±0.1		
Blue Collar	98	±1	6	14	43	34	3	±2	3.1	±0.1		
Scientists	99	±1	8	18	47	24	3	±4	2.9	±0.1		
Engineers	99	±1	7	19	47	26	1	±2	3.0	±0.1		
SUPERVISOR/MANAGER												
Supervisor	99	±1	8	21	37	30	4	±2	3.0	±0.1		
Manager	99	±1	11	22	33	30	4	±3	2.9	±0.1		
Wage Leader	98	±2	8	15	43	32	2	±5	3.0	±0.1		
Wage Supervisor	99	±1	6	15	38	38	2	±4	3.2	±0.1		
All Others	99	±1	7	17	43	30	3	±1	3.0	±0.1		
SCHEDULE/LOCATION												
Full-Time	99	±1	8	18	41	30	3	±1	3.0	±0.1		
Other Than Full-Time	96	±3	5	10	52	31	3	±7	3.2	±0.1		
CONUS	99	±1	7	18	42	30	3	±1	3.0	±0.1		
OCONUS	97	±2	10	18	39	30	3	±3	3.0	±0.1		
TYPE OF APPOINTMENT												
Permanent	99	±1	8	18	41	30	3	±1	3.0	±0.1		
Non-Permanent	96	±2	4	9	48	34	4	±5	3.2	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	99	±1	7	18	41	30	3	±1	3.0	±0.1		
In Bargaining Unit	98	±1	8	17	43	30	3	±2	3.0	±0.1		

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
c. Availability of personnel services at a centralized location (away from your worksite)

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	7	17	42	30	3	±1	3.0	±0.1	
Disability	98	±1	10	19	40	28	3	±2	3.0	±0.1	
Targeted Disability	98	±1	10	18	39	29	3	±3	3.0	±0.1	
Other Disability	98	±1	10	19	40	28	3	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	8	18	43	29	3	±1	3.0	±0.1	
Veteran	99	±1	7	18	40	32	3	±1	3.1	±0.1	
10 Point 30%	99	±1	9	17	36	33	5	±3	3.1	±0.1	
10 Point Non-30%	98	±1	7	19	38	33	4	±3	3.1	±0.1	
5 Point	99	±1	8	18	41	31	3	±2	3.0	±0.1	
No Preference	99	±1	6	15	42	33	4	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	9	20	41	28	3	±2	3.0	±0.1	
FERS	99	±1	7	16	42	31	3	±1	3.1	±0.1	
Other Plan	95	±3	5	14	49	30	2	±6	3.1	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	7	17	43	30	3	±1	3.1	±0.1	
Optional Eligible	98	±1	7	18	40	32	3	±2	3.1	±0.1	
Discontinued Service	99	±1	9	20	40	27	3	±2	2.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	4	11	47	34	4	±2	3.2	±0.1	
5 to 10 Years	98	±1	7	17	40	33	4	±3	3.1	±0.1	
11 to 20 Years	98	±1	8	17	42	30	3	±2	3.0	±0.1	
21 to 30 Years	99	±1	9	20	40	28	3	±2	3.0	±0.1	
More Than 30 Years	99	±1	10	21	39	28	3	±2	2.9	±0.1	
AGE											
30 Years Old or Less	97	±1	5	11	47	33	4	±3	3.2	±0.1	
31 to 40 Years Old	98	±1	6	14	44	33	3	±2	3.1	±0.1	
41 to 50 Years Old	99	±1	8	18	42	29	3	±2	3.0	±0.1	
51 to 60 Years Old	99	±1	9	20	40	28	3	±2	3.0	±0.1	
More Than 60 Years Old	98	±1	7	18	38	33	5	±3	3.1	±0.1	
GENDER											
Male	99	±1	7	17	42	30	3	±1	3.0	±0.1	
Female	98	±1	8	18	41	29	4	±2	3.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	8	18	43	28	3	±1	3.0	±0.1	
Total Minority	98	±1	6	16	39	35	4	±2	3.2	±0.1	
Non-Hispanic Black	98	±1	5	16	36	38	5	±2	3.2	±0.1	
Hispanic	98	±1	7	16	38	34	4	±3	3.1	±0.1	
Non-Hispanic API	96	±2	5	12	46	35	3	±3	3.2	±0.1	
EDUCATION											
No College	98	±1	5	14	43	35	3	±2	3.2	±0.1	
Some College	99	±1	7	17	41	31	3	±1	3.1	±0.1	
4-Year Degree	99	±1	8	19	44	27	3	±2	3.0	±0.1	
Graduate/Professional Degree	99	±1	10	21	40	26	3	±2	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**d. Quality of personnel services from a centralized location**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	8	17	42	30	3	±1	3.0	±0.1		
Army	98	±1	8	19	41	29	3	±2	3.0	±0.1		
Navy	98	±1	7	18	44	28	3	±2	3.0	±0.1		
Air Force	98	±1	7	15	42	32	3	±2	3.1	±0.1		
DoD Agencies and Activities	97	±1	8	16	42	31	3	±2	3.1	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	8	18	42	29	3	±1	3.0	±0.1		
GS 1 to 4	97	±2	7	14	42	35	3	±5	3.1	±0.1		
GS 5 to 8	98	±1	8	16	40	32	4	±2	3.1	±0.1		
GS 9 to 12	98	±1	8	18	43	29	3	±2	3.0	±0.1		
GS/GM 13 to 15	98	±1	9	22	41	25	3	±2	2.9	±0.1		
SES	98	±1	8	23	29	33	7	±10	3.1	±0.2		
Blue Collar Total	98	±1	6	14	44	33	3	±2	3.1	±0.1		
WG 1 to 5	98	±2	5	16	42	33	4	±6	3.2	±0.1		
WG 6 to 9	98	±1	6	13	42	34	4	±4	3.2	±0.1		
WG 10 to 15	98	±1	6	14	47	31	2	±3	3.1	±0.1		
WS/WL 1 to 19	98	±2	6	15	41	36	3	±4	3.2	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	9	18	46	25	2	±2	2.9	±0.1		
Administrative	98	±1	8	20	39	29	3	±2	3.0	±0.1		
Technical	98	±1	7	16	42	31	3	±2	3.1	±0.1		
Clerical	98	±1	8	16	41	33	3	±3	3.1	±0.1		
Other White Collar	97	±2	10	16	40	32	2	±4	3.0	±0.1		
Blue Collar	98	±1	6	14	44	33	3	±2	3.1	±0.1		
Scientists	98	±1	9	17	47	24	3	±4	2.9	±0.1		
Engineers	98	±1	7	18	50	24	1	±2	3.0	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	8	21	37	30	4	±2	3.0	±0.1		
Manager	98	±1	12	23	32	29	4	±3	2.9	±0.1		
Wage Leader	98	±2	6	18	42	32	2	±5	3.0	±0.1		
Wage Supervisor	98	±2	6	14	39	38	3	±4	3.2	±0.1		
All Others	98	±1	7	16	44	29	3	±1	3.0	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	8	17	42	30	3	±1	3.0	±0.1		
Other Than Full-Time	95	±3	6	11	49	31	3	±7	3.1	±0.2		
CONUS	98	±1	7	17	43	30	3	±1	3.0	±0.1		
OCONUS	97	±2	11	18	38	30	4	±3	3.0	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	8	17	42	30	3	±1	3.0	±0.1		
Non-Permanent	96	±3	5	11	46	34	4	±5	3.2	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	8	18	42	30	3	±1	3.0	±0.1		
In Bargaining Unit	98	±1	8	16	43	30	3	±2	3.0	±0.1		

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
d. Quality of personnel services from a centralized location

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	7	17	43	30	3	±1	3.0	±0.1	
Disability	98	±1	10	19	39	28	4	±2	3.0	±0.1	
Targeted Disability	97	±1	11	18	37	29	4	±3	3.0	±0.1	
Other Disability	98	±1	9	19	40	28	3	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	8	17	44	29	3	±1	3.0	±0.1	
Veteran	98	±1	7	17	41	31	3	±1	3.1	±0.1	
10 Point 30%	99	±1	9	18	35	32	5	±3	3.1	±0.1	
10 Point Non-30%	97	±1	7	19	39	32	4	±3	3.1	±0.1	
5 Point	98	±1	7	17	42	31	3	±2	3.0	±0.1	
No Preference	98	±1	7	16	41	33	3	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	8	19	42	28	3	±2	3.0	±0.1	
FERS	98	±1	7	16	42	31	3	±1	3.1	±0.1	
Other Plan	94	±3	6	13	50	28	3	±6	3.1	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	7	16	44	30	3	±1	3.0	±0.1	
Optional Eligible	98	±1	7	18	40	31	3	±2	3.1	±0.1	
Discontinued Service	98	±1	9	19	41	28	3	±2	3.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	5	11	46	34	4	±2	3.2	±0.1	
5 to 10 Years	98	±1	7	17	42	31	3	±3	3.1	±0.1	
11 to 20 Years	98	±1	8	17	43	30	3	±2	3.0	±0.1	
21 to 30 Years	98	±1	9	19	41	28	3	±2	3.0	±0.1	
More Than 30 Years	98	±1	9	20	39	29	3	±2	3.0	±0.1	
AGE											
30 Years Old or Less	97	±1	5	11	47	33	3	±3	3.2	±0.1	
31 to 40 Years Old	97	±1	6	13	45	32	3	±2	3.1	±0.1	
41 to 50 Years Old	98	±1	8	18	43	29	3	±2	3.0	±0.1	
51 to 60 Years Old	98	±1	9	20	40	28	3	±2	3.0	±0.1	
More Than 60 Years Old	98	±1	7	17	39	32	5	±3	3.1	±0.1	
GENDER											
Male	98	±1	7	17	43	30	3	±1	3.0	±0.1	
Female	98	±1	8	18	40	30	3	±2	3.0	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	8	18	44	27	3	±1	3.0	±0.1	
Total Minority	97	±1	6	15	39	36	4	±2	3.2	±0.1	
Non-Hispanic Black	97	±1	5	14	37	38	5	±2	3.2	±0.1	
Hispanic	97	±1	8	15	39	34	4	±3	3.1	±0.1	
Non-Hispanic API	96	±2	4	12	44	36	3	±3	3.2	±0.1	
EDUCATION											
No College	97	±1	5	13	42	36	3	±2	3.2	±0.1	
Some College	98	±1	7	17	42	31	3	±1	3.1	±0.1	
4-Year Degree	98	±1	8	18	44	26	3	±2	3.0	±0.1	
Graduate/Professional Degree	98	±1	11	20	41	27	3	±2	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
e. Availability of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	3	7	25	52	12	±1	3.6	±0.1			
Army	99	±1	4	8	24	52	12	±2	3.6	±0.1			
Navy	99	±1	3	6	27	52	12	±2	3.6	±0.1			
Air Force	99	±1	3	7	26	51	12	±2	3.6	±0.1			
DoD Agencies and Activities	98	±1	3	6	26	52	13	±2	3.7	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	3	7	25	52	13	±1	3.6	±0.1			
GS 1 to 4	98	±2	3	6	31	47	13	±5	3.6	±0.1			
GS 5 to 8	98	±1	3	6	24	53	13	±2	3.7	±0.1			
GS 9 to 12	99	±1	3	7	23	54	13	±2	3.7	±0.1			
GS/GM 13 to 15	99	±1	3	9	26	51	11	±2	3.6	±0.1			
SES	99	±1	2	13	29	43	14	±8	3.5	±0.2			
Blue Collar Total	98	±1	4	6	28	51	11	±2	3.6	±0.1			
WG 1 to 5	97	±2	4	6	34	46	10	±6	3.5	±0.1			
WG 6 to 9	98	±1	4	6	27	50	13	±4	3.6	±0.1			
WG 10 to 15	99	±1	4	6	29	50	11	±3	3.6	±0.1			
WS/WL 1 to 19	99	±1	3	7	25	54	11	±4	3.6	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	3	9	26	50	11	±2	3.6	±0.1			
Administrative	99	±1	3	7	23	53	14	±2	3.7	±0.1			
Technical	99	±1	3	6	25	53	12	±2	3.7	±0.1			
Clerical	98	±1	3	7	26	51	12	±3	3.6	±0.1			
Other White Collar	98	±2	3	7	23	54	14	±4	3.7	±0.1			
Blue Collar	98	±1	4	6	28	51	11	±2	3.6	±0.1			
Scientists	99	±1	4	9	28	48	11	±4	3.5	±0.1			
Engineers	99	±1	3	8	27	52	10	±2	3.6	±0.1			
SUPERVISOR/MANAGER													
Supervisor	99	±1	3	8	24	52	13	±2	3.6	±0.1			
Manager	99	±1	4	8	25	51	12	±3	3.6	±0.1			
Wage Leader	99	±1	3	8	26	48	14	±5	3.6	±0.1			
Wage Supervisor	99	±1	3	5	24	58	10	±4	3.7	±0.1			
All Others	99	±1	3	7	26	52	12	±1	3.6	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	3	7	25	52	12	±1	3.6	±0.1			
Other Than Full-Time	96	±3	4	4	39	44	10	±7	3.5	±0.2			
CONUS	99	±1	3	7	25	52	12	±1	3.6	±0.1			
OCONUS	98	±2	3	8	27	49	13	±3	3.6	±0.1			
TYPE OF APPOINTMENT													
Permanent	99	±1	3	7	25	52	12	±1	3.6	±0.1			
Non-Permanent	97	±2	3	6	31	46	13	±5	3.6	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	3	7	25	53	12	±1	3.6	±0.1			
In Bargaining Unit	98	±1	3	7	26	51	12	±2	3.6	±0.1			

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
- e. Availability of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	3	7	25	53	12	±1	3.6	±0.1	
Disability	98	±1	5	8	26	48	13	±2	3.6	±0.1	
Targeted Disability	98	±1	5	8	27	48	12	±3	3.5	±0.1	
Other Disability	99	±1	5	8	26	48	13	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	3	7	26	52	12	±1	3.6	±0.1	
Veteran	99	±1	3	7	25	51	13	±1	3.6	±0.1	
10 Point 30%	99	±1	4	8	23	50	15	±3	3.6	±0.1	
10 Point Non-30%	99	±1	4	7	25	50	14	±3	3.6	±0.1	
5 Point	99	±1	3	7	26	51	12	±2	3.6	±0.1	
No Preference	99	±1	1	6	24	55	14	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	9	27	51	10	±2	3.5	±0.1	
FERS	99	±1	3	6	24	53	14	±1	3.7	±0.1	
Other Plan	95	±3	3	5	38	42	12	±6	3.5	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	3	7	25	52	13	±1	3.7	±0.1	
Optional Eligible	99	±1	3	8	26	52	11	±2	3.6	±0.1	
Discontinued Service	99	±1	4	8	25	51	12	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	2	5	25	52	16	±2	3.8	±0.1	
5 to 10 Years	99	±1	3	6	23	54	15	±3	3.7	±0.1	
11 to 20 Years	98	±1	3	7	25	53	12	±2	3.6	±0.1	
21 to 30 Years	99	±1	4	9	26	51	11	±2	3.6	±0.1	
More Than 30 Years	99	±1	5	8	28	49	10	±2	3.5	±0.1	
AGE											
30 Years Old or Less	98	±1	2	6	24	52	16	±3	3.7	±0.1	
31 to 40 Years Old	98	±1	2	5	23	55	15	±2	3.8	±0.1	
41 to 50 Years Old	99	±1	3	7	25	53	12	±2	3.6	±0.1	
51 to 60 Years Old	99	±1	4	9	27	50	10	±2	3.5	±0.1	
More Than 60 Years Old	99	±1	4	9	29	48	10	±3	3.5	±0.1	
GENDER											
Male	99	±1	3	7	27	51	12	±1	3.6	±0.1	
Female	98	±1	3	7	24	53	14	±2	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	3	8	26	51	12	±1	3.6	±0.1	
Total Minority	98	±1	3	6	24	54	14	±2	3.7	±0.1	
Non-Hispanic Black	98	±1	2	5	21	55	16	±2	3.8	±0.1	
Hispanic	99	±1	3	6	23	55	13	±3	3.7	±0.1	
Non-Hispanic API	96	±2	2	5	28	55	11	±3	3.7	±0.1	
EDUCATION											
No College	98	±1	2	7	28	52	11	±2	3.6	±0.1	
Some College	99	±1	3	7	25	53	13	±1	3.6	±0.1	
4-Year Degree	99	±1	3	7	25	52	13	±2	3.6	±0.1	
Graduate/Professional Degree	99	±1	4	10	26	49	12	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?**f. Quality of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	99	±1	3	7	28	50	12	±1	3.6	±0.1			
Army	98	±1	4	8	27	49	12	±2	3.6	±0.1			
Navy	99	±1	3	7	30	50	11	±2	3.6	±0.1			
Air Force	99	±1	3	8	27	50	12	±2	3.6	±0.1			
DoD Agencies and Activities	98	±1	3	6	28	50	12	±2	3.6	±0.1			
PAY PLAN/GRADE													
White Collar Total	99	±1	3	8	27	50	12	±1	3.6	±0.1			
GS 1 to 4	97	±2	3	6	33	47	12	±5	3.6	±0.1			
GS 5 to 8	98	±1	3	7	26	52	13	±2	3.6	±0.1			
GS 9 to 12	99	±1	3	8	26	52	12	±2	3.6	±0.1			
GS/GM 13 to 15	99	±1	4	9	29	47	11	±2	3.5	±0.1			
SES	99	±1	3	15	30	39	13	±8	3.4	±0.2			
Blue Collar Total	98	±1	3	6	31	48	11	±2	3.6	±0.1			
WG 1 to 5	97	±2	4	6	35	46	10	±6	3.5	±0.1			
WG 6 to 9	99	±1	4	5	29	48	13	±4	3.6	±0.1			
WG 10 to 15	99	±1	4	6	32	48	10	±3	3.5	±0.1			
WS/WL 1 to 19	98	±1	2	8	27	53	10	±4	3.6	±0.1			
OCCUPATIONAL GROUPS													
Professional	99	±1	4	9	30	47	10	±2	3.5	±0.1			
Administrative	99	±1	3	8	25	51	13	±2	3.6	±0.1			
Technical	99	±1	3	6	28	51	12	±2	3.6	±0.1			
Clerical	98	±1	3	6	28	51	12	±3	3.6	±0.1			
Other White Collar	98	±2	3	6	24	54	13	±4	3.7	±0.1			
Blue Collar	98	±1	3	6	31	49	11	±2	3.6	±0.1			
Scientists	99	±1	6	9	32	43	10	±4	3.4	±0.1			
Engineers	99	±1	3	8	31	48	9	±2	3.5	±0.1			
SUPERVISOR/MANAGER													
Supervisor	99	±1	4	8	26	49	13	±2	3.6	±0.1			
Manager	99	±1	4	8	28	48	12	±3	3.5	±0.1			
Wage Leader	98	±2	3	8	28	50	12	±5	3.6	±0.1			
Wage Supervisor	99	±1	3	6	27	56	9	±4	3.6	±0.1			
All Others	99	±1	3	7	28	50	12	±1	3.6	±0.1			
SCHEDULE/LOCATION													
Full-Time	99	±1	3	8	28	50	12	±1	3.6	±0.1			
Other Than Full-Time	96	±3	4	3	38	45	9	±7	3.5	±0.2			
CONUS	99	±1	3	7	28	50	12	±1	3.6	±0.1			
OCONUS	97	±2	4	8	30	47	12	±3	3.6	±0.1			
TYPE OF APPOINTMENT													
Permanent	99	±1	3	7	28	50	12	±1	3.6	±0.1			
Non-Permanent	96	±2	3	6	33	47	12	±5	3.6	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	99	±1	3	7	27	50	12	±1	3.6	±0.1			
In Bargaining Unit	98	±1	4	7	29	49	11	±2	3.6	±0.1			

Note. Percent responding are Civilian employees who answered the question.

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?
- f. Quality of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	3	7	28	50	12	±1	3.6	±0.1	
Disability	98	±1	5	9	29	46	12	±2	3.5	±0.1	
Targeted Disability	98	±1	5	9	29	45	12	±3	3.5	±0.1	
Other Disability	99	±1	5	8	29	47	11	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	3	7	28	50	11	±1	3.6	±0.1	
Veteran	99	±1	3	7	27	50	12	±1	3.6	±0.1	
10 Point 30%	99	±1	4	8	24	50	14	±3	3.6	±0.1	
10 Point Non-30%	98	±1	5	7	27	48	14	±3	3.6	±0.1	
5 Point	99	±1	3	8	28	50	11	±2	3.6	±0.1	
No Preference	98	±1	1	6	27	52	14	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	9	30	48	9	±2	3.5	±0.1	
FERS	99	±1	3	7	26	51	13	±1	3.6	±0.1	
Other Plan	95	±3	4	6	40	40	10	±6	3.5	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	3	7	28	50	12	±1	3.6	±0.1	
Optional Eligible	99	±1	3	8	28	50	11	±2	3.6	±0.1	
Discontinued Service	98	±1	4	8	29	48	11	±2	3.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	2	5	27	52	15	±2	3.7	±0.1	
5 to 10 Years	98	±1	3	6	26	51	15	±3	3.7	±0.1	
11 to 20 Years	99	±1	3	7	28	51	12	±2	3.6	±0.1	
21 to 30 Years	99	±1	4	9	29	48	10	±2	3.5	±0.1	
More Than 30 Years	99	±1	5	9	30	47	10	±2	3.5	±0.1	
AGE											
30 Years Old or Less	98	±1	2	5	26	52	15	±3	3.7	±0.1	
31 to 40 Years Old	98	±1	2	5	26	53	14	±2	3.7	±0.1	
41 to 50 Years Old	99	±1	3	8	28	50	12	±2	3.6	±0.1	
51 to 60 Years Old	99	±1	4	9	30	48	10	±2	3.5	±0.1	
More Than 60 Years Old	99	±1	4	9	30	47	10	±3	3.5	±0.1	
GENDER											
Male	99	±1	4	7	29	49	11	±1	3.6	±0.1	
Female	98	±1	3	7	26	51	13	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	4	8	29	49	11	±1	3.6	±0.1	
Total Minority	98	±1	3	6	26	53	13	±2	3.7	±0.1	
Non-Hispanic Black	98	±1	2	5	23	55	15	±2	3.8	±0.1	
Hispanic	98	±1	3	7	25	53	12	±3	3.6	±0.1	
Non-Hispanic API	96	±2	2	5	30	53	10	±3	3.6	±0.1	
EDUCATION											
No College	98	±1	3	6	30	50	11	±2	3.6	±0.1	
Some College	99	±1	3	7	27	51	12	±1	3.6	±0.1	
4-Year Degree	99	±1	3	8	28	50	12	±2	3.6	±0.1	
Graduate/Professional Degree	99	±1	5	10	29	46	10	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

68. Overall, how satisfied are you with the personnel services you receive?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	99	±1	4	15	32	44	6	±1	3.3	±0.1	
Army	99	±1	4	17	31	42	7	±2	3.3	±0.1	
Navy	99	±1	3	14	34	43	6	±2	3.3	±0.1	
Air Force	99	±1	4	14	31	45	6	±2	3.4	±0.1	
DoD Agencies and Activities	98	±1	4	13	32	44	6	±2	3.4	±0.1	
PAY PLAN/GRADE											
White Collar Total	99	±1	4	15	32	43	6	±1	3.3	±0.1	
GS 1 to 4	98	±1	3	9	36	44	7	±5	3.4	±0.1	
GS 5 to 8	99	±1	4	15	31	43	8	±2	3.4	±0.1	
GS 9 to 12	99	±1	4	15	31	44	6	±2	3.3	±0.1	
GS/GM 13 to 15	99	±1	4	19	32	40	5	±2	3.2	±0.1	
SES	99	±1	3	19	27	42	9	±8	3.4	±0.2	
Blue Collar Total	99	±1	4	12	32	46	7	±2	3.4	±0.1	
WG 1 to 5	97	±2	4	11	33	44	8	±6	3.4	±0.2	
WG 6 to 9	98	±1	4	13	29	47	9	±4	3.4	±0.1	
WG 10 to 15	99	±1	4	12	35	45	5	±3	3.4	±0.1	
WS/WL 1 to 19	99	±1	2	12	31	48	7	±4	3.4	±0.1	
OCCUPATIONAL GROUPS											
Professional	99	±1	4	17	34	41	4	±2	3.3	±0.1	
Administrative	99	±1	4	16	30	44	7	±2	3.3	±0.1	
Technical	99	±1	4	14	32	43	7	±2	3.4	±0.1	
Clerical	99	±1	4	13	32	44	7	±3	3.4	±0.1	
Other White Collar	98	±2	3	15	34	42	6	±4	3.3	±0.1	
Blue Collar	98	±1	4	12	32	46	7	±2	3.4	±0.1	
Scientists	99	±1	4	16	36	39	5	±3	3.2	±0.1	
Engineers	99	±1	3	14	37	42	4	±2	3.3	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	4	17	28	44	7	±2	3.3	±0.1	
Manager	99	±1	5	20	26	42	7	±3	3.3	±0.1	
Wage Leader	100	±1	3	12	34	44	6	±5	3.4	±0.1	
Wage Supervisor	99	±1	3	11	30	50	6	±4	3.5	±0.1	
All Others	99	±1	4	14	33	43	6	±1	3.3	±0.1	
SCHEDULE/LOCATION											
Full-Time	99	±1	4	15	32	44	6	±1	3.3	±0.1	
Other Than Full-Time	97	±3	4	9	39	42	6	±7	3.4	±0.1	
CONUS	99	±1	4	14	32	44	6	±1	3.3	±0.1	
OCONUS	98	±1	5	18	30	41	6	±3	3.3	±0.1	
TYPE OF APPOINTMENT											
Permanent	99	±1	4	15	32	43	6	±1	3.3	±0.1	
Non-Permanent	97	±2	4	10	34	45	7	±5	3.4	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	99	±1	3	15	31	44	6	±1	3.3	±0.1	
In Bargaining Unit	99	±1	4	14	33	43	6	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

68. Overall, how satisfied are you with the personnel services you receive?

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	99	±1	3	14	32	44	6	±1	3.4	±0.1	
Disability	99	±1	5	17	31	40	7	±2	3.3	±0.1	
Targeted Disability	99	±1	5	18	29	41	7	±3	3.3	±0.1	
Other Disability	99	±1	5	16	32	40	7	±2	3.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	99	±1	4	15	32	43	6	±1	3.3	±0.1	
Veteran	99	±1	4	14	31	44	7	±1	3.4	±0.1	
10 Point 30%	99	±1	5	15	27	44	9	±3	3.4	±0.1	
10 Point Non-30%	99	±1	4	15	29	44	8	±3	3.4	±0.1	
5 Point	99	±1	4	14	32	43	6	±2	3.3	±0.1	
No Preference	99	±1	2	13	30	47	7	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	16	32	42	6	±2	3.3	±0.1	
FERS	99	±1	3	14	31	45	7	±1	3.4	±0.1	
Other Plan	95	±3	5	12	38	41	5	±6	3.3	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	99	±1	4	14	32	44	6	±1	3.3	±0.1	
Optional Eligible	99	±1	3	15	31	43	7	±2	3.4	±0.1	
Discontinued Service	99	±1	4	17	32	42	5	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	98	±1	2	10	32	48	8	±2	3.5	±0.1	
5 to 10 Years	99	±1	4	15	30	46	6	±3	3.4	±0.1	
11 to 20 Years	99	±1	4	14	32	44	6	±2	3.3	±0.1	
21 to 30 Years	99	±1	4	17	32	42	5	±2	3.3	±0.1	
More Than 30 Years	99	±1	4	17	31	41	7	±2	3.3	±0.1	
AGE											
30 Years Old or Less	98	±1	3	9	33	49	6	±3	3.5	±0.1	
31 to 40 Years Old	98	±1	3	12	33	47	6	±2	3.4	±0.1	
41 to 50 Years Old	99	±1	4	16	32	43	6	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	4	16	31	42	6	±2	3.3	±0.1	
More Than 60 Years Old	99	±1	3	15	30	42	9	±3	3.4	±0.1	
GENDER											
Male	99	±1	4	14	33	44	6	±1	3.3	±0.1	
Female	99	±1	4	16	31	43	7	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	4	16	32	42	5	±1	3.3	±0.1	
Total Minority	98	±1	3	12	30	47	8	±2	3.5	±0.1	
Non-Hispanic Black	98	±1	3	10	27	50	9	±2	3.5	±0.1	
Hispanic	99	±1	3	12	31	46	8	±3	3.4	±0.1	
Non-Hispanic API	97	±2	2	11	33	48	7	±3	3.5	±0.1	
EDUCATION											
No College	98	±1	2	12	32	46	8	±2	3.5	±0.1	
Some College	99	±1	4	14	32	44	7	±1	3.4	±0.1	
4-Year Degree	99	±1	4	16	32	43	5	±2	3.3	±0.1	
Graduate/Professional Degree	99	±1	5	18	31	40	5	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**a. In my work unit, human resources strategies are targeted to achieve the organization's missions and objectives**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	5	15	36	39	5	±1	3.2	±0.1	
Army	98	±1	5	16	35	39	6	±2	3.3	±0.1	
Navy	98	±1	5	17	37	36	5	±2	3.2	±0.1	
Air Force	98	±1	4	15	35	40	6	±2	3.3	±0.1	
DoD Agencies and Activities	98	±1	5	14	37	39	5	±2	3.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	5	15	36	39	5	±1	3.3	±0.1	
GS 1 to 4	97	±2	4	10	41	40	5	±5	3.3	±0.1	
GS 5 to 8	97	±1	5	15	36	39	6	±2	3.3	±0.1	
GS 9 to 12	99	±1	4	16	36	38	5	±2	3.2	±0.1	
GS/GM 13 to 15	99	±1	5	18	32	40	6	±2	3.2	±0.1	
SES	99	±1	3	15	17	51	15	±8	3.6	±0.2	
Blue Collar Total	98	±1	5	15	37	39	5	±2	3.2	±0.1	
WG 1 to 5	96	±3	8	10	36	41	5	±6	3.3	±0.2	
WG 6 to 9	97	±2	6	14	35	40	6	±4	3.3	±0.1	
WG 10 to 15	98	±1	5	17	38	36	4	±3	3.2	±0.1	
WS/WL 1 to 19	99	±1	3	16	34	42	5	±4	3.3	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	5	16	37	38	5	±2	3.2	±0.1	
Administrative	99	±1	4	16	34	39	6	±2	3.3	±0.1	
Technical	98	±1	4	14	37	39	5	±2	3.3	±0.1	
Clerical	97	±1	4	12	38	41	6	±3	3.3	±0.1	
Other White Collar	97	±2	5	20	36	35	4	±4	3.1	±0.1	
Blue Collar	98	±1	5	16	36	39	5	±2	3.2	±0.1	
Scientists	98	±2	6	16	36	36	6	±3	3.2	±0.1	
Engineers	99	±1	4	16	39	37	4	±2	3.2	±0.1	
SUPERVISOR/MANAGER											
Supervisor	99	±1	4	16	31	43	5	±2	3.3	±0.1	
Manager	99	±1	4	15	27	45	9	±3	3.4	±0.1	
Wage Leader	99	±1	4	14	39	39	4	±5	3.3	±0.1	
Wage Supervisor	99	±1	5	14	32	44	5	±4	3.3	±0.1	
All Others	98	±1	5	15	38	37	5	±1	3.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	5	16	36	39	5	±1	3.2	±0.1	
Other Than Full-Time	94	±4	7	8	43	38	4	±7	3.3	±0.2	
CONUS	98	±1	4	16	36	39	5	±1	3.2	±0.1	
OCONUS	97	±2	6	14	36	38	5	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	5	16	36	39	5	±1	3.2	±0.1	
Non-Permanent	95	±2	4	9	40	41	5	±5	3.3	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	4	15	34	40	6	±1	3.3	±0.1	
In Bargaining Unit	98	±1	5	16	38	36	5	±1	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**a. In my work unit, human resources strategies are targeted to achieve the organization's missions and objectives**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	4	15	37	39	5	±1	3.3	±0.1	
Disability	98	±1	6	18	33	36	6	±2	3.2	±0.1	
Targeted Disability	98	±1	7	19	32	36	7	±3	3.2	±0.1	
Other Disability	98	±1	6	17	34	37	6	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	4	15	37	39	5	±1	3.3	±0.1	
Veteran	98	±1	5	16	35	38	6	±1	3.2	±0.1	
10 Point 30%	98	±1	6	16	31	40	7	±3	3.3	±0.1	
10 Point Non-30%	98	±1	6	16	35	38	5	±3	3.2	±0.1	
5 Point	98	±1	5	17	36	37	6	±2	3.2	±0.1	
No Preference	98	±1	3	15	35	41	6	±3	3.3	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	5	16	35	39	5	±2	3.2	±0.1	
FERS	98	±1	5	15	36	39	5	±1	3.2	±0.1	
Other Plan	95	±3	6	11	43	35	4	±6	3.2	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	5	16	37	38	5	±1	3.2	±0.1	
Optional Eligible	98	±1	4	15	35	41	5	±2	3.3	±0.1	
Discontinued Service	99	±1	5	17	35	37	6	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	3	12	40	39	6	±2	3.3	±0.1	
5 to 10 Years	97	±2	4	16	37	39	5	±3	3.2	±0.1	
11 to 20 Years	98	±1	5	16	36	38	5	±2	3.2	±0.1	
21 to 30 Years	99	±1	5	16	35	39	5	±2	3.2	±0.1	
More Than 30 Years	99	±1	5	16	34	40	6	±2	3.3	±0.1	
AGE											
30 Years Old or Less	96	±2	2	12	41	40	4	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	4	15	38	38	5	±2	3.2	±0.1	
41 to 50 Years Old	99	±1	5	16	36	37	5	±2	3.2	±0.1	
51 to 60 Years Old	99	±1	5	16	34	40	6	±2	3.3	±0.1	
More Than 60 Years Old	98	±1	4	13	34	42	7	±3	3.4	±0.1	
GENDER											
Male	98	±1	5	16	36	38	5	±1	3.2	±0.1	
Female	98	±1	4	14	37	39	6	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	5	16	36	38	5	±1	3.2	±0.1	
Total Minority	97	±1	5	13	34	42	6	±2	3.3	±0.1	
Non-Hispanic Black	97	±1	4	13	33	44	6	±2	3.3	±0.1	
Hispanic	98	±1	5	13	36	39	7	±3	3.3	±0.1	
Non-Hispanic API	96	±2	3	11	37	44	5	±3	3.4	±0.1	
EDUCATION											
No College	98	±1	4	12	38	42	5	±2	3.3	±0.1	
Some College	98	±1	4	15	36	38	5	±1	3.2	±0.1	
4-Year Degree	98	±1	5	16	36	38	5	±2	3.2	±0.1	
Graduate/Professional Degree	99	±1	6	18	33	38	6	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**b. Managers review and evaluate the organization's progress toward meeting its goals and objectives**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	4	14	30	45	6	±1	3.4	±0.1		
Army	98	±1	4	14	31	45	6	±2	3.3	±0.1		
Navy	98	±1	4	16	31	43	6	±2	3.3	±0.1		
Air Force	98	±1	4	14	30	46	7	±2	3.4	±0.1		
DoD Agencies and Activities	98	±1	5	12	30	46	7	±2	3.4	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	4	14	30	46	7	±1	3.4	±0.1		
GS 1 to 4	98	±2	5	10	31	48	6	±5	3.4	±0.1		
GS 5 to 8	97	±1	5	13	30	45	7	±2	3.4	±0.1		
GS 9 to 12	99	±1	4	14	30	46	6	±2	3.4	±0.1		
GS/GM 13 to 15	99	±1	4	15	27	47	8	±2	3.4	±0.1		
SES	99	±1	2	10	11	59	18	±7	3.8	±0.1		
Blue Collar Total	98	±1	5	15	34	40	5	±2	3.3	±0.1		
WG 1 to 5	97	±2	6	14	38	36	6	±6	3.2	±0.2		
WG 6 to 9	97	±2	6	13	31	43	7	±4	3.3	±0.1		
WG 10 to 15	98	±1	5	18	36	38	4	±3	3.2	±0.1		
WS/WL 1 to 19	98	±1	3	14	31	46	6	±4	3.4	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	4	13	29	47	7	±2	3.4	±0.1		
Administrative	99	±1	4	15	29	46	7	±2	3.4	±0.1		
Technical	98	±1	5	13	31	45	6	±2	3.3	±0.1		
Clerical	98	±1	4	10	30	49	7	±3	3.4	±0.1		
Other White Collar	97	±2	7	17	31	40	5	±4	3.2	±0.1		
Blue Collar	98	±1	5	16	34	40	5	±2	3.3	±0.1		
Scientists	98	±2	6	12	30	44	8	±3	3.4	±0.1		
Engineers	99	±1	4	15	32	45	5	±2	3.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	4	15	26	49	7	±2	3.4	±0.1		
Manager	98	±1	4	14	22	51	10	±3	3.5	±0.1		
Wage Leader	99	±1	4	17	33	42	4	±5	3.3	±0.1		
Wage Supervisor	98	±2	4	12	27	51	6	±4	3.4	±0.1		
All Others	98	±1	4	14	32	44	6	±1	3.3	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	4	14	30	45	6	±1	3.4	±0.1		
Other Than Full-Time	96	±3	6	9	39	40	6	±7	3.3	±0.2		
CONUS	98	±1	4	14	30	45	6	±1	3.4	±0.1		
OCONUS	96	±2	5	13	31	44	7	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	4	14	30	45	6	±1	3.3	±0.1		
Non-Permanent	95	±2	4	9	34	45	7	±5	3.4	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	4	14	28	47	7	±1	3.4	±0.1		
In Bargaining Unit	98	±1	5	14	33	42	6	±2	3.3	±0.1		

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**b. Managers review and evaluate the organization's progress toward meeting its goals and objectives**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	4	14	31	46	6	±1	3.4	±0.1	
Disability	98	±1	6	16	30	41	8	±2	3.3	±0.1	
Targeted Disability	98	±1	6	17	28	40	8	±3	3.3	±0.1	
Other Disability	98	±1	5	15	31	41	8	±2	3.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	4	13	30	46	6	±1	3.4	±0.1	
Veteran	98	±1	5	15	31	43	7	±1	3.3	±0.1	
10 Point 30%	98	±1	6	15	28	44	8	±3	3.3	±0.1	
10 Point Non-30%	98	±1	5	14	30	45	7	±3	3.3	±0.1	
5 Point	98	±1	5	15	32	42	6	±2	3.3	±0.1	
No Preference	98	±1	3	14	31	46	6	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	15	30	44	6	±2	3.3	±0.1	
FERS	98	±1	4	14	30	45	6	±1	3.4	±0.1	
Other Plan	95	±3	5	12	35	42	6	±6	3.3	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	4	13	31	45	6	±1	3.4	±0.1	
Optional Eligible	98	±1	4	14	29	46	6	±2	3.4	±0.1	
Discontinued Service	98	±1	5	15	31	43	7	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	3	9	32	47	8	±2	3.5	±0.1	
5 to 10 Years	97	±1	4	14	29	46	6	±3	3.4	±0.1	
11 to 20 Years	98	±1	5	15	30	44	6	±2	3.3	±0.1	
21 to 30 Years	99	±1	4	15	31	44	6	±2	3.3	±0.1	
More Than 30 Years	99	±1	5	15	29	45	7	±2	3.4	±0.1	
AGE											
30 Years Old or Less	96	±2	3	9	33	49	7	±3	3.5	±0.1	
31 to 40 Years Old	97	±1	5	14	30	45	6	±2	3.3	±0.1	
41 to 50 Years Old	98	±1	4	15	31	43	6	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	4	15	30	45	7	±2	3.3	±0.1	
More Than 60 Years Old	99	±1	4	12	28	48	9	±3	3.5	±0.1	
GENDER											
Male	98	±1	4	14	31	44	6	±1	3.3	±0.1	
Female	98	±1	4	13	30	46	7	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	4	14	30	45	6	±1	3.4	±0.1	
Total Minority	97	±1	5	13	30	45	7	±2	3.4	±0.1	
Non-Hispanic Black	97	±1	4	13	29	47	7	±2	3.4	±0.1	
Hispanic	98	±1	6	14	30	42	7	±3	3.3	±0.1	
Non-Hispanic API	96	±2	3	11	33	48	6	±3	3.4	±0.1	
EDUCATION											
No College	98	±1	3	13	33	45	6	±2	3.4	±0.1	
Some College	98	±1	4	14	32	44	6	±1	3.3	±0.1	
4-Year Degree	98	±1	4	14	29	46	7	±2	3.4	±0.1	
Graduate/Professional Degree	98	±1	5	15	27	47	7	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**c. Products and services in my work unit are improved based on customer/public input**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	5	16	35	38	6	±1	3.3	±0.1		
Army	98	±1	4	16	35	39	6	±2	3.3	±0.1		
Navy	98	±1	4	17	34	39	6	±2	3.3	±0.1		
Air Force	98	±1	4	16	36	38	6	±2	3.3	±0.1		
DoD Agencies and Activities	98	±1	6	14	37	38	6	±2	3.2	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	4	15	34	40	6	±1	3.3	±0.1		
GS 1 to 4	97	±2	5	13	37	40	5	±5	3.3	±0.1		
GS 5 to 8	97	±1	5	17	37	35	6	±2	3.2	±0.1		
GS 9 to 12	99	±1	4	16	34	40	6	±2	3.3	±0.1		
GS/GM 13 to 15	99	±1	4	16	28	43	9	±2	3.4	±0.1		
SES	99	±1	2	12	17	53	16	±8	3.7	±0.2		
Blue Collar Total	98	±1	5	18	39	33	4	±2	3.1	±0.1		
WG 1 to 5	96	±3	5	14	40	35	5	±6	3.2	±0.2		
WG 6 to 9	97	±2	6	16	37	34	6	±3	3.2	±0.1		
WG 10 to 15	98	±1	5	20	40	31	3	±3	3.1	±0.1		
WS/WL 1 to 19	99	±1	3	19	38	36	4	±4	3.2	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	4	14	31	44	7	±2	3.4	±0.1		
Administrative	99	±1	4	16	32	41	7	±2	3.3	±0.1		
Technical	97	±1	4	16	38	36	6	±2	3.2	±0.1		
Clerical	97	±1	5	13	38	39	6	±3	3.3	±0.1		
Other White Collar	97	±2	8	24	37	27	4	±4	3.0	±0.1		
Blue Collar	98	±1	5	18	39	33	4	±2	3.1	±0.1		
Scientists	97	±2	4	15	31	41	9	±3	3.4	±0.1		
Engineers	99	±1	3	14	33	44	6	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	3	16	30	44	7	±2	3.4	±0.1		
Manager	99	±1	4	14	27	45	10	±3	3.4	±0.1		
Wage Leader	99	±2	4	19	35	37	4	±5	3.2	±0.1		
Wage Supervisor	98	±2	4	17	35	39	5	±4	3.2	±0.1		
All Others	98	±1	5	16	37	37	6	±1	3.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	4	16	35	38	6	±1	3.3	±0.1		
Other Than Full-Time	95	±3	6	12	40	37	5	±7	3.2	±0.2		
CONUS	98	±1	4	16	35	38	6	±1	3.3	±0.1		
OCONUS	96	±2	5	15	35	40	5	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	5	16	35	39	6	±1	3.3	±0.1		
Non-Permanent	95	±3	5	12	41	36	6	±5	3.3	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	4	15	33	40	7	±1	3.3	±0.1		
In Bargaining Unit	97	±1	5	17	37	36	5	±1	3.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**c. Products and services in my work unit are improved based on customer/public input**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	4	16	35	39	6	±1	3.3	±0.1	
Disability	98	±1	6	17	35	35	6	±2	3.2	±0.1	
Targeted Disability	97	±2	7	18	35	34	7	±3	3.2	±0.1	
Other Disability	98	±1	6	17	35	36	6	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	4	15	35	40	6	±1	3.3	±0.1	
Veteran	98	±1	5	17	35	37	6	±1	3.2	±0.1	
10 Point 30%	97	±1	6	16	33	38	7	±3	3.3	±0.1	
10 Point Non-30%	98	±1	6	15	34	38	7	±3	3.2	±0.1	
5 Point	98	±1	5	18	36	36	6	±2	3.2	±0.1	
No Preference	98	±1	3	17	36	38	6	±3	3.3	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	17	34	39	6	±2	3.2	±0.1	
FERS	98	±1	5	16	35	39	6	±1	3.3	±0.1	
Other Plan	95	±3	6	13	43	33	5	±6	3.2	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	4	16	35	39	6	±1	3.3	±0.1	
Optional Eligible	98	±1	5	16	35	39	6	±2	3.3	±0.1	
Discontinued Service	98	±1	5	17	35	36	6	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	4	13	38	39	7	±2	3.3	±0.1	
5 to 10 Years	98	±1	4	17	34	39	6	±3	3.3	±0.1	
11 to 20 Years	98	±1	5	16	35	38	6	±2	3.2	±0.1	
21 to 30 Years	99	±1	4	17	35	38	6	±2	3.2	±0.1	
More Than 30 Years	98	±1	5	16	33	39	6	±2	3.3	±0.1	
AGE											
30 Years Old or Less	96	±2	3	14	37	40	6	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	5	16	35	38	5	±2	3.2	±0.1	
41 to 50 Years Old	98	±1	5	16	35	38	6	±2	3.2	±0.1	
51 to 60 Years Old	98	±1	5	16	34	38	6	±2	3.3	±0.1	
More Than 60 Years Old	98	±1	4	14	36	40	8	±3	3.3	±0.1	
GENDER											
Male	98	±1	4	16	35	39	6	±1	3.3	±0.1	
Female	97	±1	5	16	36	38	6	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	4	17	35	38	6	±1	3.3	±0.1	
Total Minority	97	±1	5	15	36	39	6	±2	3.3	±0.1	
Non-Hispanic Black	97	±1	4	16	35	39	6	±2	3.3	±0.1	
Hispanic	98	±1	6	14	37	37	6	±3	3.2	±0.1	
Non-Hispanic API	96	±2	3	10	36	45	5	±3	3.4	±0.1	
EDUCATION											
No College	97	±1	4	15	39	38	4	±2	3.2	±0.1	
Some College	98	±1	5	17	37	36	6	±1	3.2	±0.1	
4-Year Degree	98	±1	4	14	33	41	7	±2	3.3	±0.1	
Graduate/Professional Degree	98	±1	5	16	30	42	8	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**d. I am kept informed about changes in personnel policies and employee benefits**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	6	16	24	48	6	±1	3.3	±0.1		
Army	98	±1	6	16	23	48	7	±2	3.3	±0.1		
Navy	98	±1	5	16	24	49	6	±2	3.4	±0.1		
Air Force	98	±1	6	17	24	46	7	±2	3.3	±0.1		
DoD Agencies and Activities	98	±1	6	15	25	48	6	±2	3.3	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	5	15	24	49	7	±1	3.4	±0.1		
GS 1 to 4	97	±2	8	18	26	41	8	±5	3.2	±0.1		
GS 5 to 8	97	±1	7	17	23	45	7	±2	3.3	±0.1		
GS 9 to 12	99	±1	5	15	24	50	6	±2	3.4	±0.1		
GS/GM 13 to 15	99	±1	4	13	21	54	8	±2	3.5	±0.1		
SES	99	±1	1	5	16	57	20	±8	3.9	±0.2		
Blue Collar Total	98	±1	8	20	25	41	5	±2	3.2	±0.1		
WG 1 to 5	97	±2	10	22	24	38	5	±6	3.1	±0.2		
WG 6 to 9	97	±2	10	19	23	41	7	±4	3.2	±0.1		
WG 10 to 15	98	±1	9	22	27	38	4	±3	3.1	±0.1		
WS/WL 1 to 19	98	±1	4	17	25	50	5	±4	3.3	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	4	13	23	53	7	±2	3.5	±0.1		
Administrative	99	±1	5	14	23	51	7	±2	3.4	±0.1		
Technical	97	±1	6	17	24	46	6	±2	3.3	±0.1		
Clerical	97	±1	7	17	24	46	7	±3	3.3	±0.1		
Other White Collar	98	±2	12	21	24	39	5	±4	3.0	±0.1		
Blue Collar	98	±1	8	20	25	42	5	±2	3.2	±0.1		
Scientists	98	±2	6	12	22	52	8	±4	3.4	±0.1		
Engineers	99	±1	4	13	25	53	6	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	5	14	22	52	7	±2	3.4	±0.1		
Manager	98	±1	4	13	17	57	10	±3	3.6	±0.1		
Wage Leader	99	±1	7	20	26	45	2	±5	3.2	±0.1		
Wage Supervisor	98	±2	5	14	23	52	6	±4	3.4	±0.1		
All Others	98	±1	6	16	25	46	6	±1	3.3	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	6	16	24	48	6	±1	3.3	±0.1		
Other Than Full-Time	95	±3	8	22	29	34	7	±6	3.1	±0.2		
CONUS	98	±1	6	16	24	48	6	±1	3.3	±0.1		
OCONUS	96	±2	6	16	27	45	6	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	6	16	24	48	6	±1	3.3	±0.1		
Non-Permanent	95	±3	6	16	28	41	8	±5	3.3	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	5	15	23	51	7	±1	3.4	±0.1		
In Bargaining Unit	98	±1	7	18	26	44	5	±2	3.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**d. I am kept informed about changes in personnel policies and employee benefits**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	5	15	24	49	6	±1	3.4	±0.1	
Disability	98	±1	9	19	25	40	7	±2	3.2	±0.1	
Targeted Disability	98	±1	11	19	26	38	7	±3	3.1	±0.1	
Other Disability	98	±1	8	20	24	41	7	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	5	15	23	50	6	±1	3.4	±0.1	
Veteran	98	±1	7	18	25	45	7	±1	3.3	±0.1	
10 Point 30%	98	±1	9	18	23	42	7	±3	3.2	±0.1	
10 Point Non-30%	98	±1	7	17	24	44	7	±3	3.3	±0.1	
5 Point	98	±1	6	18	25	44	6	±2	3.3	±0.1	
No Preference	98	±1	5	16	23	50	7	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	6	16	24	48	6	±2	3.3	±0.1	
FERS	98	±1	6	16	24	48	7	±1	3.3	±0.1	
Other Plan	94	±3	8	21	29	37	6	±6	3.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	5	16	24	49	7	±1	3.4	±0.1	
Optional Eligible	98	±1	6	16	24	47	6	±2	3.3	±0.1	
Discontinued Service	98	±1	7	16	25	45	6	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	5	14	26	47	8	±2	3.4	±0.1	
5 to 10 Years	98	±1	6	16	23	48	7	±3	3.3	±0.1	
11 to 20 Years	98	±1	6	16	23	49	6	±2	3.3	±0.1	
21 to 30 Years	98	±1	6	17	24	47	6	±2	3.3	±0.1	
More Than 30 Years	99	±1	7	15	24	47	7	±2	3.3	±0.1	
AGE											
30 Years Old or Less	96	±2	5	16	27	45	8	±3	3.4	±0.1	
31 to 40 Years Old	97	±1	6	14	24	50	6	±2	3.4	±0.1	
41 to 50 Years Old	98	±1	6	17	24	48	6	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	7	16	24	46	7	±2	3.3	±0.1	
More Than 60 Years Old	99	±1	6	16	21	48	9	±3	3.4	±0.1	
GENDER											
Male	98	±1	6	16	25	47	6	±1	3.3	±0.1	
Female	98	±1	6	16	22	49	7	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	6	16	24	48	6	±1	3.3	±0.1	
Total Minority	97	±1	6	16	23	48	7	±2	3.3	±0.1	
Non-Hispanic Black	97	±1	5	17	20	50	7	±2	3.4	±0.1	
Hispanic	98	±1	8	16	25	44	7	±3	3.3	±0.1	
Non-Hispanic API	96	±2	4	12	26	51	7	±3	3.4	±0.1	
EDUCATION											
No College	97	±1	6	17	25	46	6	±2	3.3	±0.1	
Some College	98	±1	7	18	24	45	6	±1	3.3	±0.1	
4-Year Degree	98	±1	5	14	24	50	6	±2	3.4	±0.1	
Graduate/Professional Degree	98	±1	5	13	22	53	8	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**e. I know how my work relates to the organization's missions and goals**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	2	6	16	60	16	±1	3.8	±0.1	
Army	98	±1	2	6	15	61	16	±2	3.8	±0.1	
Navy	98	±1	2	6	17	59	16	±2	3.8	±0.1	
Air Force	98	±1	2	5	15	60	17	±2	3.8	±0.1	
DoD Agencies and Activities	97	±1	2	5	17	60	15	±2	3.8	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	2	5	15	60	17	±1	3.8	±0.1	
GS 1 to 4	97	±2	3	7	19	57	14	±5	3.7	±0.1	
GS 5 to 8	97	±1	3	6	17	60	15	±2	3.8	±0.1	
GS 9 to 12	98	±1	2	5	15	62	16	±2	3.9	±0.1	
GS/GM 13 to 15	99	±1	2	6	12	59	22	±2	3.9	±0.1	
SES	99	±1	1	1	6	45	47	±9	4.4	±0.1	
Blue Collar Total	97	±1	3	6	19	59	13	±2	3.7	±0.1	
WG 1 to 5	96	±3	4	5	23	56	12	±6	3.7	±0.1	
WG 6 to 9	97	±2	4	5	18	58	15	±4	3.7	±0.1	
WG 10 to 15	98	±1	3	7	22	57	12	±3	3.7	±0.1	
WS/WL 1 to 19	98	±1	2	5	14	65	15	±4	3.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	2	6	15	61	17	±2	3.9	±0.1	
Administrative	98	±1	2	5	13	60	19	±2	3.9	±0.1	
Technical	97	±1	2	5	18	59	15	±2	3.8	±0.1	
Clerical	97	±1	3	6	17	60	14	±3	3.7	±0.1	
Other White Collar	98	±2	4	7	20	56	13	±4	3.7	±0.1	
Blue Collar	97	±1	3	6	19	59	13	±2	3.7	±0.1	
Scientists	98	±2	2	6	15	59	19	±3	3.9	±0.1	
Engineers	98	±1	2	6	16	61	15	±2	3.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	2	5	12	61	21	±2	4.0	±0.1	
Manager	98	±1	2	4	10	55	28	±3	4.0	±0.1	
Wage Leader	99	±1	3	6	13	64	15	±5	3.8	±0.1	
Wage Supervisor	99	±1	2	4	13	65	16	±4	3.9	±0.1	
All Others	98	±1	2	6	17	60	15	±1	3.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	2	5	16	60	16	±1	3.8	±0.1	
Other Than Full-Time	95	±3	3	9	24	50	13	±7	3.6	±0.2	
CONUS	98	±1	2	6	16	60	16	±1	3.8	±0.1	
OCONUS	96	±2	2	4	17	59	18	±3	3.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	2	6	16	60	16	±1	3.8	±0.1	
Non-Permanent	95	±3	2	6	23	53	15	±5	3.7	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	2	5	14	61	18	±1	3.9	±0.1	
In Bargaining Unit	97	±1	3	6	18	59	14	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**e. I know how my work relates to the organization's missions and goals**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	2	5	16	60	16	±1	3.8	±0.1	
Disability	98	±1	3	6	17	57	16	±2	3.8	±0.1	
Targeted Disability	97	±2	4	6	17	57	16	±3	3.7	±0.1	
Other Disability	98	±1	3	6	17	58	17	±2	3.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	2	6	16	61	15	±1	3.8	±0.1	
Veteran	98	±1	2	5	16	59	17	±1	3.8	±0.1	
10 Point 30%	98	±1	3	6	15	57	18	±3	3.8	±0.1	
10 Point Non-30%	98	±1	3	4	15	60	19	±3	3.9	±0.1	
5 Point	98	±1	2	6	17	58	17	±2	3.8	±0.1	
No Preference	97	±1	2	4	13	64	18	±3	3.9	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	2	6	16	60	16	±2	3.8	±0.1	
FERS	98	±1	2	5	15	60	17	±1	3.8	±0.1	
Other Plan	94	±3	2	7	27	52	13	±6	3.7	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	2	6	16	60	17	±1	3.8	±0.1	
Optional Eligible	98	±1	3	5	16	60	15	±2	3.8	±0.1	
Discontinued Service	98	±1	2	6	15	60	17	±2	3.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	2	5	18	59	16	±2	3.8	±0.1	
5 to 10 Years	98	±1	2	5	15	61	17	±3	3.8	±0.1	
11 to 20 Years	98	±1	2	5	15	61	16	±2	3.8	±0.1	
21 to 30 Years	98	±1	2	6	16	60	16	±2	3.8	±0.1	
More Than 30 Years	98	±1	3	6	15	58	18	±2	3.8	±0.1	
AGE											
30 Years Old or Less	95	±2	2	5	20	60	14	±3	3.8	±0.1	
31 to 40 Years Old	97	±1	2	5	16	61	16	±2	3.8	±0.1	
41 to 50 Years Old	98	±1	2	6	16	60	16	±2	3.8	±0.1	
51 to 60 Years Old	98	±1	3	6	16	59	17	±2	3.8	±0.1	
More Than 60 Years Old	98	±1	2	4	15	60	19	±3	3.9	±0.1	
GENDER											
Male	98	±1	2	6	17	59	16	±1	3.8	±0.1	
Female	97	±1	2	5	15	61	16	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	2	6	16	60	17	±1	3.8	±0.1	
Total Minority	97	±1	3	6	16	60	16	±2	3.8	±0.1	
Non-Hispanic Black	97	±1	2	5	14	62	16	±2	3.8	±0.1	
Hispanic	98	±1	4	6	18	57	15	±3	3.7	±0.1	
Non-Hispanic API	95	±2	2	4	18	62	14	±3	3.8	±0.1	
EDUCATION											
No College	97	±1	2	5	18	62	12	±2	3.8	±0.1	
Some College	98	±1	2	6	17	59	16	±1	3.8	±0.1	
4-Year Degree	98	±1	2	6	15	61	16	±2	3.8	±0.1	
Graduate/Professional Degree	98	±1	2	5	14	58	22	±2	3.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**f. Information collected on my work unit's performance is used to improve my work unit's performance**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	5	18	36	36	5	±1	3.2	±0.1	
Army	98	±1	5	19	36	35	5	±2	3.2	±0.1	
Navy	98	±1	5	20	36	34	4	±2	3.1	±0.1	
Air Force	98	±1	5	17	36	37	6	±2	3.2	±0.1	
DoD Agencies and Activities	97	±1	6	17	35	38	4	±2	3.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	5	18	36	36	5	±1	3.2	±0.1	
GS 1 to 4	97	±2	6	11	35	43	5	±5	3.3	±0.1	
GS 5 to 8	97	±1	5	16	37	37	5	±2	3.2	±0.1	
GS 9 to 12	98	±1	5	18	37	36	4	±2	3.2	±0.1	
GS/GM 13 to 15	99	±1	5	21	35	34	5	±2	3.1	±0.1	
SES	99	±1	4	11	23	50	13	±8	3.6	±0.2	
Blue Collar Total	98	±1	6	21	35	34	4	±2	3.1	±0.1	
WG 1 to 5	97	±2	7	20	33	35	5	±6	3.1	±0.2	
WG 6 to 9	97	±2	6	20	34	35	5	±3	3.1	±0.1	
WG 10 to 15	98	±1	6	22	37	31	4	±3	3.0	±0.1	
WS/WL 1 to 19	98	±1	5	19	32	39	5	±4	3.2	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	5	19	36	36	4	±2	3.2	±0.1	
Administrative	99	±1	5	18	36	36	5	±2	3.2	±0.1	
Technical	98	±1	5	16	38	36	5	±2	3.2	±0.1	
Clerical	97	±1	5	12	36	41	5	±3	3.3	±0.1	
Other White Collar	98	±2	6	22	36	33	3	±4	3.1	±0.1	
Blue Collar	98	±1	6	20	35	35	4	±2	3.1	±0.1	
Scientists	97	±2	6	22	38	30	5	±3	3.1	±0.1	
Engineers	98	±1	4	21	40	32	3	±2	3.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	4	18	34	39	5	±2	3.2	±0.1	
Manager	98	±1	4	17	29	43	7	±3	3.3	±0.1	
Wage Leader	99	±1	5	21	34	37	3	±5	3.1	±0.1	
Wage Supervisor	99	±1	5	18	30	42	5	±4	3.3	±0.1	
All Others	98	±1	5	18	37	35	4	±1	3.1	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	5	18	36	36	5	±1	3.2	±0.1	
Other Than Full-Time	95	±3	6	10	38	40	6	±7	3.3	±0.2	
CONUS	98	±1	5	18	36	36	5	±1	3.2	±0.1	
OCONUS	97	±2	5	16	36	38	6	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	5	19	36	36	5	±1	3.2	±0.1	
Non-Permanent	95	±2	4	11	39	40	6	±5	3.3	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	5	18	35	37	5	±1	3.2	±0.1	
In Bargaining Unit	98	±1	6	18	37	35	4	±1	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**f. Information collected on my work unit's performance is used to improve my work unit's performance**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	5	18	36	37	5	±1	3.2	±0.1	
Disability	98	±1	7	19	36	32	5	±2	3.1	±0.1	
Targeted Disability	98	±1	7	20	35	32	6	±3	3.1	±0.1	
Other Disability	98	±1	7	19	37	32	5	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	5	17	37	37	4	±1	3.2	±0.1	
Veteran	98	±1	6	19	35	35	5	±1	3.1	±0.1	
10 Point 30%	98	±1	6	17	35	35	7	±3	3.2	±0.1	
10 Point Non-30%	98	±1	6	18	34	37	5	±3	3.2	±0.1	
5 Point	98	±1	5	20	36	34	5	±2	3.1	±0.1	
No Preference	98	±1	4	18	35	39	5	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	5	20	36	34	4	±2	3.1	±0.1	
FERS	98	±1	5	17	36	37	5	±1	3.2	±0.1	
Other Plan	94	±3	6	11	40	38	5	±6	3.2	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	5	18	37	36	5	±1	3.2	±0.1	
Optional Eligible	98	±1	5	18	35	37	5	±2	3.2	±0.1	
Discontinued Service	98	±1	6	20	36	33	5	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	4	14	37	40	5	±2	3.3	±0.1	
5 to 10 Years	97	±1	5	17	35	38	5	±3	3.2	±0.1	
11 to 20 Years	98	±1	6	18	37	35	5	±2	3.2	±0.1	
21 to 30 Years	98	±1	5	20	36	34	4	±2	3.1	±0.1	
More Than 30 Years	99	±1	6	20	34	35	5	±2	3.1	±0.1	
AGE											
30 Years Old or Less	96	±2	3	14	38	40	5	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	5	17	36	37	4	±2	3.2	±0.1	
41 to 50 Years Old	98	±1	5	19	36	35	5	±2	3.1	±0.1	
51 to 60 Years Old	99	±1	6	19	35	35	5	±2	3.1	±0.1	
More Than 60 Years Old	98	±1	4	16	36	37	6	±3	3.2	±0.1	
GENDER											
Male	98	±1	5	19	36	35	4	±1	3.1	±0.1	
Female	98	±1	5	16	36	38	5	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	5	19	37	34	4	±1	3.1	±0.1	
Total Minority	97	±1	6	15	33	41	6	±2	3.3	±0.1	
Non-Hispanic Black	97	±1	5	15	32	42	6	±2	3.3	±0.1	
Hispanic	98	±1	7	15	34	38	6	±3	3.2	±0.1	
Non-Hispanic API	96	±2	4	12	34	45	5	±3	3.4	±0.1	
EDUCATION											
No College	98	±1	4	16	36	39	4	±2	3.2	±0.1	
Some College	98	±1	5	18	35	36	5	±1	3.2	±0.1	
4-Year Degree	98	±1	5	18	38	35	4	±2	3.2	±0.1	
Graduate/Professional Degree	98	±1	6	20	35	35	5	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**g. The workforce has the job-relevant knowledge and skills to accomplish organizational goals**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	98	±1	3	9	23	55	10	±1	3.6	±0.1			
Army	98	±1	3	10	22	55	10	±2	3.6	±0.1			
Navy	98	±1	2	10	23	54	10	±2	3.6	±0.1			
Air Force	98	±1	3	9	24	55	10	±2	3.6	±0.1			
DoD Agencies and Activities	97	±1	3	9	24	55	9	±2	3.6	±0.1			
PAY PLAN/GRADE													
White Collar Total	98	±1	3	9	23	55	10	±1	3.6	±0.1			
GS 1 to 4	96	±2	4	6	31	50	8	±5	3.5	±0.1			
GS 5 to 8	97	±1	3	10	27	52	8	±2	3.5	±0.1			
GS 9 to 12	98	±1	3	9	22	57	9	±2	3.6	±0.1			
GS/GM 13 to 15	99	±1	2	10	20	56	11	±2	3.6	±0.1			
SES	99	±1	0	7	11	56	26	±8	4.0	±0.2			
Blue Collar Total	97	±1	3	10	23	54	10	±2	3.6	±0.1			
WG 1 to 5	96	±3	3	9	26	56	6	±6	3.5	±0.1			
WG 6 to 9	97	±2	4	8	23	53	11	±4	3.6	±0.1			
WG 10 to 15	98	±1	3	11	25	52	9	±3	3.5	±0.1			
WS/WL 1 to 19	98	±1	2	11	19	58	10	±4	3.6	±0.1			
OCCUPATIONAL GROUPS													
Professional	98	±1	2	9	19	58	11	±2	3.7	±0.1			
Administrative	98	±1	3	10	22	55	10	±2	3.6	±0.1			
Technical	98	±1	3	9	27	52	9	±2	3.5	±0.1			
Clerical	97	±2	3	7	29	54	7	±3	3.5	±0.1			
Other White Collar	98	±2	3	12	25	52	8	±4	3.5	±0.1			
Blue Collar	97	±1	3	10	23	54	9	±2	3.6	±0.1			
Scientists	97	±2	3	8	18	56	14	±4	3.7	±0.1			
Engineers	99	±1	2	9	22	57	10	±2	3.6	±0.1			
SUPERVISOR/MANAGER													
Supervisor	98	±1	2	9	20	57	10	±2	3.6	±0.1			
Manager	98	±1	2	9	17	59	13	±3	3.7	±0.1			
Wage Leader	99	±1	2	13	21	54	10	±5	3.6	±0.1			
Wage Supervisor	98	±2	2	12	18	58	9	±4	3.6	±0.1			
All Others	98	±1	3	9	24	54	9	±1	3.6	±0.1			
SCHEDULE/LOCATION													
Full-Time	98	±1	3	9	23	55	10	±1	3.6	±0.1			
Other Than Full-Time	94	±3	3	7	32	50	8	±7	3.5	±0.1			
CONUS	98	±1	3	10	23	55	10	±1	3.6	±0.1			
OCONUS	97	±2	3	8	24	56	9	±3	3.6	±0.1			
TYPE OF APPOINTMENT													
Permanent	98	±1	3	9	23	55	10	±1	3.6	±0.1			
Non-Permanent	95	±2	2	7	30	53	8	±5	3.6	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	98	±1	2	9	22	57	10	±1	3.6	±0.1			
In Bargaining Unit	97	±1	3	10	25	53	9	±2	3.5	±0.1			

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**g. The workforce has the job-relevant knowledge and skills to accomplish organizational goals**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	2	9	23	56	9	±1	3.6	±0.1	
Disability	98	±1	4	11	25	50	11	±2	3.5	±0.1	
Targeted Disability	97	±2	4	12	26	46	12	±3	3.5	±0.1	
Other Disability	98	±1	4	11	24	51	10	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	3	9	24	55	9	±1	3.6	±0.1	
Veteran	98	±1	3	10	22	55	10	±1	3.6	±0.1	
10 Point 30%	98	±1	3	11	22	52	12	±3	3.6	±0.1	
10 Point Non-30%	98	±1	4	9	20	57	10	±3	3.6	±0.1	
5 Point	98	±1	3	10	23	54	10	±2	3.6	±0.1	
No Preference	98	±1	2	7	21	59	11	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	3	10	23	55	9	±2	3.6	±0.1	
FERS	98	±1	3	9	23	55	10	±1	3.6	±0.1	
Other Plan	93	±3	3	8	32	51	6	±6	3.5	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	3	9	23	55	9	±1	3.6	±0.1	
Optional Eligible	98	±1	3	9	23	55	10	±2	3.6	±0.1	
Discontinued Service	98	±1	3	9	23	54	10	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	2	8	25	55	10	±2	3.6	±0.1	
5 to 10 Years	98	±1	3	9	23	56	9	±3	3.6	±0.1	
11 to 20 Years	98	±1	3	10	24	54	9	±2	3.6	±0.1	
21 to 30 Years	98	±1	3	10	23	55	9	±2	3.6	±0.1	
More Than 30 Years	98	±1	2	9	21	56	11	±2	3.6	±0.1	
AGE											
30 Years Old or Less	96	±2	2	8	27	55	9	±3	3.6	±0.1	
31 to 40 Years Old	97	±1	3	9	24	56	9	±2	3.6	±0.1	
41 to 50 Years Old	98	±1	3	10	23	55	9	±2	3.6	±0.1	
51 to 60 Years Old	98	±1	3	10	22	55	10	±2	3.6	±0.1	
More Than 60 Years Old	98	±1	2	9	21	55	14	±3	3.7	±0.1	
GENDER											
Male	98	±1	3	9	22	56	10	±1	3.6	±0.1	
Female	97	±1	3	9	25	54	9	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	2	10	23	55	10	±1	3.6	±0.1	
Total Minority	97	±1	4	9	24	54	9	±2	3.6	±0.1	
Non-Hispanic Black	97	±1	3	8	23	55	10	±2	3.6	±0.1	
Hispanic	98	±1	4	9	26	52	9	±3	3.5	±0.1	
Non-Hispanic API	95	±2	3	7	26	57	8	±3	3.6	±0.1	
EDUCATION											
No College	97	±1	3	8	26	56	8	±2	3.6	±0.1	
Some College	98	±1	3	9	25	53	10	±1	3.6	±0.1	
4-Year Degree	98	±1	2	9	22	57	9	±2	3.6	±0.1	
Graduate/Professional Degree	98	±1	3	10	19	56	13	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**h. The skill level in my work unit has improved in the past year**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	4	14	31	42	8	±1	3.4	±0.1		
Army	98	±1	4	14	31	42	9	±2	3.4	±0.1		
Navy	98	±1	4	15	32	41	8	±2	3.3	±0.1		
Air Force	98	±1	4	14	30	43	9	±2	3.4	±0.1		
DoD Agencies and Activities	97	±1	4	13	32	43	8	±2	3.4	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	4	13	32	42	9	±1	3.4	±0.1		
GS 1 to 4	96	±2	6	12	34	37	10	±5	3.3	±0.1		
GS 5 to 8	97	±1	5	13	33	40	9	±2	3.3	±0.1		
GS 9 to 12	98	±1	4	14	32	42	8	±2	3.4	±0.1		
GS/GM 13 to 15	99	±1	3	13	30	44	9	±2	3.4	±0.1		
SES	99	±1	1	10	22	45	22	±9	3.8	±0.2		
Blue Collar Total	97	±1	5	17	29	41	8	±2	3.3	±0.1		
WG 1 to 5	96	±3	5	16	34	39	6	±6	3.2	±0.2		
WG 6 to 9	97	±2	5	16	28	41	10	±4	3.3	±0.1		
WG 10 to 15	98	±1	5	18	30	41	7	±3	3.3	±0.1		
WS/WL 1 to 19	98	±1	5	16	25	44	10	±4	3.4	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	3	13	33	43	8	±2	3.4	±0.1		
Administrative	98	±1	3	13	31	44	9	±2	3.4	±0.1		
Technical	98	±1	4	14	32	41	9	±2	3.4	±0.1		
Clerical	97	±2	5	11	36	39	9	±3	3.4	±0.1		
Other White Collar	98	±2	6	14	30	41	8	±4	3.3	±0.1		
Blue Collar	97	±1	5	17	29	41	8	±2	3.3	±0.1		
Scientists	97	±2	4	14	31	42	9	±3	3.4	±0.1		
Engineers	98	±1	3	13	33	43	7	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	3	13	28	47	10	±2	3.5	±0.1		
Manager	98	±1	3	12	25	47	13	±3	3.5	±0.1		
Wage Leader	99	±1	5	17	24	47	7	±5	3.4	±0.1		
Wage Supervisor	98	±2	5	16	24	45	10	±4	3.4	±0.1		
All Others	98	±1	4	14	33	41	8	±1	3.3	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	4	14	31	42	8	±1	3.4	±0.1		
Other Than Full-Time	94	±3	4	13	40	34	9	±7	3.3	±0.2		
CONUS	98	±1	4	14	31	42	8	±1	3.4	±0.1		
OCONUS	97	±2	4	12	35	41	9	±3	3.4	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	4	14	31	42	8	±1	3.4	±0.1		
Non-Permanent	95	±3	3	9	34	43	11	±5	3.5	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	4	14	30	44	9	±1	3.4	±0.1		
In Bargaining Unit	97	±1	5	15	33	40	8	±2	3.3	±0.1		

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**h. The skill level in my work unit has improved in the past year**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	4	14	32	43	8	±1	3.4	±0.1	
Disability	98	±1	6	15	31	39	9	±2	3.3	±0.1	
Targeted Disability	97	±1	6	15	31	38	10	±3	3.3	±0.1	
Other Disability	98	±1	6	16	30	39	9	±2	3.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	4	14	32	43	8	±1	3.4	±0.1	
Veteran	98	±1	5	15	31	41	9	±1	3.3	±0.1	
10 Point 30%	98	±1	5	13	29	42	10	±3	3.4	±0.1	
10 Point Non-30%	98	±1	5	14	31	41	9	±3	3.3	±0.1	
5 Point	98	±1	5	15	31	40	8	±2	3.3	±0.1	
No Preference	98	±1	3	14	28	45	9	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	4	16	32	40	8	±2	3.3	±0.1	
FERS	98	±1	4	13	31	43	9	±1	3.4	±0.1	
Other Plan	94	±3	4	12	37	39	9	±6	3.4	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	4	14	32	42	9	±1	3.4	±0.1	
Optional Eligible	98	±1	4	15	31	42	8	±2	3.4	±0.1	
Discontinued Service	98	±1	5	15	32	40	8	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	3	10	31	46	11	±2	3.5	±0.1	
5 to 10 Years	97	±1	4	13	30	44	9	±3	3.4	±0.1	
11 to 20 Years	98	±1	4	14	32	42	8	±2	3.4	±0.1	
21 to 30 Years	98	±1	5	15	32	41	7	±2	3.3	±0.1	
More Than 30 Years	98	±1	4	16	32	39	8	±2	3.3	±0.1	
AGE											
30 Years Old or Less	96	±2	3	11	30	46	11	±3	3.5	±0.1	
31 to 40 Years Old	96	±1	4	12	31	45	9	±2	3.4	±0.1	
41 to 50 Years Old	98	±1	4	15	32	41	8	±2	3.3	±0.1	
51 to 60 Years Old	98	±1	5	16	32	40	8	±2	3.3	±0.1	
More Than 60 Years Old	98	±1	3	13	33	42	9	±3	3.4	±0.1	
GENDER											
Male	98	±1	4	14	30	43	8	±1	3.4	±0.1	
Female	97	±1	4	13	33	41	8	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	4	15	32	42	8	±1	3.4	±0.1	
Total Minority	97	±1	5	12	31	43	10	±2	3.4	±0.1	
Non-Hispanic Black	97	±1	5	12	31	43	10	±2	3.4	±0.1	
Hispanic	98	±1	6	12	29	43	10	±3	3.4	±0.1	
Non-Hispanic API	96	±2	3	9	34	45	9	±3	3.5	±0.1	
EDUCATION											
No College	97	±1	4	14	32	43	8	±2	3.4	±0.1	
Some College	98	±1	5	15	31	41	9	±1	3.3	±0.1	
4-Year Degree	98	±1	3	13	32	43	8	±2	3.4	±0.1	
Graduate/Professional Degree	98	±1	4	13	32	42	8	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**i. My supervisor supports my need to balance work and family issues**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	98	±1	4	7	20	50	19	±1	3.7	±0.1			
Army	98	±1	5	6	20	50	19	±2	3.7	±0.1			
Navy	98	±1	4	7	20	50	19	±2	3.7	±0.1			
Air Force	98	±1	4	7	20	50	20	±2	3.8	±0.1			
DoD Agencies and Activities	96	±1	5	7	20	49	19	±2	3.7	±0.1			
PAY PLAN/GRADE													
White Collar Total	98	±1	4	6	19	50	21	±1	3.8	±0.1			
GS 1 to 4	95	±3	9	9	22	43	18	±5	3.5	±0.1			
GS 5 to 8	97	±1	5	7	20	48	20	±2	3.7	±0.1			
GS 9 to 12	98	±1	3	6	19	52	20	±2	3.8	±0.1			
GS/GM 13 to 15	98	±1	2	5	16	52	24	±2	3.9	±0.1			
SES	98	±1	1	5	18	42	34	±10	4.0	±0.2			
Blue Collar Total	97	±1	6	9	23	48	14	±2	3.5	±0.1			
WG 1 to 5	96	±3	9	11	24	43	13	±6	3.4	±0.2			
WG 6 to 9	97	±2	8	9	22	47	14	±4	3.5	±0.1			
WG 10 to 15	98	±1	6	9	23	49	14	±3	3.6	±0.1			
WS/WL 1 to 19	98	±1	4	7	26	48	14	±4	3.6	±0.1			
OCCUPATIONAL GROUPS													
Professional	98	±1	3	5	18	51	22	±2	3.8	±0.1			
Administrative	98	±1	3	6	18	52	21	±2	3.8	±0.1			
Technical	97	±1	5	7	20	49	19	±2	3.7	±0.1			
Clerical	96	±2	6	7	20	46	20	±3	3.7	±0.1			
Other White Collar	98	±2	8	10	25	44	13	±4	3.4	±0.1			
Blue Collar	97	±1	6	9	23	48	14	±2	3.5	±0.1			
Scientists	97	±2	3	5	19	51	23	±4	3.9	±0.1			
Engineers	98	±1	2	5	18	54	20	±2	3.9	±0.1			
SUPERVISOR/MANAGER													
Supervisor	98	±1	4	7	18	51	20	±2	3.8	±0.1			
Manager	98	±1	3	6	19	50	22	±3	3.8	±0.1			
Wage Leader	99	±1	6	8	24	46	15	±5	3.6	±0.2			
Wage Supervisor	97	±2	4	7	24	49	15	±4	3.6	±0.1			
All Others	97	±1	5	7	20	50	19	±1	3.7	±0.1			
SCHEDULE/LOCATION													
Full-Time	98	±1	4	7	20	50	19	±1	3.7	±0.1			
Other Than Full-Time	93	±4	8	7	24	41	19	±7	3.6	±0.2			
CONUS	98	±1	4	6	20	50	20	±1	3.7	±0.1			
OCONUS	96	±2	5	8	23	48	15	±3	3.6	±0.1			
TYPE OF APPOINTMENT													
Permanent	98	±1	4	7	20	50	19	±1	3.7	±0.1			
Non-Permanent	94	±3	5	6	23	46	20	±5	3.7	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	98	±1	4	6	19	51	21	±1	3.8	±0.1			
In Bargaining Unit	97	±1	5	7	21	48	18	±2	3.7	±0.1			

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**i. My supervisor supports my need to balance work and family issues**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	4	6	20	51	19	±1	3.8	±0.1	
Disability	98	±1	7	8	22	45	18	±2	3.6	±0.1	
Targeted Disability	98	±1	7	8	21	45	19	±3	3.6	±0.1	
Other Disability	98	±1	7	8	22	45	18	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	4	6	19	51	20	±1	3.8	±0.1	
Veteran	98	±1	5	7	21	49	18	±1	3.7	±0.1	
10 Point 30%	98	±1	6	8	20	46	20	±3	3.7	±0.1	
10 Point Non-30%	97	±1	5	7	21	48	18	±3	3.7	±0.1	
5 Point	98	±1	5	7	22	49	17	±2	3.7	±0.1	
No Preference	98	±1	4	6	18	50	22	±3	3.8	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	4	6	21	50	18	±2	3.7	±0.1	
FERS	98	±1	4	7	19	50	20	±1	3.7	±0.1	
Other Plan	91	±4	5	8	25	45	16	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	4	6	19	50	21	±1	3.8	±0.1	
Optional Eligible	98	±1	4	7	22	50	17	±2	3.7	±0.1	
Discontinued Service	98	±1	5	7	19	50	19	±2	3.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±2	4	6	20	49	20	±2	3.7	±0.1	
5 to 10 Years	98	±1	5	6	18	50	21	±3	3.8	±0.1	
11 to 20 Years	98	±1	5	7	19	50	20	±2	3.7	±0.1	
21 to 30 Years	98	±1	4	7	20	50	18	±2	3.7	±0.1	
More Than 30 Years	98	±1	4	6	22	49	19	±2	3.7	±0.1	
AGE											
30 Years Old or Less	95	±2	4	6	21	48	21	±3	3.8	±0.1	
31 to 40 Years Old	97	±1	5	6	17	50	21	±2	3.8	±0.1	
41 to 50 Years Old	98	±1	4	7	19	51	19	±2	3.7	±0.1	
51 to 60 Years Old	98	±1	4	7	21	50	18	±2	3.7	±0.1	
More Than 60 Years Old	98	±1	4	6	23	48	19	±3	3.7	±0.1	
GENDER											
Male	98	±1	4	6	21	50	18	±1	3.7	±0.1	
Female	97	±1	5	7	18	49	21	±2	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	4	6	19	50	20	±1	3.8	±0.1	
Total Minority	96	±1	6	7	22	48	17	±2	3.6	±0.1	
Non-Hispanic Black	96	±1	6	7	21	49	17	±2	3.6	±0.1	
Hispanic	97	±2	6	7	22	48	18	±3	3.7	±0.1	
Non-Hispanic API	95	±2	4	6	23	52	15	±3	3.7	±0.1	
EDUCATION											
No College	97	±1	5	8	20	51	16	±2	3.7	±0.1	
Some College	98	±1	5	7	21	49	18	±1	3.7	±0.1	
4-Year Degree	98	±1	3	6	19	51	21	±2	3.8	±0.1	
Graduate/Professional Degree	98	±1	4	5	18	51	22	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**j. My workload is reasonable**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

Percent Responding			Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	96	±1	6	14	18	54	8	±1	3.5	±0.1	
Army	96	±1	6	14	18	54	8	±2	3.4	±0.1	
Navy	96	±1	5	14	19	54	8	±2	3.5	±0.1	
Air Force	97	±1	5	13	18	54	9	±2	3.5	±0.1	
DoD Agencies and Activities	96	±1	6	14	17	55	8	±2	3.5	±0.1	
PAY PLAN/GRADE											
White Collar Total	96	±1	6	15	18	53	8	±1	3.4	±0.1	
GS 1 to 4	95	±3	6	11	18	55	10	±5	3.5	±0.1	
GS 5 to 8	95	±1	6	14	17	53	10	±2	3.5	±0.1	
GS 9 to 12	97	±1	6	14	18	55	8	±2	3.4	±0.1	
GS/GM 13 to 15	97	±1	7	18	18	51	7	±2	3.3	±0.1	
SES	97	±1	7	23	22	34	14	±9	3.3	±0.3	
Blue Collar Total	96	±1	4	10	20	58	9	±2	3.6	±0.1	
WG 1 to 5	95	±3	5	10	21	55	9	±6	3.5	±0.2	
WG 6 to 9	95	±2	4	10	17	59	10	±4	3.6	±0.1	
WG 10 to 15	96	±1	3	8	20	60	8	±3	3.6	±0.1	
WS/WL 1 to 19	96	±2	4	16	20	53	7	±4	3.4	±0.1	
OCCUPATIONAL GROUPS											
Professional	97	±1	6	15	18	54	7	±2	3.4	±0.1	
Administrative	97	±1	6	15	17	53	8	±2	3.4	±0.1	
Technical	95	±1	6	14	18	53	9	±2	3.4	±0.1	
Clerical	95	±2	5	13	18	54	10	±3	3.5	±0.1	
Other White Collar	96	±2	4	10	21	56	10	±4	3.6	±0.1	
Blue Collar	96	±1	4	11	20	58	8	±2	3.6	±0.1	
Scientists	96	±2	7	15	18	52	8	±4	3.4	±0.1	
Engineers	97	±1	5	14	20	55	6	±2	3.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	96	±1	8	19	17	48	7	±2	3.3	±0.1	
Manager	97	±1	8	18	18	47	8	±3	3.3	±0.1	
Wage Leader	96	±2	4	15	21	55	5	±5	3.4	±0.1	
Wage Supervisor	96	±2	5	17	20	52	7	±4	3.4	±0.1	
All Others	96	±1	5	12	18	56	9	±1	3.5	±0.1	
SCHEDULE/LOCATION											
Full-Time	96	±1	6	14	18	54	8	±1	3.5	±0.1	
Other Than Full-Time	94	±3	4	9	19	60	8	±6	3.6	±0.2	
CONUS	96	±1	5	14	18	55	8	±1	3.5	±0.1	
OCONUS	95	±2	7	15	19	51	8	±3	3.4	±0.1	
TYPE OF APPOINTMENT											
Permanent	96	±1	6	14	18	54	8	±1	3.5	±0.1	
Non-Permanent	94	±3	3	9	19	58	11	±5	3.7	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	96	±1	6	15	17	54	8	±1	3.4	±0.1	
In Bargaining Unit	96	±1	5	12	19	55	8	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?

j. My workload is reasonable

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	96	±1	5	14	18	55	8	±1	3.5	±0.1	
Disability	96	±1	7	13	19	52	9	±2	3.4	±0.1	
Targeted Disability	95	±2	7	13	19	50	11	±3	3.4	±0.1	
Other Disability	96	±1	7	14	19	52	8	±2	3.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	96	±1	6	14	18	55	8	±1	3.4	±0.1	
Veteran	96	±1	5	13	18	54	9	±1	3.5	±0.1	
10 Point 30%	95	±2	7	13	16	53	11	±3	3.5	±0.1	
10 Point Non-30%	96	±2	6	13	19	53	9	±3	3.5	±0.1	
5 Point	96	±1	5	14	19	54	8	±2	3.5	±0.1	
No Preference	97	±1	5	13	17	56	10	±3	3.5	±0.1	
RETIREMENT PLAN											
CSRS	96	±1	6	15	18	54	7	±2	3.4	±0.1	
FERS	96	±1	5	13	18	54	9	±1	3.5	±0.1	
Other Plan	93	±3	3	8	21	59	9	±6	3.6	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	96	±1	5	14	18	54	8	±1	3.5	±0.1	
Optional Eligible	95	±1	6	12	18	55	9	±2	3.5	±0.1	
Discontinued Service	97	±1	6	15	19	53	8	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	95	±1	3	11	18	58	10	±2	3.6	±0.1	
5 to 10 Years	97	±1	5	13	17	55	10	±3	3.5	±0.1	
11 to 20 Years	96	±1	6	14	19	53	8	±2	3.4	±0.1	
21 to 30 Years	96	±1	6	15	18	54	7	±2	3.4	±0.1	
More Than 30 Years	95	±1	6	14	18	54	8	±2	3.5	±0.1	
AGE											
30 Years Old or Less	95	±2	3	11	21	55	9	±3	3.6	±0.1	
31 to 40 Years Old	96	±1	5	14	18	54	9	±2	3.5	±0.1	
41 to 50 Years Old	97	±1	6	15	18	53	8	±2	3.4	±0.1	
51 to 60 Years Old	96	±1	6	14	18	54	7	±2	3.4	±0.1	
More Than 60 Years Old	93	±2	4	10	15	59	12	±3	3.7	±0.1	
GENDER											
Male	96	±1	5	13	19	55	8	±1	3.5	±0.1	
Female	96	±1	6	15	17	53	9	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	97	±1	5	14	17	55	8	±1	3.5	±0.1	
Total Minority	94	±1	6	12	20	54	9	±2	3.5	±0.1	
Non-Hispanic Black	94	±2	5	12	18	54	10	±3	3.5	±0.1	
Hispanic	96	±2	7	13	17	54	9	±3	3.4	±0.1	
Non-Hispanic API	94	±2	3	10	23	57	7	±3	3.5	±0.1	
EDUCATION											
No College	95	±1	4	12	17	58	9	±2	3.5	±0.1	
Some College	96	±1	5	13	19	55	8	±1	3.5	±0.1	
4-Year Degree	96	±1	6	15	18	53	8	±2	3.4	±0.1	
Graduate/Professional Degree	97	±1	7	16	16	53	8	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**k. My talents are used well in the workplace**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

Percent Responding			Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	7	16	16	49	13	±1	3.4	±0.1	
Army	98	±1	6	15	16	50	12	±2	3.5	±0.1	
Navy	98	±1	7	16	17	48	13	±2	3.4	±0.1	
Air Force	98	±1	7	16	17	48	13	±2	3.5	±0.1	
DoD Agencies and Activities	98	±1	8	16	16	48	13	±2	3.4	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	7	16	16	49	13	±1	3.5	±0.1	
GS 1 to 4	97	±2	9	16	17	43	16	±5	3.4	±0.2	
GS 5 to 8	97	±1	9	17	18	44	12	±2	3.3	±0.1	
GS 9 to 12	99	±1	6	16	16	49	12	±2	3.4	±0.1	
GS/GM 13 to 15	99	±1	5	14	14	53	14	±2	3.6	±0.1	
SES	99	±1	4	7	6	49	33	±8	4.0	±0.2	
Blue Collar Total	97	±1	7	15	17	49	12	±2	3.4	±0.1	
WG 1 to 5	95	±3	9	18	20	42	11	±6	3.3	±0.2	
WG 6 to 9	97	±2	8	16	15	49	12	±4	3.4	±0.1	
WG 10 to 15	98	±1	7	15	18	49	11	±3	3.4	±0.1	
WS/WL 1 to 19	98	±1	4	12	16	54	13	±4	3.6	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	6	16	16	51	11	±2	3.5	±0.1	
Administrative	99	±1	6	15	15	49	14	±2	3.5	±0.1	
Technical	98	±1	7	16	17	48	13	±2	3.4	±0.1	
Clerical	97	±2	9	18	18	42	13	±3	3.3	±0.1	
Other White Collar	97	±2	11	17	18	42	12	±4	3.3	±0.1	
Blue Collar	97	±1	7	15	17	50	12	±2	3.5	±0.1	
Scientists	98	±2	5	19	14	48	14	±4	3.5	±0.1	
Engineers	99	±1	6	14	18	53	10	±2	3.5	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	5	13	13	54	15	±2	3.6	±0.1	
Manager	98	±1	5	12	12	52	19	±3	3.7	±0.1	
Wage Leader	98	±2	7	13	17	51	12	±5	3.5	±0.2	
Wage Supervisor	98	±2	5	12	15	55	13	±4	3.6	±0.1	
All Others	98	±1	7	17	17	47	12	±1	3.4	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	7	16	16	49	13	±1	3.5	±0.1	
Other Than Full-Time	95	±3	9	14	20	42	14	±6	3.4	±0.2	
CONUS	98	±1	7	16	16	49	12	±1	3.4	±0.1	
OCONUS	96	±2	6	14	16	50	14	±3	3.5	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	7	16	16	49	12	±1	3.4	±0.1	
Non-Permanent	95	±3	8	14	18	43	17	±5	3.5	±0.2	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	6	15	15	50	14	±1	3.5	±0.1	
In Bargaining Unit	98	±1	8	16	18	47	11	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?

k. My talents are used well in the workplace

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	6	15	16	50	13	±1	3.5	±0.1	
Disability	98	±1	10	18	16	44	12	±2	3.3	±0.1	
Targeted Disability	98	±1	10	17	16	43	13	±3	3.3	±0.1	
Other Disability	98	±1	10	18	16	44	12	±2	3.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	6	16	16	49	12	±1	3.4	±0.1	
Veteran	98	±1	7	15	16	48	14	±1	3.4	±0.1	
10 Point 30%	98	±1	10	17	13	45	16	±3	3.4	±0.1	
10 Point Non-30%	98	±1	8	15	14	48	15	±3	3.5	±0.1	
5 Point	98	±1	7	16	17	48	13	±2	3.4	±0.1	
No Preference	98	±1	5	14	13	53	15	±3	3.6	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	6	16	17	49	12	±2	3.4	±0.1	
FERS	98	±1	7	15	16	49	13	±1	3.5	±0.1	
Other Plan	93	±3	8	16	20	41	15	±6	3.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	7	15	16	49	13	±1	3.4	±0.1	
Optional Eligible	98	±1	7	15	16	49	13	±2	3.5	±0.1	
Discontinued Service	98	±1	7	17	16	48	13	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	7	15	17	47	14	±2	3.5	±0.1	
5 to 10 Years	98	±1	7	16	16	48	13	±3	3.4	±0.1	
11 to 20 Years	98	±1	7	15	16	49	12	±2	3.4	±0.1	
21 to 30 Years	98	±1	7	16	16	49	12	±2	3.4	±0.1	
More Than 30 Years	99	±1	6	15	16	50	13	±2	3.5	±0.1	
AGE											
30 Years Old or Less	96	±2	7	17	20	45	12	±3	3.4	±0.1	
31 to 40 Years Old	97	±1	7	14	16	50	12	±2	3.5	±0.1	
41 to 50 Years Old	98	±1	7	16	15	49	13	±2	3.5	±0.1	
51 to 60 Years Old	99	±1	7	16	16	48	13	±2	3.4	±0.1	
More Than 60 Years Old	98	±1	5	13	16	51	14	±3	3.6	±0.1	
GENDER											
Male	98	±1	7	15	16	49	12	±1	3.5	±0.1	
Female	98	±1	7	16	16	48	13	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	6	16	15	50	12	±1	3.5	±0.1	
Total Minority	97	±1	8	14	18	47	13	±2	3.4	±0.1	
Non-Hispanic Black	97	±1	9	15	18	46	13	±2	3.4	±0.1	
Hispanic	98	±1	8	15	17	44	16	±3	3.5	±0.1	
Non-Hispanic API	95	±2	5	9	20	54	12	±3	3.6	±0.1	
EDUCATION											
No College	97	±1	4	12	16	55	13	±2	3.6	±0.1	
Some College	98	±1	7	16	17	48	13	±1	3.4	±0.1	
4-Year Degree	98	±1	7	16	17	48	12	±2	3.4	±0.1	
Graduate/Professional Degree	98	±1	8	18	13	48	13	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**I. This is a friendly place to work**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	96	±1	4	8	18	53	16	±1	3.7	±0.1		
Army	96	±1	4	8	18	53	16	±2	3.7	±0.1		
Navy	96	±1	4	8	17	55	16	±2	3.7	±0.1		
Air Force	97	±1	4	8	18	53	17	±2	3.7	±0.1		
DoD Agencies and Activities	96	±1	5	9	19	51	16	±2	3.6	±0.1		
PAY PLAN/GRADE												
White Collar Total	97	±1	4	8	17	54	18	±1	3.7	±0.1		
GS 1 to 4	95	±3	7	8	18	48	19	±5	3.6	±0.1		
GS 5 to 8	96	±1	6	9	19	50	16	±2	3.6	±0.1		
GS 9 to 12	97	±1	3	8	18	55	16	±2	3.7	±0.1		
GS/GM 13 to 15	98	±1	3	6	15	57	19	±2	3.8	±0.1		
SES	96	±3	2	5	8	50	34	±8	4.1	±0.2		
Blue Collar Total	96	±1	5	10	21	52	12	±2	3.6	±0.1		
WG 1 to 5	95	±3	6	11	25	48	10	±6	3.5	±0.2		
WG 6 to 9	96	±2	6	10	20	51	13	±4	3.6	±0.1		
WG 10 to 15	96	±1	5	11	21	51	12	±3	3.5	±0.1		
WS/WL 1 to 19	97	±2	3	9	19	56	14	±4	3.7	±0.1		
OCCUPATIONAL GROUPS												
Professional	97	±1	3	7	14	57	19	±2	3.8	±0.1		
Administrative	97	±1	3	7	18	54	18	±2	3.8	±0.1		
Technical	96	±1	5	8	19	52	16	±2	3.7	±0.1		
Clerical	96	±2	5	9	18	49	19	±3	3.7	±0.1		
Other White Collar	96	±2	8	14	20	44	15	±4	3.4	±0.1		
Blue Collar	96	±1	5	10	21	52	12	±2	3.6	±0.1		
Scientists	96	±2	2	6	15	57	20	±4	3.9	±0.1		
Engineers	97	±1	2	6	15	60	17	±2	3.9	±0.1		
SUPERVISOR/MANAGER												
Supervisor	97	±1	3	7	17	55	18	±2	3.8	±0.1		
Manager	96	±1	3	7	15	53	22	±3	3.8	±0.1		
Wage Leader	97	±2	3	10	21	56	10	±5	3.6	±0.1		
Wage Supervisor	97	±2	3	8	18	57	14	±4	3.7	±0.1		
All Others	96	±1	4	8	18	53	16	±1	3.7	±0.1		
SCHEDULE/LOCATION												
Full-Time	97	±1	4	8	18	54	16	±1	3.7	±0.1		
Other Than Full-Time	93	±4	5	7	19	49	21	±7	3.7	±0.2		
CONUS	97	±1	4	8	18	53	16	±1	3.7	±0.1		
OCONUS	95	±2	3	7	19	53	18	±3	3.8	±0.1		
TYPE OF APPOINTMENT												
Permanent	97	±1	4	8	18	54	16	±1	3.7	±0.1		
Non-Permanent	94	±3	4	6	19	50	21	±5	3.8	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	97	±1	3	8	16	55	18	±1	3.8	±0.1		
In Bargaining Unit	96	±1	5	9	20	52	15	±2	3.6	±0.1		

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**I. This is a friendly place to work**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	96	±1	4	8	18	54	17	±1	3.7	±0.1	
Disability	96	±1	6	11	19	49	15	±2	3.6	±0.1	
Targeted Disability	96	±2	7	11	19	48	16	±3	3.6	±0.1	
Other Disability	96	±1	6	11	19	49	15	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	96	±1	4	8	17	54	17	±1	3.7	±0.1	
Veteran	96	±1	5	9	18	52	16	±1	3.7	±0.1	
10 Point 30%	96	±1	6	10	18	49	18	±3	3.6	±0.1	
10 Point Non-30%	96	±2	6	10	15	52	17	±3	3.7	±0.1	
5 Point	96	±1	4	9	19	52	15	±2	3.6	±0.1	
No Preference	97	±2	3	7	18	53	18	±3	3.8	±0.1	
RETIREMENT PLAN											
CSRS	97	±1	4	9	19	53	15	±2	3.7	±0.1	
FERS	96	±1	4	8	17	54	17	±1	3.7	±0.1	
Other Plan	93	±4	3	6	22	50	19	±6	3.8	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	96	±1	4	8	18	54	17	±1	3.7	±0.1	
Optional Eligible	96	±1	4	8	18	53	16	±2	3.7	±0.1	
Discontinued Service	97	±1	4	10	18	53	15	±2	3.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	4	6	18	52	21	±2	3.8	±0.1	
5 to 10 Years	96	±1	4	9	17	53	17	±3	3.7	±0.1	
11 to 20 Years	97	±1	4	9	18	54	15	±2	3.7	±0.1	
21 to 30 Years	97	±1	4	9	19	53	15	±2	3.7	±0.1	
More Than 30 Years	96	±1	3	8	18	54	17	±2	3.7	±0.1	
AGE											
30 Years Old or Less	96	±2	4	7	20	51	19	±3	3.7	±0.1	
31 to 40 Years Old	96	±1	4	8	17	55	17	±2	3.7	±0.1	
41 to 50 Years Old	97	±1	4	8	18	54	16	±2	3.7	±0.1	
51 to 60 Years Old	96	±1	4	9	18	53	16	±2	3.7	±0.1	
More Than 60 Years Old	97	±1	3	8	15	55	19	±3	3.8	±0.1	
GENDER											
Male	97	±1	4	8	18	55	16	±1	3.7	±0.1	
Female	96	±1	4	8	19	51	17	±2	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	97	±1	4	8	17	54	17	±1	3.7	±0.1	
Total Minority	96	±1	5	8	21	51	15	±2	3.6	±0.1	
Non-Hispanic Black	95	±1	5	8	22	51	14	±2	3.6	±0.1	
Hispanic	97	±1	5	9	19	49	17	±3	3.6	±0.1	
Non-Hispanic API	95	±2	3	6	19	57	15	±3	3.7	±0.1	
EDUCATION											
No College	96	±1	4	9	20	52	15	±2	3.7	±0.1	
Some College	96	±1	5	9	19	52	15	±1	3.6	±0.1	
4-Year Degree	97	±1	3	8	17	55	17	±2	3.8	±0.1	
Graduate/Professional Degree	97	±1	4	7	14	55	20	±2	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**m. I recommend my organization as a good place to work**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	5	11	24	46	15	±1	3.5	±0.1		
Army	97	±1	5	11	23	47	14	±2	3.5	±0.1		
Navy	98	±1	5	11	24	46	15	±2	3.5	±0.1		
Air Force	98	±1	5	11	23	46	15	±2	3.6	±0.1		
DoD Agencies and Activities	97	±1	6	11	25	43	14	±2	3.5	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	5	11	24	45	15	±1	3.5	±0.1		
GS 1 to 4	96	±2	8	8	25	43	15	±5	3.5	±0.1		
GS 5 to 8	97	±1	7	12	25	42	14	±2	3.4	±0.1		
GS 9 to 12	98	±1	5	11	24	46	14	±2	3.5	±0.1		
GS/GM 13 to 15	99	±1	4	11	21	47	17	±2	3.6	±0.1		
SES	98	±1	2	5	11	45	36	±8	4.1	±0.2		
Blue Collar Total	97	±1	5	11	24	47	13	±2	3.5	±0.1		
WG 1 to 5	96	±3	7	12	28	44	10	±6	3.4	±0.2		
WG 6 to 9	97	±2	6	12	22	46	14	±4	3.5	±0.1		
WG 10 to 15	98	±1	6	12	25	46	11	±3	3.4	±0.1		
WS/WL 1 to 19	98	±1	3	10	20	53	15	±4	3.7	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	4	10	22	48	16	±2	3.6	±0.1		
Administrative	98	±1	5	11	24	45	16	±2	3.6	±0.1		
Technical	97	±1	6	11	25	45	13	±2	3.5	±0.1		
Clerical	96	±2	7	10	25	43	16	±3	3.5	±0.1		
Other White Collar	98	±2	8	16	23	39	14	±4	3.3	±0.1		
Blue Collar	97	±1	5	11	24	47	12	±2	3.5	±0.1		
Scientists	97	±2	4	10	25	45	16	±3	3.6	±0.1		
Engineers	99	±1	3	10	22	51	14	±2	3.6	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	4	10	23	47	16	±2	3.6	±0.1		
Manager	98	±1	4	9	19	48	21	±3	3.7	±0.1		
Wage Leader	99	±1	4	12	25	48	11	±5	3.5	±0.1		
Wage Supervisor	98	±2	3	9	21	52	15	±4	3.7	±0.1		
All Others	98	±1	6	11	24	45	14	±1	3.5	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	5	11	24	45	14	±1	3.5	±0.1		
Other Than Full-Time	94	±3	6	8	22	49	15	±7	3.6	±0.2		
CONUS	98	±1	5	11	24	46	14	±1	3.5	±0.1		
OCONUS	97	±2	5	10	23	46	16	±3	3.6	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	5	11	24	46	14	±1	3.5	±0.1		
Non-Permanent	95	±2	4	7	23	47	18	±5	3.7	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	5	11	22	47	16	±1	3.6	±0.1		
In Bargaining Unit	97	±1	6	11	25	44	13	±2	3.5	±0.1		

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**m. I recommend my organization as a good place to work**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	5	11	23	46	15	±1	3.6	±0.1	
Disability	98	±1	8	13	25	42	13	±2	3.4	±0.1	
Targeted Disability	98	±1	9	13	23	41	14	±3	3.4	±0.1	
Other Disability	98	±1	7	13	26	42	13	±2	3.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	5	10	24	46	14	±1	3.5	±0.1	
Veteran	98	±1	5	12	23	45	15	±1	3.5	±0.1	
10 Point 30%	98	±1	7	12	22	42	17	±3	3.5	±0.1	
10 Point Non-30%	97	±1	6	11	22	45	16	±3	3.5	±0.1	
5 Point	98	±1	5	12	25	45	14	±2	3.5	±0.1	
No Preference	98	±1	4	9	21	48	17	±3	3.6	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	5	12	24	45	14	±2	3.5	±0.1	
FERS	97	±1	5	10	23	46	15	±1	3.6	±0.1	
Other Plan	93	±3	5	7	28	44	15	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	5	10	24	46	15	±1	3.5	±0.1	
Optional Eligible	98	±1	5	12	22	46	15	±2	3.5	±0.1	
Discontinued Service	98	±1	6	12	25	44	14	±2	3.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	4	8	22	47	18	±2	3.7	±0.1	
5 to 10 Years	97	±1	5	10	23	46	16	±3	3.6	±0.1	
11 to 20 Years	98	±1	5	11	24	46	14	±2	3.5	±0.1	
21 to 30 Years	98	±1	6	13	25	44	13	±2	3.5	±0.1	
More Than 30 Years	98	±1	5	12	22	46	15	±2	3.6	±0.1	
AGE											
30 Years Old or Less	96	±2	5	10	26	45	15	±3	3.6	±0.1	
31 to 40 Years Old	97	±1	5	10	23	47	15	±2	3.6	±0.1	
41 to 50 Years Old	98	±1	6	11	24	46	14	±2	3.5	±0.1	
51 to 60 Years Old	98	±1	6	12	24	44	14	±2	3.5	±0.1	
More Than 60 Years Old	98	±1	3	12	19	48	18	±3	3.7	±0.1	
GENDER											
Male	98	±1	5	11	23	47	14	±1	3.5	±0.1	
Female	97	±1	6	11	25	43	15	±2	3.5	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	5	11	23	46	15	±1	3.5	±0.1	
Total Minority	97	±1	6	10	25	45	14	±2	3.5	±0.1	
Non-Hispanic Black	96	±1	6	10	26	45	13	±2	3.5	±0.1	
Hispanic	97	±1	6	9	25	44	16	±3	3.6	±0.1	
Non-Hispanic API	96	±2	4	8	24	51	13	±3	3.6	±0.1	
EDUCATION											
No College	97	±1	5	10	23	48	14	±2	3.6	±0.1	
Some College	98	±1	5	11	24	45	14	±1	3.5	±0.1	
4-Year Degree	98	±1	5	11	24	45	14	±2	3.5	±0.1	
Graduate/Professional Degree	98	±1	5	11	22	45	17	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**n. I have sufficient resources (e.g., people, materials, budget, etc.) to get my job done**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	9	21	21	41	8	±1	3.2	±0.1	
Army	98	±1	9	22	21	41	8	±2	3.2	±0.1	
Navy	98	±1	9	23	21	40	7	±2	3.1	±0.1	
Air Force	99	±1	8	21	20	42	9	±2	3.2	±0.1	
DoD Agencies and Activities	98	±1	8	19	21	42	9	±2	3.3	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	8	21	20	42	9	±1	3.2	±0.1	
GS 1 to 4	96	±2	7	12	23	47	12	±5	3.5	±0.1	
GS 5 to 8	97	±1	8	17	21	45	10	±2	3.3	±0.1	
GS 9 to 12	99	±1	8	21	20	42	8	±2	3.2	±0.1	
GS/GM 13 to 15	99	±1	10	27	20	35	7	±2	3.0	±0.1	
SES	99	±1	16	26	13	34	11	±8	3.0	±0.3	
Blue Collar Total	98	±1	10	23	22	38	7	±2	3.1	±0.1	
WG 1 to 5	97	±2	8	16	25	42	9	±6	3.3	±0.2	
WG 6 to 9	98	±1	11	19	21	40	8	±4	3.1	±0.1	
WG 10 to 15	98	±1	10	25	22	38	6	±3	3.0	±0.1	
WS/WL 1 to 19	98	±1	11	27	23	34	6	±4	3.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	9	22	21	41	7	±2	3.2	±0.1	
Administrative	99	±1	9	23	19	40	9	±2	3.2	±0.1	
Technical	98	±1	7	19	21	43	9	±2	3.3	±0.1	
Clerical	97	±2	6	13	21	48	12	±3	3.5	±0.1	
Other White Collar	98	±2	15	22	23	33	7	±4	2.9	±0.1	
Blue Collar	98	±1	10	22	22	39	7	±2	3.1	±0.1	
Scientists	98	±2	10	24	20	39	7	±3	3.1	±0.1	
Engineers	99	±1	8	23	23	41	6	±2	3.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	12	27	19	34	8	±2	3.0	±0.1	
Manager	99	±1	14	29	17	33	7	±3	2.9	±0.1	
Wage Leader	99	±1	11	28	24	32	5	±5	2.9	±0.2	
Wage Supervisor	99	±1	11	26	20	38	6	±4	3.0	±0.1	
All Others	98	±1	8	19	21	43	9	±1	3.3	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	9	22	21	41	8	±1	3.2	±0.1	
Other Than Full-Time	94	±3	5	13	23	45	14	±7	3.5	±0.2	
CONUS	98	±1	9	21	21	41	8	±1	3.2	±0.1	
OCONUS	97	±2	9	21	21	40	9	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	9	22	21	41	8	±1	3.2	±0.1	
Non-Permanent	95	±3	5	14	24	44	13	±5	3.5	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	8	22	20	41	9	±1	3.2	±0.1	
In Bargaining Unit	98	±1	9	20	21	42	8	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**n. I have sufficient resources (e.g., people, materials, budget, etc.) to get my job done**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	8	21	21	42	8	±1	3.2	±0.1	
Disability	98	±1	11	23	21	38	8	±2	3.1	±0.1	
Targeted Disability	98	±1	13	23	22	33	8	±3	3.0	±0.1	
Other Disability	98	±1	11	22	20	39	8	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	8	20	21	43	8	±1	3.2	±0.1	
Veteran	98	±1	10	23	21	38	8	±1	3.1	±0.1	
10 Point 30%	98	±1	11	20	21	38	10	±3	3.2	±0.1	
10 Point Non-30%	98	±1	11	23	20	37	9	±3	3.1	±0.1	
5 Point	98	±1	10	24	21	38	7	±2	3.1	±0.1	
No Preference	98	±1	9	22	19	41	10	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	9	22	21	40	7	±2	3.1	±0.1	
FERS	98	±1	8	21	20	42	9	±1	3.2	±0.1	
Other Plan	94	±3	7	16	25	43	9	±6	3.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	8	21	21	41	8	±1	3.2	±0.1	
Optional Eligible	98	±1	9	21	20	42	9	±2	3.2	±0.1	
Discontinued Service	98	±1	10	23	21	39	7	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	6	16	22	44	12	±2	3.4	±0.1	
5 to 10 Years	98	±1	9	20	20	42	9	±3	3.2	±0.1	
11 to 20 Years	98	±1	8	22	21	41	7	±2	3.2	±0.1	
21 to 30 Years	99	±1	10	22	21	40	7	±2	3.1	±0.1	
More Than 30 Years	99	±1	9	22	20	40	9	±2	3.2	±0.1	
AGE											
30 Years Old or Less	96	±2	6	15	23	45	11	±3	3.4	±0.1	
31 to 40 Years Old	97	±1	8	20	22	41	8	±2	3.2	±0.1	
41 to 50 Years Old	98	±1	10	23	20	40	8	±2	3.1	±0.1	
51 to 60 Years Old	99	±1	9	22	21	41	8	±2	3.2	±0.1	
More Than 60 Years Old	98	±1	6	19	20	43	12	±3	3.4	±0.1	
GENDER											
Male	98	±1	10	22	21	39	7	±1	3.1	±0.1	
Female	98	±1	7	20	20	44	10	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	9	23	20	40	8	±1	3.2	±0.1	
Total Minority	97	±1	8	18	22	43	10	±2	3.3	±0.1	
Non-Hispanic Black	97	±1	7	18	21	44	10	±2	3.3	±0.1	
Hispanic	98	±1	9	17	22	41	10	±3	3.3	±0.1	
Non-Hispanic API	96	±2	6	14	26	45	9	±3	3.4	±0.1	
EDUCATION											
No College	98	±1	7	18	21	45	9	±2	3.3	±0.1	
Some College	98	±1	9	21	21	40	8	±1	3.2	±0.1	
4-Year Degree	98	±1	9	23	20	41	8	±2	3.2	±0.1	
Graduate/Professional Degree	98	±1	10	23	19	40	8	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**o. My work unit is able to recruit people with the right skills**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	9	21	33	32	5	±1	3.0	±0.1	
Army	98	±1	10	21	32	32	5	±2	3.0	±0.1	
Navy	98	±1	10	22	33	30	5	±2	3.0	±0.1	
Air Force	98	±1	8	21	32	34	5	±2	3.1	±0.1	
DoD Agencies and Activities	98	±1	10	21	35	30	5	±2	3.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	9	21	33	32	5	±1	3.0	±0.1	
GS 1 to 4	96	±2	7	16	33	37	6	±5	3.2	±0.1	
GS 5 to 8	97	±1	10	18	34	31	6	±2	3.0	±0.1	
GS 9 to 12	99	±1	9	22	33	32	4	±1	3.0	±0.1	
GS/GM 13 to 15	99	±1	9	25	29	31	5	±2	3.0	±0.1	
SES	99	±1	6	21	19	40	14	±8	3.3	±0.2	
Blue Collar Total	98	±1	11	24	32	28	4	±2	2.9	±0.1	
WG 1 to 5	96	±3	11	21	35	29	5	±6	3.0	±0.2	
WG 6 to 9	97	±2	11	23	31	29	5	±3	2.9	±0.1	
WG 10 to 15	98	±1	12	24	33	28	4	±3	2.9	±0.1	
WS/WL 1 to 19	98	±1	11	27	29	28	5	±3	2.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	9	21	32	34	5	±2	3.1	±0.1	
Administrative	99	±1	9	22	32	32	5	±2	3.0	±0.1	
Technical	98	±1	10	20	35	31	5	±2	3.0	±0.1	
Clerical	97	±2	7	16	35	35	7	±3	3.2	±0.1	
Other White Collar	97	±2	14	24	28	28	6	±4	2.9	±0.1	
Blue Collar	97	±1	11	24	32	28	4	±2	2.9	±0.1	
Scientists	98	±2	9	21	32	33	5	±3	3.0	±0.1	
Engineers	99	±1	8	23	33	32	4	±2	3.0	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	11	24	30	31	5	±2	3.0	±0.1	
Manager	98	±1	10	24	26	34	6	±3	3.0	±0.1	
Wage Leader	99	±1	12	30	30	25	3	±5	2.8	±0.1	
Wage Supervisor	98	±2	11	24	29	31	5	±4	2.9	±0.1	
All Others	98	±1	9	21	34	32	5	±1	3.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	10	22	32	31	5	±1	3.0	±0.1	
Other Than Full-Time	94	±3	7	15	37	33	7	±7	3.2	±0.2	
CONUS	98	±1	9	22	33	31	5	±1	3.0	±0.1	
OCONUS	97	±2	10	19	32	34	5	±3	3.1	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	10	22	32	31	5	±1	3.0	±0.1	
Non-Permanent	95	±2	7	16	35	34	8	±5	3.2	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	9	21	32	33	6	±1	3.0	±0.1	
In Bargaining Unit	98	±1	10	22	34	30	4	±1	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**o. My work unit is able to recruit people with the right skills**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	9	21	33	32	5	±1	3.0	±0.1	
Disability	98	±1	13	22	33	27	5	±2	2.9	±0.1	
Targeted Disability	98	±1	13	22	33	25	6	±3	2.9	±0.1	
Other Disability	98	±1	13	22	33	28	5	±2	2.9	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	9	21	33	33	5	±1	3.1	±0.1	
Veteran	98	±1	11	22	32	30	5	±1	3.0	±0.1	
10 Point 30%	98	±1	11	20	31	30	7	±3	3.0	±0.1	
10 Point Non-30%	98	±1	12	21	31	30	5	±3	3.0	±0.1	
5 Point	98	±1	11	23	32	29	5	±2	2.9	±0.1	
No Preference	98	±1	7	21	32	35	5	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	10	23	33	30	5	±2	3.0	±0.1	
FERS	98	±1	9	21	32	32	5	±1	3.0	±0.1	
Other Plan	93	±3	9	19	36	32	5	±6	3.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	9	21	33	32	5	±1	3.0	±0.1	
Optional Eligible	98	±1	9	21	32	32	6	±2	3.0	±0.1	
Discontinued Service	98	±1	12	23	33	27	5	±2	2.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	6	17	34	35	7	±2	3.2	±0.1	
5 to 10 Years	98	±1	8	22	32	33	6	±3	3.1	±0.1	
11 to 20 Years	98	±1	10	22	33	31	5	±2	3.0	±0.1	
21 to 30 Years	99	±1	11	23	33	30	4	±2	2.9	±0.1	
More Than 30 Years	98	±1	10	23	31	31	5	±2	3.0	±0.1	
AGE											
30 Years Old or Less	96	±2	7	17	36	35	6	±3	3.2	±0.1	
31 to 40 Years Old	97	±1	9	21	33	32	5	±2	3.0	±0.1	
41 to 50 Years Old	98	±1	10	22	32	31	5	±2	3.0	±0.1	
51 to 60 Years Old	98	±1	10	22	32	30	5	±2	3.0	±0.1	
More Than 60 Years Old	98	±1	8	18	32	35	7	±3	3.2	±0.1	
GENDER											
Male	98	±1	10	22	32	31	5	±1	3.0	±0.1	
Female	97	±1	8	20	34	33	6	±2	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	9	23	32	31	5	±1	3.0	±0.1	
Total Minority	97	±1	9	18	34	33	6	±2	3.1	±0.1	
Non-Hispanic Black	97	±1	8	16	34	36	6	±2	3.1	±0.1	
Hispanic	98	±1	11	18	32	32	7	±3	3.0	±0.1	
Non-Hispanic API	95	±2	8	16	37	34	5	±3	3.1	±0.1	
EDUCATION											
No College	97	±1	9	20	32	34	5	±2	3.1	±0.1	
Some College	98	±1	10	22	34	30	5	±1	3.0	±0.1	
4-Year Degree	98	±1	9	21	33	32	5	±2	3.0	±0.1	
Graduate/Professional Degree	98	±1	9	22	29	34	5	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**p. Selections for promotions in my work unit are based on merit**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	18	20	32	24	5	±1	2.8	±0.1	
Army	98	±1	17	20	33	25	5	±2	2.8	±0.1	
Navy	98	±1	18	20	31	26	5	±2	2.8	±0.1	
Air Force	98	±1	19	20	31	25	6	±2	2.8	±0.1	
DoD Agencies and Activities	98	±1	19	22	34	22	4	±2	2.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	16	19	33	26	5	±1	2.8	±0.1	
GS 1 to 4	97	±2	22	19	34	22	4	±5	2.7	±0.1	
GS 5 to 8	97	±1	21	21	34	20	4	±2	2.7	±0.1	
GS 9 to 12	99	±1	16	21	35	24	4	±1	2.8	±0.1	
GS/GM 13 to 15	99	±1	11	16	29	36	9	±2	3.2	±0.1	
SES	99	±1	2	5	15	45	33	±8	4.0	±0.2	
Blue Collar Total	98	±1	26	23	28	19	3	±2	2.5	±0.1	
WG 1 to 5	96	±3	25	24	32	18	2	±6	2.5	±0.2	
WG 6 to 9	97	±2	29	23	28	16	3	±3	2.4	±0.1	
WG 10 to 15	98	±1	30	25	27	15	3	±3	2.4	±0.1	
WS/WL 1 to 19	98	±1	16	21	27	30	6	±3	2.9	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	13	18	34	30	5	±2	3.0	±0.1	
Administrative	99	±1	14	19	33	27	6	±2	2.9	±0.1	
Technical	98	±1	20	21	34	21	4	±2	2.7	±0.1	
Clerical	97	±2	20	20	34	21	5	±3	2.7	±0.1	
Other White Collar	97	±2	27	19	29	20	4	±4	2.6	±0.1	
Blue Collar	98	±1	26	23	28	19	4	±2	2.5	±0.1	
Scientists	98	±2	14	18	32	29	7	±3	3.0	±0.1	
Engineers	99	±1	14	18	34	30	5	±2	2.9	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	14	16	30	33	7	±2	3.0	±0.1	
Manager	99	±1	10	14	23	39	14	±3	3.3	±0.1	
Wage Leader	99	±1	23	26	27	21	2	±5	2.5	±0.2	
Wage Supervisor	98	±1	16	19	24	34	7	±4	3.0	±0.1	
All Others	98	±1	20	21	34	22	4	±1	2.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	18	20	32	25	5	±1	2.8	±0.1	
Other Than Full-Time	94	±3	14	16	45	21	5	±7	2.9	±0.2	
CONUS	98	±1	19	21	32	24	5	±1	2.8	±0.1	
OCONUS	97	±2	15	17	38	26	4	±3	2.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	19	20	32	25	5	±1	2.8	±0.1	
Non-Permanent	95	±2	14	16	44	21	5	±5	2.9	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	15	19	32	28	6	±1	2.9	±0.1	
In Bargaining Unit	98	±1	23	22	32	20	3	±1	2.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

69. How much do you agree or disagree with the following statements about your work unit?**p. Selections for promotions in my work unit are based on merit**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	17	20	33	26	5	±1	2.8	±0.1	
Disability	98	±1	26	22	30	19	4	±2	2.5	±0.1	
Targeted Disability	98	±1	28	22	27	18	4	±3	2.5	±0.1	
Other Disability	98	±1	24	21	31	19	4	±2	2.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	16	20	33	26	5	±1	2.8	±0.1	
Veteran	98	±1	21	20	31	23	5	±1	2.7	±0.1	
10 Point 30%	98	±1	24	20	29	21	6	±3	2.6	±0.1	
10 Point Non-30%	98	±1	23	18	31	24	5	±3	2.7	±0.1	
5 Point	98	±1	21	21	31	22	5	±2	2.7	±0.1	
No Preference	98	±1	17	20	32	26	5	±3	2.8	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	18	21	31	25	5	±1	2.8	±0.1	
FERS	98	±1	19	20	32	25	4	±1	2.8	±0.1	
Other Plan	94	±3	15	19	45	18	4	±6	2.8	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	17	20	33	26	4	±1	2.8	±0.1	
Optional Eligible	98	±1	19	21	31	24	5	±2	2.8	±0.1	
Discontinued Service	98	±1	21	22	31	22	5	±2	2.7	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	14	17	40	24	5	±2	2.9	±0.1	
5 to 10 Years	98	±1	19	21	31	24	5	±3	2.7	±0.1	
11 to 20 Years	98	±1	19	21	31	24	4	±2	2.7	±0.1	
21 to 30 Years	98	±1	19	21	31	24	5	±2	2.7	±0.1	
More Than 30 Years	99	±1	18	19	31	26	7	±2	2.8	±0.1	
AGE											
30 Years Old or Less	96	±2	14	20	39	22	4	±3	2.8	±0.1	
31 to 40 Years Old	97	±1	18	19	33	26	4	±2	2.8	±0.1	
41 to 50 Years Old	98	±1	19	20	32	25	4	±2	2.8	±0.1	
51 to 60 Years Old	99	±1	19	21	31	24	5	±2	2.7	±0.1	
More Than 60 Years Old	98	±1	16	20	33	25	6	±3	2.9	±0.1	
GENDER											
Male	98	±1	19	20	31	25	5	±1	2.8	±0.1	
Female	97	±1	17	21	35	23	4	±2	2.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	17	20	32	25	5	±1	2.8	±0.1	
Total Minority	97	±1	20	20	32	23	4	±2	2.7	±0.1	
Non-Hispanic Black	97	±1	21	22	32	21	4	±2	2.6	±0.1	
Hispanic	98	±1	21	20	31	24	5	±3	2.7	±0.1	
Non-Hispanic API	96	±2	12	17	36	31	4	±3	3.0	±0.1	
EDUCATION											
No College	97	±1	19	22	32	23	4	±2	2.7	±0.1	
Some College	98	±1	21	21	31	22	4	±1	2.7	±0.1	
4-Year Degree	98	±1	15	19	34	27	5	±2	2.9	±0.1	
Graduate/Professional Degree	98	±1	14	17	32	30	7	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**a. I feel like "part of the family" in my organization**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	8	16	28	39	9	±1	3.2	±0.1		
Army	98	±1	8	15	27	41	9	±2	3.3	±0.1		
Navy	98	±1	8	17	30	37	8	±2	3.2	±0.1		
Air Force	98	±1	7	16	27	40	10	±2	3.3	±0.1		
DoD Agencies and Activities	98	±1	9	18	28	37	9	±2	3.2	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	7	16	28	39	10	±1	3.3	±0.1		
GS 1 to 4	97	±2	10	15	26	38	11	±5	3.2	±0.1		
GS 5 to 8	97	±1	9	16	27	37	10	±2	3.2	±0.1		
GS 9 to 12	99	±1	7	16	29	39	9	±2	3.3	±0.1		
GS/GM 13 to 15	99	±1	6	16	25	42	11	±2	3.4	±0.1		
SES	99	±1	2	9	14	53	22	±8	3.8	±0.1		
Blue Collar Total	98	±1	9	18	29	37	7	±2	3.1	±0.1		
WG 1 to 5	96	±3	12	20	25	37	6	±6	3.1	±0.2		
WG 6 to 9	97	±2	10	18	28	37	8	±4	3.2	±0.1		
WG 10 to 15	98	±1	10	19	31	34	6	±3	3.1	±0.1		
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Administrative	99	±1	7	16	27	40	10	±2	3.3	±0.1		
Technical	98	±1	8	16	29	37	9	±2	3.2	±0.1		
Clerical	97	±2	9	14	26	38	12	±3	3.3	±0.1		
Other White Collar	98	±2	12	19	25	36	9	±4	3.1	±0.1		
Blue Collar	98	±1	9	18	29	37	7	±2	3.1	±0.1		
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Engineers	99	±1	5	15	30	42	7	±2	3.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	6	15	26	43	10	±2	3.4	±0.1		
Manager	98	±1	6	13	23	43	15	±3	3.5	±0.1		
Wage Leader	99	±1	9	17	31	36	6	±5	3.1	±0.2		
Wage Supervisor	98	±2	7	14	28	43	9	±4	3.3	±0.1		
All Others	98	±1	8	17	29	38	9	±1	3.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	8	16	28	39	9	±1	3.3	±0.1		
Other Than Full-Time	94	±3	8	18	30	37	8	±6	3.2	±0.2		
CONUS	98	±1	8	17	28	39	9	±1	3.2	±0.1		
OCONUS	97	±2	7	14	28	40	11	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	8	17	28	38	9	±1	3.2	±0.1		
Non-Permanent	95	±2	8	13	24	45	10	±5	3.4	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	7	16	27	41	10	±1	3.3	±0.1		
In Bargaining Unit	98	±1	9	17	29	36	8	±1	3.2	±0.1		

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70. How much do you agree or disagree with the following statements about working for your organization?**a. I feel like "part of the family" in my organization**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	7	16	28	39	9	±1	3.3	±0.1	
Disability	98	±1	11	19	27	35	8	±2	3.1	±0.1	
Targeted Disability	98	±1	12	19	25	35	9	±3	3.1	±0.1	
Other Disability	98	±1	11	18	28	34	8	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	7	16	28	40	9	±1	3.3	±0.1	
Veteran	98	±1	9	17	28	37	9	±1	3.2	±0.1	
10 Point 30%	98	±1	11	16	26	36	11	±3	3.2	±0.1	
10 Point Non-30%	98	±1	10	15	25	40	10	±3	3.3	±0.1	
5 Point	98	±1	8	17	30	36	8	±2	3.2	±0.1	
No Preference	98	±1	6	14	26	42	11	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	8	17	28	38	9	±2	3.2	±0.1	
FERS	98	±1	8	16	28	39	9	±1	3.3	±0.1	
Other Plan	94	±3	9	15	31	38	8	±6	3.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	7	16	28	39	9	±1	3.3	±0.1	
Optional Eligible	98	±1	8	16	28	39	9	±2	3.3	±0.1	
Discontinued Service	98	±1	9	18	29	35	9	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	6	14	27	42	11	±2	3.4	±0.1	
5 to 10 Years	98	±1	7	15	27	41	10	±3	3.3	±0.1	
11 to 20 Years	98	±1	8	17	28	38	9	±2	3.2	±0.1	
21 to 30 Years	99	±1	9	17	29	37	8	±2	3.2	±0.1	
More Than 30 Years	99	±1	7	17	28	38	10	±2	3.3	±0.1	
AGE											
30 Years Old or Less	96	±2	7	14	28	41	10	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	8	15	27	41	9	±2	3.3	±0.1	
41 to 50 Years Old	98	±1	8	17	28	38	8	±2	3.2	±0.1	
51 to 60 Years Old	99	±1	8	17	29	37	10	±2	3.2	±0.1	
More Than 60 Years Old	98	±1	5	15	25	43	11	±3	3.4	±0.1	
GENDER											
Male	98	±1	8	16	28	39	9	±1	3.2	±0.1	
Female	98	±1	8	16	28	38	10	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	17	27	39	9	±1	3.3	±0.1	
Total Minority	97	±1	9	16	29	37	9	±2	3.2	±0.1	
Non-Hispanic Black	97	±1	10	17	29	36	8	±2	3.1	±0.1	
Hispanic	98	±1	9	15	29	37	10	±3	3.2	±0.1	
Non-Hispanic API	96	±2	6	11	30	45	8	±3	3.4	±0.1	
EDUCATION											
No College	98	±1	7	17	28	40	8	±2	3.3	±0.1	
Some College	98	±1	9	16	29	37	9	±1	3.2	±0.1	
4-Year Degree	98	±1	7	16	28	40	9	±2	3.3	±0.1	
Graduate/Professional Degree	98	±1	7	16	27	40	10	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**b. My organization has a great deal of personal meaning to me**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	6	15	30	38	11	±1	3.3	±0.1		
Army	98	±1	6	14	28	40	11	±2	3.4	±0.1		
Navy	98	±1	6	16	32	36	10	±2	3.3	±0.1		
Air Force	98	±1	6	14	30	38	12	±2	3.4	±0.1		
DoD Agencies and Activities	98	±1	7	16	32	36	10	±2	3.2	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	6	15	30	37	11	±1	3.3	±0.1		
GS 1 to 4	96	±2	9	15	30	37	9	±5	3.2	±0.1		
GS 5 to 8	97	±1	8	14	31	36	11	±2	3.3	±0.1		
GS 9 to 12	98	±1	6	16	31	37	11	±2	3.3	±0.1		
GS/GM 13 to 15	99	±1	5	16	28	39	13	±2	3.4	±0.1		
SES	98	±1	2	6	13	45	35	±9	4.0	±0.2		
Blue Collar Total	98	±1	7	15	30	39	9	±2	3.3	±0.1		
WG 1 to 5	96	±2	10	15	31	36	7	±6	3.2	±0.2		
WG 6 to 9	97	±2	7	15	30	39	9	±4	3.3	±0.1		
WG 10 to 15	98	±1	8	16	32	36	8	±3	3.2	±0.1		
WS/WL 1 to 19	98	±1	4	12	26	46	13	±4	3.5	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	6	17	30	38	10	±2	3.3	±0.1		
Administrative	98	±1	6	14	30	37	12	±2	3.4	±0.1		
Technical	98	±1	7	15	31	38	10	±2	3.3	±0.1		
Clerical	97	±2	7	14	32	35	12	±3	3.3	±0.1		
Other White Collar	97	±2	10	15	24	39	11	±4	3.3	±0.1		
Blue Collar	98	±1	7	15	30	39	10	±2	3.3	±0.1		
Scientists	97	±2	6	16	29	39	11	±3	3.3	±0.1		
Engineers	98	±1	5	16	33	38	9	±2	3.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	5	13	27	42	14	±2	3.5	±0.1		
Manager	98	±1	4	10	22	44	20	±3	3.7	±0.1		
Wage Leader	99	±1	5	14	27	43	10	±5	3.4	±0.2		
Wage Supervisor	98	±2	4	11	26	45	14	±4	3.5	±0.1		
All Others	98	±1	7	16	32	36	9	±1	3.3	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	6	15	30	38	11	±1	3.3	±0.1		
Other Than Full-Time	93	±4	7	13	35	38	7	±7	3.2	±0.2		
CONUS	98	±1	6	15	30	37	11	±1	3.3	±0.1		
OCONUS	97	±2	7	13	28	40	12	±3	3.4	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	6	15	30	38	11	±1	3.3	±0.1		
Non-Permanent	95	±2	7	11	33	39	11	±5	3.4	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	6	15	30	38	12	±1	3.4	±0.1		
In Bargaining Unit	98	±1	7	16	31	36	9	±1	3.3	±0.1		

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**b. My organization has a great deal of personal meaning to me**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	6	15	31	38	11	±1	3.3	±0.1	
Disability	98	±1	9	16	29	36	11	±2	3.2	±0.1	
Targeted Disability	98	±1	9	15	27	37	12	±3	3.3	±0.1	
Other Disability	99	±1	9	16	29	36	10	±2	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	6	15	31	38	10	±1	3.3	±0.1	
Veteran	98	±1	7	15	29	38	12	±1	3.3	±0.1	
10 Point 30%	98	±1	9	14	26	38	13	±3	3.3	±0.1	
10 Point Non-30%	98	±1	8	12	28	39	13	±3	3.4	±0.1	
5 Point	98	±1	6	15	31	36	11	±2	3.3	±0.1	
No Preference	97	±1	5	14	27	42	13	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	7	16	30	37	11	±2	3.3	±0.1	
FERS	98	±1	6	15	30	38	11	±1	3.3	±0.1	
Other Plan	94	±3	7	14	35	35	9	±6	3.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	6	15	31	38	10	±1	3.3	±0.1	
Optional Eligible	98	±1	6	14	30	39	11	±2	3.4	±0.1	
Discontinued Service	98	±1	7	17	30	35	11	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	6	13	31	39	10	±2	3.4	±0.1	
5 to 10 Years	97	±2	6	14	30	39	11	±3	3.3	±0.1	
11 to 20 Years	98	±1	7	15	31	37	10	±2	3.3	±0.1	
21 to 30 Years	98	±1	7	16	30	36	10	±2	3.3	±0.1	
More Than 30 Years	98	±1	6	14	29	38	13	±2	3.4	±0.1	
AGE											
30 Years Old or Less	96	±2	6	16	33	37	8	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	7	14	30	39	10	±2	3.3	±0.1	
41 to 50 Years Old	98	±1	7	16	30	37	10	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	7	15	30	37	12	±2	3.3	±0.1	
More Than 60 Years Old	98	±1	4	14	28	41	14	±3	3.5	±0.1	
GENDER											
Male	98	±1	6	15	30	38	11	±1	3.3	±0.1	
Female	97	±1	7	15	31	36	11	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	6	16	29	38	11	±1	3.3	±0.1	
Total Minority	97	±1	8	13	32	37	10	±2	3.3	±0.1	
Non-Hispanic Black	96	±1	8	14	32	37	8	±2	3.2	±0.1	
Hispanic	98	±1	8	13	31	37	12	±3	3.3	±0.1	
Non-Hispanic API	96	±2	5	11	33	41	10	±3	3.4	±0.1	
EDUCATION											
No College	98	±1	5	15	30	40	10	±2	3.3	±0.1	
Some College	98	±1	7	14	30	38	11	±1	3.3	±0.1	
4-Year Degree	98	±1	6	16	31	36	10	±2	3.3	±0.1	
Graduate/Professional Degree	98	±1	6	16	29	37	12	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**c. It would be too costly for me to leave my organization in the near future**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	5	15	30	36	14	±1	3.4	±0.1	
Army	98	±1	5	16	30	35	14	±2	3.4	±0.1	
Navy	98	±1	4	15	30	38	13	±2	3.4	±0.1	
Air Force	98	±1	5	16	31	35	12	±2	3.3	±0.1	
DoD Agencies and Activities	97	±1	6	13	29	37	15	±2	3.4	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	5	16	30	35	13	±1	3.3	±0.1	
GS 1 to 4	96	±2	7	15	34	30	14	±5	3.3	±0.1	
GS 5 to 8	97	±1	6	13	30	36	15	±2	3.4	±0.1	
GS 9 to 12	99	±1	5	16	29	36	13	±2	3.4	±0.1	
GS/GM 13 to 15	99	±1	6	20	30	34	11	±2	3.2	±0.1	
SES	98	±1	16	28	26	23	7	±9	2.8	±0.3	
Blue Collar Total	97	±1	4	11	29	40	15	±2	3.5	±0.1	
WG 1 to 5	95	±3	5	11	31	37	16	±6	3.5	±0.2	
WG 6 to 9	97	±2	5	8	27	43	17	±4	3.6	±0.1	
WG 10 to 15	98	±1	4	11	30	40	14	±3	3.5	±0.1	
WS/WL 1 to 19	98	±1	3	13	31	39	15	±4	3.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	5	19	29	36	11	±2	3.3	±0.1	
Administrative	98	±1	5	17	29	34	14	±2	3.3	±0.1	
Technical	97	±1	5	13	31	38	13	±2	3.4	±0.1	
Clerical	97	±2	6	14	32	32	16	±3	3.4	±0.1	
Other White Collar	97	±2	6	12	28	38	17	±4	3.5	±0.1	
Blue Collar	97	±1	4	11	30	40	15	±2	3.5	±0.1	
Scientists	97	±2	5	19	27	37	13	±3	3.3	±0.1	
Engineers	99	±1	5	19	32	36	9	±2	3.3	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	6	17	29	35	13	±2	3.3	±0.1	
Manager	98	±1	6	19	28	33	14	±3	3.3	±0.1	
Wage Leader	98	±2	4	13	29	40	13	±5	3.4	±0.2	
Wage Supervisor	98	±2	3	13	33	39	13	±4	3.5	±0.1	
All Others	98	±1	5	15	30	37	14	±1	3.4	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	5	15	30	37	14	±1	3.4	±0.1	
Other Than Full-Time	94	±4	8	13	36	30	13	±7	3.3	±0.2	
CONUS	98	±1	5	15	30	37	13	±1	3.4	±0.1	
OCONUS	96	±2	7	16	28	33	15	±3	3.3	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	5	15	30	37	14	±1	3.4	±0.1	
Non-Permanent	95	±2	8	14	34	32	12	±5	3.3	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	5	17	30	36	13	±1	3.3	±0.1	
In Bargaining Unit	98	±1	5	13	30	37	15	±1	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**c. It would be too costly for me to leave my organization in the near future**

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	5	15	30	36	13	±1	3.4	±0.1	
Disability	98	±1	5	14	28	36	16	±2	3.4	±0.1	
Targeted Disability	98	±1	6	12	28	36	18	±3	3.5	±0.1	
Other Disability	98	±1	5	15	29	37	15	±2	3.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	5	15	30	37	13	±1	3.4	±0.1	
Veteran	98	±1	5	15	30	36	14	±1	3.4	±0.1	
10 Point 30%	98	±1	7	15	27	36	15	±3	3.4	±0.1	
10 Point Non-30%	98	±1	6	15	30	35	15	±3	3.4	±0.1	
5 Point	98	±1	5	16	30	36	14	±2	3.4	±0.1	
No Preference	98	±1	5	14	28	39	14	±3	3.4	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	5	15	30	37	13	±2	3.4	±0.1	
FERS	98	±1	5	15	29	37	14	±1	3.4	±0.1	
Other Plan	94	±3	7	15	37	30	11	±6	3.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	5	15	29	36	14	±1	3.4	±0.1	
Optional Eligible	98	±1	5	15	31	36	13	±2	3.4	±0.1	
Discontinued Service	98	±1	5	14	29	37	15	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	6	17	31	33	13	±2	3.3	±0.1	
5 to 10 Years	98	±1	6	15	29	35	14	±3	3.4	±0.1	
11 to 20 Years	98	±1	5	15	29	37	14	±2	3.4	±0.1	
21 to 30 Years	98	±1	4	14	29	38	14	±2	3.4	±0.1	
More Than 30 Years	98	±1	6	17	33	33	11	±2	3.3	±0.1	
AGE											
30 Years Old or Less	96	±2	7	17	32	32	12	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	7	16	30	34	13	±2	3.3	±0.1	
41 to 50 Years Old	98	±1	5	15	29	37	14	±2	3.4	±0.1	
51 to 60 Years Old	99	±1	4	14	29	38	14	±2	3.4	±0.1	
More Than 60 Years Old	98	±1	5	16	31	36	12	±3	3.4	±0.1	
GENDER											
Male	98	±1	5	15	30	38	13	±1	3.4	±0.1	
Female	97	±1	6	16	30	34	15	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	5	15	28	38	14	±1	3.4	±0.1	
Total Minority	97	±1	6	16	33	33	12	±2	3.3	±0.1	
Non-Hispanic Black	96	±1	8	19	33	30	10	±2	3.2	±0.1	
Hispanic	98	±1	5	14	32	34	15	±3	3.4	±0.1	
Non-Hispanic API	95	±2	3	11	35	38	13	±3	3.5	±0.1	
EDUCATION											
No College	97	±1	3	11	31	40	15	±2	3.5	±0.1	
Some College	98	±1	5	13	30	37	15	±1	3.4	±0.1	
4-Year Degree	98	±1	6	18	30	36	12	±2	3.3	±0.1	
Graduate/Professional Degree	98	±1	7	21	28	33	11	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**d. I am afraid of what might happen if I quit my organization without having another job lined up**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	98	±1	4	10	21	38	26	±1	3.7	±0.1			
Army	98	±1	4	10	21	38	26	±2	3.7	±0.1			
Navy	98	±1	4	10	21	40	25	±2	3.7	±0.1			
Air Force	98	±1	4	11	21	39	25	±2	3.7	±0.1			
DoD Agencies and Activities	98	±1	5	10	21	36	28	±2	3.7	±0.1			
PAY PLAN/GRADE													
White Collar Total	98	±1	4	11	21	38	26	±1	3.7	±0.1			
GS 1 to 4	96	±2	7	9	24	32	27	±4	3.6	±0.2			
GS 5 to 8	97	±1	4	8	19	39	29	±2	3.8	±0.1			
GS 9 to 12	99	±1	4	11	21	38	26	±2	3.7	±0.1			
GS/GM 13 to 15	99	±1	4	13	21	39	24	±2	3.6	±0.1			
SES	99	±1	18	26	23	26	8	±9	2.8	±0.3			
Blue Collar Total	98	±1	4	9	21	40	26	±2	3.8	±0.1			
WG 1 to 5	96	±2	4	7	21	40	27	±6	3.8	±0.2			
WG 6 to 9	97	±2	4	6	18	43	30	±4	3.9	±0.1			
WG 10 to 15	98	±1	4	9	22	41	24	±3	3.7	±0.1			
WS/WL 1 to 19	98	±1	4	12	23	36	25	±4	3.6	±0.1			
OCCUPATIONAL GROUPS													
Professional	98	±1	5	13	21	40	22	±2	3.6	±0.1			
Administrative	99	±1	4	11	20	37	27	±2	3.7	±0.1			
Technical	98	±1	4	9	22	38	26	±2	3.7	±0.1			
Clerical	97	±2	5	8	20	36	30	±3	3.8	±0.1			
Other White Collar	98	±2	4	9	18	38	31	±4	3.8	±0.1			
Blue Collar	98	±1	4	9	21	40	26	±2	3.7	±0.1			
Scientists	97	±2	5	11	21	40	23	±3	3.6	±0.1			
Engineers	99	±1	4	12	23	41	19	±2	3.6	±0.1			
SUPERVISOR/MANAGER													
Supervisor	98	±1	5	13	21	36	25	±2	3.6	±0.1			
Manager	98	±1	6	14	22	34	25	±3	3.6	±0.1			
Wage Leader	99	±1	4	12	20	40	24	±5	3.7	±0.2			
Wage Supervisor	98	±2	5	13	22	37	23	±4	3.6	±0.1			
All Others	98	±1	4	10	21	39	26	±1	3.7	±0.1			
SCHEDULE/LOCATION													
Full-Time	98	±1	4	10	21	39	26	±1	3.7	±0.1			
Other Than Full-Time	94	±4	9	10	27	31	22	±7	3.5	±0.2			
CONUS	98	±1	4	10	21	39	26	±1	3.7	±0.1			
OCONUS	97	±2	6	13	21	34	26	±3	3.6	±0.1			
TYPE OF APPOINTMENT													
Permanent	98	±1	4	10	21	39	26	±1	3.7	±0.1			
Non-Permanent	95	±2	8	10	24	33	23	±5	3.5	±0.2			
BARGAINING UNIT													
Not in Bargaining Unit	98	±1	5	12	21	38	25	±1	3.7	±0.1			
In Bargaining Unit	98	±1	4	9	21	39	27	±1	3.8	±0.1			

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
d. I am afraid of what might happen if I quit my organization without having another job lined up

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	4	10	21	39	25	±1	3.7	±0.1	
Disability	98	±1	5	10	20	36	30	±2	3.8	±0.1	
Targeted Disability	97	±2	5	10	19	35	30	±3	3.7	±0.1	
Other Disability	98	±1	4	10	21	36	30	±2	3.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	4	9	21	39	27	±1	3.8	±0.1	
Veteran	98	±1	5	12	22	37	24	±1	3.6	±0.1	
10 Point 30%	98	±1	6	12	19	38	25	±3	3.6	±0.1	
10 Point Non-30%	98	±1	5	12	23	34	26	±3	3.6	±0.1	
5 Point	98	±1	5	12	22	37	24	±2	3.6	±0.1	
No Preference	98	±1	5	11	19	40	25	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	4	11	23	37	24	±2	3.7	±0.1	
FERS	98	±1	4	10	20	39	27	±1	3.8	±0.1	
Other Plan	94	±3	8	12	26	33	20	±6	3.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	4	9	20	39	28	±1	3.8	±0.1	
Optional Eligible	98	±1	5	13	24	37	22	±2	3.6	±0.1	
Discontinued Service	98	±1	4	9	21	38	28	±2	3.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	5	12	21	37	25	±2	3.6	±0.1	
5 to 10 Years	98	±1	5	10	19	38	27	±3	3.7	±0.1	
11 to 20 Years	98	±1	4	8	19	41	28	±2	3.8	±0.1	
21 to 30 Years	99	±1	4	9	21	39	27	±2	3.8	±0.1	
More Than 30 Years	99	±1	6	18	27	33	16	±2	3.4	±0.1	
AGE											
30 Years Old or Less	96	±2	6	11	20	39	25	±3	3.7	±0.1	
31 to 40 Years Old	97	±1	4	9	19	39	29	±2	3.8	±0.1	
41 to 50 Years Old	98	±1	4	8	20	39	29	±2	3.8	±0.1	
51 to 60 Years Old	99	±1	5	11	23	38	23	±2	3.6	±0.1	
More Than 60 Years Old	98	±1	7	20	26	33	14	±3	3.3	±0.1	
GENDER											
Male	98	±1	4	11	22	39	24	±1	3.7	±0.1	
Female	98	±1	4	9	20	37	29	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	4	10	20	39	27	±1	3.8	±0.1	
Total Minority	97	±1	6	11	23	37	23	±2	3.6	±0.1	
Non-Hispanic Black	96	±1	6	12	23	37	22	±2	3.6	±0.1	
Hispanic	98	±1	6	11	22	36	24	±3	3.6	±0.1	
Non-Hispanic API	96	±2	3	9	24	43	22	±3	3.7	±0.1	
EDUCATION											
No College	97	±1	3	8	21	41	26	±2	3.8	±0.1	
Some College	98	±1	4	9	21	37	28	±1	3.7	±0.1	
4-Year Degree	98	±1	4	11	20	39	25	±2	3.7	±0.1	
Graduate/Professional Degree	98	±1	5	14	20	39	22	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**e. Too much of my life would be interrupted if I decided to leave my organization now**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	5	14	24	37	19	±1	3.5	±0.1		
Army	97	±1	6	14	24	37	19	±2	3.5	±0.1		
Navy	98	±1	5	14	24	38	20	±2	3.5	±0.1		
Air Force	98	±1	5	15	26	35	18	±2	3.5	±0.1		
DoD Agencies and Activities	97	±1	5	14	22	36	22	±2	3.6	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	5	15	24	36	19	±1	3.5	±0.1		
GS 1 to 4	96	±2	8	15	26	33	18	±4	3.4	±0.1		
GS 5 to 8	97	±1	5	12	24	37	22	±2	3.6	±0.1		
GS 9 to 12	98	±1	5	15	24	36	20	±2	3.5	±0.1		
GS/GM 13 to 15	99	±1	5	20	24	36	15	±2	3.4	±0.1		
SES	98	±1	15	25	25	30	6	±9	2.9	±0.3		
Blue Collar Total	97	±1	4	11	24	39	22	±2	3.6	±0.1		
WG 1 to 5	95	±3	5	10	24	40	22	±6	3.6	±0.2		
WG 6 to 9	97	±2	4	9	21	40	25	±4	3.7	±0.1		
WG 10 to 15	98	±1	4	11	25	40	20	±3	3.6	±0.1		
WS/WL 1 to 19	98	±1	4	14	24	36	21	±4	3.6	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	6	18	23	37	16	±2	3.4	±0.1		
Administrative	98	±1	5	16	25	34	20	±2	3.5	±0.1		
Technical	97	±1	5	13	26	37	20	±2	3.5	±0.1		
Clerical	96	±2	6	13	25	35	21	±3	3.5	±0.1		
Other White Collar	97	±2	5	11	20	38	26	±4	3.7	±0.1		
Blue Collar	97	±1	4	11	24	40	22	±2	3.6	±0.1		
Scientists	97	±2	5	16	25	38	16	±3	3.4	±0.1		
Engineers	98	±1	5	17	26	38	13	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	6	18	24	33	19	±2	3.4	±0.1		
Manager	98	±1	6	18	23	33	19	±3	3.4	±0.1		
Wage Leader	98	±2	4	13	23	41	19	±5	3.6	±0.1		
Wage Supervisor	98	±2	5	12	26	37	20	±4	3.5	±0.1		
All Others	98	±1	5	14	24	37	20	±1	3.5	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	5	14	24	37	20	±1	3.5	±0.1		
Other Than Full-Time	94	±4	11	15	30	30	14	±6	3.2	±0.2		
CONUS	98	±1	5	14	24	37	19	±1	3.5	±0.1		
OCONUS	96	±2	7	15	21	36	21	±3	3.5	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	5	14	24	37	20	±1	3.5	±0.1		
Non-Permanent	95	±2	9	15	26	32	18	±4	3.4	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	5	16	25	36	18	±1	3.4	±0.1		
In Bargaining Unit	97	±1	5	12	24	38	22	±1	3.6	±0.1		

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
e. Too much of my life would be interrupted if I decided to leave my organization now

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	5	15	24	37	19	±1	3.5	±0.1	
Disability	98	±1	6	13	24	34	24	±2	3.6	±0.1	
Targeted Disability	97	±2	7	12	23	34	24	±3	3.6	±0.1	
Other Disability	98	±1	5	13	24	34	24	±2	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	5	14	24	37	20	±1	3.5	±0.1	
Veteran	98	±1	6	15	24	36	19	±1	3.5	±0.1	
10 Point 30%	98	±1	8	16	21	35	21	±3	3.5	±0.1	
10 Point Non-30%	98	±1	6	14	25	34	21	±3	3.5	±0.1	
5 Point	98	±1	5	15	25	36	19	±2	3.5	±0.1	
No Preference	98	±1	5	14	23	39	19	±3	3.5	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	5	15	25	36	19	±2	3.5	±0.1	
FERS	97	±1	5	14	23	37	20	±1	3.5	±0.1	
Other Plan	93	±3	8	18	29	31	13	±6	3.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	5	13	24	38	20	±1	3.5	±0.1	
Optional Eligible	98	±1	6	17	25	34	18	±2	3.4	±0.1	
Discontinued Service	98	±1	5	13	24	38	21	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	6	16	25	34	18	±2	3.4	±0.1	
5 to 10 Years	97	±1	6	14	23	36	21	±3	3.5	±0.1	
11 to 20 Years	98	±1	5	13	23	39	21	±2	3.6	±0.1	
21 to 30 Years	98	±1	5	13	24	38	21	±2	3.6	±0.1	
More Than 30 Years	98	±1	6	20	28	32	14	±2	3.3	±0.1	
AGE											
30 Years Old or Less	96	±2	7	17	25	35	16	±3	3.4	±0.1	
31 to 40 Years Old	97	±1	6	14	24	36	20	±2	3.5	±0.1	
41 to 50 Years Old	98	±1	5	13	23	38	22	±2	3.6	±0.1	
51 to 60 Years Old	98	±1	5	15	25	37	19	±2	3.5	±0.1	
More Than 60 Years Old	98	±1	6	21	26	32	14	±3	3.3	±0.1	
GENDER											
Male	98	±1	5	14	24	38	19	±1	3.5	±0.1	
Female	97	±1	6	14	24	34	21	±2	3.5	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	5	14	23	38	20	±1	3.5	±0.1	
Total Minority	96	±1	6	15	26	34	18	±2	3.4	±0.1	
Non-Hispanic Black	96	±1	7	18	27	32	16	±2	3.3	±0.1	
Hispanic	98	±1	7	12	26	34	20	±3	3.5	±0.1	
Non-Hispanic API	95	±2	3	12	26	41	18	±3	3.6	±0.1	
EDUCATION											
No College	97	±1	4	11	24	40	22	±2	3.6	±0.1	
Some College	98	±1	5	13	24	36	21	±1	3.6	±0.1	
4-Year Degree	98	±1	6	17	24	36	17	±2	3.4	±0.1	
Graduate/Professional Degree	98	±1	7	19	23	36	15	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**f. I feel a strong sense of belonging to my organization**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	7	14	28	39	11	±1	3.3	±0.1	
Army	98	±1	7	14	27	40	12	±2	3.4	±0.1	
Navy	98	±1	7	14	29	39	11	±2	3.3	±0.1	
Air Force	99	±1	6	15	28	39	12	±2	3.3	±0.1	
DoD Agencies and Activities	98	±1	8	15	27	39	11	±2	3.3	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	7	15	27	40	12	±1	3.3	±0.1	
GS 1 to 4	97	±2	11	14	25	40	10	±5	3.3	±0.1	
GS 5 to 8	97	±1	8	14	29	37	12	±2	3.3	±0.1	
GS 9 to 12	99	±1	6	16	28	38	11	±2	3.3	±0.1	
GS/GM 13 to 15	99	±1	5	14	25	43	13	±2	3.4	±0.1	
SES	99	±1	2	7	12	52	26	±8	3.9	±0.1	
Blue Collar Total	98	±1	7	14	29	39	11	±2	3.3	±0.1	
WG 1 to 5	97	±2	10	12	29	40	9	±6	3.3	±0.2	
WG 6 to 9	97	±2	8	13	28	39	12	±4	3.3	±0.1	
WG 10 to 15	98	±1	8	16	31	36	8	±3	3.2	±0.1	
WS/WL 1 to 19	98	±1	4	12	27	43	15	±4	3.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	6	16	27	41	10	±2	3.3	±0.1	
Administrative	99	±1	7	15	26	40	13	±2	3.4	±0.1	
Technical	98	±1	7	14	29	39	11	±2	3.3	±0.1	
Clerical	97	±2	8	14	27	38	13	±3	3.3	±0.1	
Other White Collar	98	±2	10	14	27	36	12	±4	3.3	±0.1	
Blue Collar	98	±1	7	14	29	39	11	±2	3.3	±0.1	
Scientists	98	±2	6	14	29	40	11	±3	3.4	±0.1	
Engineers	99	±1	5	14	30	42	9	±2	3.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	5	12	26	43	14	±2	3.5	±0.1	
Manager	99	±1	5	10	20	45	19	±3	3.6	±0.1	
Wage Leader	99	±1	6	14	26	44	10	±5	3.4	±0.2	
Wage Supervisor	98	±2	4	11	25	45	15	±4	3.6	±0.1	
All Others	98	±1	7	15	29	38	10	±1	3.3	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	7	14	28	39	12	±1	3.3	±0.1	
Other Than Full-Time	94	±3	9	14	28	42	7	±7	3.2	±0.2	
CONUS	98	±1	7	15	28	39	11	±1	3.3	±0.1	
OCONUS	96	±2	8	13	25	41	13	±3	3.4	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	7	15	28	39	11	±1	3.3	±0.1	
Non-Permanent	95	±2	8	10	27	43	13	±5	3.4	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	6	14	26	41	12	±1	3.4	±0.1	
In Bargaining Unit	98	±1	8	15	29	38	11	±1	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
f. I feel a strong sense of belonging to my organization

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	6	14	28	40	11	±1	3.4	±0.1	
Disability	98	±1	9	16	27	37	11	±2	3.3	±0.1	
Targeted Disability	98	±1	11	15	27	37	12	±3	3.2	±0.1	
Other Disability	98	±1	8	16	27	36	11	±2	3.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	7	15	27	40	11	±1	3.3	±0.1	
Veteran	98	±1	7	14	28	38	12	±1	3.3	±0.1	
10 Point 30%	98	±1	9	14	25	38	13	±3	3.3	±0.1	
10 Point Non-30%	98	±1	8	12	27	40	13	±3	3.4	±0.1	
5 Point	98	±1	7	15	29	37	11	±2	3.3	±0.1	
No Preference	98	±1	5	12	25	43	14	±3	3.5	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	7	16	27	39	11	±2	3.3	±0.1	
FERS	98	±1	7	14	28	40	12	±1	3.4	±0.1	
Other Plan	94	±3	9	14	28	40	9	±6	3.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	7	14	28	40	11	±1	3.3	±0.1	
Optional Eligible	98	±1	6	14	28	40	12	±2	3.4	±0.1	
Discontinued Service	98	±1	8	17	27	37	12	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	6	13	27	42	11	±2	3.4	±0.1	
5 to 10 Years	98	±1	7	13	29	39	12	±3	3.4	±0.1	
11 to 20 Years	98	±1	7	14	28	40	11	±2	3.3	±0.1	
21 to 30 Years	99	±1	7	16	28	38	11	±2	3.3	±0.1	
More Than 30 Years	99	±1	6	14	27	39	13	±2	3.4	±0.1	
AGE											
30 Years Old or Less	96	±2	7	15	30	39	10	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	7	14	28	40	11	±2	3.3	±0.1	
41 to 50 Years Old	98	±1	7	15	28	39	11	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	7	15	27	39	12	±2	3.3	±0.1	
More Than 60 Years Old	98	±1	4	12	26	43	16	±3	3.5	±0.1	
GENDER											
Male	98	±1	7	14	28	40	11	±1	3.4	±0.1	
Female	98	±1	8	15	27	38	12	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	99	±1	7	15	27	40	12	±1	3.4	±0.1	
Total Minority	97	±1	8	13	29	40	11	±2	3.3	±0.1	
Non-Hispanic Black	96	±1	8	15	29	38	9	±2	3.2	±0.1	
Hispanic	98	±1	8	12	28	39	12	±3	3.4	±0.1	
Non-Hispanic API	96	±2	4	9	29	46	11	±3	3.5	±0.1	
EDUCATION											
No College	98	±1	6	13	28	41	12	±2	3.4	±0.1	
Some College	98	±1	7	14	28	39	12	±1	3.3	±0.1	
4-Year Degree	98	±1	7	16	28	39	10	±2	3.3	±0.1	
Graduate/Professional Degree	98	±1	7	15	25	40	12	±2	3.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**g. I feel "emotionally attached" to my organization**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	9	19	34	30	9	±1	3.1	±0.1	
Army	98	±1	8	19	33	31	9	±2	3.1	±0.1	
Navy	98	±1	9	20	35	29	8	±2	3.1	±0.1	
Air Force	98	±1	8	20	33	30	9	±2	3.1	±0.1	
DoD Agencies and Activities	97	±1	11	20	34	28	8	±2	3.0	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	9	20	33	30	9	±1	3.1	±0.1	
GS 1 to 4	96	±2	12	19	32	30	8	±5	3.0	±0.1	
GS 5 to 8	97	±1	10	20	33	29	9	±2	3.1	±0.1	
GS 9 to 12	99	±1	8	21	34	29	8	±1	3.1	±0.1	
GS/GM 13 to 15	99	±1	7	20	32	32	10	±2	3.2	±0.1	
SES	99	±1	3	17	19	38	23	±9	3.6	±0.2	
Blue Collar Total	97	±1	10	18	34	29	8	±2	3.1	±0.1	
WG 1 to 5	95	±3	13	17	35	27	7	±6	3.0	±0.2	
WG 6 to 9	97	±2	10	18	35	28	8	±3	3.1	±0.1	
WG 10 to 15	98	±1	11	21	34	28	6	±3	3.0	±0.1	
WS/WL 1 to 19	98	±1	5	15	33	34	13	±4	3.3	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	8	20	33	30	7	±2	3.1	±0.1	
Administrative	98	±1	8	19	33	29	10	±2	3.1	±0.1	
Technical	98	±1	8	20	33	30	8	±2	3.1	±0.1	
Clerical	96	±2	10	21	32	28	10	±3	3.1	±0.1	
Other White Collar	98	±2	12	18	32	28	10	±4	3.1	±0.1	
Blue Collar	97	±1	10	18	35	30	8	±2	3.1	±0.1	
Scientists	97	±2	8	21	32	31	8	±3	3.1	±0.1	
Engineers	99	±1	7	20	37	30	6	±2	3.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	6	18	32	33	11	±2	3.2	±0.1	
Manager	98	±1	6	14	28	35	16	±3	3.4	±0.1	
Wage Leader	99	±2	8	18	30	35	9	±5	3.2	±0.2	
Wage Supervisor	98	±2	6	14	32	37	12	±4	3.3	±0.1	
All Others	98	±1	10	20	34	28	7	±1	3.0	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	9	20	33	30	9	±1	3.1	±0.1	
Other Than Full-Time	93	±4	12	17	36	28	7	±7	3.0	±0.2	
CONUS	98	±1	9	20	34	30	8	±1	3.1	±0.1	
OCONUS	96	±2	9	18	33	30	10	±3	3.1	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	9	20	33	30	8	±1	3.1	±0.1	
Non-Permanent	95	±3	11	14	37	28	10	±5	3.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	8	19	33	30	9	±1	3.1	±0.1	
In Bargaining Unit	97	±1	9	20	34	29	8	±1	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
g. I feel "emotionally attached" to my organization

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	8	19	34	30	9	±1	3.1	±0.1	
Disability	98	±1	11	20	33	29	9	±2	3.0	±0.1	
Targeted Disability	97	±1	12	19	33	27	9	±3	3.0	±0.1	
Other Disability	98	±1	10	20	32	29	8	±2	3.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	8	19	33	30	8	±1	3.1	±0.1	
Veteran	98	±1	9	19	34	29	9	±1	3.1	±0.1	
10 Point 30%	98	±1	11	19	31	30	9	±3	3.1	±0.1	
10 Point Non-30%	98	±1	9	17	34	31	9	±3	3.1	±0.1	
5 Point	98	±1	9	21	35	27	8	±2	3.1	±0.1	
No Preference	98	±1	8	16	31	34	11	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	9	20	33	29	8	±2	3.1	±0.1	
FERS	98	±1	9	19	34	30	9	±1	3.1	±0.1	
Other Plan	94	±3	11	17	36	29	7	±6	3.0	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	9	19	33	30	8	±1	3.1	±0.1	
Optional Eligible	98	±1	8	19	34	30	9	±2	3.1	±0.1	
Discontinued Service	98	±1	9	22	33	28	8	±2	3.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	9	19	35	29	8	±2	3.1	±0.1	
5 to 10 Years	97	±1	9	18	35	29	9	±3	3.1	±0.1	
11 to 20 Years	98	±1	8	20	33	30	8	±2	3.1	±0.1	
21 to 30 Years	98	±1	9	20	33	29	8	±2	3.1	±0.1	
More Than 30 Years	98	±1	9	18	33	31	9	±2	3.1	±0.1	
AGE											
30 Years Old or Less	96	±2	10	21	35	28	6	±3	3.0	±0.1	
31 to 40 Years Old	97	±1	9	20	33	30	8	±2	3.1	±0.1	
41 to 50 Years Old	98	±1	9	20	34	29	9	±2	3.1	±0.1	
51 to 60 Years Old	99	±1	9	19	34	30	9	±2	3.1	±0.1	
More Than 60 Years Old	98	±1	6	17	33	34	11	±3	3.3	±0.1	
GENDER											
Male	98	±1	9	19	34	30	8	±1	3.1	±0.1	
Female	97	±1	9	20	32	29	9	±2	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	8	20	33	30	9	±1	3.1	±0.1	
Total Minority	97	±1	10	19	35	29	7	±2	3.1	±0.1	
Non-Hispanic Black	96	±1	11	22	35	26	6	±2	3.0	±0.1	
Hispanic	98	±1	10	17	35	30	9	±3	3.1	±0.1	
Non-Hispanic API	95	±2	6	13	38	36	7	±3	3.3	±0.1	
EDUCATION											
No College	97	±1	8	17	35	32	9	±2	3.2	±0.1	
Some College	98	±1	9	19	34	29	9	±1	3.1	±0.1	
4-Year Degree	98	±1	9	21	34	28	8	±2	3.0	±0.1	
Graduate/Professional Degree	98	±1	9	21	30	31	9	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?**h. One of the problems of leaving my organization would be the lack of available alternatives**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

			Percent Responding		Percentages					Max ME	Average Agreement	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	6	16	28	36	15	±1	3.4	±0.1		
Army	97	±1	6	16	28	36	14	±2	3.4	±0.1		
Navy	98	±1	5	16	27	37	15	±2	3.4	±0.1		
Air Force	98	±1	5	16	29	35	14	±2	3.4	±0.1		
DoD Agencies and Activities	97	±1	6	16	27	36	15	±2	3.4	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	6	17	27	35	14	±1	3.3	±0.1		
GS 1 to 4	96	±2	7	12	32	34	15	±5	3.4	±0.1		
GS 5 to 8	97	±1	5	12	27	38	18	±2	3.5	±0.1		
GS 9 to 12	98	±1	6	17	28	36	14	±2	3.4	±0.1		
GS/GM 13 to 15	98	±1	7	24	26	32	11	±2	3.2	±0.1		
SES	99	±1	26	34	20	16	4	±9	2.4	±0.3		
Blue Collar Total	97	±1	5	12	29	39	16	±2	3.5	±0.1		
WG 1 to 5	95	±3	5	12	26	40	18	±6	3.5	±0.2		
WG 6 to 9	97	±2	4	9	27	42	18	±4	3.6	±0.1		
WG 10 to 15	97	±1	5	12	29	39	16	±3	3.5	±0.1		
WS/WL 1 to 19	98	±1	4	14	31	37	14	±4	3.4	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	7	22	27	33	10	±2	3.2	±0.1		
Administrative	98	±1	6	17	27	35	15	±2	3.4	±0.1		
Technical	97	±1	6	12	28	38	16	±2	3.5	±0.1		
Clerical	96	±2	5	12	28	38	17	±3	3.5	±0.1		
Other White Collar	97	±2	6	15	27	35	16	±4	3.4	±0.1		
Blue Collar	97	±1	5	12	29	39	16	±2	3.5	±0.1		
Scientists	97	±2	8	22	25	32	13	±3	3.2	±0.1		
Engineers	98	±1	6	21	29	35	9	±2	3.2	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	7	20	27	33	13	±2	3.3	±0.1		
Manager	98	±1	8	23	27	30	13	±3	3.2	±0.1		
Wage Leader	99	±2	4	16	29	38	13	±5	3.4	±0.2		
Wage Supervisor	98	±2	5	16	30	36	13	±4	3.4	±0.1		
All Others	98	±1	5	15	28	37	15	±1	3.4	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	6	16	28	36	15	±1	3.4	±0.1		
Other Than Full-Time	94	±3	8	13	31	36	12	±7	3.3	±0.2		
CONUS	98	±1	5	16	28	36	14	±1	3.4	±0.1		
OCONUS	96	±2	8	16	26	34	16	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	6	16	28	36	15	±1	3.4	±0.1		
Non-Permanent	95	±2	8	15	29	34	14	±5	3.3	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	6	18	27	35	14	±1	3.3	±0.1		
In Bargaining Unit	97	±1	5	14	28	38	16	±1	3.5	±0.1		

Note. Percent responding are Civilian employees who answered the question.

70. How much do you agree or disagree with the following statements about working for your organization?
h. One of the problems of leaving my organization would be the lack of available alternatives

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	6	16	28	36	14	±1	3.4	±0.1	
Disability	98	±1	6	14	26	36	18	±2	3.5	±0.1	
Targeted Disability	97	±1	6	14	25	36	19	±3	3.5	±0.1	
Other Disability	98	±1	5	14	26	36	18	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	6	16	28	37	15	±1	3.4	±0.1	
Veteran	98	±1	6	16	28	35	15	±1	3.4	±0.1	
10 Point 30%	98	±1	7	16	26	36	16	±3	3.4	±0.1	
10 Point Non-30%	97	±1	6	15	27	35	16	±3	3.4	±0.1	
5 Point	98	±1	6	17	28	35	14	±2	3.4	±0.1	
No Preference	97	±1	6	16	29	35	14	±3	3.3	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	5	16	28	36	14	±2	3.4	±0.1	
FERS	97	±1	6	16	27	36	15	±1	3.4	±0.1	
Other Plan	94	±3	8	15	31	33	13	±6	3.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	6	16	27	36	15	±1	3.4	±0.1	
Optional Eligible	98	±1	6	17	29	35	13	±2	3.3	±0.1	
Discontinued Service	98	±1	5	14	27	38	16	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	7	18	30	32	13	±2	3.3	±0.1	
5 to 10 Years	97	±1	7	18	27	34	15	±3	3.3	±0.1	
11 to 20 Years	98	±1	5	14	27	38	16	±2	3.4	±0.1	
21 to 30 Years	98	±1	5	15	26	38	15	±2	3.4	±0.1	
More Than 30 Years	98	±1	7	19	30	33	11	±2	3.2	±0.1	
AGE											
30 Years Old or Less	95	±2	7	19	33	30	11	±3	3.2	±0.1	
31 to 40 Years Old	97	±1	6	17	28	35	14	±2	3.3	±0.1	
41 to 50 Years Old	98	±1	5	15	26	37	16	±2	3.4	±0.1	
51 to 60 Years Old	98	±1	5	15	27	37	14	±2	3.4	±0.1	
More Than 60 Years Old	98	±1	7	19	29	34	11	±3	3.2	±0.1	
GENDER											
Male	98	±1	6	16	28	37	13	±1	3.4	±0.1	
Female	97	±1	6	15	27	35	17	±2	3.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	6	16	26	37	15	±1	3.4	±0.1	
Total Minority	97	±1	6	15	31	34	13	±2	3.3	±0.1	
Non-Hispanic Black	96	±1	7	17	31	33	12	±2	3.3	±0.1	
Hispanic	98	±1	7	14	32	34	13	±3	3.3	±0.1	
Non-Hispanic API	95	±2	3	12	32	40	13	±3	3.5	±0.1	
EDUCATION											
No College	97	±1	4	10	31	39	16	±2	3.5	±0.1	
Some College	98	±1	5	14	28	37	16	±1	3.5	±0.1	
4-Year Degree	98	±1	7	19	28	34	13	±2	3.3	±0.1	
Graduate/Professional Degree	98	±1	9	23	24	33	11	±2	3.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

			Percent Responding		Percentages					Max ME	Average Likelihood	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	16	23	23	25	14	±1	3.0	±0.1		
Army	98	±1	16	23	22	24	15	±2	3.0	±0.1		
Navy	98	±1	16	24	25	23	13	±2	2.9	±0.1		
Air Force	99	±1	14	21	22	26	17	±2	3.1	±0.1		
DoD Agencies and Activities	97	±1	17	23	23	25	12	±2	2.9	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	16	22	23	25	14	±1	3.0	±0.1		
GS 1 to 4	96	±2	12	15	26	29	19	±4	3.3	±0.2		
GS 5 to 8	97	±1	14	19	22	27	18	±2	3.2	±0.1		
GS 9 to 12	99	±1	16	23	23	25	13	±1	3.0	±0.1		
GS/GM 13 to 15	99	±1	17	24	22	24	13	±2	2.9	±0.1		
SES	99	±1	24	22	16	26	12	±9	2.8	±0.3		
Blue Collar Total	97	±1	16	24	24	23	13	±2	2.9	±0.1		
WG 1 to 5	95	±3	12	19	23	30	18	±6	3.2	±0.2		
WG 6 to 9	97	±2	16	22	22	24	16	±3	3.0	±0.1		
WG 10 to 15	98	±1	15	24	26	23	12	±3	2.9	±0.1		
WS/WL 1 to 19	98	±1	21	27	22	21	9	±3	2.7	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	14	25	25	24	12	±2	2.9	±0.1		
Administrative	99	±1	17	22	21	25	15	±2	3.0	±0.1		
Technical	98	±1	15	22	23	26	14	±2	3.0	±0.1		
Clerical	97	±2	14	17	21	27	21	±3	3.2	±0.1		
Other White Collar	97	±2	19	21	26	22	12	±4	2.9	±0.2		
Blue Collar	97	±1	16	24	23	23	13	±2	2.9	±0.1		
Scientists	97	±2	18	27	29	19	6	±3	2.7	±0.1		
Engineers	99	±1	13	26	27	24	10	±2	2.9	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	19	23	21	23	15	±2	2.9	±0.1		
Manager	98	±1	20	24	18	23	15	±3	2.9	±0.1		
Wage Leader	99	±2	18	28	21	21	11	±5	2.8	±0.2		
Wage Supervisor	98	±2	19	25	25	22	9	±4	2.8	±0.1		
All Others	98	±1	15	22	24	25	14	±1	3.0	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	16	23	23	24	14	±1	3.0	±0.1		
Other Than Full-Time	94	±3	10	18	31	27	15	±6	3.2	±0.2		
CONUS	98	±1	16	23	23	24	13	±1	3.0	±0.1		
OCONUS	96	±2	13	17	22	26	23	±3	3.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	16	23	23	24	14	±1	3.0	±0.1		
Non-Permanent	95	±3	8	14	30	31	18	±5	3.4	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	16	23	23	25	14	±1	3.0	±0.1		
In Bargaining Unit	98	±1	16	23	23	24	14	±1	3.0	±0.1		

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	16	23	23	25	14	±1	3.0	±0.1	
Disability	98	±1	17	22	22	24	16	±2	3.0	±0.1	
Targeted Disability	98	±2	16	22	23	24	15	±3	3.0	±0.1	
Other Disability	98	±1	17	22	21	24	16	±2	3.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	16	23	23	25	13	±1	3.0	±0.1	
Veteran	98	±1	16	23	22	24	15	±1	3.0	±0.1	
10 Point 30%	98	±1	15	19	21	25	20	±3	3.2	±0.1	
10 Point Non-30%	97	±2	16	21	23	23	17	±3	3.0	±0.1	
5 Point	98	±1	17	24	22	23	14	±2	2.9	±0.1	
No Preference	98	±1	12	23	24	28	13	±3	3.1	±0.1	
RETIREMENT PLAN											
CSRS	99	±1	24	28	20	18	9	±1	2.6	±0.1	
FERS	98	±1	11	20	24	28	17	±1	3.2	±0.1	
Other Plan	94	±3	11	17	30	26	16	±6	3.2	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	98	±1	11	20	24	28	16	±1	3.2	±0.1	
Optional Eligible	98	±1	22	25	22	20	11	±1	2.7	±0.1	
Discontinued Service	98	±1	20	26	21	20	13	±2	2.8	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	97	±1	7	15	28	32	18	±2	3.4	±0.1	
5 to 10 Years	98	±1	8	16	24	31	21	±3	3.4	±0.1	
11 to 20 Years	98	±1	12	21	23	27	16	±2	3.1	±0.1	
21 to 30 Years	98	±1	19	27	21	22	11	±1	2.8	±0.1	
More Than 30 Years	98	±1	33	32	18	11	5	±2	2.2	±0.1	
AGE											
30 Years Old or Less	96	±2	6	16	29	32	18	±3	3.4	±0.1	
31 to 40 Years Old	97	±1	7	14	24	33	21	±2	3.5	±0.1	
41 to 50 Years Old	98	±1	11	20	24	29	16	±1	3.2	±0.1	
51 to 60 Years Old	99	±1	25	29	21	17	9	±2	2.6	±0.1	
More Than 60 Years Old	98	±1	36	34	18	8	5	±3	2.1	±0.1	
GENDER											
Male	98	±1	16	24	24	23	12	±1	2.9	±0.1	
Female	98	±1	16	20	21	26	17	±2	3.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	18	25	23	23	12	±1	2.9	±0.1	
Total Minority	97	±1	12	18	22	28	20	±2	3.3	±0.1	
Non-Hispanic Black	97	±1	10	17	19	29	24	±2	3.4	±0.1	
Hispanic	98	±1	14	17	23	28	18	±3	3.2	±0.1	
Non-Hispanic API	95	±2	9	20	30	28	14	±3	3.2	±0.1	
EDUCATION											
No College	97	±1	21	27	23	20	10	±2	2.7	±0.1	
Some College	98	±1	16	22	23	25	15	±1	3.0	±0.1	
4-Year Degree	98	±1	13	21	24	27	15	±2	3.1	±0.1	
Graduate/Professional Degree	98	±1	14	23	22	25	15	±2	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	19	29	25	19	8	±1	2.7	±0.1	
Army	98	±1	19	28	25	20	8	±2	2.7	±0.1	
Navy	98	±1	20	30	25	18	7	±2	2.6	±0.1	
Air Force	98	±1	20	29	25	19	8	±2	2.7	±0.1	
DoD Agencies and Activities	97	±1	19	27	26	21	8	±2	2.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	19	28	25	20	8	±1	2.7	±0.1	
GS 1 to 4	95	±2	15	20	30	25	11	±5	3.0	±0.2	
GS 5 to 8	97	±1	18	25	24	22	10	±2	2.8	±0.1	
GS 9 to 12	98	±1	20	28	25	19	8	±1	2.7	±0.1	
GS/GM 13 to 15	99	±1	21	32	23	18	6	±2	2.6	±0.1	
SES	99	±1	29	30	22	13	NR	±8	2.4	±0.3	
Blue Collar Total	97	±1	19	30	26	18	7	±2	2.6	±0.1	
WG 1 to 5	96	±3	13	24	26	26	10	±6	3.0	±0.2	
WG 6 to 9	97	±2	19	30	23	20	9	±3	2.7	±0.1	
WG 10 to 15	98	±1	19	29	28	16	7	±3	2.6	±0.1	
WS/WL 1 to 19	98	±1	24	32	25	14	5	±3	2.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	17	31	27	19	6	±2	2.7	±0.1	
Administrative	98	±1	22	28	23	19	8	±2	2.6	±0.1	
Technical	97	±1	18	27	25	21	9	±2	2.7	±0.1	
Clerical	97	±2	19	23	25	22	12	±3	2.8	±0.1	
Other White Collar	97	±2	21	26	27	19	8	±4	2.7	±0.1	
Blue Collar	97	±1	19	30	26	18	7	±2	2.6	±0.1	
Scientists	97	±2	16	29	30	19	6	±3	2.7	±0.1	
Engineers	99	±1	17	34	29	17	4	±2	2.6	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	21	29	23	19	8	±2	2.6	±0.1	
Manager	98	±1	23	32	19	18	8	±3	2.6	±0.1	
Wage Leader	98	±2	22	33	22	18	6	±5	2.5	±0.2	
Wage Supervisor	98	±2	21	31	27	15	6	±4	2.6	±0.1	
All Others	98	±1	19	28	26	20	8	±1	2.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	20	29	25	19	8	±1	2.7	±0.1	
Other Than Full-Time	94	±4	11	21	33	26	9	±7	3.0	±0.2	
CONUS	98	±1	20	29	25	19	8	±1	2.7	±0.1	
OCONUS	96	±2	16	24	26	23	11	±3	2.9	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	20	29	25	19	8	±1	2.7	±0.1	
Non-Permanent	95	±3	10	20	34	26	11	±5	3.1	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	19	29	25	19	8	±1	2.7	±0.1	
In Bargaining Unit	97	±1	19	28	26	19	8	±1	2.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	19	29	25	19	8	±1	2.7	±0.1	
Disability	98	±1	20	27	24	20	9	±2	2.7	±0.1	
Targeted Disability	98	±1	18	27	26	19	9	±3	2.7	±0.1	
Other Disability	98	±1	20	27	23	20	9	±2	2.7	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	20	29	25	19	7	±1	2.7	±0.1	
Veteran	98	±1	19	28	25	19	8	±1	2.7	±0.1	
10 Point 30%	98	±1	18	27	24	21	11	±3	2.8	±0.1	
10 Point Non-30%	97	±1	18	26	26	20	9	±3	2.8	±0.1	
5 Point	98	±1	20	29	25	18	8	±2	2.6	±0.1	
No Preference	98	±1	15	28	27	22	8	±3	2.8	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	29	33	20	13	5	±2	2.3	±0.1	
FERS	98	±1	14	26	27	23	9	±1	2.9	±0.1	
Other Plan	94	±3	12	21	32	24	11	±6	3.0	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	14	27	27	22	9	±1	2.9	±0.1	
Optional Eligible	98	±1	25	31	23	16	6	±2	2.5	±0.1	
Discontinued Service	98	±1	26	31	21	15	7	±2	2.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	10	22	32	26	10	±2	3.0	±0.1	
5 to 10 Years	98	±1	9	23	28	28	11	±3	3.1	±0.1	
11 to 20 Years	98	±1	16	27	27	21	9	±2	2.8	±0.1	
21 to 30 Years	98	±1	24	33	22	15	6	±2	2.5	±0.1	
More Than 30 Years	98	±1	37	34	18	9	3	±2	2.1	±0.1	
AGE											
30 Years Old or Less	96	±2	8	20	32	29	10	±3	3.1	±0.1	
31 to 40 Years Old	97	±1	10	22	29	26	13	±2	3.1	±0.1	
41 to 50 Years Old	98	±1	15	28	26	22	9	±1	2.8	±0.1	
51 to 60 Years Old	98	±1	28	34	21	13	5	±2	2.3	±0.1	
More Than 60 Years Old	98	±1	38	35	17	7	3	±3	2.0	±0.1	
GENDER											
Male	98	±1	19	30	26	18	7	±1	2.7	±0.1	
Female	97	±1	21	27	23	20	9	±2	2.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	22	31	24	17	6	±1	2.5	±0.1	
Total Minority	97	±1	14	23	26	24	12	±2	3.0	±0.1	
Non-Hispanic Black	96	±1	14	23	22	26	15	±2	3.1	±0.1	
Hispanic	98	±1	16	22	26	24	11	±3	2.9	±0.1	
Non-Hispanic API	96	±2	12	24	34	22	7	±3	2.9	±0.1	
EDUCATION											
No College	97	±1	25	32	22	15	5	±2	2.4	±0.1	
Some College	98	±1	20	27	25	19	8	±1	2.7	±0.1	
4-Year Degree	98	±1	16	27	26	22	8	±2	2.8	±0.1	
Graduate/Professional Degree	98	±1	17	31	25	19	8	±2	2.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**c. Leave the Federal government for a private sector job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

			Percent Responding		Percentages					Max ME	Average Likelihood	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	30	32	21	13	5	±1	2.3	±0.1		
Army	98	±1	29	32	21	14	5	±2	2.4	±0.1		
Navy	98	±1	30	32	21	13	4	±2	2.3	±0.1		
Air Force	98	±1	30	31	21	13	5	±2	2.3	±0.1		
DoD Agencies and Activities	97	±1	30	31	20	13	5	±2	2.3	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	30	32	20	13	5	±1	2.3	±0.1		
GS 1 to 4	96	±2	23	25	27	16	9	±4	2.6	±0.2		
GS 5 to 8	97	±1	31	31	21	13	5	±2	2.3	±0.1		
GS 9 to 12	98	±1	31	32	19	13	4	±1	2.3	±0.1		
GS/GM 13 to 15	99	±1	31	33	19	13	4	±2	2.3	±0.1		
SES	98	±1	23	29	16	18	15	±9	2.7	±0.3		
Blue Collar Total	97	±1	28	32	22	13	5	±2	2.3	±0.1		
WG 1 to 5	95	±3	22	26	25	18	8	±5	2.6	±0.2		
WG 6 to 9	97	±2	28	33	23	12	5	±3	2.3	±0.1		
WG 10 to 15	98	±1	28	32	22	13	4	±3	2.3	±0.1		
WS/WL 1 to 19	98	±1	32	32	21	11	3	±3	2.2	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	25	32	23	15	5	±2	2.4	±0.1		
Administrative	98	±1	34	32	18	12	4	±2	2.2	±0.1		
Technical	98	±1	30	32	20	13	5	±2	2.3	±0.1		
Clerical	97	±2	32	29	20	12	7	±3	2.3	±0.1		
Other White Collar	97	±2	23	26	25	19	6	±4	2.6	±0.1		
Blue Collar	97	±1	28	32	22	13	5	±2	2.3	±0.1		
Scientists	97	±2	22	31	25	17	4	±3	2.5	±0.1		
Engineers	99	±1	23	33	24	15	5	±2	2.5	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	31	31	20	14	4	±2	2.3	±0.1		
Manager	98	±1	29	32	18	14	6	±3	2.4	±0.1		
Wage Leader	98	±2	30	32	19	13	6	±5	2.3	±0.2		
Wage Supervisor	98	±2	28	32	23	12	4	±4	2.3	±0.1		
All Others	98	±1	29	32	21	13	5	±1	2.3	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	30	32	20	13	5	±1	2.3	±0.1		
Other Than Full-Time	94	±3	15	21	30	23	11	±6	3.0	±0.2		
CONUS	98	±1	30	32	20	13	5	±1	2.3	±0.1		
OCONUS	96	±2	24	30	24	15	7	±3	2.5	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	30	32	20	13	5	±1	2.3	±0.1		
Non-Permanent	95	±2	13	22	30	24	11	±4	3.0	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	29	32	20	14	5	±1	2.3	±0.1		
In Bargaining Unit	97	±1	30	31	21	13	5	±1	2.3	±0.1		

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**c. Leave the Federal government for a private sector job**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	29	32	21	14	5	±1	2.3	±0.1	
Disability	98	±1	31	31	22	11	5	±2	2.3	±0.1	
Targeted Disability	98	±1	31	30	22	12	5	±3	2.3	±0.1	
Other Disability	98	±1	31	31	22	11	5	±2	2.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	31	31	20	13	5	±1	2.3	±0.1	
Veteran	98	±1	27	32	22	14	5	±1	2.4	±0.1	
10 Point 30%	98	±1	28	32	21	14	5	±3	2.4	±0.1	
10 Point Non-30%	97	±1	26	31	23	15	5	±3	2.4	±0.1	
5 Point	98	±1	28	32	21	14	5	±2	2.3	±0.1	
No Preference	98	±1	23	32	25	16	4	±3	2.5	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	39	31	15	11	4	±2	2.1	±0.1	
FERS	98	±1	25	33	23	14	5	±1	2.4	±0.1	
Other Plan	94	±3	15	22	28	21	14	±5	3.0	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	26	32	22	14	5	±1	2.4	±0.1	
Optional Eligible	98	±1	31	31	20	14	4	±2	2.3	±0.1	
Discontinued Service	98	±1	38	30	17	11	4	±2	2.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	16	26	29	20	9	±2	2.8	±0.1	
5 to 10 Years	98	±1	20	29	28	17	6	±3	2.6	±0.1	
11 to 20 Years	98	±1	28	34	22	12	4	±2	2.3	±0.1	
21 to 30 Years	98	±1	38	33	15	10	4	±2	2.1	±0.1	
More Than 30 Years	98	±1	37	29	16	14	5	±2	2.2	±0.1	
AGE											
30 Years Old or Less	96	±2	15	22	30	23	10	±3	2.9	±0.1	
31 to 40 Years Old	97	±1	20	30	27	16	6	±2	2.6	±0.1	
41 to 50 Years Old	98	±1	31	34	20	12	4	±2	2.2	±0.1	
51 to 60 Years Old	98	±1	35	32	17	11	4	±2	2.2	±0.1	
More Than 60 Years Old	98	±1	37	32	16	11	3	±3	2.1	±0.1	
GENDER											
Male	98	±1	26	32	22	14	5	±1	2.4	±0.1	
Female	97	±1	35	31	18	12	5	±2	2.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	31	32	19	13	4	±1	2.3	±0.1	
Total Minority	97	±1	26	30	24	14	6	±2	2.4	±0.1	
Non-Hispanic Black	96	±1	29	31	21	13	6	±2	2.4	±0.1	
Hispanic	98	±1	26	26	26	15	6	±3	2.5	±0.1	
Non-Hispanic API	95	±2	22	30	28	15	4	±3	2.5	±0.1	
EDUCATION											
No College	97	±1	34	32	19	10	3	±2	2.2	±0.1	
Some College	98	±1	32	31	20	12	5	±1	2.3	±0.1	
4-Year Degree	98	±1	25	31	22	16	5	±2	2.4	±0.1	
Graduate/Professional Degree	98	±1	25	33	21	15	6	±2	2.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**d. Leave the Federal government for a job in state or local government**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	30	34	22	11	3	±1	2.2	±0.1	
Army	97	±1	30	33	22	11	3	±2	2.2	±0.1	
Navy	98	±1	32	34	22	9	3	±2	2.2	±0.1	
Air Force	98	±1	30	34	22	11	3	±2	2.2	±0.1	
DoD Agencies and Activities	97	±1	31	33	22	12	3	±2	2.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	31	34	21	10	3	±1	2.2	±0.1	
GS 1 to 4	96	±2	22	23	32	17	7	±5	2.6	±0.2	
GS 5 to 8	97	±1	27	30	24	14	5	±2	2.4	±0.1	
GS 9 to 12	98	±1	32	35	21	10	2	±1	2.2	±0.1	
GS/GM 13 to 15	99	±1	38	38	17	6	1	±2	1.9	±0.1	
SES	99	±1	44	29	14	9	NR	±10	2.0	±0.4	
Blue Collar Total	97	±1	27	32	25	12	3	±2	2.3	±0.1	
WG 1 to 5	96	±3	21	28	26	18	7	±5	2.6	±0.2	
WG 6 to 9	96	±2	26	31	27	12	4	±3	2.4	±0.1	
WG 10 to 15	97	±1	27	33	25	12	2	±3	2.3	±0.1	
WS/WL 1 to 19	97	±2	32	32	24	11	2	±3	2.2	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	31	38	21	8	2	±2	2.1	±0.1	
Administrative	98	±1	35	35	19	9	2	±2	2.1	±0.1	
Technical	98	±1	28	33	23	12	3	±2	2.3	±0.1	
Clerical	97	±2	28	27	26	13	6	±3	2.4	±0.1	
Other White Collar	97	±2	23	25	28	19	6	±4	2.6	±0.1	
Blue Collar	97	±1	27	32	25	12	3	±2	2.3	±0.1	
Scientists	97	±2	32	38	21	9	1	±3	2.1	±0.1	
Engineers	99	±1	31	40	21	7	1	±2	2.1	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	34	33	20	11	3	±2	2.2	±0.1	
Manager	98	±1	34	35	19	9	3	±3	2.1	±0.1	
Wage Leader	98	±2	29	37	19	11	4	±5	2.2	±0.2	
Wage Supervisor	98	±2	28	32	25	12	3	±4	2.3	±0.1	
All Others	98	±1	30	34	23	11	3	±1	2.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	31	34	22	10	3	±1	2.2	±0.1	
Other Than Full-Time	94	±3	17	22	34	21	7	±7	2.8	±0.2	
CONUS	98	±1	31	34	22	10	3	±1	2.2	±0.1	
OCONUS	96	±2	24	30	26	15	5	±3	2.5	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	31	34	22	10	3	±1	2.2	±0.1	
Non-Permanent	95	±2	15	27	34	19	5	±5	2.7	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	31	35	21	10	3	±1	2.2	±0.1	
In Bargaining Unit	97	±1	29	32	24	11	3	±1	2.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

71. Before you retire or resign from the Federal government, how likely is it that you will...?**d. Leave the Federal government for a job in state or local government**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	31	34	22	10	3	±1	2.2	±0.1	
Disability	98	±1	30	31	24	12	4	±2	2.3	±0.1	
Targeted Disability	97	±1	30	30	23	13	4	±3	2.3	±0.1	
Other Disability	98	±1	30	31	24	12	4	±2	2.3	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	98	±1	32	34	21	10	3	±1	2.2	±0.1	
Veteran	98	±1	28	34	23	12	3	±1	2.3	±0.1	
10 Point 30%	98	±1	28	31	23	13	5	±3	2.3	±0.1	
10 Point Non-30%	97	±2	27	32	24	13	4	±3	2.3	±0.1	
5 Point	98	±1	29	34	22	11	3	±2	2.2	±0.1	
No Preference	98	±1	23	35	26	13	3	±3	2.4	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	41	34	16	7	2	±2	2.0	±0.1	
FERS	98	±1	25	34	25	12	3	±1	2.4	±0.1	
Other Plan	94	±3	18	26	32	17	7	±6	2.7	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	27	34	24	11	3	±1	2.3	±0.1	
Optional Eligible	98	±1	33	33	21	11	3	±2	2.2	±0.1	
Discontinued Service	98	±1	37	33	18	9	3	±2	2.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	17	31	31	16	5	±2	2.6	±0.1	
5 to 10 Years	98	±1	21	30	29	16	4	±3	2.5	±0.1	
11 to 20 Years	98	±1	28	35	23	11	3	±2	2.3	±0.1	
21 to 30 Years	98	±1	38	35	17	7	2	±2	2.0	±0.1	
More Than 30 Years	98	±1	42	33	16	7	2	±2	1.9	±0.1	
AGE											
30 Years Old or Less	96	±2	16	28	33	19	4	±3	2.7	±0.1	
31 to 40 Years Old	97	±1	22	31	27	15	5	±2	2.5	±0.1	
41 to 50 Years Old	98	±1	30	35	22	10	3	±2	2.2	±0.1	
51 to 60 Years Old	98	±1	37	35	18	8	2	±2	2.0	±0.1	
More Than 60 Years Old	97	±1	42	35	15	6	2	±3	1.9	±0.1	
GENDER											
Male	98	±1	29	35	23	10	3	±1	2.2	±0.1	
Female	97	±1	33	32	20	11	4	±2	2.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	33	35	20	9	2	±1	2.1	±0.1	
Total Minority	97	±1	25	30	26	15	5	±2	2.5	±0.1	
Non-Hispanic Black	96	±1	26	31	23	15	6	±2	2.4	±0.1	
Hispanic	98	±1	25	25	29	15	6	±3	2.5	±0.1	
Non-Hispanic API	96	±2	20	30	31	16	4	±3	2.5	±0.1	
EDUCATION											
No College	97	±1	33	33	21	10	3	±2	2.2	±0.1	
Some College	98	±1	30	32	23	12	3	±1	2.3	±0.1	
4-Year Degree	98	±1	29	35	22	11	3	±2	2.2	±0.1	
Graduate/Professional Degree	98	±1	32	38	19	9	3	±2	2.1	±0.1	

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	97	±1	19	26	22	21	12	±1	2.8	±0.1	
Army	97	±1	20	26	20	21	13	±2	2.8	±0.1	
Navy	97	±1	20	28	24	19	9	±2	2.7	±0.1	
Air Force	98	±1	18	23	22	23	14	±2	2.9	±0.1	
DoD Agencies and Activities	96	±1	19	27	23	21	10	±2	2.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	97	±1	19	26	22	21	12	±1	2.8	±0.1	
GS 1 to 4	94	±3	15	17	24	27	17	±4	3.1	±0.2	
GS 5 to 8	96	±1	16	23	21	24	16	±2	3.0	±0.1	
GS 9 to 12	98	±1	20	26	21	21	12	±1	2.8	±0.1	
GS/GM 13 to 15	98	±1	19	28	21	20	12	±2	2.8	±0.1	
SES	98	±1	25	32	17	21	6	±10	2.5	±0.2	
Blue Collar Total	97	±1	20	29	23	19	9	±2	2.7	±0.1	
WG 1 to 5	94	±3	15	25	25	23	13	±5	2.9	±0.2	
WG 6 to 9	96	±2	19	27	22	22	10	±3	2.8	±0.1	
WG 10 to 15	97	±1	21	28	25	17	9	±3	2.7	±0.1	
WS/WL 1 to 19	97	±2	24	32	21	16	6	±3	2.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	18	29	24	19	10	±2	2.7	±0.1	
Administrative	98	±1	21	25	20	22	13	±2	2.8	±0.1	
Technical	96	±1	17	25	23	22	12	±2	2.9	±0.1	
Clerical	95	±2	16	20	19	27	18	±3	3.1	±0.1	
Other White Collar	97	±2	23	25	25	18	9	±4	2.6	±0.1	
Blue Collar	97	±1	20	29	23	19	9	±2	2.7	±0.1	
Scientists	97	±2	21	33	27	14	5	±3	2.5	±0.1	
Engineers	98	±1	18	30	26	18	8	±2	2.7	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	21	27	20	20	13	±2	2.8	±0.1	
Manager	98	±1	23	27	16	19	14	±3	2.7	±0.1	
Wage Leader	98	±2	22	31	22	19	7	±5	2.6	±0.2	
Wage Supervisor	96	±2	23	30	23	17	6	±4	2.5	±0.1	
All Others	97	±1	18	26	23	21	12	±1	2.8	±0.1	
SCHEDULE/LOCATION											
Full-Time	97	±1	19	26	22	21	12	±1	2.8	±0.1	
Other Than Full-Time	91	±4	14	23	26	24	13	±6	3.0	±0.2	
CONUS	97	±1	20	27	22	21	11	±1	2.8	±0.1	
OCONUS	96	±2	15	20	21	23	22	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	97	±1	20	27	22	20	12	±1	2.8	±0.1	
Non-Permanent	95	±3	10	19	27	29	15	±5	3.2	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	19	26	21	21	12	±1	2.8	±0.1	
In Bargaining Unit	97	±1	19	26	23	20	11	±1	2.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**a. Leave your organization to take another job within the DoD**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	97	±1	19	27	22	21	11	±1	2.8	±0.1	
Disability	97	±1	20	25	21	21	14	±2	2.8	±0.1	
Targeted Disability	97	±2	19	24	23	21	13	±3	2.8	±0.1	
Other Disability	97	±1	20	25	21	21	14	±2	2.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	19	26	23	21	11	±1	2.8	±0.1	
Veteran	97	±1	19	26	21	20	13	±1	2.8	±0.1	
10 Point 30%	97	±1	18	23	19	23	16	±3	3.0	±0.1	
10 Point Non-30%	97	±2	19	26	21	20	14	±3	2.9	±0.1	
5 Point	97	±1	21	27	21	19	12	±2	2.7	±0.1	
No Preference	97	±2	16	28	24	23	10	±3	2.8	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	28	30	19	16	8	±1	2.5	±0.1	
FERS	97	±1	15	25	23	23	14	±1	3.0	±0.1	
Other Plan	93	±3	13	19	27	29	12	±5	3.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	14	24	24	24	14	±1	3.0	±0.1	
Optional Eligible	97	±1	26	28	20	17	9	±2	2.5	±0.1	
Discontinued Service	98	±1	23	29	20	17	10	±2	2.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	10	21	28	26	14	±2	3.1	±0.1	
5 to 10 Years	97	±1	11	23	24	24	17	±2	3.1	±0.1	
11 to 20 Years	97	±1	16	24	23	23	13	±2	2.9	±0.1	
21 to 30 Years	98	±1	22	29	20	19	10	±2	2.7	±0.1	
More Than 30 Years	98	±1	38	32	16	10	5	±2	2.1	±0.1	
AGE											
30 Years Old or Less	95	±2	10	22	27	26	16	±3	3.2	±0.1	
31 to 40 Years Old	96	±1	10	21	25	26	18	±2	3.2	±0.1	
41 to 50 Years Old	97	±1	14	24	23	25	13	±1	3.0	±0.1	
51 to 60 Years Old	98	±1	28	31	19	15	7	±2	2.4	±0.1	
More Than 60 Years Old	97	±1	41	34	14	6	5	±3	2.0	±0.1	
GENDER											
Male	98	±1	19	28	23	19	10	±1	2.7	±0.1	
Female	97	±1	19	23	20	24	14	±2	2.9	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	21	28	22	19	10	±1	2.7	±0.1	
Total Minority	96	±1	15	22	23	24	16	±2	3.1	±0.1	
Non-Hispanic Black	96	±1	14	20	19	27	20	±2	3.2	±0.1	
Hispanic	97	±1	17	21	25	22	15	±3	3.0	±0.1	
Non-Hispanic API	94	±2	13	26	28	21	11	±3	2.9	±0.1	
EDUCATION											
No College	96	±1	25	31	21	16	7	±2	2.5	±0.1	
Some College	97	±1	20	25	22	21	12	±1	2.8	±0.1	
4-Year Degree	98	±1	16	26	23	22	13	±2	2.9	±0.1	
Graduate/Professional Degree	98	±1	17	26	21	22	14	±2	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

Percent Responding			Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	97	±1	24	31	23	15	7	±1	2.5	±0.1	
Army	97	±1	23	31	22	16	7	±2	2.5	±0.1	
Navy	97	±1	24	33	24	13	6	±2	2.4	±0.1	
Air Force	98	±1	24	31	23	14	7	±2	2.5	±0.1	
DoD Agencies and Activities	96	±1	22	30	24	16	7	±2	2.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	97	±1	24	31	23	15	7	±1	2.5	±0.1	
GS 1 to 4	93	±3	20	21	27	22	10	±4	2.8	±0.2	
GS 5 to 8	96	±1	21	29	23	18	9	±2	2.7	±0.1	
GS 9 to 12	98	±1	25	31	23	15	7	±1	2.5	±0.1	
GS/GM 13 to 15	98	±1	25	34	22	14	5	±2	2.4	±0.1	
SES	98	±1	30	32	24	13	2	±9	2.3	±0.2	
Blue Collar Total	97	±1	24	33	24	13	5	±2	2.4	±0.1	
WG 1 to 5	95	±3	17	28	28	20	7	±5	2.7	±0.2	
WG 6 to 9	96	±2	23	32	24	15	6	±3	2.5	±0.1	
WG 10 to 15	97	±1	24	33	26	12	5	±3	2.4	±0.1	
WS/WL 1 to 19	97	±2	29	36	20	11	4	±4	2.2	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	22	34	25	14	5	±2	2.5	±0.1	
Administrative	98	±1	26	30	21	15	7	±2	2.5	±0.1	
Technical	97	±1	22	31	23	16	7	±2	2.6	±0.1	
Clerical	95	±2	21	25	22	21	10	±3	2.7	±0.1	
Other White Collar	97	±2	28	29	25	13	6	±4	2.4	±0.1	
Blue Collar	97	±1	24	33	24	13	5	±2	2.4	±0.1	
Scientists	97	±2	21	36	25	14	4	±3	2.4	±0.1	
Engineers	98	±1	22	37	26	11	4	±2	2.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	25	32	21	15	7	±2	2.5	±0.1	
Manager	98	±1	27	33	19	14	7	±3	2.4	±0.1	
Wage Leader	98	±2	28	34	22	14	3	±5	2.3	±0.2	
Wage Supervisor	97	±2	25	35	22	13	5	±4	2.4	±0.1	
All Others	97	±1	23	31	24	15	7	±1	2.5	±0.1	
SCHEDULE/LOCATION											
Full-Time	97	±1	24	32	23	15	7	±1	2.5	±0.1	
Other Than Full-Time	91	±4	16	24	29	22	10	±6	2.8	±0.2	
CONUS	97	±1	24	32	23	15	6	±1	2.5	±0.1	
OCONUS	96	±2	19	26	25	19	11	±3	2.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	97	±1	24	32	23	14	6	±1	2.5	±0.1	
Non-Permanent	94	±3	12	23	30	25	10	±4	3.0	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	24	31	22	15	7	±1	2.5	±0.1	
In Bargaining Unit	97	±1	24	31	24	14	6	±1	2.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**b. Leave to take another job in the Federal government outside of DoD**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	97	±1	24	32	23	15	6	±1	2.5	±0.1	
Disability	97	±1	24	30	23	16	8	±2	2.5	±0.1	
Targeted Disability	97	±2	22	30	24	16	7	±3	2.6	±0.1	
Other Disability	97	±1	24	29	22	16	8	±2	2.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	24	31	23	15	6	±1	2.5	±0.1	
Veteran	97	±1	23	31	23	15	7	±1	2.5	±0.1	
10 Point 30%	98	±1	23	29	21	18	9	±3	2.6	±0.1	
10 Point Non-30%	97	±2	23	31	23	16	8	±3	2.6	±0.1	
5 Point	98	±1	25	31	23	14	7	±2	2.5	±0.1	
No Preference	97	±2	19	34	25	17	6	±3	2.6	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	33	34	19	10	4	±2	2.2	±0.1	
FERS	97	±1	19	30	26	18	8	±1	2.7	±0.1	
Other Plan	92	±4	15	23	29	23	10	±6	2.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	18	30	26	18	8	±1	2.7	±0.1	
Optional Eligible	97	±1	30	32	21	12	5	±2	2.3	±0.1	
Discontinued Service	98	±1	29	33	20	12	6	±2	2.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	14	27	31	20	9	±2	2.8	±0.1	
5 to 10 Years	97	±1	15	28	27	21	9	±3	2.8	±0.1	
11 to 20 Years	97	±1	20	30	25	17	8	±2	2.6	±0.1	
21 to 30 Years	98	±1	28	35	20	12	5	±2	2.3	±0.1	
More Than 30 Years	98	±1	41	34	16	7	3	±2	2.0	±0.1	
AGE											
30 Years Old or Less	95	±2	14	24	30	23	9	±3	2.9	±0.1	
31 to 40 Years Old	96	±1	15	27	28	20	10	±2	2.8	±0.1	
41 to 50 Years Old	98	±1	20	31	25	17	7	±1	2.6	±0.1	
51 to 60 Years Old	98	±1	32	35	19	10	4	±2	2.2	±0.1	
More Than 60 Years Old	97	±1	44	34	14	5	3	±3	1.9	±0.1	
GENDER											
Male	98	±1	23	33	25	14	6	±1	2.5	±0.1	
Female	97	±1	24	29	21	17	8	±2	2.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	26	34	22	13	5	±1	2.4	±0.1	
Total Minority	96	±1	18	27	25	19	10	±2	2.8	±0.1	
Non-Hispanic Black	96	±1	17	26	22	22	13	±2	2.9	±0.1	
Hispanic	96	±2	20	26	27	17	10	±3	2.7	±0.1	
Non-Hispanic API	95	±2	16	30	31	16	6	±3	2.7	±0.1	
EDUCATION											
No College	96	±1	30	36	20	10	5	±2	2.2	±0.1	
Some College	97	±1	24	30	23	15	7	±1	2.5	±0.1	
4-Year Degree	98	±1	21	30	25	17	7	±2	2.6	±0.1	
Graduate/Professional Degree	98	±1	21	32	24	15	7	±2	2.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**c. Leave the Federal government for a private sector job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

			Percent Responding		Percentages					Max ME	Average Likelihood	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	97	±1	33	33	18	11	5	±1	2.2	±0.1		
Army	97	±1	32	32	19	12	5	±2	2.3	±0.1		
Navy	97	±1	33	34	19	10	4	±2	2.2	±0.1		
Air Force	98	±1	34	32	19	11	5	±2	2.2	±0.1		
DoD Agencies and Activities	96	±1	32	32	18	11	6	±2	2.3	±0.1		
PAY PLAN/GRADE												
White Collar Total	97	±1	33	33	18	11	5	±1	2.2	±0.1		
GS 1 to 4	94	±3	26	25	25	16	9	±4	2.6	±0.2		
GS 5 to 8	96	±1	33	33	18	10	5	±2	2.2	±0.1		
GS 9 to 12	98	±1	35	33	18	10	4	±2	2.2	±0.1		
GS/GM 13 to 15	98	±1	32	34	17	11	5	±2	2.2	±0.1		
SES	98	±1	22	26	16	19	17	±9	2.8	±0.3		
Blue Collar Total	97	±1	32	33	19	10	5	±2	2.2	±0.1		
WG 1 to 5	94	±3	25	31	22	14	9	±5	2.5	±0.2		
WG 6 to 9	96	±2	32	33	19	9	6	±3	2.2	±0.1		
WG 10 to 15	97	±1	32	33	20	10	4	±3	2.2	±0.1		
WS/WL 1 to 19	97	±2	36	34	17	9	4	±4	2.1	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	29	34	20	12	5	±2	2.3	±0.1		
Administrative	98	±1	37	32	17	11	4	±2	2.1	±0.1		
Technical	96	±1	32	34	19	10	5	±2	2.2	±0.1		
Clerical	95	±2	35	30	18	12	6	±3	2.2	±0.1		
Other White Collar	97	±2	29	28	21	15	6	±4	2.4	±0.1		
Blue Collar	97	±1	32	33	19	10	5	±2	2.2	±0.1		
Scientists	97	±2	28	33	22	14	4	±3	2.3	±0.1		
Engineers	98	±1	28	35	21	11	5	±2	2.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	33	32	18	12	5	±2	2.2	±0.1		
Manager	98	±1	32	33	16	13	7	±3	2.3	±0.1		
Wage Leader	98	±2	36	34	15	10	5	±5	2.1	±0.2		
Wage Supervisor	97	±2	31	33	19	12	4	±4	2.2	±0.1		
All Others	97	±1	33	33	19	11	5	±1	2.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	97	±1	33	33	18	11	5	±1	2.2	±0.1		
Other Than Full-Time	91	±4	19	24	23	21	13	±6	2.9	±0.2		
CONUS	97	±1	33	33	18	11	5	±1	2.2	±0.1		
OCONUS	95	±2	28	31	19	14	8	±3	2.4	±0.1		
TYPE OF APPOINTMENT												
Permanent	97	±1	34	33	18	10	5	±1	2.2	±0.1		
Non-Permanent	94	±3	15	26	25	22	12	±4	2.9	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	97	±1	32	33	18	11	5	±1	2.2	±0.1		
In Bargaining Unit	97	±1	33	33	19	10	5	±1	2.2	±0.1		

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**c. Leave the Federal government for a private sector job**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	97	±1	33	33	18	11	5	±1	2.2	±0.1	
Disability	97	±1	34	32	20	10	5	±2	2.2	±0.1	
Targeted Disability	97	±2	34	30	21	11	5	±3	2.2	±0.1	
Other Disability	97	±1	33	32	19	10	5	±2	2.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	35	33	18	10	5	±1	2.2	±0.1	
Veteran	97	±1	31	33	19	12	5	±1	2.3	±0.1	
10 Point 30%	97	±1	31	33	18	12	5	±3	2.3	±0.1	
10 Point Non-30%	97	±2	30	33	21	12	5	±3	2.3	±0.1	
5 Point	97	±1	31	33	19	12	5	±2	2.3	±0.1	
No Preference	97	±2	30	33	21	11	4	±3	2.3	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	40	30	14	11	5	±2	2.1	±0.1	
FERS	97	±1	30	35	21	10	5	±1	2.3	±0.1	
Other Plan	93	±3	16	24	25	22	13	±5	2.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	31	34	20	11	5	±1	2.2	±0.1	
Optional Eligible	97	±1	34	32	18	12	5	±2	2.2	±0.1	
Discontinued Service	98	±1	38	31	16	10	4	±2	2.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	21	29	26	16	8	±2	2.6	±0.1	
5 to 10 Years	97	±1	25	32	24	13	6	±3	2.4	±0.1	
11 to 20 Years	97	±1	33	36	19	8	4	±2	2.1	±0.1	
21 to 30 Years	98	±1	40	33	14	9	4	±2	2.0	±0.1	
More Than 30 Years	98	±1	36	28	15	15	6	±2	2.3	±0.1	
AGE											
30 Years Old or Less	95	±2	20	25	28	18	9	±3	2.7	±0.1	
31 to 40 Years Old	96	±1	27	33	23	11	6	±2	2.4	±0.1	
41 to 50 Years Old	97	±1	35	35	17	9	4	±2	2.1	±0.1	
51 to 60 Years Old	98	±1	35	32	16	12	5	±2	2.2	±0.1	
More Than 60 Years Old	97	±2	41	30	15	10	4	±3	2.1	±0.1	
GENDER											
Male	97	±1	30	33	20	11	5	±1	2.3	±0.1	
Female	96	±1	38	32	16	10	5	±2	2.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	34	33	17	11	5	±1	2.2	±0.1	
Total Minority	96	±1	30	33	21	11	5	±2	2.3	±0.1	
Non-Hispanic Black	95	±1	31	34	19	11	5	±2	2.3	±0.1	
Hispanic	97	±1	29	30	21	12	7	±3	2.4	±0.1	
Non-Hispanic API	94	±2	26	35	24	11	4	±3	2.3	±0.1	
EDUCATION											
No College	96	±1	37	34	16	8	4	±2	2.1	±0.1	
Some College	97	±1	35	32	18	11	4	±1	2.2	±0.1	
4-Year Degree	98	±1	30	33	20	12	6	±2	2.3	±0.1	
Graduate/Professional Degree	98	±1	28	33	20	12	7	±2	2.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**d. Retire from Federal service**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

Percent Responding			Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	97	±1	36	20	12	14	17	±1	2.6	±0.1	
Army	97	±1	35	21	12	15	18	±2	2.6	±0.1	
Navy	97	±1	37	20	12	15	17	±2	2.6	±0.1	
Air Force	98	±1	38	21	11	13	17	±2	2.5	±0.1	
DoD Agencies and Activities	97	±1	36	20	12	15	18	±2	2.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	97	±1	37	20	12	14	17	±1	2.5	±0.1	
GS 1 to 4	94	±3	41	19	18	11	10	±5	2.3	±0.2	
GS 5 to 8	97	±1	36	20	13	15	16	±2	2.5	±0.1	
GS 9 to 12	98	±1	37	21	11	14	17	±1	2.5	±0.1	
GS/GM 13 to 15	98	±1	36	20	9	15	20	±2	2.6	±0.1	
SES	98	±1	21	13	15	24	27	±9	3.3	±0.2	
Blue Collar Total	97	±1	32	20	12	16	20	±2	2.7	±0.1	
WG 1 to 5	94	±3	34	19	16	13	18	±6	2.6	±0.2	
WG 6 to 9	97	±2	30	21	12	18	19	±3	2.7	±0.1	
WG 10 to 15	97	±1	35	21	13	14	17	±3	2.6	±0.1	
WS/WL 1 to 19	97	±2	26	19	11	17	27	±3	3.0	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	43	22	11	12	13	±2	2.3	±0.1	
Administrative	98	±1	35	19	11	15	20	±2	2.7	±0.1	
Technical	97	±1	34	21	14	15	17	±2	2.6	±0.1	
Clerical	96	±2	38	21	13	14	14	±3	2.5	±0.1	
Other White Collar	96	±2	41	16	14	12	16	±4	2.5	±0.2	
Blue Collar	97	±1	32	20	12	16	20	±2	2.7	±0.1	
Scientists	97	±2	43	21	9	10	16	±3	2.4	±0.1	
Engineers	98	±1	42	21	12	11	14	±2	2.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	32	20	10	17	20	±2	2.7	±0.1	
Manager	98	±1	30	19	10	16	26	±3	2.9	±0.1	
Wage Leader	98	±2	32	22	12	13	21	±5	2.7	±0.2	
Wage Supervisor	97	±2	27	19	11	20	23	±4	2.9	±0.2	
All Others	97	±1	38	20	12	14	16	±1	2.5	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	36	20	12	15	18	±1	2.6	±0.1	
Other Than Full-Time	92	±4	44	19	22	8	7	±7	2.2	±0.2	
CONUS	97	±1	36	20	12	14	18	±1	2.6	±0.1	
OCONUS	96	±2	39	20	13	14	14	±3	2.5	±0.1	
TYPE OF APPOINTMENT											
Permanent	97	±1	35	20	11	15	18	±1	2.6	±0.1	
Non-Permanent	95	±3	48	20	19	7	6	±5	2.0	±0.2	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	36	20	11	15	18	±1	2.6	±0.1	
In Bargaining Unit	97	±1	36	21	13	14	16	±1	2.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

72. In the next 5 years, how likely is it that you will...?**d. Retire from Federal service**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	97	±1	37	21	12	14	17	±1	2.5	±0.1	
Disability	97	±1	29	19	13	18	22	±2	2.8	±0.1	
Targeted Disability	97	±2	28	17	15	18	22	±3	2.9	±0.1	
Other Disability	98	±1	29	19	12	18	21	±2	2.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	40	21	11	13	15	±1	2.4	±0.1	
Veteran	98	±1	31	20	12	16	21	±1	2.8	±0.1	
10 Point 30%	98	±1	33	20	12	15	20	±3	2.7	±0.1	
10 Point Non-30%	97	±2	32	18	12	18	20	±3	2.8	±0.1	
5 Point	98	±1	27	19	13	18	23	±2	2.9	±0.1	
No Preference	97	±2	43	26	11	10	10	±3	2.2	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	19	17	11	21	31	±1	3.3	±0.1	
FERS	97	±1	46	22	12	10	10	±1	2.2	±0.1	
Other Plan	93	±3	40	20	21	10	9	±6	2.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	48	23	12	9	8	±1	2.1	±0.1	
Optional Eligible	98	±1	24	16	11	20	29	±2	3.1	±0.1	
Discontinued Service	98	±1	21	20	14	21	25	±2	3.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	56	19	14	7	5	±2	1.9	±0.1	
5 to 10 Years	97	±1	54	20	13	8	5	±3	1.9	±0.1	
11 to 20 Years	97	±1	45	24	11	10	10	±2	2.2	±0.1	
21 to 30 Years	98	±1	24	23	13	19	21	±1	2.9	±0.1	
More Than 30 Years	98	±1	7	8	9	26	50	±2	4.0	±0.1	
AGE											
30 Years Old or Less	96	±2	59	13	15	8	5	±3	1.9	±0.1	
31 to 40 Years Old	96	±1	62	19	10	5	4	±2	1.7	±0.1	
41 to 50 Years Old	97	±1	44	28	12	9	7	±2	2.0	±0.1	
51 to 60 Years Old	98	±1	14	17	12	24	33	±2	3.5	±0.1	
More Than 60 Years Old	98	±1	5	5	10	31	49	±3	4.1	±0.1	
GENDER											
Male	98	±1	34	20	12	15	19	±1	2.7	±0.1	
Female	97	±1	40	21	11	13	15	±2	2.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	37	20	11	14	17	±1	2.5	±0.1	
Total Minority	96	±1	33	20	14	15	17	±2	2.6	±0.1	
Non-Hispanic Black	96	±1	34	21	12	15	17	±2	2.6	±0.1	
Hispanic	97	±1	33	18	14	16	19	±3	2.7	±0.1	
Non-Hispanic API	95	±2	31	22	17	15	15	±3	2.6	±0.1	
EDUCATION											
No College	96	±1	28	20	12	18	22	±2	2.9	±0.1	
Some College	97	±1	34	20	12	15	18	±1	2.6	±0.1	
4-Year Degree	98	±1	42	20	12	12	14	±2	2.4	±0.1	
Graduate/Professional Degree	98	±1	41	21	11	12	14	±2	2.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

73. In the coming year, do you plan to look for another job?

1. No
2. Yes, I plan to look both inside and outside the Federal government
3. Yes, but only outside the Federal government
4. Yes, but only within the Federal government
5. I have not decided whether to look for another job

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
OVERALL AND COMPONENT								
Total DoD	98	±1	48	12	2	22	15	±1
Army	98	±1	48	13	2	22	15	±2
Navy	98	±1	50	11	2	21	16	±2
Air Force	99	±1	45	14	2	25	14	±2
DoD Agencies and Activities	98	±1	49	12	2	20	16	±2
PAY PLAN/GRADE								
White Collar Total	98	±1	47	13	2	22	16	±1
GS 1 to 4	97	±2	36	24	2	20	18	±5
GS 5 to 8	98	±1	42	14	2	27	15	±2
GS 9 to 12	99	±1	49	11	2	23	15	±2
GS/GM 13 to 15	99	±1	47	11	3	22	16	±2
SES	99	±1	56	11	9	9	15	±8
Blue Collar Total	98	±1	52	12	3	20	13	±2
WG 1 to 5	96	±3	47	19	2	19	13	±6
WG 6 to 9	98	±1	51	13	2	22	12	±4
WG 10 to 15	98	±1	50	12	2	21	14	±3
WS/WL 1 to 19	98	±1	55	8	3	19	15	±4
OCCUPATIONAL GROUPS								
Professional	98	±1	51	12	3	17	17	±2
Administrative	99	±1	46	11	2	25	16	±2
Technical	98	±1	45	13	2	25	16	±2
Clerical	97	±1	37	17	2	28	16	±3
Other White Collar	97	±2	52	19	4	11	15	±4
Blue Collar	98	±1	52	12	2	20	13	±2
Scientists	98	±2	51	14	2	16	17	±4
Engineers	99	±1	53	10	3	17	17	±2
SUPERVISOR/MANAGER								
Supervisor	98	±1	49	13	2	22	15	±2
Manager	98	±1	49	13	4	20	14	±3
Wage Leader	99	±1	51	9	4	21	15	±5
Wage Supervisor	98	±2	52	10	4	17	16	±4
All Others	98	±1	47	13	2	23	16	±1
SCHEDULE/LOCATION								
Full-Time	98	±1	48	12	2	22	15	±1
Other Than Full-Time	94	±3	40	28	4	10	18	±6
CONUS	98	±1	48	12	2	22	16	±1
OCONUS	96	±2	43	17	3	23	13	±3
TYPE OF APPOINTMENT								
Permanent	98	±1	49	11	2	22	15	±1
Non-Permanent	95	±2	35	32	4	15	14	±5
BARGAINING UNIT								
Not in Bargaining Unit	98	±1	48	13	2	22	15	±1
In Bargaining Unit	98	±1	48	12	2	22	15	±2

Note. Percent responding are Civilian employees who answered the question.

73. In the coming year, do you plan to look for another job?

Percent Responding			Percentages					Max ME
			1	2	3	4	5	
DISABILITY								
No Disability	98	±1	48	12	2	22	15	±1
Disability	98	±1	45	14	2	24	15	±2
Targeted Disability	98	±1	45	15	3	23	14	±3
Other Disability	99	±1	46	13	2	24	15	±2
VETERAN/PREFERENCE								
Non-Veteran	98	±1	48	11	2	22	16	±1
Veteran	98	±1	47	14	3	22	14	±1
10 Point 30%	98	±1	45	17	2	24	12	±3
10 Point Non-30%	98	±1	46	15	3	23	14	±3
5 Point	98	±1	48	13	3	22	14	±2
No Preference	98	±1	48	14	2	19	17	±3
RETIREMENT PLAN								
CSRS	99	±1	53	7	3	21	16	±2
FERS	98	±1	46	14	2	23	15	±1
Other Plan	94	±3	31	32	6	15	16	±6
RETIREMENT ELIGIBILITY								
Not Eligible	98	±1	45	14	2	24	16	±1
Optional Eligible	98	±1	52	11	4	18	15	±2
Discontinued Service	98	±1	49	9	2	25	15	±2
LENGTH OF SERVICE								
6 Months to 4 Years	97	±1	44	21	2	17	16	±2
5 to 10 Years	98	±1	41	19	2	23	16	±3
11 to 20 Years	98	±1	45	13	1	25	15	±2
21 to 30 Years	99	±1	50	8	2	25	15	±2
More Than 30 Years	99	±1	59	7	6	12	16	±2
AGE								
30 Years Old or Less	96	±2	41	25	2	15	16	±3
31 to 40 Years Old	97	±1	40	17	2	25	15	±2
41 to 50 Years Old	98	±1	42	13	1	28	16	±2
51 to 60 Years Old	99	±1	55	8	4	19	15	±2
More Than 60 Years Old	98	±1	71	6	3	8	13	±3
GENDER								
Male	98	±1	50	13	3	20	14	±1
Female	98	±1	45	12	2	25	17	±2
RACE/ETHNICITY								
Non-Hispanic White	99	±1	50	12	2	20	15	±1
Total Minority	97	±1	42	14	2	26	16	±2
Non-Hispanic Black	97	±1	36	16	2	30	16	±2
Hispanic	98	±1	47	15	3	22	14	±3
Non-Hispanic API	96	±2	50	11	1	21	17	±3
EDUCATION								
No College	98	±1	58	7	2	17	16	±2
Some College	98	±1	47	12	2	23	15	±1
4-Year Degree	98	±1	45	14	3	22	16	±2
Graduate/Professional Degree	98	±1	46	15	3	21	15	±2

Note. Percent responding are Civilian employees who answered the question.

74. How important is each of the following as a reason for your plans to look for a new job?**a. Personal reasons (e.g., location, family desires, commuting time)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

			Percent Responding		Percentages					Max ME	Average Importance	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	36	±1	5	10	20	35	29	±2	3.7	±0.1		
Army	36	±2	5	9	20	35	30	±2	3.8	±0.1		
Navy	33	±2	5	12	21	34	28	±3	3.7	±0.1		
Air Force	40	±2	6	10	22	36	27	±3	3.7	±0.1		
DoD Agencies and Activities	34	±2	6	9	18	35	32	±3	3.8	±0.1		
PAY PLAN/GRADE												
White Collar Total	36	±1	5	10	19	35	31	±2	3.8	±0.1		
GS 1 to 4	44	±5	5	8	20	33	35	±7	3.8	±0.2		
GS 5 to 8	41	±2	6	9	21	33	32	±3	3.8	±0.1		
GS 9 to 12	35	±1	5	11	19	36	29	±2	3.7	±0.1		
GS/GM 13 to 15	36	±2	5	10	18	36	31	±3	3.8	±0.1		
SES	29	±8	4	9	NR	34	20	±13	3.6	±0.2		
Blue Collar Total	34	±2	6	12	24	36	21	±3	3.5	±0.1		
WG 1 to 5	38	±6	5	14	21	33	26	±8	3.6	±0.3		
WG 6 to 9	36	±3	6	10	25	37	21	±5	3.6	±0.2		
WG 10 to 15	35	±3	6	14	25	36	19	±4	3.5	±0.1		
WS/WL 1 to 19	29	±3	6	10	26	38	20	±6	3.6	±0.2		
OCCUPATIONAL GROUPS												
Professional	31	±2	5	9	19	35	32	±3	3.8	±0.1		
Administrative	38	±2	5	10	19	35	31	±2	3.8	±0.1		
Technical	38	±2	5	10	20	36	30	±3	3.7	±0.1		
Clerical	45	±3	6	9	22	29	34	±4	3.8	±0.1		
Other White Collar	32	±4	5	10	15	42	28	±7	3.8	±0.2		
Blue Collar	34	±2	6	12	24	36	21	±3	3.5	±0.1		
Scientists	31	±3	5	13	17	38	27	±6	3.7	±0.2		
Engineers	29	±2	6	11	19	37	27	±3	3.7	±0.1		
SUPERVISOR/MANAGER												
Supervisor	36	±2	6	10	19	37	29	±3	3.7	±0.1		
Manager	36	±3	7	14	16	34	29	±4	3.6	±0.1		
Wage Leader	33	±5	7	14	23	32	23	±8	3.5	±0.3		
Wage Supervisor	31	±4	5	8	25	36	26	±7	3.7	±0.2		
All Others	36	±1	5	10	21	35	29	±2	3.7	±0.1		
SCHEDULE/LOCATION												
Full-Time	36	±1	5	10	20	35	29	±2	3.7	±0.1		
Other Than Full-Time	40	±7	4	6	19	33	38	±11	4.0	±0.3		
CONUS	35	±1	6	10	21	35	28	±2	3.7	±0.1		
OCONUS	42	±3	5	8	17	35	35	±4	3.9	±0.1		
TYPE OF APPOINTMENT												
Permanent	35	±1	5	11	20	35	29	±2	3.7	±0.1		
Non-Permanent	49	±5	5	4	21	36	34	±7	3.9	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	36	±1	5	10	18	36	31	±2	3.8	±0.1		
In Bargaining Unit	35	±1	6	11	23	34	26	±2	3.6	±0.1		

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**a. Personal reasons (e.g., location, family desires, commuting time)**

	Percent Responding		Percentages					Max ME	Average Importance		
			1	2	3	4	5				
DISABILITY											
No Disability	35	±1	5	10	20	35	29	±2	3.7	±0.1	
Disability	39	±2	6	10	20	36	28	±3	3.7	±0.1	
Targeted Disability	40	±3	6	11	21	37	25	±5	3.6	±0.1	
Other Disability	38	±2	6	10	19	36	29	±3	3.7	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	34	±1	5	10	20	34	31	±2	3.7	±0.1	
Veteran	38	±1	6	10	21	36	27	±2	3.7	±0.1	
10 Point 30%	42	±3	7	8	18	38	29	±4	3.7	±0.1	
10 Point Non-30%	39	±3	7	10	19	37	28	±5	3.7	±0.2	
5 Point	37	±2	5	11	22	36	26	±2	3.7	±0.1	
No Preference	35	±3	6	12	21	33	28	±5	3.6	±0.2	
RETIREMENT PLAN											
CSRS	31	±1	6	12	22	35	26	±2	3.6	±0.1	
FERS	38	±1	5	10	20	35	30	±2	3.7	±0.1	
Other Plan	50	±6	3	6	19	36	36	±8	3.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	39	±1	5	10	20	34	30	±2	3.7	±0.1	
Optional Eligible	32	±2	5	10	20	36	29	±2	3.7	±0.1	
Discontinued Service	35	±2	6	11	22	35	26	±3	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	39	±2	4	8	17	36	35	±4	3.9	±0.1	
5 to 10 Years	43	±3	5	10	19	35	30	±4	3.8	±0.1	
11 to 20 Years	39	±2	6	10	21	34	30	±2	3.7	±0.1	
21 to 30 Years	34	±2	6	11	22	35	26	±2	3.6	±0.1	
More Than 30 Years	25	±2	6	11	20	37	26	±4	3.7	±0.1	
AGE											
30 Years Old or Less	41	±3	3	9	14	36	37	±5	3.9	±0.1	
31 to 40 Years Old	43	±2	5	9	18	34	35	±3	3.9	±0.1	
41 to 50 Years Old	40	±2	5	10	21	35	28	±2	3.7	±0.1	
51 to 60 Years Old	30	±1	7	12	23	35	24	±2	3.6	±0.1	
More Than 60 Years Old	16	±2	8	9	28	34	21	±7	3.5	±0.2	
GENDER											
Male	35	±1	5	11	22	37	25	±2	3.7	±0.1	
Female	37	±2	5	9	19	32	35	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	34	±1	6	11	21	34	27	±2	3.7	±0.1	
Total Minority	41	±2	5	8	19	36	32	±3	3.8	±0.1	
Non-Hispanic Black	46	±2	6	8	18	35	33	±3	3.8	±0.1	
Hispanic	38	±3	5	7	18	35	34	±5	3.9	±0.1	
Non-Hispanic API	31	±3	3	8	21	39	29	±5	3.8	±0.2	
EDUCATION											
No College	26	±2	6	12	26	34	23	±4	3.6	±0.1	
Some College	37	±1	6	10	21	35	28	±2	3.7	±0.1	
4-Year Degree	38	±2	5	9	18	35	33	±3	3.8	±0.1	
Graduate/Professional Degree	39	±2	5	11	18	35	31	±3	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**b. The work (e.g., use of skills and abilities, ability to work independently, level of stress)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

			Percent Responding		Percentages					Max ME	Average Importance	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	36	±1	3	5	14	44	34	±2	4.0	±0.1		
Army	36	±2	3	5	14	43	34	±2	4.0	±0.1		
Navy	33	±2	3	5	14	46	32	±3	4.0	±0.1		
Air Force	40	±2	3	5	15	44	33	±3	4.0	±0.1		
DoD Agencies and Activities	34	±2	2	5	14	44	35	±3	4.0	±0.1		
PAY PLAN/GRADE												
White Collar Total	36	±1	3	5	13	44	36	±2	4.0	±0.1		
GS 1 to 4	44	±5	3	4	14	42	37	±7	4.1	±0.2		
GS 5 to 8	41	±2	4	4	15	42	36	±3	4.0	±0.1		
GS 9 to 12	35	±1	3	5	13	46	33	±2	4.0	±0.1		
GS/GM 13 to 15	36	±2	3	4	11	45	36	±3	4.1	±0.1		
SES	29	±8	4	NR	10	31	37	±13	3.8	±0.6		
Blue Collar Total	34	±2	3	7	19	45	25	±3	3.8	±0.1		
WG 1 to 5	38	±6	5	11	18	41	26	±9	3.7	±0.2		
WG 6 to 9	36	±3	3	7	18	43	29	±6	3.9	±0.2		
WG 10 to 15	35	±3	4	7	20	45	24	±4	3.8	±0.1		
WS/WL 1 to 19	29	±3	2	5	21	49	23	±6	3.9	±0.2		
OCCUPATIONAL GROUPS												
Professional	31	±2	3	5	11	44	37	±3	4.1	±0.1		
Administrative	37	±2	3	4	13	44	35	±2	4.1	±0.1		
Technical	38	±2	4	5	14	43	34	±3	4.0	±0.1		
Clerical	45	±3	4	4	16	41	36	±4	4.0	±0.1		
Other White Collar	32	±4	2	3	15	48	31	±8	4.0	±0.2		
Blue Collar	34	±2	3	7	19	45	26	±3	3.8	±0.1		
Scientists	31	±3	3	4	9	47	36	±6	4.1	±0.1		
Engineers	29	±2	3	6	13	48	30	±3	4.0	±0.1		
SUPERVISOR/MANAGER												
Supervisor	36	±2	4	4	13	45	34	±3	4.0	±0.1		
Manager	35	±3	4	5	13	44	34	±4	4.0	±0.1		
Wage Leader	32	±5	5	11	19	44	23	±9	3.7	±0.3		
Wage Supervisor	31	±4	3	7	19	46	25	±7	3.8	±0.2		
All Others	36	±1	3	5	14	44	34	±2	4.0	±0.1		
SCHEDULE/LOCATION												
Full-Time	36	±1	3	5	14	44	33	±2	4.0	±0.1		
Other Than Full-Time	40	±7	2	4	16	31	46	±10	4.1	±0.2		
CONUS	35	±1	3	5	15	44	33	±2	4.0	±0.1		
OCONUS	41	±3	3	5	14	42	36	±4	4.0	±0.1		
TYPE OF APPOINTMENT												
Permanent	35	±1	3	5	14	45	33	±2	4.0	±0.1		
Non-Permanent	48	±5	3	6	17	35	39	±7	4.0	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	36	±1	3	5	13	44	35	±2	4.0	±0.1		
In Bargaining Unit	35	±1	4	5	16	44	31	±2	3.9	±0.1		

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**b. The work (e.g., use of skills and abilities, ability to work independently, level of stress)**

	Percent Responding		Percentages					Max ME	Average Importance		
			1	2	3	4	5				
DISABILITY											
No Disability	35	±1	3	5	14	44	33	±2	4.0	±0.1	
Disability	39	±2	3	5	14	42	35	±3	4.0	±0.1	
Targeted Disability	40	±3	3	6	18	40	33	±5	3.9	±0.1	
Other Disability	38	±2	4	5	13	43	36	±4	4.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	34	±1	3	5	13	43	35	±2	4.0	±0.1	
Veteran	38	±1	3	5	16	44	31	±2	4.0	±0.1	
10 Point 30%	42	±3	3	5	15	41	35	±4	4.0	±0.1	
10 Point Non-30%	39	±3	4	6	13	46	31	±5	3.9	±0.1	
5 Point	37	±2	3	5	16	45	31	±2	4.0	±0.1	
No Preference	34	±3	3	7	16	45	29	±5	3.9	±0.1	
RETIREMENT PLAN											
CSRS	31	±1	3	5	14	48	31	±2	4.0	±0.1	
FERS	38	±1	3	5	15	43	34	±2	4.0	±0.1	
Other Plan	50	±6	2	5	14	35	44	±8	4.1	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	39	±1	3	5	14	44	35	±2	4.0	±0.1	
Optional Eligible	31	±2	4	5	16	44	31	±3	3.9	±0.1	
Discontinued Service	35	±2	3	5	13	45	34	±3	4.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	38	±2	3	5	15	40	38	±4	4.0	±0.1	
5 to 10 Years	43	±3	4	4	17	41	34	±4	4.0	±0.1	
11 to 20 Years	38	±2	3	6	14	44	33	±2	4.0	±0.1	
21 to 30 Years	34	±2	3	5	14	46	33	±2	4.0	±0.1	
More Than 30 Years	25	±2	4	5	15	48	28	±4	3.9	±0.1	
AGE											
30 Years Old or Less	41	±3	2	7	13	38	40	±5	4.1	±0.1	
31 to 40 Years Old	42	±2	2	5	14	42	37	±3	4.1	±0.1	
41 to 50 Years Old	40	±2	3	5	15	45	33	±2	4.0	±0.1	
51 to 60 Years Old	30	±1	4	5	15	45	31	±2	3.9	±0.1	
More Than 60 Years Old	16	±2	5	6	20	45	24	±7	3.8	±0.2	
GENDER											
Male	35	±1	3	6	16	46	29	±2	3.9	±0.1	
Female	37	±2	3	4	11	40	41	±3	4.1	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	34	±1	3	5	14	45	32	±2	4.0	±0.1	
Total Minority	41	±2	3	5	15	41	36	±2	4.0	±0.1	
Non-Hispanic Black	46	±2	4	6	16	37	38	±3	4.0	±0.1	
Hispanic	38	±3	5	4	15	42	34	±5	4.0	±0.1	
Non-Hispanic API	32	±3	1	3	14	47	34	±5	4.1	±0.1	
EDUCATION											
No College	26	±2	3	8	19	45	24	±4	3.8	±0.1	
Some College	37	±1	3	5	16	44	31	±2	4.0	±0.1	
4-Year Degree	38	±2	3	4	12	45	36	±3	4.1	±0.1	
Graduate/Professional Degree	39	±2	3	4	9	42	42	±3	4.2	±0.1	

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**c. Working relationships (e.g., relationships with coworkers, supervisors, customers)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

			Percent Responding		Percentages					Max ME	Average Importance	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	36	±1	5	8	24	41	23	±2	3.7	±0.1		
Army	36	±2	4	8	23	40	25	±2	3.7	±0.1		
Navy	33	±2	4	8	25	41	22	±3	3.7	±0.1		
Air Force	40	±2	5	8	25	40	22	±3	3.6	±0.1		
DoD Agencies and Activities	34	±2	4	8	22	42	24	±3	3.7	±0.1		
PAY PLAN/GRADE												
White Collar Total	36	±1	5	8	23	40	24	±2	3.7	±0.1		
GS 1 to 4	44	±5	3	10	26	32	30	±6	3.7	±0.2		
GS 5 to 8	41	±2	6	7	21	40	26	±3	3.7	±0.1		
GS 9 to 12	35	±1	4	8	24	41	22	±2	3.7	±0.1		
GS/GM 13 to 15	36	±2	5	8	25	42	20	±3	3.7	±0.1		
SES	29	±8	7	7	NR	38	15	±13	3.5	±0.2		
Blue Collar Total	34	±2	4	9	25	41	21	±3	3.7	±0.1		
WG 1 to 5	38	±6	7	13	20	41	20	±9	3.5	±0.3		
WG 6 to 9	36	±3	4	7	25	40	25	±5	3.8	±0.2		
WG 10 to 15	35	±3	4	10	26	42	19	±4	3.6	±0.1		
WS/WL 1 to 19	29	±3	2	8	25	43	21	±6	3.7	±0.2		
OCCUPATIONAL GROUPS												
Professional	31	±2	5	9	24	39	23	±3	3.7	±0.1		
Administrative	37	±2	4	7	24	42	23	±2	3.7	±0.1		
Technical	38	±2	5	7	22	40	26	±3	3.7	±0.1		
Clerical	45	±3	5	8	23	38	25	±4	3.7	±0.1		
Other White Collar	32	±4	4	6	23	44	23	±7	3.7	±0.2		
Blue Collar	34	±2	4	9	25	41	21	±3	3.7	±0.1		
Scientists	31	±3	4	8	23	46	19	±6	3.7	±0.1		
Engineers	29	±2	6	8	27	43	16	±3	3.6	±0.1		
SUPERVISOR/MANAGER												
Supervisor	36	±2	5	7	22	43	22	±3	3.7	±0.1		
Manager	36	±3	7	9	24	39	21	±4	3.6	±0.1		
Wage Leader	33	±5	5	15	21	38	21	±9	3.6	±0.3		
Wage Supervisor	31	±4	5	10	27	38	20	±7	3.6	±0.2		
All Others	36	±1	4	8	24	40	24	±2	3.7	±0.1		
SCHEDULE/LOCATION												
Full-Time	36	±1	5	8	23	41	23	±2	3.7	±0.1		
Other Than Full-Time	40	±7	5	6	26	28	35	±11	3.8	±0.3		
CONUS	35	±1	4	8	24	41	23	±2	3.7	±0.1		
OCONUS	41	±3	6	6	22	40	26	±4	3.8	±0.1		
TYPE OF APPOINTMENT												
Permanent	35	±1	4	8	23	41	23	±2	3.7	±0.1		
Non-Permanent	49	±5	5	7	25	36	28	±7	3.7	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	36	±1	4	8	23	41	23	±2	3.7	±0.1		
In Bargaining Unit	35	±1	5	8	24	40	23	±2	3.7	±0.1		

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**c. Working relationships (e.g., relationships with coworkers, supervisors, customers)**

	Percent Responding		Percentages					Max ME	Average Importance		
			1	2	3	4	5				
DISABILITY											
No Disability	35	±1	5	8	24	40	23	±2	3.7	±0.1	
Disability	39	±2	4	7	22	42	25	±3	3.8	±0.1	
Targeted Disability	40	±3	4	8	23	40	24	±5	3.7	±0.1	
Other Disability	38	±2	4	6	22	42	25	±4	3.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	34	±1	5	7	23	41	24	±2	3.7	±0.1	
Veteran	38	±1	4	9	24	40	22	±2	3.7	±0.1	
10 Point 30%	42	±3	5	7	22	41	25	±4	3.7	±0.1	
10 Point Non-30%	39	±3	5	8	22	40	25	±5	3.7	±0.1	
5 Point	37	±2	4	9	26	40	22	±2	3.7	±0.1	
No Preference	35	±3	4	11	24	40	21	±5	3.6	±0.1	
RETIREMENT PLAN											
CSRS	31	±1	5	8	23	43	22	±2	3.7	±0.1	
FERS	38	±1	5	8	24	40	24	±2	3.7	±0.1	
Other Plan	50	±6	4	5	22	39	30	±8	3.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	39	±1	5	8	24	41	23	±2	3.7	±0.1	
Optional Eligible	31	±2	4	8	23	40	25	±3	3.7	±0.1	
Discontinued Service	35	±2	5	9	24	41	21	±3	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	38	±2	4	8	24	38	26	±4	3.7	±0.1	
5 to 10 Years	43	±3	5	7	24	40	24	±4	3.7	±0.1	
11 to 20 Years	39	±2	4	8	24	40	23	±2	3.7	±0.1	
21 to 30 Years	34	±2	4	8	23	42	23	±2	3.7	±0.1	
More Than 30 Years	25	±2	6	8	22	43	21	±4	3.7	±0.1	
AGE											
30 Years Old or Less	41	±3	4	9	22	37	27	±5	3.7	±0.2	
31 to 40 Years Old	43	±2	5	8	23	40	24	±3	3.7	±0.1	
41 to 50 Years Old	40	±2	4	8	23	42	23	±2	3.7	±0.1	
51 to 60 Years Old	30	±1	5	8	25	40	22	±2	3.7	±0.1	
More Than 60 Years Old	16	±2	9	6	26	36	24	±7	3.6	±0.2	
GENDER											
Male	35	±1	4	9	26	42	19	±2	3.6	±0.1	
Female	37	±2	5	6	20	39	30	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	34	±1	5	8	25	41	21	±2	3.7	±0.1	
Total Minority	41	±2	5	7	21	40	27	±2	3.8	±0.1	
Non-Hispanic Black	46	±2	5	8	22	39	26	±3	3.7	±0.1	
Hispanic	38	±3	6	7	20	39	29	±5	3.8	±0.1	
Non-Hispanic API	31	±3	2	5	20	41	31	±5	3.9	±0.1	
EDUCATION											
No College	26	±2	4	8	22	46	20	±4	3.7	±0.1	
Some College	37	±1	4	8	24	40	24	±2	3.7	±0.1	
4-Year Degree	38	±2	5	8	23	41	24	±3	3.7	±0.1	
Graduate/Professional Degree	39	±2	5	9	23	40	22	±3	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**d. Opportunities for advancement/recognition (e.g., training opportunities, performance awards, advancements)**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

			Percent Responding		Percentages					Max ME	Average Importance	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	36	±1	3	2	9	35	52	±2	4.3	±0.1		
Army	36	±2	3	2	8	35	52	±2	4.3	±0.1		
Navy	33	±2	2	2	9	37	50	±3	4.3	±0.1		
Air Force	40	±2	3	2	9	32	54	±3	4.3	±0.1		
DoD Agencies and Activities	34	±2	3	3	8	35	51	±3	4.3	±0.1		
PAY PLAN/GRADE												
White Collar Total	36	±1	3	2	9	34	52	±2	4.3	±0.1		
GS 1 to 4	44	±5	2	0	7	26	65	±6	4.5	±0.1		
GS 5 to 8	41	±2	3	1	5	27	64	±3	4.5	±0.1		
GS 9 to 12	35	±1	2	2	9	38	48	±2	4.3	±0.1		
GS/GM 13 to 15	36	±2	3	4	12	39	43	±3	4.1	±0.1		
SES	29	±8	11	7	16	NR	20	±10	3.6	±0.3		
Blue Collar Total	34	±2	2	2	9	36	51	±3	4.3	±0.1		
WG 1 to 5	38	±6	4	3	6	33	55	±9	4.3	±0.2		
WG 6 to 9	36	±3	3	1	8	34	54	±6	4.4	±0.1		
WG 10 to 15	35	±3	2	2	7	37	51	±4	4.3	±0.1		
WS/WL 1 to 19	29	±3	2	3	15	40	41	±6	4.1	±0.2		
OCCUPATIONAL GROUPS												
Professional	31	±2	3	3	11	38	44	±3	4.2	±0.1		
Administrative	37	±2	2	2	9	38	48	±2	4.3	±0.1		
Technical	38	±2	3	1	6	30	60	±3	4.4	±0.1		
Clerical	44	±3	2	1	5	25	67	±4	4.5	±0.1		
Other White Collar	32	±4	3	2	11	36	48	±7	4.2	±0.2		
Blue Collar	34	±2	3	2	8	36	51	±3	4.3	±0.1		
Scientists	31	±3	3	4	12	43	38	±6	4.1	±0.1		
Engineers	29	±2	3	3	12	40	42	±3	4.2	±0.1		
SUPERVISOR/MANAGER												
Supervisor	36	±2	3	2	9	38	48	±3	4.3	±0.1		
Manager	35	±3	5	4	11	35	45	±4	4.1	±0.1		
Wage Leader	33	±5	5	3	10	36	46	±9	4.2	±0.2		
Wage Supervisor	31	±4	3	5	18	37	37	±7	4.0	±0.2		
All Others	36	±1	2	2	8	34	54	±2	4.4	±0.1		
SCHEDULE/LOCATION												
Full-Time	36	±1	3	2	9	35	52	±2	4.3	±0.1		
Other Than Full-Time	40	±7	3	0	10	35	52	±11	4.3	±0.2		
CONUS	35	±1	3	2	8	35	52	±2	4.3	±0.1		
OCONUS	42	±3	3	2	11	33	50	±4	4.3	±0.1		
TYPE OF APPOINTMENT												
Permanent	35	±1	3	2	8	35	52	±2	4.3	±0.1		
Non-Permanent	48	±5	3	2	10	35	51	±7	4.3	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	36	±1	3	3	10	35	50	±2	4.3	±0.1		
In Bargaining Unit	35	±1	3	1	7	34	54	±2	4.4	±0.1		

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**d. Opportunities for advancement/recognition (e.g., training opportunities, performance awards, advancements)**

	Percent Responding		Percentages					Max ME	Average Importance		
			1	2	3	4	5				
DISABILITY											
No Disability	35	±1	3	2	9	35	51	±2	4.3	±0.1	
Disability	39	±2	3	1	8	33	55	±3	4.4	±0.1	
Targeted Disability	40	±3	3	2	9	31	56	±5	4.3	±0.1	
Other Disability	38	±2	3	1	7	33	55	±4	4.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	34	±1	3	2	8	34	53	±2	4.3	±0.1	
Veteran	38	±1	3	2	9	35	51	±2	4.3	±0.1	
10 Point 30%	41	±3	3	1	9	32	55	±4	4.3	±0.1	
10 Point Non-30%	39	±3	3	2	8	35	51	±5	4.3	±0.1	
5 Point	37	±2	2	2	10	36	50	±2	4.3	±0.1	
No Preference	34	±3	3	3	7	39	48	±5	4.3	±0.1	
RETIREMENT PLAN											
CSRS	31	±1	3	4	11	37	46	±2	4.2	±0.1	
FERS	38	±1	2	2	7	34	54	±2	4.4	±0.1	
Other Plan	49	±6	2	2	11	28	57	±8	4.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	39	±1	2	2	8	35	53	±2	4.3	±0.1	
Optional Eligible	32	±2	3	3	9	35	50	±3	4.3	±0.1	
Discontinued Service	35	±2	3	2	9	35	51	±3	4.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	38	±2	2	2	10	31	55	±4	4.3	±0.1	
5 to 10 Years	43	±3	3	2	6	31	58	±4	4.4	±0.1	
11 to 20 Years	38	±2	2	2	7	35	54	±2	4.4	±0.1	
21 to 30 Years	34	±2	3	2	9	37	49	±2	4.3	±0.1	
More Than 30 Years	25	±2	3	6	15	37	39	±4	4.0	±0.1	
AGE											
30 Years Old or Less	40	±3	2	2	9	30	58	±5	4.4	±0.1	
31 to 40 Years Old	43	±2	2	1	7	32	58	±3	4.4	±0.1	
41 to 50 Years Old	40	±2	2	2	7	36	53	±2	4.4	±0.1	
51 to 60 Years Old	30	±1	4	3	11	37	45	±2	4.2	±0.1	
More Than 60 Years Old	16	±2	5	4	14	34	43	±7	4.1	±0.2	
GENDER											
Male	35	±1	3	2	10	38	47	±2	4.2	±0.1	
Female	37	±2	3	2	6	30	59	±3	4.4	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	34	±1	3	3	10	37	48	±2	4.2	±0.1	
Total Minority	41	±2	3	1	6	30	60	±2	4.4	±0.1	
Non-Hispanic Black	46	±2	2	2	5	25	66	±3	4.5	±0.1	
Hispanic	38	±3	4	1	5	33	57	±5	4.4	±0.1	
Non-Hispanic API	31	±3	2	1	10	39	48	±6	4.3	±0.1	
EDUCATION											
No College	26	±2	3	3	9	38	48	±4	4.3	±0.1	
Some College	37	±1	2	2	8	33	55	±2	4.4	±0.1	
4-Year Degree	38	±2	3	2	9	37	49	±3	4.3	±0.1	
Graduate/Professional Degree	39	±2	3	3	9	36	50	±3	4.3	±0.1	

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**e. Better pay**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

			Percent Responding		Percentages					Max ME	Average Importance	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	36	±1	3	3	14	35	45	±2	4.2	±0.1		
Army	36	±2	2	3	13	35	46	±2	4.2	±0.1		
Navy	33	±2	3	3	14	36	44	±3	4.2	±0.1		
Air Force	40	±2	3	3	13	35	46	±3	4.2	±0.1		
DoD Agencies and Activities	34	±2	3	4	16	36	43	±3	4.1	±0.1		
PAY PLAN/GRADE												
White Collar Total	36	±1	3	3	14	35	45	±2	4.2	±0.1		
GS 1 to 4	44	±5	2	1	7	27	63	±6	4.5	±0.2		
GS 5 to 8	41	±2	2	1	9	30	57	±3	4.4	±0.1		
GS 9 to 12	35	±1	3	4	16	38	40	±2	4.1	±0.1		
GS/GM 13 to 15	36	±2	3	5	20	40	32	±3	3.9	±0.1		
SES	29	±8	10	8	19	NR	25	±10	3.6	±0.3		
Blue Collar Total	34	±2	2	3	13	36	46	±3	4.2	±0.1		
WG 1 to 5	38	±6	3	5	8	37	47	±9	4.2	±0.2		
WG 6 to 9	36	±3	2	4	13	32	49	±6	4.2	±0.1		
WG 10 to 15	34	±3	2	2	13	38	45	±4	4.2	±0.1		
WS/WL 1 to 19	29	±3	2	4	15	37	41	±6	4.1	±0.2		
OCCUPATIONAL GROUPS												
Professional	31	±2	3	5	19	37	36	±3	4.0	±0.1		
Administrative	37	±2	3	4	16	39	39	±2	4.1	±0.1		
Technical	38	±2	2	2	10	32	54	±3	4.3	±0.1		
Clerical	44	±3	2	1	7	28	62	±4	4.5	±0.1		
Other White Collar	32	±4	2	2	19	32	44	±7	4.1	±0.2		
Blue Collar	34	±2	2	3	12	36	46	±3	4.2	±0.1		
Scientists	31	±3	3	6	26	33	32	±6	3.8	±0.2		
Engineers	29	±2	2	4	17	41	36	±3	4.0	±0.1		
SUPERVISOR/MANAGER												
Supervisor	36	±2	3	4	16	38	40	±3	4.1	±0.1		
Manager	35	±3	4	4	15	37	40	±4	4.1	±0.1		
Wage Leader	32	±5	4	3	9	38	45	±9	4.2	±0.2		
Wage Supervisor	30	±4	3	5	20	32	40	±7	4.0	±0.2		
All Others	36	±1	2	3	14	35	46	±2	4.2	±0.1		
SCHEDULE/LOCATION												
Full-Time	36	±1	3	3	14	36	44	±2	4.2	±0.1		
Other Than Full-Time	39	±7	2	1	14	27	55	±11	4.3	±0.2		
CONUS	35	±1	2	3	14	35	45	±2	4.2	±0.1		
OCONUS	41	±3	3	5	16	37	40	±5	4.1	±0.1		
TYPE OF APPOINTMENT												
Permanent	35	±1	3	3	14	35	45	±2	4.2	±0.1		
Non-Permanent	48	±5	2	2	13	35	47	±7	4.2	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	36	±1	3	4	15	36	43	±2	4.1	±0.1		
In Bargaining Unit	35	±1	2	3	12	35	48	±2	4.2	±0.1		

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**e. Better pay**

	Percent Responding		Percentages					Max ME	Average Importance		
			1	2	3	4	5				
DISABILITY											
No Disability	35	±1	2	4	14	36	45	±2	4.2	±0.1	
Disability	39	±2	3	2	14	35	46	±3	4.2	±0.1	
Targeted Disability	40	±3	3	2	14	32	48	±5	4.2	±0.1	
Other Disability	38	±2	3	2	14	36	46	±4	4.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	34	±1	3	3	14	35	46	±2	4.2	±0.1	
Veteran	38	±1	2	4	14	36	43	±2	4.1	±0.1	
10 Point 30%	42	±3	3	2	13	34	47	±4	4.2	±0.1	
10 Point Non-30%	39	±3	3	2	17	37	42	±5	4.1	±0.1	
5 Point	37	±2	2	4	14	37	42	±2	4.1	±0.1	
No Preference	34	±3	2	5	14	36	43	±5	4.1	±0.1	
RETIREMENT PLAN											
CSRS	30	±1	3	4	16	36	41	±2	4.1	±0.1	
FERS	38	±1	2	3	13	35	46	±2	4.2	±0.1	
Other Plan	50	±6	1	3	13	29	53	±8	4.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	39	±1	2	3	14	35	45	±2	4.2	±0.1	
Optional Eligible	31	±2	3	3	14	35	45	±3	4.2	±0.1	
Discontinued Service	35	±2	3	4	14	36	44	±3	4.1	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	38	±2	2	3	12	32	52	±4	4.3	±0.1	
5 to 10 Years	43	±3	3	4	14	33	46	±4	4.1	±0.1	
11 to 20 Years	38	±2	2	3	13	36	46	±2	4.2	±0.1	
21 to 30 Years	34	±2	3	3	15	37	43	±2	4.1	±0.1	
More Than 30 Years	24	±2	3	6	20	38	34	±4	3.9	±0.1	
AGE											
30 Years Old or Less	40	±3	3	3	10	28	57	±5	4.3	±0.1	
31 to 40 Years Old	43	±2	2	3	12	33	51	±3	4.3	±0.1	
41 to 50 Years Old	40	±2	2	3	14	37	44	±2	4.2	±0.1	
51 to 60 Years Old	30	±1	4	4	17	37	38	±2	4.0	±0.1	
More Than 60 Years Old	15	±2	5	5	19	34	37	±8	3.9	±0.2	
GENDER											
Male	35	±1	2	4	15	38	41	±2	4.1	±0.1	
Female	37	±2	3	3	12	31	51	±3	4.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	34	±1	3	4	16	37	40	±2	4.1	±0.1	
Total Minority	41	±2	2	2	9	32	55	±3	4.4	±0.1	
Non-Hispanic Black	46	±2	2	2	7	28	60	±3	4.4	±0.1	
Hispanic	38	±3	3	1	9	34	53	±5	4.3	±0.1	
Non-Hispanic API	31	±3	2	2	14	39	42	±5	4.2	±0.1	
EDUCATION											
No College	26	±2	2	2	13	34	49	±4	4.2	±0.1	
Some College	37	±1	2	3	13	35	47	±2	4.2	±0.1	
4-Year Degree	38	±2	2	4	15	36	43	±3	4.1	±0.1	
Graduate/Professional Degree	39	±2	3	5	17	38	37	±3	4.0	±0.1	

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**f. Job security**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

			Percent Responding		Percentages					Max ME	Average Importance	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	35	±1	3	5	14	34	43	±2	4.1	±0.1		
Army	36	±2	4	6	15	34	42	±2	4.0	±0.1		
Navy	33	±2	3	6	13	36	42	±3	4.1	±0.1		
Air Force	39	±2	3	4	15	34	43	±3	4.1	±0.1		
DoD Agencies and Activities	34	±2	3	6	13	32	46	±3	4.1	±0.1		
PAY PLAN/GRADE												
White Collar Total	36	±1	4	6	15	34	42	±2	4.1	±0.1		
GS 1 to 4	43	±5	3	4	10	27	56	±7	4.3	±0.2		
GS 5 to 8	41	±2	3	3	11	30	53	±3	4.3	±0.1		
GS 9 to 12	35	±1	3	5	15	35	41	±2	4.1	±0.1		
GS/GM 13 to 15	35	±2	4	9	20	41	26	±3	3.8	±0.1		
SES	29	±8	12	NR	31	19	5	±12	2.7	±0.3		
Blue Collar Total	34	±2	3	5	12	33	47	±3	4.2	±0.1		
WG 1 to 5	38	±6	3	1	8	34	54	±9	4.3	±0.2		
WG 6 to 9	36	±3	3	5	12	28	52	±6	4.2	±0.2		
WG 10 to 15	34	±3	3	5	13	35	44	±4	4.1	±0.1		
WS/WL 1 to 19	29	±3	3	6	14	37	40	±6	4.0	±0.2		
OCCUPATIONAL GROUPS												
Professional	31	±2	4	9	20	38	29	±3	3.8	±0.1		
Administrative	37	±2	3	5	15	36	41	±2	4.0	±0.1		
Technical	38	±2	4	4	12	31	49	±3	4.2	±0.1		
Clerical	44	±3	3	3	9	27	58	±4	4.3	±0.1		
Other White Collar	32	±4	1	5	14	38	42	±7	4.2	±0.2		
Blue Collar	33	±2	3	5	13	33	46	±3	4.2	±0.1		
Scientists	31	±3	6	10	23	34	28	±6	3.7	±0.2		
Engineers	29	±2	5	8	21	40	26	±3	3.7	±0.1		
SUPERVISOR/MANAGER												
Supervisor	35	±2	4	6	17	35	39	±3	4.0	±0.1		
Manager	35	±3	5	10	16	36	33	±4	3.8	±0.1		
Wage Leader	32	±5	5	8	13	33	41	±9	4.0	±0.3		
Wage Supervisor	30	±4	1	5	17	42	35	±7	4.0	±0.2		
All Others	36	±1	3	5	14	33	45	±2	4.1	±0.1		
SCHEDULE/LOCATION												
Full-Time	35	±1	3	5	14	34	43	±2	4.1	±0.1		
Other Than Full-Time	40	±7	3	5	14	30	48	±11	4.1	±0.3		
CONUS	35	±1	3	5	14	34	43	±2	4.1	±0.1		
OCONUS	41	±3	5	5	14	33	43	±4	4.0	±0.1		
TYPE OF APPOINTMENT												
Permanent	35	±1	4	6	14	34	42	±2	4.1	±0.1		
Non-Permanent	47	±5	3	2	12	27	57	±7	4.3	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	36	±1	4	6	15	35	40	±2	4.0	±0.1		
In Bargaining Unit	35	±1	3	5	13	33	47	±2	4.2	±0.1		

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**f. Job security**

	Percent Responding		Percentages					Max ME	Average Importance		
			1	2	3	4	5				
DISABILITY											
No Disability	35	±1	3	6	15	34	42	±2	4.1	±0.1	
Disability	38	±2	4	5	12	33	46	±3	4.1	±0.1	
Targeted Disability	39	±3	4	7	11	30	47	±5	4.1	±0.1	
Other Disability	38	±2	4	4	13	35	45	±4	4.1	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	34	±1	3	5	14	34	44	±2	4.1	±0.1	
Veteran	37	±1	4	6	15	34	42	±2	4.0	±0.1	
10 Point 30%	40	±3	3	5	12	32	48	±4	4.2	±0.1	
10 Point Non-30%	38	±3	3	4	13	35	44	±5	4.1	±0.1	
5 Point	37	±2	4	6	16	34	40	±2	4.0	±0.1	
No Preference	34	±3	2	7	14	34	42	±5	4.1	±0.1	
RETIREMENT PLAN											
CSRS	30	±1	4	7	18	35	36	±2	3.9	±0.1	
FERS	37	±1	3	5	12	34	45	±2	4.1	±0.1	
Other Plan	49	±6	2	2	17	25	54	±8	4.3	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	38	±1	3	5	14	34	45	±2	4.1	±0.1	
Optional Eligible	31	±2	4	6	15	34	40	±3	4.0	±0.1	
Discontinued Service	35	±2	4	6	15	36	40	±3	4.0	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	38	±2	3	5	13	32	48	±4	4.2	±0.1	
5 to 10 Years	42	±3	4	3	13	35	45	±4	4.1	±0.1	
11 to 20 Years	38	±2	3	5	12	34	47	±2	4.2	±0.1	
21 to 30 Years	34	±2	4	5	15	35	40	±2	4.0	±0.1	
More Than 30 Years	24	±2	5	12	23	33	27	±4	3.7	±0.1	
AGE											
30 Years Old or Less	40	±3	3	5	15	32	45	±5	4.1	±0.1	
31 to 40 Years Old	42	±2	3	5	12	30	50	±3	4.2	±0.1	
41 to 50 Years Old	40	±2	3	4	12	35	45	±2	4.2	±0.1	
51 to 60 Years Old	29	±1	5	7	18	35	35	±2	3.9	±0.1	
More Than 60 Years Old	15	±2	5	10	23	30	32	±8	3.7	±0.2	
GENDER											
Male	35	±1	4	6	16	36	38	±2	4.0	±0.1	
Female	37	±2	3	4	11	31	51	±3	4.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	33	±1	3	6	16	36	38	±2	4.0	±0.1	
Total Minority	40	±2	3	3	9	30	54	±3	4.3	±0.1	
Non-Hispanic Black	45	±2	3	3	8	27	58	±3	4.3	±0.1	
Hispanic	37	±3	4	3	10	31	51	±5	4.2	±0.1	
Non-Hispanic API	31	±3	3	2	11	36	47	±6	4.2	±0.1	
EDUCATION											
No College	25	±2	4	4	10	33	49	±4	4.2	±0.1	
Some College	36	±1	3	4	13	31	49	±2	4.2	±0.1	
4-Year Degree	37	±2	3	6	15	38	38	±3	4.0	±0.1	
Graduate/Professional Degree	38	±2	5	9	21	37	28	±3	3.8	±0.1	

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

74. How important is each of the following as a reason for your plans to look for a new job?**g. Other**

1. Very unimportant
4. Important

2. Unimportant
5. Very important

3. Neither important nor unimportant

			Percent Responding		Percentages					Max ME	Average Importance	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	30	±1	4	4	48	23	21	±2	3.6	±0.1		
Army	31	±2	4	4	49	22	22	±3	3.5	±0.1		
Navy	28	±2	4	4	48	25	20	±3	3.5	±0.1		
Air Force	33	±2	3	3	50	22	22	±3	3.6	±0.1		
DoD Agencies and Activities	29	±2	3	4	45	25	23	±4	3.6	±0.1		
PAY PLAN/GRADE												
White Collar Total	31	±1	4	3	49	22	21	±2	3.5	±0.1		
GS 1 to 4	37	±5	2	3	44	22	30	±7	3.7	±0.2		
GS 5 to 8	35	±2	4	3	44	24	25	±3	3.6	±0.1		
GS 9 to 12	30	±1	4	3	52	23	19	±2	3.5	±0.1		
GS/GM 13 to 15	30	±2	4	6	56	20	15	±3	3.4	±0.1		
SES	24	±8	9	6	40	15	NR	±16	3.5	±0.6		
Blue Collar Total	28	±2	3	4	44	26	23	±3	3.6	±0.1		
WG 1 to 5	31	±5	4	2	38	29	26	±10	3.7	±0.2		
WG 6 to 9	29	±3	2	4	43	26	25	±6	3.7	±0.2		
WG 10 to 15	29	±3	4	4	46	25	21	±5	3.5	±0.1		
WS/WL 1 to 19	23	±3	1	4	45	28	21	±7	3.6	±0.2		
OCCUPATIONAL GROUPS												
Professional	27	±2	4	4	53	22	17	±3	3.4	±0.1		
Administrative	32	±2	4	3	51	22	20	±3	3.5	±0.1		
Technical	32	±2	4	3	47	24	23	±3	3.6	±0.1		
Clerical	37	±3	4	3	41	23	29	±5	3.7	±0.1		
Other White Collar	27	±4	2	3	50	23	22	±8	3.6	±0.2		
Blue Collar	28	±2	3	4	44	26	23	±3	3.6	±0.1		
Scientists	28	±3	3	5	56	19	16	±6	3.4	±0.2		
Engineers	25	±2	6	4	57	20	13	±4	3.3	±0.1		
SUPERVISOR/MANAGER												
Supervisor	30	±2	4	4	52	22	19	±4	3.5	±0.1		
Manager	29	±3	6	6	51	21	17	±5	3.4	±0.1		
Wage Leader	26	±5	5	7	37	30	21	±10	3.6	±0.3		
Wage Supervisor	26	±4	2	2	51	26	19	±8	3.6	±0.2		
All Others	31	±1	4	3	47	23	22	±2	3.6	±0.1		
SCHEDULE/LOCATION												
Full-Time	30	±1	4	4	48	23	21	±2	3.5	±0.1		
Other Than Full-Time	34	±6	2	1	38	20	39	±12	3.9	±0.3		
CONUS	30	±1	4	4	48	23	21	±2	3.5	±0.1		
OCONUS	35	±3	5	4	44	24	23	±5	3.6	±0.1		
TYPE OF APPOINTMENT												
Permanent	29	±1	4	4	48	23	21	±2	3.5	±0.1		
Non-Permanent	43	±5	3	2	46	20	28	±7	3.7	±0.2		
BARGAINING UNIT												
Not in Bargaining Unit	30	±1	4	4	49	23	21	±2	3.5	±0.1		
In Bargaining Unit	30	±1	4	3	47	24	22	±2	3.6	±0.1		

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

NR: Not reportable - cell size less than 30 or low precision.

74. How important is each of the following as a reason for your plans to look for a new job?**g. Other**

	Percent Responding		Percentages					Max ME	Average Importance		
			1	2	3	4	5				
DISABILITY											
No Disability	30	±1	4	4	49	23	21	±2	3.5	±0.1	
Disability	33	±2	4	4	46	24	23	±3	3.6	±0.1	
Targeted Disability	34	±3	4	4	46	23	23	±5	3.6	±0.1	
Other Disability	32	±2	4	3	45	25	22	±4	3.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	29	±1	4	3	48	23	22	±2	3.6	±0.1	
Veteran	32	±1	4	4	48	24	21	±2	3.5	±0.1	
10 Point 30%	35	±3	5	4	46	24	22	±5	3.5	±0.1	
10 Point Non-30%	33	±3	4	4	49	22	22	±5	3.5	±0.1	
5 Point	31	±2	4	4	48	25	20	±3	3.5	±0.1	
No Preference	29	±3	2	5	51	19	23	±6	3.5	±0.2	
RETIREMENT PLAN											
CSRS	25	±1	3	4	47	24	21	±3	3.5	±0.1	
FERS	32	±1	4	3	49	23	21	±2	3.5	±0.1	
Other Plan	43	±6	3	3	42	19	33	±9	3.8	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	33	±1	4	3	49	22	22	±2	3.5	±0.1	
Optional Eligible	26	±2	4	4	45	25	22	±3	3.6	±0.1	
Discontinued Service	30	±2	3	4	48	25	19	±4	3.5	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	33	±2	3	3	47	22	25	±4	3.6	±0.1	
5 to 10 Years	36	±3	5	3	50	22	20	±4	3.5	±0.1	
11 to 20 Years	33	±2	4	3	49	23	22	±3	3.6	±0.1	
21 to 30 Years	28	±2	3	4	47	25	21	±3	3.5	±0.1	
More Than 30 Years	20	±2	5	6	49	23	18	±4	3.4	±0.1	
AGE											
30 Years Old or Less	35	±3	3	3	47	20	26	±6	3.6	±0.2	
31 to 40 Years Old	37	±2	4	3	49	22	23	±3	3.6	±0.1	
41 to 50 Years Old	34	±2	3	4	50	23	20	±2	3.5	±0.1	
51 to 60 Years Old	24	±1	5	5	44	26	20	±3	3.5	±0.1	
More Than 60 Years Old	12	±2	4	5	45	21	25	±9	3.6	±0.2	
GENDER											
Male	30	±1	4	4	51	23	18	±2	3.5	±0.1	
Female	31	±2	4	3	43	23	27	±3	3.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	29	±1	4	4	52	21	19	±2	3.5	±0.1	
Total Minority	34	±2	4	3	41	27	26	±3	3.7	±0.1	
Non-Hispanic Black	39	±2	4	3	37	28	28	±3	3.7	±0.1	
Hispanic	31	±3	4	3	44	25	24	±5	3.6	±0.2	
Non-Hispanic API	26	±3	3	3	45	27	22	±6	3.6	±0.2	
EDUCATION											
No College	21	±2	3	3	39	29	26	±4	3.7	±0.1	
Some College	31	±1	4	3	47	24	22	±2	3.6	±0.1	
4-Year Degree	33	±2	3	3	49	23	21	±3	3.5	±0.1	
Graduate/Professional Degree	33	±2	5	4	55	18	18	±3	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question and who are planning to look for another job (Q73).

75. If you were offered a separation incentive, how likely is it that you would accept one at the present time?

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely
6. Not applicable, I would not be eligible for such an incentive

	Percent Responding		Percentages						Max ME	Average Likelihood		
			1	2	3	4	5	6				
OVERALL AND COMPONENT												
Total DoD	98	±1	17	15	14	11	16	26	±1	2.9	±0.1	
Army	98	±1	16	15	14	12	18	25	±2	3.0	±0.1	
Navy	98	±1	20	16	14	11	14	26	±2	2.8	±0.1	
Air Force	99	±1	15	15	14	12	17	27	±2	3.0	±0.1	
DoD Agencies and Activities	98	±1	18	15	13	11	16	27	±2	2.9	±0.1	
PAY PLAN/GRADE												
White Collar Total	98	±1	18	16	13	11	15	27	±1	2.9	±0.1	
GS 1 to 4	96	±3	13	10	15	8	16	39	±5	3.1	±0.2	
GS 5 to 8	97	±1	16	15	14	11	17	28	±2	3.0	±0.1	
GS 9 to 12	99	±1	18	16	13	12	16	26	±1	2.9	±0.1	
GS/GM 13 to 15	99	±1	23	18	13	11	14	21	±2	2.7	±0.1	
SES	99	±1	18	17	19	9	19	18	±9	2.9	±0.3	
Blue Collar Total	98	±1	13	14	15	13	21	23	±2	3.2	±0.1	
WG 1 to 5	96	±3	12	10	12	15	18	32	±6	3.3	±0.2	
WG 6 to 9	97	±2	13	14	14	12	18	28	±3	3.1	±0.2	
WG 10 to 15	98	±1	14	15	16	13	21	22	±2	3.1	±0.1	
WS/WL 1 to 19	99	±1	15	13	16	15	23	17	±3	3.2	±0.2	
OCCUPATIONAL GROUPS												
Professional	98	±1	20	17	13	9	12	29	±2	2.7	±0.1	
Administrative	99	±1	19	16	13	12	16	24	±2	2.9	±0.1	
Technical	98	±1	16	14	14	13	18	26	±2	3.0	±0.1	
Clerical	97	±2	15	13	14	11	16	31	±3	3.0	±0.1	
Other White Collar	96	±2	14	13	15	10	17	30	±4	3.0	±0.2	
Blue Collar	98	±1	14	14	15	13	20	23	±2	3.2	±0.1	
Scientists	98	±2	18	16	16	10	12	28	±3	2.8	±0.2	
Engineers	99	±1	20	17	15	10	12	26	±2	2.7	±0.1	
SUPERVISOR/MANAGER												
Supervisor	98	±1	18	15	14	13	19	21	±2	3.0	±0.1	
Manager	99	±1	20	16	13	13	20	18	±2	3.0	±0.1	
Wage Leader	99	±1	17	15	15	11	18	23	±5	3.0	±0.2	
Wage Supervisor	98	±1	14	14	15	18	22	17	±4	3.2	±0.2	
All Others	98	±1	17	15	14	11	15	28	±1	2.9	±0.1	
SCHEDULE/LOCATION												
Full-Time	98	±1	17	15	14	12	16	25	±1	2.9	±0.1	
Other Than Full-Time	94	±4	9	10	14	8	15	44	±7	3.2	±0.3	
CONUS	98	±1	17	15	14	12	16	26	±1	2.9	±0.1	
OCONUS	96	±2	17	14	15	10	17	27	±3	2.9	±0.1	
TYPE OF APPOINTMENT												
Permanent	98	±1	18	15	14	12	17	25	±1	2.9	±0.1	
Non-Permanent	95	±2	8	11	12	8	10	50	±5	3.0	±0.2	
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	18	15	14	12	16	25	±1	2.9	±0.1	
In Bargaining Unit	98	±1	16	15	14	11	16	27	±1	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

75. If you were offered a separation incentive, how likely is it that you would accept one at the present time?

Percent Responding			Percentages						Max ME	Average Likelihood		
			1	2	3	4	5	6				
DISABILITY												
No Disability	98	±1	17	15	14	11	16	27	±1	2.9	±0.1	
Disability	98	±1	16	14	14	13	20	23	±2	3.1	±0.1	
Targeted Disability	98	±1	16	14	15	14	19	22	±3	3.1	±0.1	
Other Disability	98	±1	15	14	14	13	20	23	±2	3.1	±0.1	
VETERAN/PREFERENCE												
Non-Veteran	98	±1	18	15	13	10	14	30	±1	2.8	±0.1	
Veteran	98	±1	16	15	15	13	20	21	±1	3.1	±0.1	
10 Point 30%	98	±1	17	14	14	11	18	27	±3	3.0	±0.1	
10 Point Non-30%	98	±1	17	15	14	14	18	22	±3	3.0	±0.1	
5 Point	98	±1	15	16	16	13	21	19	±1	3.1	±0.1	
No Preference	98	±1	17	16	15	11	14	28	±3	2.9	±0.1	
RETIREMENT PLAN												
CSRS	99	±1	16	16	14	16	26	12	±1	3.2	±0.1	
FERS	98	±1	18	15	13	9	11	33	±1	2.7	±0.1	
Other Plan	94	±3	9	11	13	9	13	44	±6	3.1	±0.2	
RETIREMENT ELIGIBILITY												
Not Eligible	98	±1	18	14	12	8	11	36	±1	2.7	±0.1	
Optional Eligible	98	±1	15	15	16	14	24	16	±1	3.2	±0.1	
Discontinued Service	99	±1	18	18	15	16	20	12	±2	3.0	±0.1	
LENGTH OF SERVICE												
6 Months to 4 Years	96	±1	12	11	14	7	9	47	±2	2.8	±0.1	
5 to 10 Years	98	±1	14	16	13	7	9	41	±3	2.7	±0.1	
11 to 20 Years	98	±1	21	15	13	9	11	30	±2	2.6	±0.1	
21 to 30 Years	99	±1	19	17	15	14	20	16	±1	3.0	±0.1	
More Than 30 Years	99	±1	11	14	15	19	36	5	±2	3.6	±0.1	
AGE												
30 Years Old or Less	96	±2	10	11	15	7	10	46	±3	2.9	±0.2	
31 to 40 Years Old	97	±1	18	14	12	7	8	41	±2	2.5	±0.1	
41 to 50 Years Old	98	±1	21	16	13	10	10	30	±1	2.6	±0.1	
51 to 60 Years Old	99	±1	15	17	15	16	25	12	±1	3.2	±0.1	
More Than 60 Years Old	98	±1	13	12	16	18	35	6	±3	3.5	±0.1	
GENDER												
Male	98	±1	17	16	15	12	17	23	±1	3.0	±0.1	
Female	98	±1	17	15	12	11	15	31	±2	2.9	±0.1	
RACE/ETHNICITY												
Non-Hispanic White	99	±1	18	16	13	12	17	25	±1	2.9	±0.1	
Total Minority	97	±1	16	14	15	11	16	28	±2	3.0	±0.1	
Non-Hispanic Black	97	±1	16	15	13	11	16	28	±2	2.9	±0.1	
Hispanic	98	±1	15	12	15	11	18	29	±3	3.1	±0.1	
Non-Hispanic API	95	±2	16	17	18	11	12	26	±3	2.8	±0.1	
EDUCATION												
No College	98	±1	14	14	14	14	21	23	±2	3.2	±0.1	
Some College	98	±1	16	15	14	12	18	25	±1	3.0	±0.1	
4-Year Degree	98	±1	19	16	13	10	13	29	±2	2.8	±0.1	
Graduate/Professional Degree	98	±1	21	17	13	9	13	27	±2	2.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

76. Once you become optional eligible for retirement, how long do you plan to continue to work for the Federal government?

1. Less than 1 year
4. 6 to 9 years

2. 1 to 2 years
5. 10 or more years

3. 3 to 5 years
6. I do not plan to stay until eligible for retirement

Percent Responding			Percentages						Max ME
			1	2	3	4	5	6	
OVERALL AND COMPONENT									
Total DoD	51	±1	21	16	29	10	17	7	±1
Army	50	±2	21	16	29	10	17	8	±2
Navy	50	±2	21	16	31	11	16	5	±2
Air Force	52	±2	21	16	29	10	17	6	±2
DoD Agencies and Activities	50	±2	21	16	27	10	18	9	±3
PAY PLAN/GRADE									
White Collar Total	52	±1	21	16	30	10	16	7	±1
GS 1 to 4	60	±5	12	9	21	7	29	23	±6
GS 5 to 8	51	±2	17	16	29	10	21	7	±2
GS 9 to 12	51	±1	22	17	30	10	14	6	±2
GS/GM 13 to 15	53	±2	26	17	33	10	11	3	±3
SES	41	±8	30	18	24	12	8	9	±9
Blue Collar Total	44	±2	23	15	26	10	21	5	±3
WG 1 to 5	49	±6	13	11	23	10	26	17	±8
WG 6 to 9	48	±4	22	13	25	11	24	5	±4
WG 10 to 15	44	±3	26	17	25	10	18	4	±4
WS/WL 1 to 19	38	±4	23	17	31	10	16	2	±5
OCCUPATIONAL GROUPS									
Professional	58	±2	21	16	31	10	14	8	±2
Administrative	50	±2	24	18	30	10	13	5	±2
Technical	50	±2	18	16	28	9	20	8	±3
Clerical	55	±3	16	14	24	9	23	14	±4
Other White Collar	45	±4	15	18	30	11	20	6	±6
Blue Collar	44	±2	23	15	26	10	21	5	±3
Scientists	55	±3	19	14	33	11	15	8	±4
Engineers	57	±2	23	17	32	10	12	6	±2
SUPERVISOR/MANAGER									
Supervisor	48	±2	22	16	32	10	14	5	±3
Manager	46	±3	25	18	31	9	13	4	±4
Wage Leader	43	±5	21	14	25	9	25	5	±7
Wage Supervisor	40	±4	22	17	31	10	15	5	±6
All Others	52	±1	20	16	28	10	18	8	±1
SCHEDULE/LOCATION									
Full-Time	50	±1	21	16	29	10	17	6	±1
Other Than Full-Time	66	±6	12	12	17	4	20	36	±8
CONUS	51	±1	22	16	29	10	17	6	±1
OCONUS	47	±3	15	13	28	11	20	13	±4
TYPE OF APPOINTMENT									
Permanent	49	±1	22	17	30	10	16	5	±1
Non-Permanent	71	±4	7	9	19	5	28	31	±6
BARGAINING UNIT									
Not in Bargaining Unit	52	±1	21	16	30	10	15	8	±2
In Bargaining Unit	49	±1	20	16	28	10	19	6	±2

Note. Percent responding are Civilian employees who answered the question and who are not eligible to retire (Q21).

76. Once you become optional eligible for retirement, how long do you plan to continue to work for the Federal government?

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
DISABILITY									
No Disability	52	±1	22	16	29	10	17	7	±1
Disability	41	±2	17	16	28	12	20	7	±3
Targeted Disability	39	±3	19	15	26	11	23	7	±4
Other Disability	42	±2	16	16	29	13	19	7	±3
VETERAN/PREFERENCE									
Non-Veteran	56	±1	23	16	29	10	15	7	±2
Veteran	44	±1	18	16	29	11	20	6	±2
10 Point 30%	47	±3	14	17	27	11	23	8	±4
10 Point Non-30%	43	±3	17	15	30	10	20	8	±4
5 Point	40	±2	19	16	30	11	19	5	±2
No Preference	56	±3	20	13	31	10	20	7	±4
RETIREMENT PLAN									
CSRS	35	±1	31	19	29	10	9	2	±2
FERS	59	±1	18	16	30	11	19	6	±1
Other Plan	69	±5	10	7	18	4	22	38	±7
RETIREMENT ELIGIBILITY									
Not Eligible	95	±1	21	16	29	10	17	7	±1
Optional Eligible	0	±0	NA	NA	NA	NA	NA	NA	
Discontinued Service	0	±0	NA	NA	NA	NA	NA	NA	
LENGTH OF SERVICE									
6 Months to 4 Years	68	±2	13	12	25	7	24	19	±3
5 to 10 Years	63	±3	15	14	29	10	24	9	±3
11 to 20 Years	60	±2	21	16	31	11	17	4	±2
21 to 30 Years	42	±2	29	19	28	11	10	2	±2
More Than 30 Years	17	±2	24	22	35	10	7	2	±4
AGE									
30 Years Old or Less	70	±3	16	13	25	8	19	20	±4
31 to 40 Years Old	67	±2	19	15	29	8	19	9	±2
41 to 50 Years Old	61	±2	23	17	28	10	18	4	±2
51 to 60 Years Old	33	±2	21	18	32	13	12	3	±2
More Than 60 Years Old	9	±2	18	12	43	8	7	11	±11
GENDER									
Male	48	±1	20	16	30	11	18	6	±1
Female	55	±2	22	17	27	9	16	9	±2
RACE/ETHNICITY									
Non-Hispanic White	52	±1	23	16	29	10	15	7	±1
Total Minority	48	±2	15	16	29	10	22	8	±2
Non-Hispanic Black	51	±2	15	18	29	10	21	6	±3
Hispanic	45	±3	15	15	28	8	23	11	±4
Non-Hispanic API	46	±3	12	15	27	14	25	8	±4
EDUCATION									
No College	42	±2	22	17	28	9	19	4	±3
Some College	48	±1	20	17	28	10	19	7	±2
4-Year Degree	57	±2	22	16	30	9	14	8	±2
Graduate/Professional Degree	57	±2	21	15	30	11	15	8	±2

Note. Percent responding are Civilian employees who answered the question and who are not eligible to retire (Q21).

NA: Not applicable

77. How long do you plan to continue to work for the Federal government?

1. Less than 1 year
4. 6 to 9 years

2. 1 to 2 years
5. 10 or more years

3. 3 to 5 years

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
OVERALL AND COMPONENT								
Total DoD	46	±1	4	12	29	22	33	±1
Army	46	±2	5	12	29	21	33	±2
Navy	47	±2	4	13	29	23	30	±2
Air Force	45	±2	4	12	28	19	37	±2
DoD Agencies and Activities	46	±2	4	11	30	22	32	±3
PAY PLAN/GRADE								
White Collar Total	44	±1	4	12	30	22	31	±1
GS 1 to 4	32	±4	3	9	20	15	53	±7
GS 5 to 8	45	±2	3	9	26	21	40	±2
GS 9 to 12	46	±1	4	12	31	22	30	±2
GS/GM 13 to 15	45	±2	7	14	36	24	19	±3
SES	57	±8	9	18	53	15	4	±12
Blue Collar Total	52	±2	4	12	24	20	39	±2
WG 1 to 5	46	±6	5	12	20	20	43	±8
WG 6 to 9	48	±4	3	10	24	18	45	±5
WG 10 to 15	53	±3	4	10	24	20	42	±3
WS/WL 1 to 19	59	±4	6	16	28	23	26	±4
OCCUPATIONAL GROUPS								
Professional	39	±2	5	12	31	23	29	±2
Administrative	48	±2	5	14	34	22	26	±2
Technical	46	±2	4	10	29	22	34	±3
Clerical	41	±3	3	11	23	20	44	±4
Other White Collar	50	±4	4	11	23	16	47	±6
Blue Collar	52	±2	4	12	25	21	38	±2
Scientists	40	±3	8	9	34	22	27	±6
Engineers	40	±2	5	13	31	24	27	±3
SUPERVISOR/MANAGER								
Supervisor	50	±2	5	14	33	21	28	±3
Manager	52	±3	7	16	32	24	22	±4
Wage Leader	55	±5	5	10	25	25	35	±7
Wage Supervisor	57	±4	6	16	28	19	31	±5
All Others	44	±1	4	11	28	21	35	±1
SCHEDULE/LOCATION								
Full-Time	47	±1	4	12	29	22	33	±1
Other Than Full-Time	24	±5	3	14	13	13	58	±12
CONUS	46	±1	5	12	29	22	32	±1
OCONUS	48	±3	4	9	26	20	40	±4
TYPE OF APPOINTMENT								
Permanent	47	±1	4	12	29	22	32	±1
Non-Permanent	20	±4	2	12	10	7	69	±8
BARGAINING UNIT								
Not in Bargaining Unit	45	±1	5	13	30	22	30	±2
In Bargaining Unit	47	±1	4	10	27	22	37	±2

Note. Percent responding are Civilian employees who answered the question and who are optional eligible or discontinued service eligible to retire (Q21).

77. How long do you plan to continue to work for the Federal government?

Percent Responding			Percentages					Max ME
			1	2	3	4	5	
DISABILITY								
No Disability	44	±1	5	12	29	21	33	±1
Disability	57	±2	4	11	30	24	31	±2
Targeted Disability	58	±3	4	9	29	23	34	±4
Other Disability	56	±2	4	12	31	24	30	±3
VETERAN/PREFERENCE								
Non-Veteran	40	±1	4	11	29	22	34	±2
Veteran	53	±1	5	13	29	21	32	±2
10 Point 30%	50	±3	4	12	26	18	38	±4
10 Point Non-30%	53	±3	4	12	29	22	33	±4
5 Point	57	±2	6	14	32	22	27	±2
No Preference	41	±3	4	9	18	16	54	±5
RETIREMENT PLAN								
CSRS	63	±2	7	17	39	24	13	±2
FERS	37	±1	2	7	20	19	52	±2
Other Plan	21	±4	4	6	22	21	47	±9
RETIREMENT ELIGIBILITY								
Not Eligible	0	±0	NA	NA	NA	NA	NA	
Optional Eligible	98	±1	5	14	28	18	35	±1
Discontinued Service	98	±1	2	8	32	30	29	±2
LENGTH OF SERVICE								
6 Months to 4 Years	25	±2	1	4	8	9	78	±4
5 to 10 Years	33	±3	1	3	11	10	74	±4
11 to 20 Years	36	±2	2	8	20	20	50	±2
21 to 30 Years	56	±2	3	10	35	31	21	±2
More Than 30 Years	81	±2	11	27	44	14	4	±2
AGE								
30 Years Old or Less	22	±3	1	5	18	8	68	±5
31 to 40 Years Old	28	±2	1	2	6	4	87	±3
41 to 50 Years Old	35	±2	1	2	12	29	56	±2
51 to 60 Years Old	65	±2	6	17	41	25	12	±2
More Than 60 Years Old	89	±2	13	29	47	8	3	±3
GENDER								
Male	49	±1	5	13	29	21	32	±1
Female	41	±2	3	10	29	23	35	±2
RACE/ETHNICITY								
Non-Hispanic White	45	±1	5	13	30	22	30	±1
Total Minority	47	±2	3	11	26	20	40	±2
Non-Hispanic Black	45	±2	3	10	26	20	41	±3
Hispanic	51	±3	3	11	25	19	42	±4
Non-Hispanic API	48	±3	2	9	25	24	39	±4
EDUCATION								
No College	54	±2	5	14	29	20	31	±3
Some College	49	±1	4	12	28	21	35	±2
4-Year Degree	40	±2	4	11	28	21	35	±2
Graduate/Professional Degree	40	±2	6	13	32	25	25	±3

Note. Percent responding are Civilian employees who answered the question and who are optional eligible or discontinued service eligible to retire (Q21).

NA: Not applicable

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**a. Joining a military Service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	7	10	20	40	23	±1	3.6	±0.1	
Army	98	±1	8	11	21	39	22	±2	3.6	±0.1	
Navy	98	±1	7	9	22	39	23	±2	3.6	±0.1	
Air Force	98	±1	6	8	17	42	26	±2	3.8	±0.1	
DoD Agencies and Activities	97	±1	8	10	21	39	22	±2	3.6	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	8	10	22	39	21	±1	3.6	±0.1	
GS 1 to 4	96	±2	11	7	19	37	26	±5	3.6	±0.2	
GS 5 to 8	97	±1	8	8	19	39	26	±2	3.7	±0.1	
GS 9 to 12	98	±1	7	10	21	39	22	±2	3.6	±0.1	
GS/GM 13 to 15	99	±1	8	13	24	40	16	±2	3.4	±0.1	
SES	98	±1	2	8	24	42	23	±9	3.8	±0.2	
Blue Collar Total	97	±1	6	7	16	41	30	±2	3.8	±0.1	
WG 1 to 5	95	±3	8	5	16	39	32	±6	3.8	±0.2	
WG 6 to 9	97	±2	7	6	13	39	35	±4	3.9	±0.1	
WG 10 to 15	98	±1	6	8	17	42	28	±3	3.8	±0.1	
WS/WL 1 to 19	98	±1	5	7	18	41	29	±4	3.8	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	8	14	29	37	13	±2	3.3	±0.1	
Administrative	98	±1	7	10	19	41	24	±2	3.7	±0.1	
Technical	97	±1	7	8	19	41	25	±2	3.7	±0.1	
Clerical	97	±2	9	8	20	38	26	±3	3.6	±0.1	
Other White Collar	96	±2	7	6	18	37	32	±4	3.8	±0.1	
Blue Collar	97	±1	6	7	16	41	30	±2	3.8	±0.1	
Scientists	97	±2	9	13	33	34	11	±3	3.2	±0.1	
Engineers	99	±1	7	13	30	36	13	±2	3.3	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	7	10	19	40	24	±2	3.6	±0.1	
Manager	98	±1	6	10	18	41	24	±3	3.7	±0.1	
Wage Leader	99	±1	6	4	18	43	28	±5	3.8	±0.2	
Wage Supervisor	98	±2	7	8	17	39	28	±4	3.7	±0.1	
All Others	98	±1	7	10	21	39	23	±1	3.6	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	7	10	20	40	23	±1	3.6	±0.1	
Other Than Full-Time	93	±4	12	8	24	38	17	±7	3.4	±0.2	
CONUS	98	±1	7	10	20	40	23	±1	3.6	±0.1	
OCONUS	96	±2	8	8	21	38	25	±3	3.6	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	7	10	20	40	23	±1	3.6	±0.1	
Non-Permanent	94	±3	9	6	21	39	25	±5	3.6	±0.2	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	7	10	21	40	22	±1	3.6	±0.1	
In Bargaining Unit	97	±1	7	9	20	39	25	±1	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**a. Joining a military Service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	7	10	21	40	22	±1	3.6	±0.1	
Disability	98	±1	8	7	15	39	31	±2	3.8	±0.1	
Targeted Disability	97	±2	8	7	16	37	33	±3	3.8	±0.1	
Other Disability	98	±1	7	7	15	40	30	±2	3.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	9	12	27	38	14	±1	3.4	±0.1	
Veteran	98	±1	5	6	11	42	35	±1	4.0	±0.1	
10 Point 30%	98	±1	6	6	9	38	41	±3	4.0	±0.1	
10 Point Non-30%	97	±1	6	5	11	41	37	±3	4.0	±0.1	
5 Point	98	±1	5	7	12	42	34	±2	3.9	±0.1	
No Preference	98	±1	4	5	12	45	34	±3	4.0	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	8	11	23	40	19	±2	3.5	±0.1	
FERS	98	±1	7	9	19	40	26	±1	3.7	±0.1	
Other Plan	93	±3	10	7	25	39	20	±6	3.5	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	8	10	22	39	22	±1	3.6	±0.1	
Optional Eligible	98	±1	7	9	18	40	26	±2	3.7	±0.1	
Discontinued Service	98	±1	7	10	21	40	22	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	8	8	22	37	24	±2	3.6	±0.1	
5 to 10 Years	97	±1	5	8	18	40	28	±3	3.8	±0.1	
11 to 20 Years	98	±1	7	10	21	39	22	±2	3.6	±0.1	
21 to 30 Years	98	±1	8	10	21	40	22	±2	3.6	±0.1	
More Than 30 Years	98	±1	7	10	18	41	24	±2	3.7	±0.1	
AGE											
30 Years Old or Less	96	±2	10	12	27	35	16	±3	3.3	±0.1	
31 to 40 Years Old	97	±1	7	9	21	39	24	±2	3.6	±0.1	
41 to 50 Years Old	98	±1	8	10	20	40	23	±2	3.6	±0.1	
51 to 60 Years Old	99	±1	6	9	20	40	24	±2	3.7	±0.1	
More Than 60 Years Old	98	±1	6	8	18	42	26	±3	3.7	±0.1	
GENDER											
Male	98	±1	6	9	19	40	26	±1	3.7	±0.1	
Female	97	±1	9	10	22	39	19	±2	3.5	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	7	10	21	40	22	±1	3.6	±0.1	
Total Minority	96	±1	8	9	19	38	25	±2	3.6	±0.1	
Non-Hispanic Black	96	±1	10	10	19	37	24	±2	3.6	±0.1	
Hispanic	97	±1	7	7	14	41	30	±3	3.8	±0.1	
Non-Hispanic API	95	±2	6	10	27	35	22	±3	3.6	±0.1	
EDUCATION											
No College	97	±1	7	8	18	41	26	±2	3.7	±0.1	
Some College	98	±1	7	8	18	40	27	±1	3.7	±0.1	
4-Year Degree	98	±1	8	13	24	38	18	±2	3.4	±0.1	
Graduate/Professional Degree	98	±1	7	12	25	39	17	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve**

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely

Percent Responding			Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	9	15	26	34	16	±1	3.3	±0.1	
Army	97	±1	9	15	25	34	16	±2	3.3	±0.1	
Navy	98	±1	9	15	30	33	13	±2	3.3	±0.1	
Air Force	98	±1	7	13	23	37	20	±2	3.5	±0.1	
DoD Agencies and Activities	97	±1	10	14	28	34	14	±2	3.3	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	9	15	28	34	14	±1	3.3	±0.1	
GS 1 to 4	96	±2	12	9	24	38	17	±5	3.4	±0.2	
GS 5 to 8	97	±1	9	13	24	36	19	±2	3.4	±0.1	
GS 9 to 12	98	±1	9	15	28	34	14	±1	3.3	±0.1	
GS/GM 13 to 15	99	±1	10	20	30	30	10	±2	3.1	±0.1	
SES	98	±1	7	15	34	31	13	±9	3.3	±0.2	
Blue Collar Total	97	±1	8	12	21	38	22	±2	3.6	±0.1	
WG 1 to 5	96	±3	7	10	21	41	21	±6	3.6	±0.2	
WG 6 to 9	97	±2	8	10	18	37	26	±4	3.6	±0.1	
WG 10 to 15	97	±1	7	13	20	39	21	±3	3.5	±0.1	
WS/WL 1 to 19	98	±1	8	11	24	36	22	±4	3.5	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	10	19	35	29	8	±2	3.1	±0.1	
Administrative	98	±1	9	16	25	34	16	±2	3.3	±0.1	
Technical	97	±1	9	13	25	36	17	±2	3.4	±0.1	
Clerical	97	±2	10	11	25	37	17	±3	3.4	±0.1	
Other White Collar	96	±2	9	13	24	36	19	±4	3.4	±0.1	
Blue Collar	97	±1	8	12	21	38	22	±2	3.6	±0.1	
Scientists	97	±2	12	19	36	28	6	±3	3.0	±0.1	
Engineers	98	±1	9	19	38	27	7	±2	3.0	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	10	15	26	32	17	±2	3.3	±0.1	
Manager	98	±1	9	17	24	32	17	±3	3.3	±0.1	
Wage Leader	99	±1	9	10	27	36	18	±5	3.4	±0.2	
Wage Supervisor	98	±2	9	11	20	37	23	±4	3.5	±0.1	
All Others	97	±1	9	15	27	35	15	±1	3.3	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	9	15	26	34	16	±1	3.3	±0.1	
Other Than Full-Time	93	±4	11	11	30	36	12	±6	3.3	±0.2	
CONUS	98	±1	9	15	26	34	16	±1	3.3	±0.1	
OCONUS	96	±2	9	14	27	35	16	±3	3.4	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	9	15	26	34	16	±1	3.3	±0.1	
Non-Permanent	94	±3	8	12	26	36	17	±5	3.4	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	9	16	27	34	15	±1	3.3	±0.1	
In Bargaining Unit	97	±1	9	13	25	35	17	±1	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?

b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	9	15	27	34	15	±1	3.3	±0.1	
Disability	98	±1	10	13	22	36	18	±2	3.4	±0.1	
Targeted Disability	97	±1	10	13	23	35	19	±3	3.4	±0.1	
Other Disability	98	±1	10	13	22	36	18	±2	3.4	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	9	16	32	32	11	±1	3.2	±0.1	
Veteran	98	±1	8	13	19	37	22	±1	3.5	±0.1	
10 Point 30%	98	±1	10	13	17	36	24	±3	3.5	±0.1	
10 Point Non-30%	97	±1	8	14	18	39	20	±3	3.5	±0.1	
5 Point	98	±1	8	14	20	37	22	±2	3.5	±0.1	
No Preference	98	±1	5	11	17	40	27	±3	3.7	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	10	17	28	33	12	±2	3.2	±0.1	
FERS	97	±1	8	14	25	35	18	±1	3.4	±0.1	
Other Plan	93	±3	8	11	30	35	15	±6	3.4	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	9	14	28	34	15	±1	3.3	±0.1	
Optional Eligible	98	±1	9	15	25	35	17	±2	3.4	±0.1	
Discontinued Service	98	±1	8	16	26	35	16	±2	3.3	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	9	11	27	36	17	±2	3.4	±0.1	
5 to 10 Years	98	±1	7	13	22	37	21	±3	3.5	±0.1	
11 to 20 Years	97	±1	8	14	27	34	16	±2	3.4	±0.1	
21 to 30 Years	98	±1	9	16	27	34	14	±2	3.3	±0.1	
More Than 30 Years	98	±1	10	17	26	33	14	±2	3.2	±0.1	
AGE											
30 Years Old or Less	95	±2	10	14	30	33	13	±3	3.3	±0.1	
31 to 40 Years Old	96	±1	8	13	26	35	18	±2	3.4	±0.1	
41 to 50 Years Old	98	±1	9	14	26	35	16	±2	3.3	±0.1	
51 to 60 Years Old	99	±1	9	16	26	34	15	±2	3.3	±0.1	
More Than 60 Years Old	98	±1	10	14	28	35	14	±3	3.3	±0.1	
GENDER											
Male	98	±1	8	15	26	34	17	±1	3.4	±0.1	
Female	97	±1	10	14	28	35	14	±2	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	8	16	27	34	15	±1	3.3	±0.1	
Total Minority	96	±1	10	13	24	36	17	±2	3.4	±0.1	
Non-Hispanic Black	96	±1	11	14	23	36	16	±2	3.3	±0.1	
Hispanic	97	±1	9	11	21	38	21	±3	3.5	±0.1	
Non-Hispanic API	95	±2	7	12	32	36	14	±3	3.4	±0.1	
EDUCATION											
No College	97	±1	8	13	25	37	18	±2	3.4	±0.1	
Some College	97	±1	8	13	24	37	18	±1	3.4	±0.1	
4-Year Degree	98	±1	10	18	29	31	13	±2	3.2	±0.1	
Graduate/Professional Degree	98	±1	9	18	31	32	11	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**c. Working for the Federal government as a civilian employee**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

Percent Responding			Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	98	±1	5	9	18	49	20	±1	3.7	±0.1	
Army	97	±1	5	9	18	48	20	±2	3.7	±0.1	
Navy	98	±1	5	9	20	49	17	±2	3.6	±0.1	
Air Force	98	±1	4	7	18	49	22	±2	3.8	±0.1	
DoD Agencies and Activities	97	±1	5	9	19	48	19	±2	3.7	±0.1	
PAY PLAN/GRADE											
White Collar Total	98	±1	5	9	19	49	19	±1	3.7	±0.1	
GS 1 to 4	96	±2	4	5	17	44	30	±5	3.9	±0.1	
GS 5 to 8	97	±1	5	8	15	49	23	±2	3.8	±0.1	
GS 9 to 12	98	±1	5	10	19	48	18	±2	3.6	±0.1	
GS/GM 13 to 15	98	±1	5	11	20	49	14	±2	3.6	±0.1	
SES	98	±1	4	8	21	45	22	±9	3.7	±0.2	
Blue Collar Total	97	±1	5	7	18	47	23	±2	3.8	±0.1	
WG 1 to 5	96	±3	5	6	18	46	25	±6	3.8	±0.2	
WG 6 to 9	97	±2	6	7	15	48	25	±4	3.8	±0.1	
WG 10 to 15	97	±1	5	8	18	47	22	±3	3.7	±0.1	
WS/WL 1 to 19	98	±1	4	8	20	47	21	±4	3.7	±0.1	
OCCUPATIONAL GROUPS											
Professional	98	±1	4	9	21	51	15	±2	3.6	±0.1	
Administrative	98	±1	6	10	19	47	18	±2	3.6	±0.1	
Technical	97	±1	5	8	17	50	20	±2	3.7	±0.1	
Clerical	97	±2	4	7	15	47	27	±3	3.9	±0.1	
Other White Collar	97	±2	6	8	18	46	22	±4	3.7	±0.1	
Blue Collar	97	±1	5	7	17	48	23	±2	3.8	±0.1	
Scientists	97	±2	4	7	26	49	14	±4	3.6	±0.1	
Engineers	99	±1	4	10	23	50	13	±2	3.6	±0.1	
SUPERVISOR/MANAGER											
Supervisor	98	±1	5	10	19	47	19	±2	3.6	±0.1	
Manager	98	±1	6	11	17	49	18	±3	3.6	±0.1	
Wage Leader	99	±1	5	7	20	49	20	±5	3.7	±0.1	
Wage Supervisor	98	±2	4	6	20	49	20	±4	3.7	±0.1	
All Others	97	±1	5	8	18	49	20	±1	3.7	±0.1	
SCHEDULE/LOCATION											
Full-Time	98	±1	5	9	18	48	19	±1	3.7	±0.1	
Other Than Full-Time	94	±4	4	6	19	49	22	±7	3.8	±0.2	
CONUS	98	±1	5	9	18	48	19	±1	3.7	±0.1	
OCONUS	96	±2	3	7	18	49	23	±3	3.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	98	±1	5	9	18	48	19	±1	3.7	±0.1	
Non-Permanent	94	±3	3	4	19	49	25	±5	3.9	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	98	±1	5	9	19	49	19	±1	3.7	±0.1	
In Bargaining Unit	97	±1	5	8	18	48	21	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**c. Working for the Federal government as a civilian employee**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	98	±1	5	9	19	49	19	±1	3.7	±0.1	
Disability	98	±1	6	9	17	48	20	±2	3.7	±0.1	
Targeted Disability	97	±2	7	9	19	44	21	±3	3.6	±0.1	
Other Disability	98	±1	6	8	17	49	20	±2	3.7	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	5	9	18	49	19	±1	3.7	±0.1	
Veteran	98	±1	5	9	19	48	20	±1	3.7	±0.1	
10 Point 30%	98	±1	5	8	16	49	23	±3	3.8	±0.1	
10 Point Non-30%	97	±1	4	8	18	50	20	±3	3.7	±0.1	
5 Point	98	±1	5	9	19	47	20	±2	3.7	±0.1	
No Preference	98	±1	3	7	19	49	22	±3	3.8	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	7	11	19	46	17	±2	3.6	±0.1	
FERS	97	±1	4	7	18	50	21	±1	3.8	±0.1	
Other Plan	93	±3	5	6	22	49	18	±6	3.7	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	4	8	19	49	19	±1	3.7	±0.1	
Optional Eligible	98	±1	5	8	17	48	21	±2	3.7	±0.1	
Discontinued Service	98	±1	6	11	19	45	18	±2	3.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	2	4	18	50	25	±2	3.9	±0.1	
5 to 10 Years	98	±1	3	5	16	52	24	±3	3.9	±0.1	
11 to 20 Years	97	±1	4	8	19	50	19	±2	3.7	±0.1	
21 to 30 Years	98	±1	6	11	19	46	17	±2	3.6	±0.1	
More Than 30 Years	98	±1	7	12	18	47	17	±2	3.6	±0.1	
AGE											
30 Years Old or Less	95	±2	2	4	19	51	24	±3	3.9	±0.1	
31 to 40 Years Old	96	±1	3	6	17	51	22	±2	3.8	±0.1	
41 to 50 Years Old	98	±1	5	10	19	48	19	±2	3.7	±0.1	
51 to 60 Years Old	98	±1	6	10	18	47	18	±2	3.6	±0.1	
More Than 60 Years Old	98	±1	4	9	17	50	19	±3	3.7	±0.1	
GENDER											
Male	98	±1	5	9	20	48	18	±1	3.6	±0.1	
Female	97	±1	5	8	16	49	23	±2	3.8	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	5	10	20	48	17	±1	3.6	±0.1	
Total Minority	96	±1	3	5	15	50	26	±2	3.9	±0.1	
Non-Hispanic Black	96	±1	3	5	12	53	27	±2	3.9	±0.1	
Hispanic	97	±1	4	5	15	47	29	±3	3.9	±0.1	
Non-Hispanic API	94	±2	2	6	19	51	23	±3	3.9	±0.1	
EDUCATION											
No College	97	±1	5	8	16	49	23	±2	3.8	±0.1	
Some College	98	±1	5	8	17	48	21	±1	3.7	±0.1	
4-Year Degree	98	±1	5	9	21	49	17	±2	3.6	±0.1	
Graduate/Professional Degree	98	±1	5	9	21	49	15	±2	3.6	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**d. Attending a four-year college or university**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

			Percent Responding		Percentages					Max ME	Average Likelihood	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	98	±1	1	1	4	27	67	±1	4.6	±0.1		
Army	97	±1	1	1	4	28	66	±2	4.6	±0.1		
Navy	98	±1	1	1	4	25	68	±2	4.6	±0.1		
Air Force	98	±1	1	1	4	28	66	±2	4.6	±0.1		
DoD Agencies and Activities	97	±1	1	1	4	26	67	±2	4.6	±0.1		
PAY PLAN/GRADE												
White Collar Total	98	±1	1	1	3	25	71	±1	4.6	±0.1		
GS 1 to 4	96	±2	2	1	6	26	65	±5	4.5	±0.1		
GS 5 to 8	97	±1	2	1	4	29	64	±2	4.5	±0.1		
GS 9 to 12	98	±1	1	1	3	26	70	±1	4.6	±0.1		
GS/GM 13 to 15	99	±1	0	0	1	19	79	±2	4.8	±0.1		
SES	98	±1	0	0	1	17	82	±9	4.8	±0.1		
Blue Collar Total	97	±1	2	2	8	34	55	±2	4.4	±0.1		
WG 1 to 5	94	±3	3	3	8	35	51	±6	4.3	±0.1		
WG 6 to 9	97	±2	2	1	8	36	53	±4	4.4	±0.1		
WG 10 to 15	97	±1	1	1	8	35	55	±3	4.4	±0.1		
WS/WL 1 to 19	98	±1	1	2	6	31	59	±4	4.5	±0.1		
OCCUPATIONAL GROUPS												
Professional	98	±1	1	0	2	20	78	±2	4.7	±0.1		
Administrative	98	±1	1	1	3	24	72	±2	4.7	±0.1		
Technical	97	±1	1	1	5	30	63	±2	4.5	±0.1		
Clerical	97	±2	2	1	5	27	65	±3	4.5	±0.1		
Other White Collar	96	±2	2	1	5	33	60	±4	4.5	±0.1		
Blue Collar	97	±1	2	2	8	34	55	±2	4.4	±0.1		
Scientists	97	±2	1	0	2	19	77	±3	4.7	±0.1		
Engineers	99	±1	0	0	2	22	75	±2	4.7	±0.1		
SUPERVISOR/MANAGER												
Supervisor	98	±1	1	1	3	24	71	±2	4.6	±0.1		
Manager	98	±1	1	0	2	21	76	±3	4.7	±0.1		
Wage Leader	98	±2	1	2	7	27	63	±5	4.5	±0.1		
Wage Supervisor	98	±2	2	2	5	30	61	±4	4.5	±0.1		
All Others	97	±1	1	1	4	28	66	±1	4.6	±0.1		
SCHEDULE/LOCATION												
Full-Time	98	±1	1	1	4	27	67	±1	4.6	±0.1		
Other Than Full-Time	93	±4	4	0	6	27	64	±7	4.5	±0.2		
CONUS	98	±1	1	1	4	27	67	±1	4.6	±0.1		
OCONUS	96	±2	2	1	3	25	70	±3	4.6	±0.1		
TYPE OF APPOINTMENT												
Permanent	98	±1	1	1	4	27	67	±1	4.6	±0.1		
Non-Permanent	94	±3	2	1	7	28	63	±5	4.5	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	98	±1	1	1	3	25	70	±1	4.6	±0.1		
In Bargaining Unit	97	±1	1	1	5	29	63	±1	4.5	±0.1		

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**d. Attending a four-year college or university**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	97	±1	1	1	4	27	68	±1	4.6	±0.1	
Disability	98	±1	1	1	5	27	65	±2	4.5	±0.1	
Targeted Disability	97	±2	1	1	6	29	62	±3	4.5	±0.1	
Other Disability	98	±1	1	1	5	27	66	±2	4.6	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	1	1	4	25	70	±1	4.6	±0.1	
Veteran	98	±1	1	1	5	30	63	±1	4.5	±0.1	
10 Point 30%	97	±1	2	1	5	27	65	±3	4.5	±0.1	
10 Point Non-30%	97	±1	1	0	4	31	64	±3	4.6	±0.1	
5 Point	98	±1	1	1	5	30	63	±2	4.5	±0.1	
No Preference	98	±1	1	1	4	32	62	±3	4.5	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	1	1	4	28	67	±2	4.6	±0.1	
FERS	97	±1	1	1	4	26	68	±1	4.6	±0.1	
Other Plan	93	±3	2	1	7	26	64	±6	4.5	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	1	1	4	26	68	±1	4.6	±0.1	
Optional Eligible	98	±1	1	1	5	28	65	±2	4.5	±0.1	
Discontinued Service	98	±1	1	1	4	27	67	±2	4.6	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	1	1	5	27	66	±2	4.6	±0.1	
5 to 10 Years	98	±1	2	1	4	26	68	±3	4.6	±0.1	
11 to 20 Years	97	±1	1	1	4	26	69	±2	4.6	±0.1	
21 to 30 Years	98	±1	1	1	4	27	66	±2	4.6	±0.1	
More Than 30 Years	98	±1	1	1	4	29	66	±2	4.6	±0.1	
AGE											
30 Years Old or Less	96	±2	1	1	4	27	67	±3	4.6	±0.1	
31 to 40 Years Old	96	±1	1	1	4	26	69	±2	4.6	±0.1	
41 to 50 Years Old	98	±1	1	1	4	26	68	±1	4.6	±0.1	
51 to 60 Years Old	98	±1	1	1	4	28	66	±2	4.6	±0.1	
More Than 60 Years Old	97	±1	2	1	3	28	66	±3	4.6	±0.1	
GENDER											
Male	98	±1	1	1	5	28	65	±1	4.6	±0.1	
Female	97	±1	1	1	3	24	71	±2	4.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	1	1	4	28	66	±1	4.6	±0.1	
Total Minority	96	±1	2	1	4	25	69	±2	4.6	±0.1	
Non-Hispanic Black	96	±1	2	1	4	24	69	±2	4.6	±0.1	
Hispanic	98	±1	2	1	4	23	71	±3	4.6	±0.1	
Non-Hispanic API	95	±2	1	1	3	28	66	±3	4.6	±0.1	
EDUCATION											
No College	96	±1	2	2	9	37	49	±2	4.3	±0.1	
Some College	97	±1	1	1	5	30	64	±1	4.5	±0.1	
4-Year Degree	98	±1	0	0	2	20	77	±2	4.7	±0.1	
Graduate/Professional Degree	98	±1	1	0	1	19	79	±2	4.8	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**e. Attending a trade, technical, vocational, or community college**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

			Percent Responding		Percentages					Max ME	Average Likelihood		
					1	2	3	4	5				
OVERALL AND COMPONENT													
Total DoD	97	±1	2	4	12	45	38	±1	4.1	±0.1			
Army	97	±1	2	4	11	45	38	±2	4.1	±0.1			
Navy	97	±1	2	4	12	46	36	±2	4.1	±0.1			
Air Force	98	±1	2	4	12	45	38	±2	4.1	±0.1			
DoD Agencies and Activities	97	±1	2	3	12	43	39	±2	4.1	±0.1			
PAY PLAN/GRADE													
White Collar Total	98	±1	2	4	13	44	37	±1	4.1	±0.1			
GS 1 to 4	96	±2	5	3	12	40	41	±5	4.1	±0.1			
GS 5 to 8	96	±1	2	2	10	43	43	±2	4.2	±0.1			
GS 9 to 12	98	±1	1	4	11	45	38	±2	4.2	±0.1			
GS/GM 13 to 15	98	±1	2	7	19	45	27	±2	3.9	±0.1			
SES	98	±1	2	15	30	33	21	±8	3.6	±0.2			
Blue Collar Total	97	±1	2	2	8	47	41	±2	4.2	±0.1			
WG 1 to 5	95	±3	4	2	11	44	39	±6	4.1	±0.2			
WG 6 to 9	97	±2	2	2	8	46	43	±4	4.3	±0.1			
WG 10 to 15	97	±1	1	3	8	49	40	±3	4.2	±0.1			
WS/WL 1 to 19	98	±1	1	2	6	46	46	±4	4.3	±0.1			
OCCUPATIONAL GROUPS													
Professional	98	±1	2	8	20	44	27	±2	3.8	±0.1			
Administrative	98	±1	1	4	11	45	39	±2	4.2	±0.1			
Technical	97	±1	2	2	9	45	42	±2	4.2	±0.1			
Clerical	96	±2	3	3	10	41	44	±3	4.2	±0.1			
Other White Collar	97	±2	2	3	12	46	37	±4	4.1	±0.1			
Blue Collar	97	±1	2	2	8	47	41	±2	4.2	±0.1			
Scientists	97	±2	2	8	23	40	27	±3	3.8	±0.1			
Engineers	99	±1	2	7	19	45	27	±2	3.9	±0.1			
SUPERVISOR/MANAGER													
Supervisor	98	±1	2	5	14	44	36	±2	4.1	±0.1			
Manager	98	±1	1	7	14	45	33	±3	4.0	±0.1			
Wage Leader	98	±2	2	2	9	46	40	±5	4.2	±0.1			
Wage Supervisor	97	±2	2	2	7	43	45	±4	4.3	±0.1			
All Others	97	±1	2	4	12	45	38	±1	4.1	±0.1			
SCHEDULE/LOCATION													
Full-Time	98	±1	2	4	12	45	38	±1	4.1	±0.1			
Other Than Full-Time	93	±4	5	5	16	41	34	±7	3.9	±0.2			
CONUS	98	±1	2	4	12	45	37	±1	4.1	±0.1			
OCONUS	96	±2	3	4	11	44	39	±3	4.1	±0.1			
TYPE OF APPOINTMENT													
Permanent	98	±1	2	4	12	45	38	±1	4.1	±0.1			
Non-Permanent	94	±3	4	4	12	44	36	±5	4.0	±0.1			
BARGAINING UNIT													
Not in Bargaining Unit	98	±1	2	5	13	45	36	±1	4.1	±0.1			
In Bargaining Unit	97	±1	2	3	10	45	40	±2	4.2	±0.1			

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**e. Attending a trade, technical, vocational, or community college**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	97	±1	2	4	12	45	37	±1	4.1	±0.1	
Disability	98	±1	2	3	9	43	43	±2	4.2	±0.1	
Targeted Disability	97	±2	2	4	10	42	42	±3	4.2	±0.1	
Other Disability	98	±1	2	3	9	44	43	±2	4.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	97	±1	2	4	14	43	36	±1	4.1	±0.1	
Veteran	98	±1	1	3	10	47	39	±1	4.2	±0.1	
10 Point 30%	97	±1	2	3	8	45	41	±3	4.2	±0.1	
10 Point Non-30%	97	±1	1	2	8	47	42	±3	4.3	±0.1	
5 Point	98	±1	1	3	10	47	39	±2	4.2	±0.1	
No Preference	98	±1	1	4	13	49	33	±3	4.1	±0.1	
RETIREMENT PLAN											
CSRS	98	±1	2	3	11	45	40	±2	4.2	±0.1	
FERS	97	±1	2	4	13	45	36	±1	4.1	±0.1	
Other Plan	93	±3	5	3	13	42	37	±6	4.0	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	97	±1	2	4	13	45	36	±1	4.1	±0.1	
Optional Eligible	98	±1	2	3	11	45	39	±2	4.2	±0.1	
Discontinued Service	98	±1	1	3	10	44	41	±2	4.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	3	5	14	45	33	±2	4.0	±0.1	
5 to 10 Years	97	±1	2	5	13	44	35	±3	4.1	±0.1	
11 to 20 Years	97	±1	2	4	12	45	38	±2	4.1	±0.1	
21 to 30 Years	98	±1	1	3	11	45	40	±2	4.2	±0.1	
More Than 30 Years	98	±1	1	3	10	46	40	±2	4.2	±0.1	
AGE											
30 Years Old or Less	96	±2	3	6	16	44	31	±3	3.9	±0.1	
31 to 40 Years Old	96	±1	2	5	14	45	33	±2	4.0	±0.1	
41 to 50 Years Old	98	±1	2	4	11	45	39	±2	4.2	±0.1	
51 to 60 Years Old	98	±1	1	3	10	45	40	±2	4.2	±0.1	
More Than 60 Years Old	97	±1	2	4	13	47	35	±3	4.1	±0.1	
GENDER											
Male	98	±1	2	4	13	46	35	±1	4.1	±0.1	
Female	97	±1	2	4	10	42	42	±2	4.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	98	±1	1	4	13	46	36	±1	4.1	±0.1	
Total Minority	96	±1	2	4	10	43	41	±2	4.2	±0.1	
Non-Hispanic Black	96	±1	3	3	9	43	42	±2	4.2	±0.1	
Hispanic	97	±1	3	4	10	40	44	±3	4.2	±0.1	
Non-Hispanic API	94	±2	2	7	13	47	31	±3	4.0	±0.1	
EDUCATION											
No College	96	±1	3	2	8	48	39	±2	4.2	±0.1	
Some College	97	±1	1	2	9	45	43	±1	4.3	±0.1	
4-Year Degree	98	±1	2	6	16	44	32	±2	4.0	±0.1	
Graduate/Professional Degree	98	±1	2	7	19	43	29	±2	3.9	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**f. Getting a part-time job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

			Percent Responding		Percentages					Max ME	Average Likelihood	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	95	±1	7	13	22	41	17	±1	3.5	±0.1		
Army	94	±1	6	13	21	42	18	±2	3.5	±0.1		
Navy	94	±1	7	15	23	39	15	±2	3.4	±0.1		
Air Force	95	±1	6	13	23	40	17	±2	3.5	±0.1		
DoD Agencies and Activities	94	±1	7	13	21	43	17	±2	3.5	±0.1		
PAY PLAN/GRADE												
White Collar Total	95	±1	6	13	22	42	17	±1	3.5	±0.1		
GS 1 to 4	92	±3	5	9	15	46	24	±5	3.7	±0.1		
GS 5 to 8	94	±1	7	12	19	43	18	±2	3.5	±0.1		
GS 9 to 12	95	±1	6	13	23	41	17	±2	3.5	±0.1		
GS/GM 13 to 15	97	±1	6	14	23	42	16	±2	3.5	±0.1		
SES	96	±1	5	12	28	41	13	±9	3.5	±0.2		
Blue Collar Total	94	±1	9	16	23	37	15	±2	3.3	±0.1		
WG 1 to 5	91	±3	8	12	18	46	15	±6	3.5	±0.2		
WG 6 to 9	93	±2	9	15	22	38	16	±4	3.4	±0.1		
WG 10 to 15	95	±2	9	17	25	35	15	±3	3.3	±0.1		
WS/WL 1 to 19	93	±2	8	18	23	36	14	±4	3.3	±0.1		
OCCUPATIONAL GROUPS												
Professional	96	±1	5	12	24	42	16	±2	3.5	±0.1		
Administrative	95	±1	6	13	22	42	17	±2	3.5	±0.1		
Technical	94	±1	6	13	21	42	18	±2	3.5	±0.1		
Clerical	93	±2	6	12	17	45	19	±3	3.6	±0.1		
Other White Collar	94	±3	9	13	20	40	18	±4	3.4	±0.1		
Blue Collar	94	±1	9	16	23	37	15	±2	3.3	±0.1		
Scientists	96	±2	4	14	27	38	17	±3	3.5	±0.1		
Engineers	96	±1	6	14	26	40	14	±2	3.4	±0.1		
SUPERVISOR/MANAGER												
Supervisor	95	±1	7	13	23	40	17	±2	3.5	±0.1		
Manager	95	±2	6	15	21	41	18	±3	3.5	±0.1		
Wage Leader	94	±3	11	19	21	38	12	±5	3.2	±0.2		
Wage Supervisor	93	±3	6	18	22	36	18	±4	3.4	±0.1		
All Others	94	±1	6	13	22	41	17	±1	3.5	±0.1		
SCHEDULE/LOCATION												
Full-Time	95	±1	7	14	22	41	17	±1	3.5	±0.1		
Other Than Full-Time	93	±4	6	8	14	50	23	±7	3.8	±0.2		
CONUS	95	±1	7	14	22	41	17	±1	3.5	±0.1		
OCONUS	94	±2	7	12	23	40	17	±3	3.5	±0.1		
TYPE OF APPOINTMENT												
Permanent	95	±1	7	14	22	41	17	±1	3.5	±0.1		
Non-Permanent	93	±3	6	8	17	47	22	±5	3.7	±0.1		
BARGAINING UNIT												
Not in Bargaining Unit	95	±1	6	13	22	41	17	±1	3.5	±0.1		
In Bargaining Unit	94	±1	7	14	22	40	17	±2	3.5	±0.1		

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**f. Getting a part-time job**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	95	±1	6	13	22	41	17	±1	3.5	±0.1	
Disability	94	±1	8	14	21	39	17	±2	3.4	±0.1	
Targeted Disability	93	±2	10	15	21	39	15	±3	3.3	±0.1	
Other Disability	95	±1	7	14	21	40	18	±2	3.5	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	94	±1	6	12	22	42	18	±1	3.5	±0.1	
Veteran	95	±1	7	15	23	39	16	±1	3.4	±0.1	
10 Point 30%	94	±2	9	15	20	39	17	±3	3.4	±0.1	
10 Point Non-30%	94	±2	6	14	22	41	16	±3	3.5	±0.1	
5 Point	95	±1	7	15	23	38	16	±2	3.4	±0.1	
No Preference	95	±2	6	14	23	41	16	±3	3.5	±0.1	
RETIREMENT PLAN											
CSRS	95	±1	7	15	23	39	16	±2	3.4	±0.1	
FERS	95	±1	6	13	22	42	17	±1	3.5	±0.1	
Other Plan	92	±4	6	10	16	47	20	±6	3.6	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	95	±1	6	12	22	42	18	±1	3.5	±0.1	
Optional Eligible	94	±1	7	15	23	39	15	±2	3.4	±0.1	
Discontinued Service	95	±1	7	15	23	39	16	±2	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	94	±1	6	11	21	43	19	±2	3.6	±0.1	
5 to 10 Years	95	±1	7	11	22	42	18	±3	3.5	±0.1	
11 to 20 Years	94	±1	7	13	21	42	17	±2	3.5	±0.1	
21 to 30 Years	95	±1	7	14	23	41	16	±2	3.4	±0.1	
More Than 30 Years	94	±1	7	18	25	35	14	±2	3.3	±0.1	
AGE											
30 Years Old or Less	95	±2	5	10	20	44	21	±3	3.7	±0.1	
31 to 40 Years Old	95	±1	6	12	21	44	17	±2	3.6	±0.1	
41 to 50 Years Old	95	±1	6	12	22	42	18	±2	3.5	±0.1	
51 to 60 Years Old	94	±1	7	16	23	38	15	±2	3.4	±0.1	
More Than 60 Years Old	91	±2	8	17	25	37	13	±3	3.3	±0.1	
GENDER											
Male	95	±1	7	15	24	39	15	±1	3.4	±0.1	
Female	94	±1	6	11	19	45	20	±2	3.6	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	95	±1	6	14	23	40	17	±1	3.5	±0.1	
Total Minority	93	±1	7	13	20	42	17	±2	3.5	±0.1	
Non-Hispanic Black	93	±2	8	14	18	44	16	±3	3.5	±0.1	
Hispanic	94	±2	6	12	20	41	21	±3	3.6	±0.1	
Non-Hispanic API	92	±2	7	12	25	42	14	±3	3.4	±0.1	
EDUCATION											
No College	92	±2	9	16	21	39	15	±2	3.3	±0.1	
Some College	94	±1	7	14	22	40	17	±1	3.5	±0.1	
4-Year Degree	95	±1	5	12	22	42	18	±2	3.6	±0.1	
Graduate/Professional Degree	96	±1	5	13	23	43	16	±2	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**g. Getting a full-time job**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

Percent Responding			Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	96	±1	3	8	18	35	36	±1	3.9	±0.1	
Army	96	±1	3	9	17	35	36	±2	3.9	±0.1	
Navy	97	±1	3	8	17	34	37	±2	3.9	±0.1	
Air Force	97	±1	3	7	18	36	35	±2	3.9	±0.1	
DoD Agencies and Activities	96	±1	4	9	18	35	34	±2	3.9	±0.1	
PAY PLAN/GRADE											
White Collar Total	96	±1	4	9	18	34	34	±1	3.9	±0.1	
GS 1 to 4	94	±3	3	9	16	36	37	±5	4.0	±0.1	
GS 5 to 8	95	±1	4	7	16	34	38	±2	3.9	±0.1	
GS 9 to 12	97	±1	3	9	18	35	35	±2	3.9	±0.1	
GS/GM 13 to 15	98	±1	4	12	19	35	31	±2	3.8	±0.1	
SES	98	±1	3	18	22	23	34	±11	3.7	±0.3	
Blue Collar Total	96	±1	2	5	15	37	41	±2	4.1	±0.1	
WG 1 to 5	95	±3	2	7	16	35	39	±6	4.0	±0.2	
WG 6 to 9	95	±2	3	5	13	37	43	±4	4.1	±0.1	
WG 10 to 15	97	±1	2	5	16	37	40	±3	4.1	±0.1	
WS/WL 1 to 19	97	±2	3	5	14	36	42	±4	4.1	±0.1	
OCCUPATIONAL GROUPS											
Professional	97	±1	4	12	22	32	30	±2	3.7	±0.1	
Administrative	97	±1	3	9	17	35	35	±2	3.9	±0.1	
Technical	96	±1	3	7	17	37	36	±2	3.9	±0.1	
Clerical	95	±2	4	8	16	34	38	±3	4.0	±0.1	
Other White Collar	95	±2	4	7	16	34	39	±4	4.0	±0.1	
Blue Collar	96	±1	2	5	15	37	41	±2	4.1	±0.1	
Scientists	96	±2	4	11	24	34	28	±3	3.7	±0.1	
Engineers	98	±1	4	12	21	33	31	±2	3.8	±0.1	
SUPERVISOR/MANAGER											
Supervisor	97	±1	3	9	18	33	37	±2	3.9	±0.1	
Manager	97	±2	3	9	17	34	37	±3	3.9	±0.1	
Wage Leader	97	±2	3	6	14	38	40	±5	4.1	±0.1	
Wage Supervisor	96	±2	4	4	15	37	41	±4	4.1	±0.1	
All Others	96	±1	3	9	18	35	35	±1	3.9	±0.1	
SCHEDULE/LOCATION											
Full-Time	97	±1	3	8	18	35	36	±1	3.9	±0.1	
Other Than Full-Time	93	±4	4	12	20	37	26	±7	3.7	±0.2	
CONUS	97	±1	3	8	17	35	36	±1	3.9	±0.1	
OCONUS	95	±2	4	9	19	33	33	±3	3.8	±0.1	
TYPE OF APPOINTMENT											
Permanent	97	±1	3	8	18	35	36	±1	3.9	±0.1	
Non-Permanent	94	±3	3	11	17	37	32	±5	3.8	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	97	±1	3	9	18	35	35	±1	3.9	±0.1	
In Bargaining Unit	96	±1	3	8	17	35	37	±1	4.0	±0.1	

Note. Percent responding are Civilian employees who answered the question.

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?**g. Getting a full-time job**

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
DISABILITY											
No Disability	96	±1	3	9	18	35	35	±1	3.9	±0.1	
Disability	96	±1	3	7	16	34	41	±2	4.0	±0.1	
Targeted Disability	96	±2	3	6	14	34	43	±3	4.1	±0.1	
Other Disability	97	±1	3	7	16	33	41	±2	4.0	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	96	±1	4	10	19	34	33	±1	3.8	±0.1	
Veteran	97	±1	3	6	16	36	39	±1	4.0	±0.1	
10 Point 30%	97	±1	3	6	13	35	43	±3	4.1	±0.1	
10 Point Non-30%	96	±2	2	6	15	37	40	±3	4.1	±0.1	
5 Point	97	±1	2	7	16	36	39	±2	4.0	±0.1	
No Preference	97	±1	3	7	17	36	37	±3	4.0	±0.1	
RETIREMENT PLAN											
CSRS	97	±1	3	8	17	35	36	±2	3.9	±0.1	
FERS	96	±1	3	9	18	34	36	±1	3.9	±0.1	
Other Plan	93	±3	2	9	18	41	29	±6	3.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	96	±1	4	9	19	35	34	±1	3.9	±0.1	
Optional Eligible	97	±1	3	7	16	35	39	±2	4.0	±0.1	
Discontinued Service	97	±1	3	8	18	35	36	±2	3.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	96	±1	3	10	19	35	33	±2	3.8	±0.1	
5 to 10 Years	96	±1	3	9	18	33	36	±3	3.9	±0.1	
11 to 20 Years	96	±1	4	9	18	34	35	±2	3.9	±0.1	
21 to 30 Years	97	±1	3	8	17	36	36	±2	3.9	±0.1	
More Than 30 Years	97	±1	3	6	16	36	39	±2	4.0	±0.1	
AGE											
30 Years Old or Less	95	±2	3	12	19	34	32	±3	3.8	±0.1	
31 to 40 Years Old	96	±1	3	10	19	34	34	±2	3.9	±0.1	
41 to 50 Years Old	97	±1	3	9	18	35	35	±2	3.9	±0.1	
51 to 60 Years Old	97	±1	3	7	17	36	37	±2	4.0	±0.1	
More Than 60 Years Old	95	±2	4	6	16	33	41	±3	4.0	±0.1	
GENDER											
Male	97	±1	3	8	18	36	36	±1	3.9	±0.1	
Female	96	±1	4	10	18	34	35	±2	3.9	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	97	±1	3	8	18	36	35	±1	3.9	±0.1	
Total Minority	95	±1	4	9	16	33	38	±2	3.9	±0.1	
Non-Hispanic Black	94	±2	5	8	15	33	40	±2	3.9	±0.1	
Hispanic	96	±1	4	8	16	31	41	±3	4.0	±0.1	
Non-Hispanic API	94	±2	4	10	20	35	31	±3	3.8	±0.1	
EDUCATION											
No College	95	±1	2	5	13	38	41	±2	4.1	±0.1	
Some College	96	±1	3	7	17	35	37	±1	4.0	±0.1	
4-Year Degree	97	±1	4	10	19	34	32	±2	3.8	±0.1	
Graduate/Professional Degree	97	±1	4	13	21	32	31	±2	3.7	±0.1	

Note. Percent responding are Civilian employees who answered the question.

79. Over the last 2 years, how much of a problem has employee turnover been for your organization?

1. Not a problem

2. Slight problem

3. Somewhat of a problem

4. Serious problem

	Percent Responding		Percentages				Max ME	Severity of Problem		
			1	2	3	4				
OVERALL AND COMPONENT										
Total DoD	98	±1	33	30	23	14	±1	2.2	±0.1	
Army	97	±1	33	31	22	14	±2	2.2	±0.1	
Navy	98	±1	31	31	24	14	±2	2.2	±0.1	
Air Force	98	±1	33	31	23	13	±2	2.2	±0.1	
DoD Agencies and Activities	97	±1	33	29	24	14	±2	2.2	±0.1	
PAY PLAN/GRADE										
White Collar Total	98	±1	31	31	24	14	±1	2.2	±0.1	
GS 1 to 4	95	±3	38	28	23	11	±5	2.1	±0.1	
GS 5 to 8	97	±1	33	28	23	16	±2	2.2	±0.1	
GS 9 to 12	98	±1	30	31	24	15	±1	2.2	±0.1	
GS/GM 13 to 15	99	±1	24	33	27	16	±2	2.3	±0.1	
SES	99	±1	26	36	29	8	±9	2.2	±0.2	
Blue Collar Total	97	±1	39	29	19	12	±2	2.0	±0.1	
WG 1 to 5	96	±3	42	27	18	13	±6	2.0	±0.2	
WG 6 to 9	97	±2	46	27	16	11	±4	1.9	±0.1	
WG 10 to 15	97	±1	40	30	19	11	±3	2.0	±0.1	
WS/WL 1 to 19	98	±1	30	30	24	16	±3	2.3	±0.1	
OCCUPATIONAL GROUPS										
Professional	98	±1	29	33	25	13	±2	2.2	±0.1	
Administrative	98	±1	30	31	25	15	±2	2.2	±0.1	
Technical	97	±1	34	31	23	13	±2	2.2	±0.1	
Clerical	96	±2	36	27	24	13	±3	2.1	±0.1	
Other White Collar	97	±2	23	25	22	30	±4	2.6	±0.1	
Blue Collar	97	±1	39	29	20	12	±2	2.0	±0.1	
Scientists	97	±2	27	34	26	13	±3	2.3	±0.1	
Engineers	99	±1	32	34	23	11	±2	2.1	±0.1	
SUPERVISOR/MANAGER										
Supervisor	98	±1	26	31	27	16	±2	2.3	±0.1	
Manager	98	±1	24	31	26	19	±3	2.4	±0.1	
Wage Leader	99	±1	26	30	28	16	±5	2.3	±0.1	
Wage Supervisor	98	±2	27	34	23	16	±4	2.3	±0.1	
All Others	97	±1	35	30	22	13	±1	2.1	±0.1	
SCHEDULE/LOCATION										
Full-Time	98	±1	32	30	23	14	±1	2.2	±0.1	
Other Than Full-Time	93	±4	41	31	17	11	±7	2.0	±0.2	
CONUS	98	±1	33	30	23	13	±1	2.2	±0.1	
OCONUS	96	±2	27	30	23	21	±3	2.4	±0.1	
TYPE OF APPOINTMENT										
Permanent	98	±1	32	30	23	14	±1	2.2	±0.1	
Non-Permanent	94	±3	44	29	17	9	±5	1.9	±0.1	
BARGAINING UNIT										
Not in Bargaining Unit	98	±1	32	31	24	14	±1	2.2	±0.1	
In Bargaining Unit	97	±1	34	30	23	14	±1	2.2	±0.1	

Note. Percent responding are Civilian employees who answered the question.

79. Over the last 2 years, how much of a problem has employee turnover been for your organization?

	Percent Responding		Percentages				Max ME	Severity of Problem		
			1	2	3	4				
DISABILITY										
No Disability	98	±1	33	31	23	13	±1	2.2	±0.1	
Disability	98	±1	30	29	25	16	±2	2.3	±0.1	
Targeted Disability	98	±1	32	28	24	16	±3	2.2	±0.1	
Other Disability	98	±1	30	30	25	16	±2	2.3	±0.1	
VETERAN/PREFERENCE										
Non-Veteran	97	±1	33	30	24	13	±1	2.2	±0.1	
Veteran	98	±1	32	30	23	15	±1	2.2	±0.1	
10 Point 30%	98	±1	35	29	22	14	±3	2.2	±0.1	
10 Point Non-30%	97	±1	32	30	23	16	±3	2.2	±0.1	
5 Point	98	±1	31	30	23	15	±2	2.2	±0.1	
No Preference	98	±1	34	33	21	12	±3	2.1	±0.1	
RETIREMENT PLAN										
CSRS	98	±1	31	30	24	15	±1	2.2	±0.1	
FERS	97	±1	33	30	23	14	±1	2.2	±0.1	
Other Plan	93	±4	39	29	21	11	±6	2.0	±0.2	
RETIREMENT ELIGIBILITY										
Not Eligible	97	±1	33	31	23	13	±1	2.2	±0.1	
Optional Eligible	98	±1	33	30	23	14	±2	2.2	±0.1	
Discontinued Service	98	±1	30	31	24	15	±2	2.2	±0.1	
LENGTH OF SERVICE										
6 Months to 4 Years	96	±1	40	31	19	10	±2	2.0	±0.1	
5 to 10 Years	97	±1	33	31	22	14	±3	2.2	±0.1	
11 to 20 Years	98	±1	31	30	24	14	±2	2.2	±0.1	
21 to 30 Years	98	±1	31	30	25	15	±2	2.2	±0.1	
More Than 30 Years	98	±1	31	31	23	15	±2	2.2	±0.1	
AGE										
30 Years Old or Less	95	±2	39	31	19	11	±3	2.0	±0.1	
31 to 40 Years Old	96	±1	32	32	22	14	±2	2.2	±0.1	
41 to 50 Years Old	98	±1	32	30	24	14	±2	2.2	±0.1	
51 to 60 Years Old	99	±1	31	30	24	15	±2	2.2	±0.1	
More Than 60 Years Old	98	±1	37	30	22	11	±3	2.1	±0.1	
GENDER										
Male	98	±1	33	31	23	14	±1	2.2	±0.1	
Female	97	±1	32	29	24	14	±2	2.2	±0.1	
RACE/ETHNICITY										
Non-Hispanic White	98	±1	31	31	24	14	±1	2.2	±0.1	
Total Minority	96	±1	35	29	22	14	±2	2.1	±0.1	
Non-Hispanic Black	96	±1	37	28	21	14	±2	2.1	±0.1	
Hispanic	97	±1	35	29	22	14	±3	2.2	±0.1	
Non-Hispanic API	95	±2	34	32	22	11	±3	2.1	±0.1	
EDUCATION										
No College	97	±1	40	29	19	12	±2	2.0	±0.1	
Some College	97	±1	33	29	23	14	±1	2.2	±0.1	
4-Year Degree	98	±1	30	32	25	14	±2	2.2	±0.1	
Graduate/Professional Degree	98	±1	28	33	25	14	±2	2.3	±0.1	

Note. Percent responding are Civilian employees who answered the question.

80. Has your organization hired any new employees in the last 2 years?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
OVERALL AND COMPONENT					
Total DoD	98	±1	89	±1	
Army	97	±1	90	±1	
Navy	98	±1	88	±1	
Air Force	98	±1	91	±1	
DoD Agencies and Activities	97	±1	86	±2	
PAY PLAN/GRADE					
White Collar Total	98	±1	89	±1	
GS 1 to 4	96	±2	90	±3	
GS 5 to 8	97	±1	88	±2	
GS 9 to 12	98	±1	88	±1	
GS/GM 13 to 15	99	±1	91	±1	
SES	99	±1	96	±1	
Blue Collar Total	98	±1	88	±1	
WG 1 to 5	96	±3	86	±4	
WG 6 to 9	98	±1	85	±3	
WG 10 to 15	97	±1	89	±2	
WS/WL 1 to 19	98	±1	89	±3	
OCCUPATIONAL GROUPS					
Professional	98	±1	93	±1	
Administrative	98	±1	87	±1	
Technical	97	±1	87	±2	
Clerical	97	±2	88	±2	
Other White Collar	97	±2	98	±2	
Blue Collar	97	±1	88	±1	
Scientists	98	±2	93	±2	
Engineers	99	±1	92	±1	
SUPERVISOR/MANAGER					
Supervisor	98	±1	90	±2	
Manager	98	±1	93	±2	
Wage Leader	99	±1	87	±4	
Wage Supervisor	98	±2	90	±3	
All Others	98	±1	89	±1	
SCHEDULE/LOCATION					
Full-Time	98	±1	89	±1	
Other Than Full-Time	95	±3	93	±4	
CONUS	98	±1	89	±1	
OCONUS	97	±2	93	±2	
TYPE OF APPOINTMENT					
Permanent	98	±1	89	±1	
Non-Permanent	95	±2	92	±3	
BARGAINING UNIT					
Not in Bargaining Unit	98	±1	89	±1	
In Bargaining Unit	98	±1	89	±1	

Note. Percent responding are Civilian employees who answered the question.

80. Has your organization hired any new employees in the last 2 years?

	Percent Responding		Percentages Yes	Max ME	Percentage Reporting Yes
DISABILITY					
No Disability	98	±1	89	±1	
Disability	98	±1	88	±2	
Targeted Disability	97	±2	88	±2	
Other Disability	98	±1	88	±2	
VETERAN/PREFERENCE					
Non-Veteran	98	±1	89	±1	
Veteran	98	±1	89	±1	
10 Point 30%	98	±1	90	±2	
10 Point Non-30%	97	±1	89	±2	
5 Point	98	±1	88	±1	
No Preference	98	±1	92	±2	
RETIREMENT PLAN					
CSRS	98	±1	86	±1	
FERS	98	±1	91	±1	
Other Plan	94	±3	89	±4	
RETIREMENT ELIGIBILITY					
Not Eligible	97	±1	90	±1	
Optional Eligible	98	±1	89	±1	
Discontinued Service	98	±1	87	±2	
LENGTH OF SERVICE					
6 Months to 4 Years	97	±1	94	±2	
5 to 10 Years	97	±1	93	±2	
11 to 20 Years	98	±1	89	±1	
21 to 30 Years	98	±1	87	±1	
More Than 30 Years	98	±1	87	±2	
AGE					
30 Years Old or Less	96	±2	94	±2	
31 to 40 Years Old	97	±1	93	±1	
41 to 50 Years Old	98	±1	89	±1	
51 to 60 Years Old	99	±1	87	±1	
More Than 60 Years Old	98	±1	85	±2	
GENDER					
Male	98	±1	89	±1	
Female	97	±1	89	±1	
RACE/ETHNICITY					
Non-Hispanic White	98	±1	90	±1	
Total Minority	97	±1	88	±1	
Non-Hispanic Black	96	±1	88	±2	
Hispanic	98	±1	87	±2	
Non-Hispanic API	96	±2	89	±2	
EDUCATION					
No College	97	±1	85	±2	
Some College	98	±1	88	±1	
4-Year Degree	98	±1	90	±1	
Graduate/Professional Degree	98	±1	93	±1	

Note. Percent responding are Civilian employees who answered the question.

81. In the last 2 years at your organization, where did most new hires come from (within the government or outside of the government)?

1. Many more were already government employees 2. More were already government employees 3. About as many were government employees as were not
 4. More were not government employees 5. Many more were not government employees

Percent Responding			Percentages					Max ME	Average Non-Government Hired		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	86	±1	24	19	20	22	16	±1	2.9	±0.1	
Army	87	±1	25	20	21	20	14	±2	2.8	±0.1	
Navy	86	±1	19	15	19	25	22	±2	3.2	±0.1	
Air Force	89	±1	30	22	20	17	11	±2	2.6	±0.1	
DoD Agencies and Activities	83	±2	20	17	19	24	20	±2	3.1	±0.1	
PAY PLAN/GRADE											
White Collar Total	86	±1	25	20	20	20	15	±1	2.8	±0.1	
GS 1 to 4	85	±3	19	19	25	22	15	±4	2.9	±0.2	
GS 5 to 8	84	±2	26	22	21	19	13	±2	2.7	±0.1	
GS 9 to 12	86	±1	26	20	20	20	14	±1	2.7	±0.1	
GS/GM 13 to 15	89	±2	31	19	18	19	14	±2	2.7	±0.1	
SES	95	±2	28	22	19	14	17	±9	2.7	±0.3	
Blue Collar Total	85	±2	17	15	19	27	23	±2	3.2	±0.1	
WG 1 to 5	81	±4	13	14	21	29	22	±6	3.3	±0.2	
WG 6 to 9	82	±3	18	14	19	27	23	±4	3.2	±0.1	
WG 10 to 15	86	±2	18	15	19	26	23	±3	3.2	±0.1	
WS/WL 1 to 19	87	±3	13	16	19	27	24	±4	3.3	±0.1	
OCCUPATIONAL GROUPS											
Professional	91	±1	19	16	20	24	22	±2	3.1	±0.1	
Administrative	85	±1	32	22	19	17	10	±2	2.5	±0.1	
Technical	83	±2	24	22	20	20	13	±2	2.8	±0.1	
Clerical	84	±2	27	21	21	19	12	±3	2.7	±0.1	
Other White Collar	94	±2	14	14	23	26	23	±4	3.3	±0.2	
Blue Collar	85	±2	17	15	19	27	23	±2	3.2	±0.1	
Scientists	90	±2	14	14	20	29	22	±3	3.3	±0.1	
Engineers	90	±1	17	14	20	26	23	±2	3.2	±0.1	
SUPERVISOR/MANAGER											
Supervisor	88	±2	27	20	20	19	14	±2	2.7	±0.1	
Manager	91	±2	31	17	17	20	15	±3	2.7	±0.1	
Wage Leader	87	±4	14	15	18	28	24	±5	3.3	±0.2	
Wage Supervisor	87	±3	15	18	20	25	22	±4	3.2	±0.2	
All Others	85	±1	23	19	20	22	17	±1	2.9	±0.1	
SCHEDULE/LOCATION											
Full-Time	86	±1	24	19	19	21	16	±1	2.9	±0.1	
Other Than Full-Time	85	±5	15	13	27	25	19	±6	3.2	±0.2	
CONUS	86	±1	23	18	20	22	17	±1	2.9	±0.1	
OCONUS	89	±2	27	20	20	18	15	±3	2.7	±0.1	
TYPE OF APPOINTMENT											
Permanent	86	±1	24	19	19	21	17	±1	2.9	±0.1	
Non-Permanent	86	±4	17	18	26	24	15	±5	3.0	±0.2	
BARGAINING UNIT											
Not in Bargaining Unit	87	±1	25	19	19	21	15	±1	2.8	±0.1	
In Bargaining Unit	85	±1	21	18	20	23	18	±1	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

81. In the last 2 years at your organization, where did most new hires come from (within the government or outside of the government)?

	Percent Responding		Percentages					Max ME	Average Non-Government Hired		
			1	2	3	4	5				
DISABILITY											
No Disability	86	±1	24	18	20	22	16	±1	2.9	±0.1	
Disability	85	±2	23	20	20	20	17	±2	2.9	±0.1	
Targeted Disability	84	±2	24	17	19	21	19	±3	2.9	±0.1	
Other Disability	85	±2	23	21	21	20	16	±2	2.8	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	86	±1	23	18	19	22	18	±1	2.9	±0.1	
Veteran	86	±1	24	20	20	21	15	±1	2.8	±0.1	
10 Point 30%	87	±2	26	21	21	19	13	±3	2.7	±0.1	
10 Point Non-30%	86	±2	25	21	19	21	14	±3	2.8	±0.1	
5 Point	85	±1	24	19	20	21	16	±2	2.9	±0.1	
No Preference	89	±2	24	21	21	21	13	±3	2.8	±0.1	
RETIREMENT PLAN											
CSRS	84	±1	26	18	18	22	17	±2	2.9	±0.1	
FERS	87	±1	23	19	20	22	17	±1	2.9	±0.1	
Other Plan	82	±5	18	22	28	19	14	±6	2.9	±0.2	
RETIREMENT ELIGIBILITY											
Not Eligible	87	±1	24	18	20	22	17	±1	2.9	±0.1	
Optional Eligible	86	±1	23	20	20	21	16	±2	2.9	±0.1	
Discontinued Service	85	±2	25	19	17	22	17	±2	2.9	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	90	±2	15	16	23	27	19	±2	3.2	±0.1	
5 to 10 Years	89	±2	22	17	22	22	16	±3	2.9	±0.1	
11 to 20 Years	86	±1	25	19	19	20	16	±2	2.8	±0.1	
21 to 30 Years	84	±1	25	20	18	21	16	±2	2.8	±0.1	
More Than 30 Years	84	±2	27	19	18	20	15	±2	2.8	±0.1	
AGE											
30 Years Old or Less	89	±2	17	14	23	25	20	±3	3.2	±0.1	
31 to 40 Years Old	89	±2	23	17	21	23	17	±2	2.9	±0.1	
41 to 50 Years Old	86	±1	25	19	20	20	16	±1	2.8	±0.1	
51 to 60 Years Old	85	±1	25	20	19	21	16	±2	2.8	±0.1	
More Than 60 Years Old	82	±3	25	20	19	22	15	±3	2.8	±0.1	
GENDER											
Male	87	±1	22	17	20	23	18	±1	3.0	±0.1	
Female	85	±1	27	21	20	19	14	±2	2.7	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	87	±1	24	18	20	22	17	±1	2.9	±0.1	
Total Minority	84	±1	22	21	20	21	16	±2	2.9	±0.1	
Non-Hispanic Black	84	±2	24	22	19	21	14	±2	2.8	±0.1	
Hispanic	84	±3	22	21	22	20	16	±3	2.9	±0.1	
Non-Hispanic API	84	±3	21	21	17	24	18	±3	3.0	±0.1	
EDUCATION											
No College	82	±2	20	18	20	24	18	±2	3.0	±0.1	
Some College	85	±1	24	19	20	21	16	±1	2.9	±0.1	
4-Year Degree	87	±1	23	19	19	22	17	±2	2.9	±0.1	
Graduate/Professional Degree	91	±1	26	17	20	21	17	±2	2.9	±0.1	

Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

82. How would you rate the performance of employees hired in the last 2 years at your organization?1. Much lower than average
4. Higher than average2. Lower than average
5. Much higher than average

3. Average

	Percent Responding		Percentages					Max ME	Average Performance		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	86	±1	2	10	54	29	4	±1	3.2	±0.1	
Army	86	±1	2	10	54	29	5	±2	3.2	±0.1	
Navy	85	±1	2	9	54	30	4	±2	3.2	±0.1	
Air Force	89	±1	2	11	53	29	5	±2	3.2	±0.1	
DoD Agencies and Activities	82	±2	2	11	57	25	4	±2	3.2	±0.1	
PAY PLAN/GRADE											
White Collar Total	86	±1	2	9	54	31	5	±1	3.3	±0.1	
GS 1 to 4	84	±4	4	11	61	20	4	±5	3.1	±0.1	
GS 5 to 8	83	±2	3	11	57	25	4	±2	3.2	±0.1	
GS 9 to 12	86	±1	2	9	55	30	4	±2	3.3	±0.1	
GS/GM 13 to 15	89	±2	1	6	48	39	6	±2	3.4	±0.1	
SES	94	±2	0	1	29	56	13	±9	3.8	±0.2	
Blue Collar Total	85	±2	4	16	55	22	3	±2	3.1	±0.1	
WG 1 to 5	81	±4	4	13	60	21	3	±6	3.1	±0.1	
WG 6 to 9	82	±3	3	15	57	21	4	±4	3.1	±0.1	
WG 10 to 15	86	±2	4	16	55	21	3	±3	3.0	±0.1	
WS/WL 1 to 19	87	±3	3	17	52	25	4	±4	3.1	±0.1	
OCCUPATIONAL GROUPS											
Professional	90	±1	1	7	49	38	5	±2	3.4	±0.1	
Administrative	84	±1	2	8	54	31	5	±2	3.3	±0.1	
Technical	83	±2	3	11	59	24	4	±2	3.2	±0.1	
Clerical	83	±2	3	10	60	23	4	±3	3.2	±0.1	
Other White Collar	93	±3	3	12	52	29	4	±5	3.2	±0.1	
Blue Collar	85	±2	4	16	55	22	3	±2	3.1	±0.1	
Scientists	89	±2	2	6	44	41	7	±4	3.5	±0.1	
Engineers	89	±1	1	7	50	38	4	±2	3.4	±0.1	
SUPERVISOR/MANAGER											
Supervisor	88	±2	2	9	51	34	5	±2	3.3	±0.1	
Manager	91	±2	2	8	46	38	7	±3	3.4	±0.1	
Wage Leader	86	±4	4	19	51	23	3	±5	3.0	±0.1	
Wage Supervisor	87	±3	3	13	53	28	4	±5	3.2	±0.1	
All Others	85	±1	2	10	56	28	4	±1	3.2	±0.1	
SCHEDULE/LOCATION											
Full-Time	86	±1	2	10	54	29	4	±1	3.2	±0.1	
Other Than Full-Time	83	±6	2	9	61	24	4	±7	3.2	±0.1	
CONUS	85	±1	2	10	54	29	4	±1	3.2	±0.1	
OCONUS	89	±2	3	11	52	30	4	±3	3.2	±0.1	
TYPE OF APPOINTMENT											
Permanent	86	±1	2	10	54	29	4	±1	3.2	±0.1	
Non-Permanent	85	±4	2	9	54	30	5	±5	3.3	±0.1	
BARGAINING UNIT											
Not in Bargaining Unit	86	±1	2	9	53	31	5	±1	3.3	±0.1	
In Bargaining Unit	85	±1	3	12	56	26	4	±2	3.2	±0.1	

Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

82. How would you rate the performance of employees hired in the last 2 years at your organization?

	Percent Responding		Percentages					Max ME	Average Performance		
			1	2	3	4	5				
DISABILITY											
No Disability	86	±1	2	10	54	29	4	±1	3.2	±0.1	
Disability	85	±2	4	12	54	27	4	±2	3.2	±0.1	
Targeted Disability	84	±2	4	13	52	25	5	±3	3.1	±0.1	
Other Disability	85	±2	3	11	55	27	4	±3	3.2	±0.1	
VETERAN/PREFERENCE											
Non-Veteran	86	±1	2	9	55	29	4	±1	3.2	±0.1	
Veteran	86	±1	2	11	53	29	5	±2	3.2	±0.1	
10 Point 30%	87	±2	2	11	51	30	6	±3	3.3	±0.1	
10 Point Non-30%	86	±2	3	11	52	30	4	±3	3.2	±0.1	
5 Point	85	±1	2	12	53	28	5	±2	3.2	±0.1	
No Preference	89	±2	2	11	52	30	4	±3	3.2	±0.1	
RETIREMENT PLAN											
CSRS	84	±1	2	10	54	29	4	±2	3.2	±0.1	
FERS	87	±1	2	10	54	29	4	±1	3.2	±0.1	
Other Plan	81	±5	2	10	57	26	5	±6	3.2	±0.1	
RETIREMENT ELIGIBILITY											
Not Eligible	86	±1	2	10	53	30	4	±1	3.2	±0.1	
Optional Eligible	85	±1	2	10	55	28	5	±2	3.2	±0.1	
Discontinued Service	84	±2	3	11	55	27	4	±2	3.2	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	89	±2	2	8	51	33	6	±3	3.3	±0.1	
5 to 10 Years	88	±2	3	12	53	28	4	±3	3.2	±0.1	
11 to 20 Years	86	±1	3	11	56	27	3	±2	3.2	±0.1	
21 to 30 Years	84	±1	2	10	55	29	4	±2	3.2	±0.1	
More Than 30 Years	84	±2	2	9	53	30	5	±2	3.3	±0.1	
AGE											
30 Years Old or Less	88	±2	1	9	53	32	5	±3	3.3	±0.1	
31 to 40 Years Old	89	±2	2	12	55	28	4	±2	3.2	±0.1	
41 to 50 Years Old	86	±1	3	11	54	28	4	±2	3.2	±0.1	
51 to 60 Years Old	84	±1	2	10	54	29	4	±2	3.2	±0.1	
More Than 60 Years Old	82	±3	2	9	53	31	6	±3	3.3	±0.1	
GENDER											
Male	86	±1	2	10	52	31	5	±1	3.2	±0.1	
Female	84	±1	2	10	58	26	4	±2	3.2	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	87	±1	2	10	53	30	4	±1	3.2	±0.1	
Total Minority	83	±2	3	10	56	27	4	±2	3.2	±0.1	
Non-Hispanic Black	83	±2	2	10	58	25	5	±3	3.2	±0.1	
Hispanic	84	±2	4	11	52	28	4	±3	3.2	±0.1	
Non-Hispanic API	82	±3	2	9	57	29	4	±4	3.2	±0.1	
EDUCATION											
No College	81	±2	3	12	61	20	3	±3	3.1	±0.1	
Some College	85	±1	3	13	56	25	4	±2	3.2	±0.1	
4-Year Degree	87	±1	2	7	52	35	5	±2	3.3	±0.1	
Graduate/Professional Degree	90	±1	1	7	48	38	6	±2	3.4	±0.1	

Note. Percent responding are Civilian employees who answered the question and who reported that their organization has hired new employees in the past 2 years (Q80).

83. In the last 2 years, have you personally hired anyone to work for you?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
OVERALL AND COMPONENT					
Total DoD	20	±1	45	±2	
Army	21	±1	50	±3	
Navy	21	±1	40	±3	
Air Force	23	±2	48	±3	
DoD Agencies and Activities	15	±2	39	±4	
PAY PLAN/GRADE					
White Collar Total	21	±1	47	±2	
GS 1 to 4	3	±2	11	±11	
GS 5 to 8	10	±1	20	±4	
GS 9 to 12	19	±1	41	±3	
GS/GM 13 to 15	48	±2	59	±3	
SES	81	±12	81	±3	
Blue Collar Total	17	±2	38	±4	
WG 1 to 5	7	±3	NR		
WG 6 to 9	4	±2	4	±6	
WG 10 to 15	5	±1	8	±6	
WS/WL 1 to 19	63	±4	47	±4	
OCCUPATIONAL GROUPS					
Professional	23	±2	53	±3	
Administrative	30	±2	52	±3	
Technical	12	±1	27	±4	
Clerical	6	±2	16	±7	
Other White Collar	22	±4	27	±7	
Blue Collar	17	±2	38	±4	
Scientists	22	±3	55	±6	
Engineers	21	±2	53	±4	
SUPERVISOR/MANAGER					
Supervisor	98	±1	43	±2	
Manager	98	±1	53	±3	
Wage Leader	0	±0	NA		
Wage Supervisor	97	±2	40	±4	
All Others	0	±0	NA		
SCHEDULE/LOCATION					
Full-Time	21	±1	45	±2	
Other Than Full-Time	4	±3	NR		
CONUS	20	±1	45	±2	
OCONUS	24	±2	49	±5	
TYPE OF APPOINTMENT					
Permanent	21	±1	46	±2	
Non-Permanent	8	±2	15	±7	
BARGAINING UNIT					
Not in Bargaining Unit	30	±1	50	±2	
In Bargaining Unit	8	±1	23	±3	

Note. Percent responding are Civilian employees who answered the question and who are supervisors, managers, or wage supervisors (Q27).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

83. In the last 2 years, have you personally hired anyone to work for you?

	Percent Responding		Percentages Yes	Max ME	Percentage Reporting Yes
DISABILITY					
No Disability	21	±1	47	±2	
Disability	18	±2	35	±4	
Targeted Disability	16	±2	35	±7	
Other Disability	18	±2	35	±5	
VETERAN/PREFERENCE					
Non-Veteran	18	±1	49	±2	
Veteran	24	±1	42	±2	
10 Point 30%	24	±2	36	±5	
10 Point Non-30%	25	±3	37	±5	
5 Point	24	±1	42	±3	
No Preference	23	±3	51	±6	
RETIREMENT PLAN					
CSRS	25	±1	50	±2	
FERS	18	±1	42	±2	
Other Plan	9	±3	33	±11	
RETIREMENT ELIGIBILITY					
Not Eligible	18	±1	45	±2	
Optional Eligible	23	±1	45	±3	
Discontinued Service	22	±2	47	±4	
LENGTH OF SERVICE					
6 Months to 4 Years	10	±2	27	±5	
5 to 10 Years	15	±2	35	±5	
11 to 20 Years	19	±1	45	±3	
21 to 30 Years	24	±1	48	±3	
More Than 30 Years	32	±2	52	±4	
AGE					
30 Years Old or Less	8	±2	24	±8	
31 to 40 Years Old	15	±2	41	±4	
41 to 50 Years Old	22	±1	46	±3	
51 to 60 Years Old	24	±1	47	±3	
More Than 60 Years Old	23	±3	44	±6	
GENDER					
Male	24	±1	45	±2	
Female	14	±1	47	±3	
RACE/ETHNICITY					
Non-Hispanic White	22	±1	49	±2	
Total Minority	17	±1	35	±3	
Non-Hispanic Black	17	±2	31	±4	
Hispanic	19	±2	39	±6	
Non-Hispanic API	16	±3	31	±7	
EDUCATION					
No College	13	±2	27	±5	
Some College	18	±1	40	±3	
4-Year Degree	23	±2	50	±3	
Graduate/Professional Degree	31	±2	56	±3	

Note. Percent responding are Civilian employees who answered the question and who are supervisors, managers, or wage supervisors (Q27).

85. For the position you filled most recently, which of the following types of applicants were referred to you?

- a. Federal employees from within your organization
 b. Federal employees from outside your organization, but from within the DoD
 c. Federal employees from outside the DoD
 d. Former Federal employees
 e. Applicants who had never been Federal employees

	Percent Responding		Percentages					Max ME
			a	b	c	d	e	
OVERALL AND COMPONENT								
Total DoD	9	±1	57	61	29	31	54	±2
Army	10	±1	56	63	34	33	59	±4
Navy	9	±1	54	55	24	26	56	±4
Air Force	11	±1	57	62	21	31	44	±4
DoD Agencies and Activities	6	±1	60	60	38	32	52	±7
PAY PLAN/GRADE								
White Collar Total	10	±1	57	63	30	32	52	±3
GS 1 to 4	0	±1	NR	NR	NR	NR	NR	
GS 5 to 8	2	±1	34	41	26	31	59	±11
GS 9 to 12	8	±1	52	61	26	34	54	±4
GS/GM 13 to 15	28	±2	63	68	33	32	48	±3
SES	66	±10	73	81	43	30	46	±6
Blue Collar Total	6	±1	56	46	22	26	62	±6
WG 1 to 5	0	±1	NR	NR	NR	NR	NR	
WG 6 to 9	0	±1	NR	NR	NR	NR	NR	
WG 10 to 15	0	±1	NR	NR	NR	NR	NR	
WS/WL 1 to 19	29	±3	55	47	23	24	62	±6
OCCUPATIONAL GROUPS								
Professional	12	±1	52	60	30	31	61	±4
Administrative	15	±1	62	68	31	33	45	±3
Technical	3	±1	39	45	21	25	62	±9
Clerical	1	±1	NR	NR	NR	NR	NR	
Other White Collar	6	±2	40	59	26	42	66	±14
Blue Collar	6	±1	55	46	22	25	62	±6
Scientists	12	±2	47	57	35	37	74	±7
Engineers	11	±1	54	59	28	29	61	±5
SUPERVISOR/MANAGER								
Supervisor	41	±2	54	62	29	31	52	±3
Manager	51	±3	61	64	30	32	52	±4
Wage Leader	0	±0	NA	NA	NA	NA	NA	
Wage Supervisor	39	±4	53	46	23	26	65	±7
All Others	0	±0	NA	NA	NA	NA	NA	
SCHEDULE/LOCATION								
Full-Time	9	±1	57	61	29	31	54	±2
Other Than Full-Time	0	±1	NR	NR	NR	NR	NR	
CONUS	9	±1	58	59	28	30	53	±3
OCONUS	12	±2	49	69	35	35	58	±7
TYPE OF APPOINTMENT								
Permanent	10	±1	57	61	28	31	54	±2
Non-Permanent	1	±1	NR	NR	NR	NR	NR	
BARGAINING UNIT								
Not in Bargaining Unit	15	±1	57	61	29	31	54	±3
In Bargaining Unit	2	±1	55	57	23	31	56	±7

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

85. For the position you filled most recently, which of the following types of applicants were referred to you?

Percent Responding			Percentages					Max ME
			a	b	c	d	e	
DISABILITY								
No Disability	10	±1	57	60	28	30	53	±3
Disability	6	±1	54	66	34	35	57	±6
Targeted Disability	5	±2	55	61	36	37	59	±12
Other Disability	6	±1	54	69	33	35	56	±8
VETERAN/PREFERENCE								
Non-Veteran	8	±1	58	57	29	29	54	±3
Veteran	10	±1	56	64	28	33	54	±3
10 Point 30%	8	±2	57	62	28	39	51	±8
10 Point Non-30%	9	±2	51	66	29	40	58	±9
5 Point	10	±1	55	64	29	33	54	±4
No Preference	11	±2	59	63	22	27	53	±8
RETIREMENT PLAN								
CSRS	13	±1	59	60	29	29	51	±3
FERS	7	±1	54	61	28	33	57	±3
Other Plan	3	±2	NR	NR	15	NR	NR	±13
RETIREMENT ELIGIBILITY								
Not Eligible	8	±1	56	61	29	31	56	±3
Optional Eligible	10	±1	56	59	26	30	52	±4
Discontinued Service	11	±1	59	62	31	33	52	±5
LENGTH OF SERVICE								
6 Months to 4 Years	3	±1	46	48	22	27	65	±10
5 to 10 Years	5	±1	58	57	28	37	66	±9
11 to 20 Years	8	±1	54	60	28	31	56	±4
21 to 30 Years	11	±1	61	62	30	32	52	±4
More Than 30 Years	16	±2	55	61	28	29	48	±5
AGE								
30 Years Old or Less	2	±1	NR	72	NR	NR	NR	±15
31 to 40 Years Old	6	±1	57	59	26	32	58	±7
41 to 50 Years Old	10	±1	55	60	30	31	57	±4
51 to 60 Years Old	11	±1	59	61	27	29	51	±4
More Than 60 Years Old	10	±2	50	57	31	32	48	±8
GENDER								
Male	11	±1	56	60	29	31	56	±3
Female	6	±1	58	62	29	31	48	±5
RACE/ETHNICITY								
Non-Hispanic White	10	±1	58	61	28	31	54	±3
Total Minority	6	±1	52	60	31	33	53	±5
Non-Hispanic Black	5	±1	49	57	31	28	53	±8
Hispanic	7	±2	58	61	35	36	50	±9
Non-Hispanic API	5	±2	44	58	22	32	47	±12
EDUCATION								
No College	4	±1	54	43	32	34	55	±10
Some College	7	±1	53	58	25	30	55	±4
4-Year Degree	11	±1	60	60	29	30	52	±4
Graduate/Professional Degree	17	±2	59	67	31	32	54	±4

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

86. How would you rate the quality of the applicants for this position?

1. Much worse than usual

2. Worse than usual

3. About the same as usual

4. Better than usual

5. Much better than usual

	Percent Responding		Percentages					Max ME	Average Applicant Quality		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	9	±1	1	9	45	35	10	±2	3.4	±0.1	
Army	10	±1	2	11	45	33	10	±4	3.4	±0.1	
Navy	9	±1	1	7	46	36	10	±4	3.5	±0.1	
Air Force	11	±1	1	10	44	36	9	±4	3.4	±0.1	
DoD Agencies and Activities	6	±1	2	9	45	33	11	±7	3.4	±0.2	
PAY PLAN/GRADE											
White Collar Total	10	±1	1	9	45	35	10	±3	3.4	±0.1	
GS 1 to 4	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
GS 5 to 8	2	±1	3	16	45	31	5	±11	3.2	±0.2	
GS 9 to 12	8	±1	2	11	48	30	10	±4	3.3	±0.1	
GS/GM 13 to 15	28	±2	1	8	44	37	10	±3	3.5	±0.1	
SES	66	±10	0	5	29	49	16	±6	3.8	±0.2	
Blue Collar Total	6	±1	1	11	46	32	9	±6	3.4	±0.1	
WG 1 to 5	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 6 to 9	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 10 to 15	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WS/WL 1 to 19	29	±3	1	11	45	33	9	±6	3.4	±0.1	
OCCUPATIONAL GROUPS											
Professional	12	±1	1	8	43	38	10	±4	3.5	±0.1	
Administrative	15	±1	2	9	46	34	10	±3	3.4	±0.1	
Technical	3	±1	2	13	45	30	10	±9	3.3	±0.2	
Clerical	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Other White Collar	6	±2	NR	8	45	32	13	±14	3.4	±0.3	
Blue Collar	6	±1	1	12	46	32	9	±6	3.4	±0.1	
Scientists	12	±2	0	6	39	48	7	±7	3.6	±0.1	
Engineers	11	±1	2	7	39	40	12	±5	3.5	±0.1	
SUPERVISOR/MANAGER											
Supervisor	41	±2	2	10	45	33	10	±3	3.4	±0.1	
Manager	52	±3	1	8	45	36	10	±4	3.4	±0.1	
Wage Leader	0	±0	NA	NA	NA	NA	NA		0.0	±0.0	
Wage Supervisor	39	±4	1	12	44	35	8	±7	3.4	±0.2	
All Others	0	±0	NA	NA	NA	NA	NA		0.0	±0.0	
SCHEDULE/LOCATION											
Full-Time	9	±1	1	9	45	34	10	±2	3.4	±0.1	
Other Than Full-Time	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
CONUS	9	±1	1	9	44	36	10	±3	3.4	±0.1	
OCONUS	12	±2	2	13	51	26	9	±7	3.3	±0.2	
TYPE OF APPOINTMENT											
Permanent	10	±1	1	9	45	35	10	±2	3.4	±0.1	
Non-Permanent	1	±1	NR	NR	NR	NR	NR		3.2	±0.5	
BARGAINING UNIT											
Not in Bargaining Unit	15	±1	1	9	45	35	10	±3	3.4	±0.1	
In Bargaining Unit	2	±1	2	10	46	34	8	±7	3.4	±0.2	

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

86. How would you rate the quality of the applicants for this position?

Percent Responding			Percentages					Max ME	Average Applicant Quality		
			1	2	3	4	5				
DISABILITY											
No Disability	10	±1	2	9	45	35	9	±3	3.4	±0.1	
Disability	6	±1	1	12	43	32	12	±6	3.4	±0.2	
Targeted Disability	6	±2	0	9	52	27	12	±11	3.4	±0.2	
Other Disability	6	±1	1	14	40	34	12	±7	3.4	±0.2	
VETERAN/PREFERENCE											
Non-Veteran	8	±1	2	9	47	34	9	±3	3.4	±0.1	
Veteran	10	±1	1	10	43	35	11	±3	3.4	±0.1	
10 Point 30%	8	±2	1	13	41	33	12	±8	3.4	±0.2	
10 Point Non-30%	9	±2	1	12	52	29	6	±9	3.3	±0.2	
5 Point	10	±1	1	9	42	38	11	±4	3.5	±0.1	
No Preference	11	±2	1	10	43	34	11	±8	3.4	±0.2	
RETIREMENT PLAN											
CSRS	13	±1	2	9	44	35	11	±3	3.4	±0.1	
FERS	7	±1	1	10	46	34	9	±3	3.4	±0.1	
Other Plan	3	±2	0	NR	NR	25	NR	±15	3.4	±0.4	
RETIREMENT ELIGIBILITY											
Not Eligible	8	±1	1	10	47	34	8	±3	3.4	±0.1	
Optional Eligible	10	±1	1	9	41	35	13	±4	3.5	±0.1	
Discontinued Service	11	±1	2	9	47	36	6	±5	3.4	±0.1	
LENGTH OF SERVICE											
6 Months to 4 Years	3	±1	1	13	45	36	5	±10	3.3	±0.2	
5 to 10 Years	5	±1	0	12	49	28	11	±9	3.4	±0.2	
11 to 20 Years	8	±1	2	9	46	35	9	±4	3.4	±0.1	
21 to 30 Years	11	±1	2	9	47	34	9	±4	3.4	±0.1	
More Than 30 Years	16	±2	0	11	39	37	13	±5	3.5	±0.1	
AGE											
30 Years Old or Less	2	±1	NR	13	NR	14	NR	±12	3.1	±0.3	
31 to 40 Years Old	6	±1	1	10	49	34	6	±7	3.3	±0.1	
41 to 50 Years Old	10	±1	3	10	46	34	8	±4	3.3	±0.1	
51 to 60 Years Old	11	±1	1	9	43	36	12	±4	3.5	±0.1	
More Than 60 Years Old	10	±2	1	7	44	35	14	±9	3.5	±0.2	
GENDER											
Male	11	±1	1	10	43	36	10	±3	3.5	±0.1	
Female	6	±1	3	9	51	30	8	±5	3.3	±0.1	
RACE/ETHNICITY											
Non-Hispanic White	10	±1	1	10	46	34	9	±3	3.4	±0.1	
Total Minority	6	±1	1	8	41	40	11	±5	3.5	±0.1	
Non-Hispanic Black	5	±1	1	5	38	43	13	±8	3.6	±0.2	
Hispanic	7	±2	1	9	49	33	8	±9	3.4	±0.2	
Non-Hispanic API	5	±2	0	8	34	43	15	±12	3.6	±0.2	
EDUCATION											
No College	4	±1	0	13	50	26	11	±10	3.4	±0.2	
Some College	7	±1	2	10	46	34	9	±4	3.4	±0.1	
4-Year Degree	11	±1	1	9	45	35	9	±4	3.4	±0.1	
Graduate/Professional Degree	17	±2	1	8	43	36	11	±4	3.5	±0.1	

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

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87. From which type of applicant did you make your most recent selection?

1. Federal employees from within your organization
2. Federal employees from outside your organization, but from within the DoD
3. Federal employees from outside the DoD
4. Former Federal employees
5. Applicants who have never been Federal employees

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
OVERALL AND COMPONENT								
Total DoD	9	±1	30	29	3	8	30	±2
Army	10	±1	29	30	3	8	30	±4
Navy	8	±1	29	27	2	6	37	±4
Air Force	11	±1	33	31	3	10	24	±4
DoD Agencies and Activities	6	±1	30	27	4	9	30	±6
PAY PLAN/GRADE								
White Collar Total	10	±1	30	31	3	8	28	±2
GS 1 to 4	0	±1	NR	NR	NR	NR	NR	
GS 5 to 8	2	±1	30	15	5	9	41	±11
GS 9 to 12	8	±1	28	32	3	10	27	±4
GS/GM 13 to 15	28	±2	32	34	3	7	24	±3
SES	65	±10	33	39	5	6	18	±6
Blue Collar Total	6	±1	31	17	3	9	39	±6
WG 1 to 5	0	±1	NR	NR	NR	NR	NR	
WG 6 to 9	0	±1	NR	NR	NR	NR	NR	
WG 10 to 15	0	±1	NR	NR	NR	NR	NR	
WS/WL 1 to 19	29	±3	31	17	3	10	40	±6
OCCUPATIONAL GROUPS								
Professional	12	±1	25	26	4	7	39	±4
Administrative	15	±1	34	35	2	8	20	±3
Technical	3	±1	25	24	4	9	38	±9
Clerical	1	±1	NR	NR	NR	NR	NR	
Other White Collar	6	±2	17	26	NR	17	37	±14
Blue Collar	6	±1	31	16	3	9	40	±6
Scientists	12	±2	19	17	2	10	52	±7
Engineers	11	±1	24	26	4	7	40	±5
SUPERVISOR/MANAGER								
Supervisor	41	±2	28	30	3	9	30	±3
Manager	52	±3	33	31	2	7	26	±4
Wage Leader	0	±0	NA	NA	NA	NA	NA	
Wage Supervisor	39	±4	29	17	4	8	42	±7
All Others	0	±0	NA	NA	NA	NA	NA	
SCHEDULE/LOCATION								
Full-Time	9	±1	30	29	3	8	30	±2
Other Than Full-Time	0	±1	NR	NR	NR	NR	NR	
CONUS	9	±1	30	28	3	8	30	±2
OCONUS	11	±2	27	35	4	8	26	±6
TYPE OF APPOINTMENT								
Permanent	9	±1	30	29	3	8	30	±2
Non-Permanent	1	±1	NR	NR	1	NR	NR	±2
BARGAINING UNIT								
Not in Bargaining Unit	15	±1	30	29	3	8	30	±2
In Bargaining Unit	2	±1	28	29	2	10	31	±7

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

87. From which type of applicant did you make your most recent selection?

Percent Responding			Percentages					Max ME
			1	2	3	4	5	
DISABILITY								
No Disability	10	±1	30	29	3	8	30	±2
Disability	6	±1	31	31	3	9	26	±6
Targeted Disability	6	±2	39	26	5	12	19	±11
Other Disability	6	±1	28	33	2	8	29	±7
VETERAN/PREFERENCE								
Non-Veteran	8	±1	30	29	3	7	32	±3
Veteran	10	±1	30	29	3	10	28	±3
10 Point 30%	8	±2	35	27	4	11	24	±8
10 Point Non-30%	9	±2	24	34	4	11	27	±8
5 Point	10	±1	29	29	3	10	29	±4
No Preference	11	±2	36	28	2	7	28	±8
RETIREMENT PLAN								
CSRS	13	±1	33	29	3	8	28	±3
FERS	7	±1	27	29	3	9	32	±3
Other Plan	3	±2	NR	NR	NR	NR	37	±17
RETIREMENT ELIGIBILITY								
Not Eligible	8	±1	29	27	3	9	31	±3
Optional Eligible	10	±1	30	32	3	8	28	±4
Discontinued Service	11	±1	32	28	3	8	30	±5
LENGTH OF SERVICE								
6 Months to 4 Years	3	±1	28	21	3	9	40	±10
5 to 10 Years	5	±1	31	22	1	9	37	±9
11 to 20 Years	8	±1	25	31	4	8	32	±4
21 to 30 Years	11	±1	34	28	3	8	27	±4
More Than 30 Years	16	±2	30	32	2	9	28	±4
AGE								
30 Years Old or Less	2	±1	NR	NR	NR	7	26	±14
31 to 40 Years Old	6	±1	29	26	4	9	32	±6
41 to 50 Years Old	10	±1	30	28	3	7	32	±3
51 to 60 Years Old	11	±1	31	30	3	8	28	±3
More Than 60 Years Old	10	±2	24	32	3	14	28	±8
GENDER								
Male	11	±1	29	28	3	9	31	±3
Female	6	±1	32	33	3	7	25	±5
RACE/ETHNICITY								
Non-Hispanic White	10	±1	31	28	3	8	30	±3
Total Minority	6	±1	28	32	4	8	29	±5
Non-Hispanic Black	5	±1	25	35	4	8	28	±8
Hispanic	7	±2	30	30	2	7	31	±9
Non-Hispanic API	5	±2	29	32	6	6	28	±11
EDUCATION								
No College	4	±1	31	22	4	7	36	±9
Some College	7	±1	29	27	3	10	31	±4
4-Year Degree	11	±1	32	30	3	8	27	±4
Graduate/Professional Degree	17	±2	28	32	2	6	31	±4

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

88. How long did it take to fill this position (include all time between request for identification of need to when new hire started work)?1. 0-6 months
4. 25-36 months2. 7-12 months
5. 37 months or more

3. 13-24 months

			Percent Responding		Percentages					Max ME	Average Months	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	9	±1	80	15	4	1	1	±2	5.9	±0.5		
Army	10	±1	79	16	3	1	1	±3	6.3	±0.8		
Navy	9	±1	79	15	5	0	1	±4	6.0	±0.8		
Air Force	11	±1	82	14	3	0	0	±3	4.8	±0.4		
DoD Agencies and Activities	6	±1	80	12	5	0	3	±5	7.2	±2.1		
PAY PLAN/GRADE												
White Collar Total	10	±1	79	15	4	1	1	±2	5.9	±0.5		
GS 1 to 4	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
GS 5 to 8	2	±1	87	7	3	2	1	±8	5.3	±2.6		
GS 9 to 12	8	±1	79	14	5	1	2	±4	6.1	±0.9		
GS/GM 13 to 15	28	±2	79	16	4	0	1	±3	6.0	±0.6		
SES	65	±10	77	19	4	0	0	±5	5.6	±0.5		
Blue Collar Total	6	±1	82	13	4	0	2	±5	6.1	±1.5		
WG 1 to 5	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
WG 6 to 9	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
WG 10 to 15	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
WS/WL 1 to 19	29	±3	82	12	4	0	2	±5	6.1	±1.6		
OCCUPATIONAL GROUPS												
Professional	12	±1	78	17	4	0	1	±3	5.5	±0.5		
Administrative	15	±1	80	14	4	1	1	±3	5.9	±0.7		
Technical	3	±1	80	8	6	2	4	±7	7.5	±2.8		
Clerical	1	±1	NR	NR	NR	NR	NR		0.0	±0.0		
Other White Collar	6	±2	76	17	4	0	NR	±12	7.7	±4.8		
Blue Collar	6	±1	81	13	4	0	2	±5	5.9	±1.5		
Scientists	12	±2	72	23	3	1	1	±7	6.4	±0.9		
Engineers	11	±1	77	17	4	1	1	±5	6.2	±0.9		
SUPERVISOR/MANAGER												
Supervisor	41	±2	79	15	4	0	1	±3	5.7	±0.5		
Manager	52	±3	80	14	4	1	1	±3	6.2	±0.8		
Wage Leader	0	±0	NA	NA	NA	NA	NA		0.0	±0.0		
Wage Supervisor	39	±4	80	14	3	1	2	±5	6.3	±1.8		
All Others	0	±0	NA	NA	NA	NA	NA		0.0	±0.0		
SCHEDULE/LOCATION												
Full-Time	9	±1	80	15	4	1	1	±2	6.0	±0.5		
Other Than Full-Time	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
CONUS	9	±1	80	15	4	1	1	±2	5.9	±0.5		
OCONUS	12	±2	79	15	4	0	2	±5	6.6	±1.6		
TYPE OF APPOINTMENT												
Permanent	9	±1	80	15	4	1	1	±2	6.0	±0.5		
Non-Permanent	1	±1	NR	NR	0	NR	0	±0	4.4	±1.9		
BARGAINING UNIT												
Not in Bargaining Unit	15	±1	80	15	4	0	1	±2	6.0	±0.5		
In Bargaining Unit	2	±1	81	14	3	1	1	±6	5.9	±1.7		

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

88. How long did it take to fill this position (include all time between request for identification of need to when new hire started work)?

	Percent Responding		Percentages					Max ME	Average Months		
			1	2	3	4	5				
DISABILITY											
No Disability	10	±1	81	14	4	0	1	±2	5.7	±0.5	
Disability	6	±1	73	18	6	1	3	±6	7.8	±1.8	
Targeted Disability	6	±2	77	17	2	1	3	±10	7.8	±3.7	
Other Disability	6	±1	71	18	7	1	2	±7	7.8	±2.1	
VETERAN/PREFERENCE											
Non-Veteran	8	±1	79	15	4	1	1	±3	5.8	±0.6	
Veteran	10	±1	80	14	4	0	1	±3	6.1	±0.7	
10 Point 30%	8	±2	75	18	5	1	1	±7	6.7	±1.9	
10 Point Non-30%	9	±2	76	18	3	1	3	±8	7.1	±2.6	
5 Point	10	±1	81	13	4	0	2	±3	6.4	±1.0	
No Preference	11	±2	85	11	3	1	0	±6	4.6	±0.8	
RETIREMENT PLAN											
CSRS	13	±1	80	15	4	0	1	±3	6.0	±0.7	
FERS	7	±1	80	14	4	1	1	±3	5.9	±0.7	
Other Plan	3	±2	NR	NR	0	NR	0	±1	5.3	±2.2	
RETIREMENT ELIGIBILITY											
Not Eligible	8	±1	79	16	4	0	1	±3	5.6	±0.6	
Optional Eligible	10	±1	80	13	4	0	2	±3	6.6	±0.9	
Discontinued Service	11	±1	80	14	4	1	1	±4	5.5	±0.9	
LENGTH OF SERVICE											
6 Months to 4 Years	3	±1	81	13	4	0	1	±7	5.5	±1.6	
5 to 10 Years	5	±1	83	12	2	1	2	±7	5.7	±2.3	
11 to 20 Years	8	±1	80	14	4	1	1	±3	5.9	±0.9	
21 to 30 Years	11	±1	80	16	3	0	1	±3	5.5	±0.6	
More Than 30 Years	16	±2	78	15	5	1	2	±4	6.9	±1.2	
AGE											
30 Years Old or Less	2	±1	NR	NR	NR	0	NR	±0	9.2	±6.4	
31 to 40 Years Old	6	±1	85	11	3	0	1	±5	5.0	±1.1	
41 to 50 Years Old	10	±1	79	16	4	0	1	±3	5.6	±0.6	
51 to 60 Years Old	11	±1	79	14	4	1	2	±3	6.5	±0.8	
More Than 60 Years Old	10	±2	83	13	2	1	0	±6	4.7	±0.8	
GENDER											
Male	11	±1	80	14	4	1	1	±2	6.0	±0.5	
Female	6	±1	78	17	4	0	1	±4	5.9	±1.0	
RACE/ETHNICITY											
Non-Hispanic White	10	±1	80	15	4	0	1	±2	5.7	±0.5	
Total Minority	6	±1	80	13	3	1	3	±4	7.0	±1.5	
Non-Hispanic Black	5	±1	82	10	3	1	4	±6	7.3	±2.7	
Hispanic	7	±2	79	16	3	1	2	±7	7.0	±2.5	
Non-Hispanic API	5	±2	79	13	4	3	1	±10	6.7	±2.4	
EDUCATION											
No College	3	±1	80	11	5	1	4	±8	8.1	±3.4	
Some College	7	±1	79	14	5	1	1	±3	6.0	±0.8	
4-Year Degree	11	±1	79	15	4	0	1	±3	5.7	±0.8	
Graduate/Professional Degree	17	±2	81	15	3	1	1	±3	5.7	±0.7	

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

89. Overall, how satisfied were you with the process used in filling this position?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
OVERALL AND COMPONENT											
Total DoD	9	±1	10	25	20	37	9	±2	3.1	±0.1	
Army	10	±1	11	26	18	37	8	±4	3.1	±0.1	
Navy	9	±1	10	25	22	36	7	±4	3.1	±0.1	
Air Force	11	±1	11	24	19	36	10	±4	3.1	±0.1	
DoD Agencies and Activities	6	±1	9	23	20	38	9	±7	3.1	±0.2	
PAY PLAN/GRADE											
White Collar Total	10	±1	11	26	19	35	8	±3	3.0	±0.1	
GS 1 to 4	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
GS 5 to 8	2	±1	8	22	20	43	7	±11	3.2	±0.3	
GS 9 to 12	8	±1	12	22	21	35	10	±4	3.1	±0.1	
GS/GM 13 to 15	28	±2	12	29	18	33	8	±3	3.0	±0.1	
SES	65	±10	12	32	15	30	11	±7	3.0	±0.2	
Blue Collar Total	6	±1	7	17	22	44	10	±6	3.3	±0.2	
WG 1 to 5	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 6 to 9	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WG 10 to 15	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
WS/WL 1 to 19	29	±3	7	17	22	43	11	±6	3.3	±0.2	
OCCUPATIONAL GROUPS											
Professional	12	±1	11	30	19	34	6	±4	3.0	±0.1	
Administrative	15	±1	11	25	19	35	10	±3	3.1	±0.1	
Technical	3	±1	7	21	21	43	9	±8	3.2	±0.2	
Clerical	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
Other White Collar	6	±2	19	32	22	22	NR	±13	2.6	±0.4	
Blue Collar	6	±1	7	17	22	44	10	±6	3.3	±0.2	
Scientists	12	±2	9	25	22	35	10	±7	3.1	±0.2	
Engineers	11	±1	9	30	20	34	7	±5	3.0	±0.2	
SUPERVISOR/MANAGER											
Supervisor	41	±2	11	24	20	38	8	±3	3.1	±0.1	
Manager	52	±3	11	29	18	32	9	±4	3.0	±0.1	
Wage Leader	0	±0	NA	NA	NA	NA	NA		0.0	±0.0	
Wage Supervisor	39	±4	7	18	22	44	10	±6	3.3	±0.2	
All Others	0	±0	NA	NA	NA	NA	NA		0.0	±0.0	
SCHEDULE/LOCATION											
Full-Time	9	±1	10	25	20	36	9	±2	3.1	±0.1	
Other Than Full-Time	0	±1	NR	NR	NR	NR	NR		0.0	±0.0	
CONUS	9	±1	10	24	19	37	9	±3	3.1	±0.1	
OCONUS	12	±2	11	31	22	31	5	±6	2.9	±0.2	
TYPE OF APPOINTMENT											
Permanent	10	±1	10	25	20	36	9	±2	3.1	±0.1	
Non-Permanent	1	±1	NR	NR	NR	NR	NR		3.3	±0.5	
BARGAINING UNIT											
Not in Bargaining Unit	15	±1	10	25	19	36	9	±3	3.1	±0.1	
In Bargaining Unit	2	±1	12	21	21	40	7	±7	3.1	±0.2	

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

89. Overall, how satisfied were you with the process used in filling this position?

Percent Responding			Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
DISABILITY											
No Disability	10	±1	10	25	20	37	8	±3	3.1	±0.1	
Disability	6	±1	12	25	20	31	12	±6	3.1	±0.2	
Targeted Disability	6	±2	7	30	17	36	11	±11	3.1	±0.3	
Other Disability	6	±1	14	23	21	29	13	±7	3.0	±0.2	
VETERAN/PREFERENCE											
Non-Veteran	8	±1	10	26	19	37	8	±3	3.1	±0.1	
Veteran	10	±1	10	24	20	36	9	±3	3.1	±0.1	
10 Point 30%	8	±2	10	26	22	30	11	±8	3.1	±0.2	
10 Point Non-30%	9	±2	14	22	20	36	9	±8	3.0	±0.2	
5 Point	10	±1	10	24	20	36	9	±4	3.1	±0.1	
No Preference	11	±2	8	21	18	43	10	±8	3.2	±0.2	
RETIREMENT PLAN											
CSRS	13	±1	10	26	18	37	9	±3	3.1	±0.1	
FERS	7	±1	11	24	21	36	8	±3	3.1	±0.1	
Other Plan	3	±2	NR	NR	NR	NR	NR		3.1	±0.5	
RETIREMENT ELIGIBILITY											
Not Eligible	8	±1	11	27	21	33	8	±3	3.0	±0.1	
Optional Eligible	10	±1	10	22	20	39	9	±4	3.2	±0.1	
Discontinued Service	11	±1	10	25	15	40	10	±5	3.2	±0.2	
LENGTH OF SERVICE											
6 Months to 4 Years	3	±1	8	26	18	44	4	±10	3.1	±0.2	
5 to 10 Years	5	±1	6	23	25	36	9	±9	3.2	±0.2	
11 to 20 Years	8	±1	12	25	22	34	8	±4	3.0	±0.1	
21 to 30 Years	11	±1	11	25	18	36	10	±4	3.1	±0.1	
More Than 30 Years	16	±2	9	25	18	39	9	±5	3.1	±0.1	
AGE											
30 Years Old or Less	2	±1	11	29	22	35	NR	±17	2.9	±0.4	
31 to 40 Years Old	6	±1	9	22	26	32	11	±6	3.1	±0.2	
41 to 50 Years Old	10	±1	12	27	19	34	8	±4	3.0	±0.1	
51 to 60 Years Old	11	±1	10	24	19	39	9	±3	3.1	±0.1	
More Than 60 Years Old	10	±2	10	19	18	42	10	±9	3.2	±0.2	
GENDER											
Male	11	±1	10	25	20	37	8	±3	3.1	±0.1	
Female	6	±1	11	25	18	36	9	±5	3.1	±0.2	
RACE/ETHNICITY											
Non-Hispanic White	10	±1	11	25	19	36	8	±3	3.0	±0.1	
Total Minority	6	±1	6	23	20	38	13	±5	3.3	±0.2	
Non-Hispanic Black	5	±1	5	21	17	37	19	±8	3.4	±0.2	
Hispanic	7	±2	8	22	18	44	8	±9	3.2	±0.2	
Non-Hispanic API	5	±2	7	25	26	36	7	±11	3.1	±0.3	
EDUCATION											
No College	3	±1	8	15	20	44	14	±10	3.4	±0.3	
Some College	7	±1	10	22	20	39	9	±4	3.1	±0.1	
4-Year Degree	11	±1	12	26	19	35	8	±4	3.0	±0.1	
Graduate/Professional Degree	17	±2	10	29	20	33	8	±4	3.0	±0.1	

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have hired employees in the past 2 years (Q83).

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90. Have you ever had to separate an employee for conduct or performance?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
OVERALL AND COMPONENT					
Total DoD	20	±1	26	±2	
Army	21	±1	26	±3	
Navy	21	±1	25	±3	
Air Force	23	±2	26	±3	
DoD Agencies and Activities	15	±2	28	±4	
PAY PLAN/GRADE					
White Collar Total	21	±1	26	±2	
GS 1 to 4	3	±2	8	±9	
GS 5 to 8	10	±1	14	±4	
GS 9 to 12	19	±1	23	±2	
GS/GM 13 to 15	48	±2	32	±3	
SES	81	±12	51	±5	
Blue Collar Total	17	±2	25	±3	
WG 1 to 5	7	±3	NR		
WG 6 to 9	4	±2	7	±7	
WG 10 to 15	5	±1	8	±6	
WS/WL 1 to 19	63	±4	30	±4	
OCCUPATIONAL GROUPS					
Professional	22	±2	26	±3	
Administrative	30	±2	29	±2	
Technical	12	±1	13	±3	
Clerical	6	±2	12	±7	
Other White Collar	22	±4	29	±7	
Blue Collar	17	±2	25	±3	
Scientists	22	±3	31	±6	
Engineers	21	±2	24	±3	
SUPERVISOR/MANAGER					
Supervisor	98	±1	20	±2	
Manager	98	±1	37	±3	
Wage Leader	0	±0	NA		
Wage Supervisor	97	±2	24	±4	
All Others	0	±0	NA		
SCHEDULE/LOCATION					
Full-Time	21	±1	26	±2	
Other Than Full-Time	4	±3	NR		
CONUS	20	±1	26	±2	
OCONUS	24	±2	26	±4	
TYPE OF APPOINTMENT					
Permanent	21	±1	26	±2	
Non-Permanent	8	±2	14	±8	
BARGAINING UNIT					
Not in Bargaining Unit	30	±1	28	±2	
In Bargaining Unit	8	±1	14	±3	

Note. Percent responding are Civilian employees who answered the question who are supervisors, managers, or wage supervisors (Q27).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

90. Have you ever had to separate an employee for conduct or performance?

	Percent Responding		Percentages Yes	Max ME	Percentage Reporting Yes
DISABILITY					
No Disability	21	±1	26	±2	
Disability	18	±2	24	±4	
Targeted Disability	16	±2	24	±6	
Other Disability	18	±2	24	±4	
VETERAN/PREFERENCE					
Non-Veteran	17	±1	25	±2	
Veteran	24	±1	26	±2	
10 Point 30%	24	±2	19	±4	
10 Point Non-30%	25	±3	25	±5	
5 Point	24	±1	27	±3	
No Preference	22	±3	29	±5	
RETIREMENT PLAN					
CSRS	25	±1	31	±2	
FERS	18	±1	21	±2	
Other Plan	9	±3	23	±10	
RETIREMENT ELIGIBILITY					
Not Eligible	18	±1	23	±2	
Optional Eligible	23	±1	29	±3	
Discontinued Service	22	±2	28	±4	
LENGTH OF SERVICE					
6 Months to 4 Years	10	±2	10	±3	
5 to 10 Years	15	±2	17	±4	
11 to 20 Years	19	±1	22	±3	
21 to 30 Years	24	±1	28	±2	
More Than 30 Years	31	±2	37	±3	
AGE					
30 Years Old or Less	8	±2	9	±5	
31 to 40 Years Old	15	±2	17	±4	
41 to 50 Years Old	22	±1	23	±2	
51 to 60 Years Old	24	±1	32	±2	
More Than 60 Years Old	23	±3	29	±5	
GENDER					
Male	24	±1	27	±2	
Female	14	±1	22	±3	
RACE/ETHNICITY					
Non-Hispanic White	21	±1	28	±2	
Total Minority	17	±1	18	±3	
Non-Hispanic Black	17	±2	16	±4	
Hispanic	19	±2	21	±5	
Non-Hispanic API	16	±3	12	±5	
EDUCATION					
No College	13	±2	21	±5	
Some College	18	±1	24	±2	
4-Year Degree	23	±2	26	±3	
Graduate/Professional Degree	31	±2	31	±3	

Note. Percent responding are Civilian employees who answered the question who are supervisors, managers, or wage supervisors (Q27).

91. The last time you had to separate an employee for conduct or performance, how long did it take (include all time between initially informing your superiors of the need to separate the employee and the employee's actual final departure date)?

1. 0-6 months
4. 25-36 months

2. 7-12 months
5. 37 months or more

3. 13-24 months

			Percent Responding		Percentages					Max ME	Average Months	
					1	2	3	4	5			
OVERALL AND COMPONENT												
Total DoD	5	±1	54	20	17	4	5	±3	12.0	±1.0	■	
Army	5	±1	53	23	18	2	3	±5	10.8	±1.5	■	
Navy	5	±1	55	20	15	5	5	±5	12.5	±1.9	■	
Air Force	6	±1	54	19	17	5	5	±6	12.0	±1.9	■	
DoD Agencies and Activities	4	±1	56	15	18	5	7	±8	13.7	±3.2	■	
PAY PLAN/GRADE												
White Collar Total	5	±1	53	21	18	4	4	±3	11.9	±1.0	■	
GS 1 to 4	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
GS 5 to 8	1	±1	59	21	14	4	2	±11	9.2	±3.3	■	
GS 9 to 12	4	±1	62	18	12	4	4	±5	10.7	±1.9	■	
GS/GM 13 to 15	15	±2	45	23	22	5	5	±5	13.2	±1.5	■	
SES	41	±7	41	24	26	6	4	±6	13.9	±1.2	■	
Blue Collar Total	4	±1	62	15	13	4	7	±7	12.6	±3.0	■	
WG 1 to 5	1	±1	NR	NR	NR	NR	NR		0.0	±0.0		
WG 6 to 9	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
WG 10 to 15	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
WS/WL 1 to 19	19	±3	60	15	14	4	7	±7	13.5	±3.2	■	
OCCUPATIONAL GROUPS												
Professional	6	±1	47	25	20	4	4	±6	12.3	±1.7	■	
Administrative	9	±1	53	20	18	4	4	±4	11.7	±1.3	■	
Technical	2	±1	61	22	11	4	2	±11	8.8	±3.0	■	
Clerical	1	±1	NR	NR	NR	NR	NR		0.0	±0.0		
Other White Collar	6	±2	66	9	15	NR	8	±15	13.1	±6.6	■	
Blue Collar	4	±1	63	14	13	4	7	±7	13.0	±3.1	■	
Scientists	6	±2	45	25	18	2	9	±11	14.5	±5.5	■	
Engineers	5	±1	45	26	20	5	5	±7	13.2	±2.5	■	
SUPERVISOR/MANAGER												
Supervisor	20	±2	54	23	15	4	5	±4	11.5	±1.4	■	
Manager	36	±3	53	18	20	5	4	±4	12.4	±1.5	■	
Wage Leader	0	±0	NA	NA	NA	NA	NA		0.0	±0.0		
Wage Supervisor	24	±4	60	16	15	3	6	±8	12.4	±3.3	■	
All Others	0	±0	NA	NA	NA	NA	NA		0.0	±0.0		
SCHEDULE/LOCATION												
Full-Time	5	±1	54	20	17	4	5	±3	12.0	±1.0	■	
Other Than Full-Time	0	±1	NR	NR	NR	NR	NR		0.0	±0.0		
CONUS	5	±1	53	20	18	4	5	±3	12.2	±1.0	■	
OCONUS	6	±2	64	21	7	2	5	±9	10.1	±3.3	■	
TYPE OF APPOINTMENT												
Permanent	5	±1	54	20	17	4	5	±3	12.1	±1.0	■	
Non-Permanent	1	±1	NR	NR	NR	NR	NR		0.0	±0.0		
BARGAINING UNIT												
Not in Bargaining Unit	8	±1	53	19	18	4	5	±3	12.5	±1.1	■	
In Bargaining Unit	1	±1	64	25	9	2	1	±9	7.3	±1.5	■	

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have ever had to separate an employee for conduct or performance (Q90).

NR: Not reportable - cell size less than 30 or low precision.

NA: Not applicable

91. The last time you had to separate an employee for conduct or performance, how long did it take (include all time between initially informing your superiors of the need to separate the employee and the employee's actual final departure date)?

	Percent Responding		Percentages					Max ME	Average Months		
			1	2	3	4	5				
DISABILITY											
No Disability	5	±1	54	21	17	4	4	±3	11.9	±1.1	■
Disability	4	±1	57	14	17	6	6	±8	12.6	±2.9	■
Targeted Disability	4	±1	68	7	15	7	3	±13	9.4	±3.2	■
Other Disability	4	±1	53	16	17	6	7	±9	13.8	±3.8	■
VETERAN/PREFERENCE											
Non-Veteran	4	±1	53	21	18	4	4	±4	11.7	±1.4	■
Veteran	6	±1	55	19	16	4	5	±4	12.3	±1.4	■
10 Point 30%	5	±1	58	22	11	5	4	±11	10.9	±3.6	■
10 Point Non-30%	6	±2	59	17	12	3	9	±10	13.7	±4.9	■
5 Point	6	±1	56	17	17	4	5	±5	12.3	±1.8	■
No Preference	6	±2	45	23	20	7	4	±10	12.2	±2.7	■
RETIREMENT PLAN											
CSRS	8	±1	51	20	19	4	6	±4	13.4	±1.5	■
FERS	4	±1	59	19	15	4	4	±4	10.4	±1.3	■
Other Plan	2	±1	NR	NR	NR	NR	NR		0.0	±0.0	
RETIREMENT ELIGIBILITY											
Not Eligible	4	±1	59	19	15	4	4	±4	10.6	±1.4	■
Optional Eligible	6	±1	52	21	18	3	5	±5	13.0	±1.7	■
Discontinued Service	6	±1	50	19	20	6	5	±7	13.0	±2.3	■
LENGTH OF SERVICE											
6 Months to 4 Years	1	±1	75	19	NR	0	0	±13	4.5	±1.6	■
5 to 10 Years	3	±1	68	18	9	3	3	±12	8.2	±3.5	■
11 to 20 Years	4	±1	58	21	14	3	3	±6	9.5	±1.6	■
21 to 30 Years	7	±1	51	20	19	5	4	±5	12.2	±1.4	■
More Than 30 Years	11	±2	51	18	19	5	8	±5	15.4	±2.4	■
AGE											
30 Years Old or Less	1	±1	NR	NR	NR	NR	NR		0.0	±0.0	
31 to 40 Years Old	2	±1	57	24	16	0	3	±10	9.0	±2.3	■
41 to 50 Years Old	5	±1	56	19	16	5	4	±5	11.2	±1.6	■
51 to 60 Years Old	8	±1	53	19	18	4	5	±4	13.3	±1.6	■
More Than 60 Years Old	7	±2	52	24	16	3	5	±10	11.1	±2.6	■
GENDER											
Male	6	±1	55	19	17	4	5	±3	12.0	±1.1	■
Female	3	±1	53	22	16	5	5	±7	11.8	±2.2	■
RACE/ETHNICITY											
Non-Hispanic White	6	±1	53	20	18	4	5	±3	12.0	±1.1	■
Total Minority	3	±1	61	17	13	4	6	±7	12.2	±2.9	■
Non-Hispanic Black	3	±1	70	14	11	1	4	±10	9.4	±4.2	■
Hispanic	4	±1	58	20	11	6	5	±12	12.9	±5.2	■
Non-Hispanic API	2	±1	NR	NR	NR	0	NR	±0	10.4	±6.3	■
EDUCATION											
No College	3	±1	68	13	10	1	9	±11	13.1	±5.2	■
Some College	4	±1	59	16	14	5	6	±5	12.6	±1.8	■
4-Year Degree	6	±1	54	23	18	3	3	±5	10.6	±1.6	■
Graduate/Professional Degree	9	±1	45	24	22	5	4	±5	12.3	±1.4	■

Note. Percent responding are Civilian employees who answered the question, are supervisors, managers, or wage supervisors (Q27), and who have ever had to separate an employee for conduct or performance (Q90).

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92. Where did you take this survey?

- a. Home/residence
d. Installation/ship recreation center
g. On a deployed ship
j. TDY or training location (non-deployment)
- b. Worksite
e. Other non-military location (e.g., public library, cyber café)
h. On-board a ship at sea on regular duty
- c. Installation/ship library
f. Deployed location (on land)
i. On-board a ship in port

Percent Responding			Percentages										Max ME
			a	b	c	d	e	f	g	h	i	j	
OVERALL AND COMPONENT													
Total DoD	98	±1	17	83	3	2	1	10	0	0	0	1	±1
Army	98	±1	16	84	4	2	1	9	0	0	0	2	±1
Navy	98	±1	18	82	2	1	1	16	0	0	0	1	±1
Air Force	99	±1	13	87	3	2	1	5	0	0	0	1	±1
DoD Agencies and Activities	97	±1	23	77	2	1	1	11	0	0	0	1	±2
PAY PLAN/GRADE													
White Collar Total	98	±1	14	87	2	1	1	9	0	0	0	1	±1
GS 1 to 4	96	±2	36	64	2	1	1	10	0	0	0	1	±5
GS 5 to 8	97	±1	15	85	3	2	1	8	0	0	0	1	±2
GS 9 to 12	98	±1	11	90	3	1	1	9	0	0	0	1	±1
GS/GM 13 to 15	99	±1	11	89	2	1	0	9	0	0	0	2	±2
SES	98	±1	20	81	0	0	0	3	0	0	0	NR	±8
Blue Collar Total	98	±1	31	69	4	2	1	14	0	0	0	1	±2
WG 1 to 5	96	±3	47	52	3	2	3	14	0	0	0	1	±6
WG 6 to 9	98	±1	35	65	4	2	1	14	0	0	0	1	±3
WG 10 to 15	98	±1	29	70	4	2	1	13	0	0	0	1	±3
WS/WL 1 to 19	98	±1	19	81	4	2	1	14	0	0	0	2	±3
OCCUPATIONAL GROUPS													
Professional	98	±1	12	89	2	1	1	11	0	0	0	1	±2
Administrative	98	±1	12	89	3	1	1	8	0	0	0	1	±1
Technical	98	±1	15	86	3	2	1	9	0	0	0	1	±2
Clerical	97	±2	19	82	2	2	1	8	0	0	0	1	±3
Other White Collar	97	±2	33	69	4	3	1	11	0	0	0	1	±4
Blue Collar	98	±1	30	70	4	2	1	14	0	0	0	1	±2
Scientists	98	±2	11	89	2	0	0	13	0	0	0	1	±3
Engineers	99	±1	8	92	2	1	1	13	0	0	0	2	±2
SUPERVISOR/MANAGER													
Supervisor	98	±1	14	86	3	2	1	9	0	0	0	2	±2
Manager	98	±1	14	86	3	2	1	8	0	0	0	1	±2
Wage Leader	99	±1	22	78	6	4	1	17	1	1	0	1	±4
Wage Supervisor	98	±2	20	81	3	1	1	11	1	0	1	2	±4
All Others	98	±1	18	82	3	1	1	10	0	0	0	1	±1
SCHEDULE/LOCATION													
Full-Time	98	±1	16	84	3	2	1	10	0	0	0	1	±1
Other Than Full-Time	95	±3	49	53	3	2	3	11	2	2	2	2	±7
CONUS	98	±1	17	84	3	2	1	10	0	0	0	1	±1
OCONUS	97	±2	23	77	4	2	1	16	1	0	0	1	±3
TYPE OF APPOINTMENT													
Permanent	98	±1	16	84	3	1	1	10	0	0	0	1	±1
Non-Permanent	96	±2	39	63	3	3	2	11	1	1	1	2	±5
BARGAINING UNIT													
Not in Bargaining Unit	98	±1	16	85	3	1	1	10	0	0	0	1	±1
In Bargaining Unit	98	±1	20	81	3	2	1	11	0	0	0	1	±1

Note. Percent responding are Civilian employees who answered the question.

NR: Not reportable - cell size less than 30 or low precision.

92. Where did you take this survey?

Percent Responding			Percentages										Max ME
			a	b	c	d	e	f	g	h	i	j	
DISABILITY													
No Disability	98	±1	17	84	2	1	1	10	0	0	0	1	±1
Disability	98	±1	21	80	4	2	1	10	0	0	0	1	±2
Targeted Disability	98	±1	23	77	5	3	2	12	0	0	0	1	±3
Other Disability	99	±1	20	81	4	2	1	10	0	0	0	1	±2
VETERAN/PREFERENCE													
Non-Veteran	98	±1	15	85	2	1	1	12	0	0	0	1	±1
Veteran	98	±1	21	80	4	2	1	9	0	0	0	1	±1
10 Point 30%	98	±1	24	76	5	3	1	6	0	0	0	1	±3
10 Point Non-30%	98	±1	22	79	4	3	1	7	0	0	0	1	±3
5 Point	98	±1	20	80	4	2	1	10	0	0	0	1	±1
No Preference	98	±1	19	82	2	1	0	6	0	0	0	2	±3
RETIREMENT PLAN													
CSRS	98	±1	13	88	3	2	1	12	0	0	0	1	±1
FERS	98	±1	19	81	3	1	1	9	0	0	0	1	±1
Other Plan	95	±3	38	64	4	2	3	10	2	2	2	3	±6
RETIREMENT ELIGIBILITY													
Not Eligible	98	±1	18	83	2	1	1	10	0	0	0	1	±1
Optional Eligible	98	±1	18	82	3	2	1	11	0	0	0	1	±1
Discontinued Service	98	±1	16	85	3	1	0	11	0	0	0	1	±2
LENGTH OF SERVICE													
6 Months to 4 Years	97	±1	26	74	2	1	1	9	1	0	1	2	±2
5 to 10 Years	98	±1	23	77	2	1	1	8	0	0	0	1	±3
11 to 20 Years	98	±1	16	84	2	1	1	11	0	0	0	1	±1
21 to 30 Years	98	±1	14	86	3	2	1	11	0	0	0	1	±1
More Than 30 Years	99	±1	14	86	3	2	1	10	0	0	0	1	±2
AGE													
30 Years Old or Less	96	±2	20	81	2	1	2	10	1	1	1	2	±3
31 to 40 Years Old	97	±1	20	80	2	1	1	9	0	0	0	1	±2
41 to 50 Years Old	98	±1	16	84	3	1	1	10	0	0	0	1	±1
51 to 60 Years Old	99	±1	17	84	3	2	1	11	0	0	0	1	±1
More Than 60 Years Old	98	±1	17	83	4	3	1	12	0	0	0	0	±3
GENDER													
Male	98	±1	19	82	3	2	1	11	0	0	0	1	±1
Female	98	±1	15	85	2	1	1	8	0	0	0	1	±1
RACE/ETHNICITY													
Non-Hispanic White	98	±1	16	84	2	1	1	10	0	0	0	1	±1
Total Minority	97	±1	20	81	4	2	1	11	0	0	0	1	±2
Non-Hispanic Black	96	±1	18	82	4	2	1	7	0	0	0	1	±2
Hispanic	98	±1	20	80	5	2	1	14	0	0	0	1	±3
Non-Hispanic API	96	±2	23	78	3	3	2	16	0	1	0	1	±3
EDUCATION													
No College	97	±1	25	76	3	2	1	12	0	0	0	1	±2
Some College	98	±1	19	81	3	2	1	10	0	0	0	1	±1
4-Year Degree	98	±1	13	87	2	1	1	10	0	0	0	2	±2
Graduate/Professional Degree	98	±1	12	88	2	1	1	9	0	0	0	2	±2

Note. Percent responding are Civilian employees who answered the question.

93. Which of the following computers did you use to take the survey?

a. Government computer

b. Privately-owned computer

c. Public computer (e.g., library or café)

d. Installation/ship recreation center

e. Other

Percent Responding			Percentages					Max ME
			a	b	c	d	e	
OVERALL AND COMPONENT								
Total DoD	100	±0	82	17	0	1	1	±1
Army	100	±0	82	16	0	1	1	±1
Navy	100	±0	81	18	0	1	1	±1
Air Force	100	±0	86	13	0	1	1	±1
DoD Agencies and Activities	100	±0	76	22	0	1	1	±2
PAY PLAN/GRADE								
White Collar Total	100	±0	85	13	0	1	1	±1
GS 1 to 4	100	±0	61	35	1	1	1	±5
GS 5 to 8	100	±0	82	15	0	1	1	±2
GS 9 to 12	100	±0	89	10	0	1	1	±1
GS/GM 13 to 15	100	±0	89	10	0	1	0	±1
SES	100	±0	82	16	0	0	1	±8
Blue Collar Total	100	±0	68	30	1	2	2	±2
WG 1 to 5	100	±0	51	45	2	1	3	±6
WG 6 to 9	100	±0	63	34	1	1	2	±3
WG 10 to 15	100	±0	69	29	1	2	1	±3
WS/WL 1 to 19	100	±0	80	19	0	2	1	±3
OCCUPATIONAL GROUPS								
Professional	100	±0	88	11	0	0	0	±2
Administrative	100	±0	88	11	0	1	0	±1
Technical	100	±0	84	14	0	1	1	±2
Clerical	100	±0	79	18	0	1	1	±3
Other White Collar	100	±0	66	31	0	2	2	±4
Blue Collar	100	±0	68	30	1	2	2	±2
Scientists	100	±0	88	10	0	0	1	±3
Engineers	100	±0	92	7	0	1	1	±1
SUPERVISOR/MANAGER								
Supervisor	100	±0	85	14	0	1	0	±2
Manager	100	±0	86	13	0	1	1	±2
Wage Leader	100	±0	78	23	0	3	1	±4
Wage Supervisor	100	±0	80	19	0	2	1	±4
All Others	100	±0	81	17	0	1	1	±1
SCHEDULE/LOCATION								
Full-Time	100	±0	83	16	0	1	1	±1
Other Than Full-Time	100	±0	48	46	1	0	2	±7
CONUS	100	±0	82	16	0	1	1	±1
OCONUS	100	±0	75	22	0	1	1	±3
TYPE OF APPOINTMENT								
Permanent	100	±0	83	16	0	1	1	±1
Non-Permanent	100	±0	60	36	1	1	2	±5
BARGAINING UNIT								
Not in Bargaining Unit	100	±0	84	15	0	1	1	±1
In Bargaining Unit	100	±0	79	19	0	1	1	±1

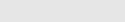
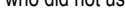
Note. Percent responding are Civilian employees who answered the question.

93. Which of the following computers did you use to take the survey?

Percent Responding			Percentages					Max ME
			a	b	c	d	e	
DISABILITY								
No Disability	100	±0	82	16	0	1	1	±1
Disability	100	±0	79	20	1	2	1	±2
Targeted Disability	100	±0	75	22	1	2	2	±3
Other Disability	100	±0	80	19	0	2	1	±2
VETERAN/PREFERENCE								
Non-Veteran	100	±0	84	14	0	1	1	±1
Veteran	100	±0	79	20	0	2	1	±1
10 Point 30%	100	±0	75	23	1	2	2	±3
10 Point Non-30%	100	±0	78	20	0	2	1	±3
5 Point	100	±0	79	20	0	2	1	±2
No Preference	100	±0	81	18	0	1	1	±3
RETIREMENT PLAN								
CSRS	100	±0	87	12	0	1	1	±1
FERS	100	±0	80	18	0	1	1	±1
Other Plan	100	±0	59	35	1	0	1	±6
RETIREMENT ELIGIBILITY								
Not Eligible	100	±0	81	17	0	1	1	±1
Optional Eligible	100	±0	81	17	0	2	1	±1
Discontinued Service	100	±0	84	15	0	1	1	±2
LENGTH OF SERVICE								
6 Months to 4 Years	100	±0	72	25	1	1	1	±2
5 to 10 Years	100	±0	76	22	1	1	1	±3
11 to 20 Years	100	±0	83	15	0	1	1	±1
21 to 30 Years	100	±0	85	13	0	1	1	±1
More Than 30 Years	100	±0	85	14	0	2	1	±2
AGE								
30 Years Old or Less	100	±0	78	19	1	0	1	±3
31 to 40 Years Old	100	±0	78	19	0	0	1	±2
41 to 50 Years Old	100	±0	83	16	0	1	1	±1
51 to 60 Years Old	100	±0	83	16	0	1	1	±1
More Than 60 Years Old	100	±0	82	16	0	2	2	±3
GENDER								
Male	100	±0	81	18	0	1	1	±1
Female	100	±0	83	15	0	1	1	±2
RACE/ETHNICITY								
Non-Hispanic White	100	±0	83	16	0	1	1	±1
Total Minority	100	±0	79	18	1	2	1	±2
Non-Hispanic Black	100	±0	80	17	1	2	1	±2
Hispanic	100	±0	79	19	0	2	1	±3
Non-Hispanic API	100	±0	75	21	1	2	1	±3
EDUCATION								
No College	100	±0	74	24	0	2	1	±2
Some College	100	±0	79	19	0	1	1	±1
4-Year Degree	100	±0	86	12	0	1	0	±2
Graduate/Professional Degree	100	±0	88	11	0	1	1	±2

Note. Percent responding are Civilian employees who answered the question.

94. Was a government computer available to take the survey?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
OVERALL AND COMPONENT					
Total DoD	15	±1	78	±2	
Army	14	±1	78	±4	
Navy	16	±1	79	±3	
Air Force	11	±1	85	±4	
DoD Agencies and Activities	20	±2	74	±5	
PAY PLAN/GRADE					
White Collar Total	12	±1	82	±3	
GS 1 to 4	32	±4	60	±8	
GS 5 to 8	13	±2	80	±5	
GS 9 to 12	9	±1	91	±3	
GS/GM 13 to 15	8	±1	95	±3	
SES	14	±8	95	±4	
Blue Collar Total	28	±2	73	±3	
WG 1 to 5	42	±6	65	±9	
WG 6 to 9	32	±3	69	±6	
WG 10 to 15	27	±3	76	±4	
WS/WL 1 to 19	16	±3	84	±7	
OCCUPATIONAL GROUPS					
Professional	9	±1	89	±5	
Administrative	10	±1	88	±6	
Technical	13	±2	81	±5	
Clerical	17	±3	64	±8	
Other White Collar	29	±4	79	±6	
Blue Collar	27	±2	73	±3	
Scientists	9	±3	84	±13	
Engineers	6	±1	90	±5	
SUPERVISOR/MANAGER					
Supervisor	11	±2	91	±4	
Manager	12	±2	92	±5	
Wage Leader	20	±4	78	±9	
Wage Supervisor	16	±3	80	±9	
All Others	16	±1	76	±3	
SCHEDULE/LOCATION					
Full-Time	14	±1	81	±2	
Other Than Full-Time	42	±7	54	±11	
CONUS	15	±1	79	±2	
OCONUS	21	±3	76	±6	
TYPE OF APPOINTMENT					
Permanent	14	±1	81	±2	
Non-Permanent	34	±5	62	±10	
BARGAINING UNIT					
Not in Bargaining Unit	13	±1	81	±3	
In Bargaining Unit	17	±1	76	±3	

Note. Percent responding are Civilian employees who answered the question and who did not use a government computer to take the survey (Q93a).

94. Was a government computer available to take the survey?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
DISABILITY					
No Disability	15	±1	78	±3	
Disability	17	±2	79	±4	
Targeted Disability	21	±3	79	±6	
Other Disability	16	±2	79	±5	
VETERAN/PREFERENCE					
Non-Veteran	13	±1	77	±4	
Veteran	18	±1	80	±2	
10 Point 30%	20	±3	79	±5	
10 Point Non-30%	18	±3	82	±6	
5 Point	18	±1	80	±3	
No Preference	16	±3	80	±7	
RETIREMENT PLAN					
CSRS	11	±1	82	±3	
FERS	17	±1	79	±2	
Other Plan	32	±6	60	±12	
RETIREMENT ELIGIBILITY					
Not Eligible	15	±1	77	±3	
Optional Eligible	16	±1	80	±3	
Discontinued Service	13	±2	82	±4	
LENGTH OF SERVICE					
6 Months to 4 Years	24	±2	69	±6	
5 to 10 Years	20	±2	76	±6	
11 to 20 Years	14	±1	82	±3	
21 to 30 Years	12	±1	82	±3	
More Than 30 Years	12	±2	87	±4	
AGE					
30 Years Old or Less	18	±3	64	±9	
31 to 40 Years Old	18	±2	78	±5	
41 to 50 Years Old	14	±1	78	±3	
51 to 60 Years Old	14	±1	83	±3	
More Than 60 Years Old	14	±3	83	±6	
GENDER					
Male	16	±1	80	±2	
Female	13	±1	75	±5	
RACE/ETHNICITY					
Non-Hispanic White	15	±1	80	±3	
Total Minority	16	±2	76	±4	
Non-Hispanic Black	15	±2	76	±6	
Hispanic	17	±3	77	±9	
Non-Hispanic API	19	±3	76	±7	
EDUCATION					
No College	22	±2	74	±5	
Some College	17	±1	76	±3	
4-Year Degree	11	±2	83	±6	
Graduate/Professional Degree	10	±2	94	±3	

Note. Percent responding are Civilian employees who answered the question and who did not use a government computer to take the survey (Q93a).

Survey Instrument



Welcome to the DMDC Survey Operations Center Web Site

This site hosted by:
DATA RECOGNITION
DRC
CORPORATION

Please enter your Ticket Number to access your survey, and then click the Continue button.

Continue

[Security Protection Advisory](#)

DoDSurvey.net is maintained by Data Recognition Corporation, Maple Grove, MN.

October 2003 Status of Forces Survey of DoD Civilians

[RCS#DD-P&R\(AR\)2145](#)

[Exp. 05/23/05](#)

Welcome!

Thank you for your participation. You have been selected to take a survey on your attitudes and perceptions of personnel policies. When you click the Continue button below, you will be asked to:

- Read the Privacy Act Statement if you choose.
- Answer some questions giving us your attitudes and opinions about military life.

Thank you, again, for your time and participation.

Continue

[Frequently Asked Questions / How to Contact Us](#)

PRIVACY ACT STATEMENT FOR STATUS OF FORCES SURVEYS

In accordance with the Privacy Act, this notice informs you of the purpose of the Status of Forces Surveys and how the findings of these surveys will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136, 1782, and 2358.

PRINCIPAL PURPOSE: Information collected in this survey will be used to report attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individuals.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research.

SECURITY PROTECTION ADVISORY

WEB SITE PRIVACY: The Department of Defense and Data Recognition Corporation will collect no personal information about you when you visit this Web site unless you choose to provide it yourself. If you supply us with personal information, it will be treated as confidential.

In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the Web. For more information about your privacy rights, please read the Privacy Act Notice at the start of the survey.

This Web site does gather and store certain data from your visit. This non-personal information makes the site helpful to you by recognizing the types of technology you use. The data collected appear below:

1. Your Internet host or domain (for example, "youragency.mil" if you connect from a military domain; "yourschool.edu" if you connect from a university's domain; or "yourcompany.com" if you use a private Internet access account). Other examples of domains are compuserve.com and aol.com.
2. Your Internet Protocol (IP) address (for example, www.compuserve.com, www.aol.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as AOL or Earthlink). This is stored for troubleshooting technical problems.
3. The type and version of the browser and operating system you use to access our site.
4. The date and time you access this site.
5. The pages you visit.

None of this information will be revealed publicly or used to identify you.

ABOUT THIS QUESTIONNAIRE

What is the Status of Forces Survey (SOFS) Program?

- SOFS is a Department of Defense (DoD) personnel survey program that features short, Web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness.
- These surveys enable the DoD on a regular basis to quickly and accurately gauge the attitudes and opinions of the entire DoD community – active duty or Reserve component members and spouses, and DoD civilian employees – on the full range of personnel issues.

Why should I participate?

- This is your chance to be heard on issues that directly affect you.
- Some examples of topics include: quality of life, retention, retirement, and satisfaction.
- Your answers on a survey make a difference. For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

How do I participate?

- To participate, you are asked to (1) read the Privacy Act Statement if you choose, (2) verify contact information, and (3) provide us e-mail address(es) so we can notify you when the survey is ready. We would appreciate your doing this step now. To participate now, click the Continue Now button.

How did you pick me?

- We use well-established, scientific procedures to select a sample that represents the Defense community.
- This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., Service, rank, etc.).
- You were selected at random from one of these clusters of people.

Why am I being asked to use the Web?

- Web administration enables us to get survey results to senior Defense leaders faster.

Why are you using a .net instead of a .mil domain to field your survey?

- When the SOFS program was established, a .net domain was chosen for two reasons.
 1. The SOFS operations contractor, Data Recognition Corp., consolidates both Web and paper survey data for DoD and it is more efficient for the Government to collect it at their single site.
 2. This makes it as easy as possible for everyone to access the survey, even from a non-government computer.

Do I have to take the survey in one sitting?

- No, it is not necessary to complete the survey in one sitting. Just click the "Save and Return Later" button and the work you completed will be saved.
- When you return to the survey, merely enter your Ticket Number again. Entering your Ticket Number will bring you to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- The Defense Manpower Data Center (DMDC) traditionally reports not only overall results, but also results by race/ethnicity, paygrade, etc.
- To complete these analyses, we must ask respondents for this type of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel (e.g., enlisted/officer, males/females) so that no groups are overlooked.
- Sensitive questions are sometimes also asked about topics like personal finances. Such information will be used to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Will my answers be kept private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- Only group statistics will be reported. Individual data will not be reported.

Will I ever see the results of the survey?

- This survey's briefings and reports will be posted on the following Website:
<http://www.dmdc.osd.mil/surveys/>
- When you complete a survey, you can request to be notified by e-mail when results are posted on the Web.

What is DMDC?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in DoD. It also conducts Joint-Service surveys and operates the Status of Forces Survey Program for the DoD. To learn more, visit the DMDC web site:
<http://www.dmdc.osd.mil/>

How do I know this is an official, approved DoD survey?

- In accordance with DoD Directive 8910.1, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for the SOFS is DD-P&R(AR)2145, expiring 05/23/05.

What is ADSurvey@osd.pentagon.mil?

- The official e-mail address for communicating with active duty members about Status of Forces Surveys. The name is short for Active-Duty Survey.

How to Contact Us

- If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- Call 1-800-881-5307
Or
- E-mail us using the following link: ADSurvey@osd.pentagon.mil
Or
- Send us a fax at 1-763-268-3011

1. **For which Department of Defense (DoD) component did you work on October 14, 2003?**

- ☒ Department of the Army
☒ Department of the Navy
☒ Department of the Air Force
☒ DoD Agency or Activity
☒ None, you were retired or had left

2. **[Ask if Q1 = "Department of the Navy"] Do you work for the Navy or Marine Corps?**

- ☒ Navy
☒ Marine Corps

BACKGROUND INFORMATION

3. **Are you...?**

- ☒ a permanent employee
☒ a non-permanent employee

4. **What is your current pay plan? *Mark only one answer.***

- ☒ GS/GM
☒ WG
☒ WL
☒ WS
☒ SES
☒ Other

5. **[Ask if Q4 = "GS/GM"] Please select your current paygrade.**

6. **[Ask if Q4 = "WG"] Please select your current paygrade.**

7. **[Ask if Q4 = "WS" OR Q4 = "WL"] Please select your current paygrade.**

8. **[Ask if Q4 = "Other"] Please select your current career group/pay plan/pay category.**

9. **[Ask if Q8 = "Other"] Please specify your current career path/pay plan.**

10. **[Ask if Q4 = "Other"] Please select your current pay band level/paygrade.**

11. **Please enter the four-digit code for your current job series - for example "3502" for Laborer or "0301" for Admin and Program Staff.**

12. **Are you...?**

- ☒ Male
☒ Female

13. **Are you Spanish/Hispanic/Latino?**

- ☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

14. **What is your race? *Mark one or more races to indicate what you consider yourself to be.***

- ☒ White
☒ Black or African American
☒ American Indian or Alaska Native
☒ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
☒ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)

15. **In total, how many years of service have you completed with the Federal government?**

16. **In total, how many years of service have you completed with the Department of Defense?**

17. **On your last birthday, how old were you?**

18. What is the highest degree or level of school that you have completed? **Mark the one answer that describes the highest grade or degree that you have completed.**

- ☐ 12 years or less of school (no diploma)
- ☐ High school graduate-high school diploma or equivalent (e.g., GED)
- ☐ Some college credit, but less than 1 year
- ☐ 1 or more years of college, no degree
- ☐ Associate's degree (e.g., AA, AS)
- ☐ Bachelor's degree (e.g., BA, AB, BS)
- ☐ Master's degree (e.g., MA/MS/MEng/MBA/MSW)
- ☐ Doctoral or professional degree (e.g., PhD/MD/JD/DVM)

19. What is your retirement plan?

- ☐ Civil Service Retirement System (CSRS)
- ☐ Federal Employee Retirement System (FERS)
- ☐ Other

20. [Ask if Q19 = "Other"] Please specify other retirement plan below.

Please read the definitions carefully. When you see these words later in the survey you can click on the word to recall the definition.

In the survey, the term "optional eligible" includes persons who can retire under either FERS (if born before 1948) or CSRS if they are 1) 55-59 years of age and who have at least 30 years of credible service, or 2) 60-61 years of age and who have 20 years of credible service, or 3) 62 years of age or older and have at least 5 years of credible service. Under FERS law only, federal personnel born after 1948 can retire if they meet the Minimum Age Requirements and have 10 or more years of credible service. Hazardous duty employees (i.e., fire fighters, law enforcers) can retire voluntarily at age 50 with 20 years of credible FERS or CSRS service.

The term "discontinued service eligible" includes persons who can retire under either FERS or CSRS if they are 1) 50-54 years of age and who have at least 20 years of credible service, or 2) 55-59 years of age and who have between 20-29 years of credible service, or 3) 49 years of age or less and have at least 25 years of credible service.

21. Which of the following best describes your retirement eligibility?

- ☐ Not eligible
- ☐ Optional eligible
- ☐ Discontinued service eligible

Please use the following definitions in responding to the below item.

In this survey:

Targeted disability are disabilities "targeted" for emphasis in affirmative action planning and includes deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorder, mental retardation, mental illness, and genetic or physical condition affecting limbs and/or spine.

Other disability includes disabilities that are not readily apparent, such as asthma, arthritis, chronic fatigue syndrome, epilepsy, kidney disease, diabetes, cancer, chronic depression, learning disabilities, and mild mental retardation.

22. Which of the following best describes your disability status?

- ☐ No disability
- ☐ Targeted disability
- ☐ Other disability

23. What is your veteran status?

- ☐ Veteran
- ☐ Non-veteran

24. Are you eligible for a veteran preference?

- ☐ Yes, 10 point, 30-percent compensable
- ☐ Yes, 10 point, not 30-percent compensable
- ☐ Yes, 5 point, non-compensable
- ☐ No

25. What is your bargaining unit status?

- ☐ NOT IN a bargaining unit
- ☐ IN a bargaining unit
- ☐ Don't know

26. [Ask if Q25 = "NOT IN a bargaining unit" OR Q25 = "Don't know"] Are you eligible to join a bargaining unit (union) at work?

- ☐ Yes
- ☐ No
- ☐ Don't know

Please read these definitions carefully. When you see these words later in the survey you can also click on the words to recall these definitions.

In this survey:

"Supervisor" refers to first-line supervisors who do not supervise other supervisors; typically those who are responsible for employees' performance appraisals and approval of leave.

"Manager" refers to those in management positions who typically supervise one or more supervisors.

"Wage Leader (WL)" refers to those who, as a regular and recurring part of their jobs, and on a substantially full-time and continuing basis, lead three or more workers to (a) accomplish trades and labor work or (b) train them in the nonsupervisory work of a trades and laboring occupation.

"Wage Supervisor (WS)" refers to supervisors who, as a regular and recurring part of their jobs, and on a substantially full-time and continuing basis, exercise technical and administrative supervision over subordinate workers in accomplishing trades and labor work.

27. What is your supervisory status?

- ☐ Supervisor
- ☐ Manager
- ☐ Wage Leader (WL)
- ☐ Wage Supervisor (WS)
- ☐ Not a supervisor or manager

For the next questions, CONUS is within the contiguous 48 states including the District of Columbia. OCONUS is outside the contiguous 48 states.

28. Where do you work?

- ☐ CONUS
- ☐ OCONUS

29. [Ask if Q28 = "CONUS" AND Q4 = "GS/GM"] In which locality pay area do you work?

OVERALL SATISFACTION AND RETENTION

30. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of working for your organization?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your total compensation (i.e., pay, incentive, and bonuses).....	☐	☐	☐	☐	☐
b. The type of work you do	☐	☐	☐	☐	☐
c. Your opportunities for promotion	☐	☐	☐	☐	☐
d. The quality of your coworkers	☐	☐	☐	☐	☐
e. The quality of your supervisor	☐	☐	☐	☐	☐

31. Overall, how satisfied are you with working for your organization?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

32. Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it that you would choose to stay?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

TEMPO, READINESS, AND STRESS

33. Have you ever relocated (i.e., changed geographic locations) as a result of your working for the Federal government?

- ☐ Yes
- ☐ No

34. [Ask if Q33 = "Yes"] How many years has it been since you last relocated for work-related reasons? *To indicate less than 1 year, enter "00".*

35. In the past 12 months, how many days have you had to work longer than your normal duty day (i.e., overtime)? *To indicate none, enter "0".*

36. In the past 12 months, how many days have you been away from your permanent work location overnight because of your work related requirements? *To indicate none, enter "0".*

37. In the past 12 months, have you spent more or less time away from your permanent work location than you expected when you first started working for your organization?

- ☒ Much more than expected
☒ More than expected
☒ Neither more nor less than expected
☒ Less than expected
☒ Much less than expected

38. What impact has time away (or lack thereof) from your permanent work location in the past 12 months had on your career intentions with your organization?

- ☒ Greatly increased your desire to stay
☒ Increased your desire to stay
☒ Neither increased nor decreased your desire to stay
☒ Decreased your desire to stay
☒ Greatly decreased your desire to stay

39. Overall, how well prepared are you to perform your duties in support of your organization's mission?

- ☒ Very well prepared
☒ Well prepared
☒ Neither well nor poorly prepared
☒ Poorly prepared
☒ Very poorly prepared

40. [Ask if Q39 = "Poorly prepared" OR Q39 = "Very poorly prepared"] Please explain why you feel poorly prepared to perform your duties in support of your organization's mission.

41. Overall, how well prepared is your organization to perform its mission?

- ☒ Very well prepared
☒ Well prepared
☒ Neither well nor poorly prepared
☒ Poorly prepared
☒ Very poorly prepared

42. [Ask if (Q41 = "Poorly prepared" OR Q41 = "Very poorly prepared")] Please explain why you feel your organization is poorly prepared to perform its mission.

43. Overall, how would you rate the current level of stress in your work life?

- ☒ Much less than usual
☒ Less than usual
☒ About the same as usual
☒ More than usual
☒ Much more than usual

44. Overall, how would you rate the current level of stress in your personal life?

- ☒ Much less than usual
☒ Less than usual
☒ About the same as usual
☒ More than usual
☒ Much more than usual

45. To what extent have the following created stress in your life in the past 12 months? *For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all."*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Deployment	☒	☒	☒	☒	☒

	Very large extent				
	Large extent				
	Moderate extent				
	Small extent				
	Not at all				
b. Work and career (e.g., hours, coworkers, change, supervisors)	☒	☒	☒	☒	☒
c. Finances (yours and your family's)	☒	☒	☒	☒	☒
d. Health (yours and your family's)	☒	☒	☒	☒	☒
e. Life events (e.g., birth of a child, getting engaged or married, getting divorced, death of a close relative)	☒	☒	☒	☒	☒
f. Relationship with your spouse or significant other	☒	☒	☒	☒	☒
g. Relationship with your children or other family members	☒	☒	☒	☒	☒
h. Crime in your community	☒	☒	☒	☒	☒
i. Natural disasters (e.g., fires, floods, storms, earthquakes)	☒	☒	☒	☒	☒
j. Terrorism, to include the threat of terrorism	☒	☒	☒	☒	☒
k. War or hostilities to include the threat of war	☒	☒	☒	☒	☒

DETAILED SATISFACTION WITH YOUR ORGANIZATION

46. At the present time, how satisfied are you with each of the following aspects of your organization?

	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. Your organization's mission and goals	☒	☒	☒	☒	☒
b. Your organization's performance management system	☒	☒	☒	☒	☒
c. Your organization's efficiency and effectiveness levels	☒	☒	☒	☒	☒
d. Your organization's system for keeping people informed	☒	☒	☒	☒	☒
e. Your organization's culture (work ethics and values)	☒	☒	☒	☒	☒

	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
f. Your organization's ability to recruit and retain people with the right skills	☒	☒	☒	☒	☒
g. Your organization's application of merit system principles (e.g., recruit, select, and advance on merit and fair and open competition)	☒	☒	☒	☒	☒
h. The geographic location of your worksite	☒	☒	☒	☒	☒

47. Overall, how satisfied are you with your organization?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

DETAILED JOB SATISFACTION

48. At the present time, how satisfied are you with each of the following aspects of your job?

	Very Satisfied				
	Satisfied				
	Neither satisfied nor dissatisfied				
	Dissatisfied				
	Very dissatisfied				
a. The recognition you receive for doing a good job	☒	☒	☒	☒	☒
b. Your opportunities for training and development	☒	☒	☒	☒	☒
c. Your opportunities for advancement	☒	☒	☒	☒	☒
d. Your involvement in decisions that affect your work	☒	☒	☒	☒	☒
e. Your workload	☒	☒	☒	☒	☒
f. Your physical work environment	☒	☒	☒	☒	☒
g. Your social work environment (e.g., relationship with coworkers, team members, supervisor)	☒	☒	☒	☒	☒

49. Overall, how satisfied are you with your job?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

DETAILED SATISFACTION WITH PAY AND BENEFITS
50. At the present time, how satisfied are you with each of the following aspects of your pay and benefits?

	Does not apply					
	Very satisfied					
	Satisfied					
	Neither satisfied nor dissatisfied					
	Dissatisfied					
	Very dissatisfied					
a. Basic pay	☐	☐	☐	☐	☐	☐
b. Locality pay.....	☐	☐	☐	☐	☐	☐
c. Special pays (e.g., incentives, bonuses, etc.)	☐	☐	☐	☐	☐	☐
d. Cost of living increases	☐	☐	☐	☐	☐	☐
e. Retirement benefits	☐	☐	☐	☐	☐	☐
f. Thrift Savings Plan (TSP)	☐	☐	☐	☐	☐	☐
g. Annual leave	☐	☐	☐	☐	☐	☐
h. Sick leave	☐	☐	☐	☐	☐	☐
i. Health insurance	☐	☐	☐	☐	☐	☐
j. Life insurance	☐	☐	☐	☐	☐	☐
k. Long-term care insurance	☐	☐	☐	☐	☐	☐

51. Overall, how satisfied are you with your pay and benefits?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

52. How much do you agree or disagree with the following statements about your pay and benefits?

	Strongly agree				
	Agree				
	Neither agree nor disagree				
	Disagree				
	Strongly disagree				
a. My pay is as good or better than the pay in non-federal organizations for the same type/level of work.....	☐	☐	☐	☐	☐
b. My benefits are as good or better than the benefits in non-federal organizations for the same type/level of work.....	☐	☐	☐	☐	☐

SATISFACTION WITH QUALITY OF WORK LIFE AND FAMILY PROGRAMS

For a definition, in the following question (item "d") you can click on "Transportation subsidies."

53. During the past 12 months, have you used any of the following quality of work life programs or services provided by your organization? Mark one answer in each row.

	Not available		
	No		
	Yes		
a. Telework or telecommuting programs	☐	☐	☐
b. Alternate-work-schedules (e.g., compressed schedule, flexible schedule).....	☐	☐	☐
c. Child care subsidies	☐	☐	☐
d. Transportation subsidies	☐	☐	☐
e. Employee assistance programs	☐	☐	☐
f. Support groups.....	☐	☐	☐
g. Health and wellness programs	☐	☐	☐
h. Elder care programs	☐	☐	☐

54. [Ask if Q53a = "No"] Are you in your organization's eligible pool to telework or telecommute?

- ☐ Yes
- ☐ No
- ☐ Don't know

55. [Ask if Q53a = "No" AND (Q54 = "No" OR Q54 = "Don't know")] If you wanted to be included in your organization's eligible pool to telework or telecommute, could you?

- ☐ Yes
☐ No
☐ Don't know

56. [Ask if Q53a = "Yes"] Mark your level of satisfaction with telework or telecommuting programs.

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

57. [Ask if Q53b = "Yes"] Mark your level of satisfaction with alternate-work-schedules.

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

58. [Ask if Q53c = "Yes"] Mark your level of satisfaction with child care subsidies.

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

59. [Ask if Q53d = "Yes"] Mark your level of satisfaction with transportation subsidies.

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

60. [Ask if Q53e = "Yes"] Mark your level of satisfaction with employee assistance programs

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

61. [Ask if Q53f = "Yes"] Mark your level of satisfaction with support groups.

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

62. [Ask if Q53g = "Yes"] Mark your level of satisfaction with health and wellness programs.

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

63. [Ask if Q53h = "Yes"] Mark your level of satisfaction with elder care programs.

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

64. How satisfied are you with each of the following in your organization?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Management's support of quality of work life programs such as telework and alternate-work-schedules	☐	☐	☐	☐	☐

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
b. Your supervisor's support of your need to be able to balance work and family issues	☒	☒	☒	☒	☒
c. Overall family flexible programs offered by your organization	☒	☒	☒	☒	☒

65. How much do you agree or disagree with the following statements about your worksite?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Physical conditions (i.e., noise level, temperature, lighting, cleanliness) in the workplace allow employees to perform their jobs well.....	☒	☒	☒	☒	☒
b. People in my workplace are protected from health and safety hazards	☒	☒	☒	☒	☒
c. My worksite/facility is well protected against outside threats to security	☒	☒	☒	☒	☒

66. How satisfied are you with the overall quality of your worksite?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

PERSONNEL SERVICES

Please read the definition carefully. When you see the word later in the survey you can also click on the word "personnel services" to recall this definition.

In this survey, the term "personnel services" refers to the advice, guidance and practical assistance Human Resources staff provide to managers, employees and applicants. Services include position classification, recruitment, compensation, training and development, benefits (e.g., health insurance, life insurance, Thrift Savings Plan, workers' compensation, long-term care, and retirement), employee and labor relations (e.g., performance management, conduct, recognition/awards, and appraisals), and processing personnel actions.

For a definition, in the following question (item "e") you can click on "Employee Benefits Information System (EBIS)," "MyPay," or "Resumix."

67. At the present time, how satisfied are you with each of the following aspects of the personnel services you receive?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of personnel services for your work location.....	☒	☒	☒	☒	☒
b. Quality of personnel services for your work location (e.g., timeliness and completeness of response, usefulness of information, and helpfulness of staff)	☒	☒	☒	☒	☒
c. Availability of personnel services at a centralized location (away from your worksite).....	☒	☒	☒	☒	☒
d. Quality of personnel services from a centralized location.....	☒	☒	☒	☒	☒
e. Availability of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.....	☒	☒	☒	☒	☒
f. Quality of personnel services via the Internet such as Employee Benefits Information System (EBIS), MyPay, Resumix, etc.....	☒	☒	☒	☒	☒

68. Overall, how satisfied are you with the personnel services you receive?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

STRATEGIC ALIGNMENT AND COMPETENCIES

In the following item, the term Work Unit is defined as your immediate work unit headed by your immediate supervisor.

69. How much do you agree or disagree with the following statements about your work unit?

	Strongly agree				
	Agree				
	Neither agree nor disagree				
	Disagree				
	Strongly disagree				
a. In my work unit, human resources strategies are targeted to achieve the organization's missions and objectives.....	☒	☒	☒	☒	☒
b. Managers review and evaluate the organization's progress toward meeting its goals and objectives	☒	☒	☒	☒	☒
c. Products and services in my work unit are improved based on customer/public input.....	☒	☒	☒	☒	☒
d. I am kept informed about changes in personnel policies and employee benefits	☒	☒	☒	☒	☒
e. I know how my work relates to the organization's missions and goals	☒	☒	☒	☒	☒
f. Information collected on my work unit's performance is used to improve my work unit's performance	☒	☒	☒	☒	☒
g. The workforce has the job-relevant knowledge and skills to accomplish organizational goals	☒	☒	☒	☒	☒
h. The skill level in my work unit has improved in the past year	☒	☒	☒	☒	☒
i. My supervisor supports my need to balance work and family issues	☒	☒	☒	☒	☒

	Strongly agree				
	Agree				
	Neither agree nor disagree				
	Disagree				
	Strongly disagree				
j. My workload is reasonable	☒	☒	☒	☒	☒
k. My talents are used well in the workplace	☒	☒	☒	☒	☒
l. This is a friendly place to work.....	☒	☒	☒	☒	☒
m. I recommend my organization as a good place to work	☒	☒	☒	☒	☒
n. I have sufficient resources (e.g., people, materials, budget, etc.) to get my job done	☒	☒	☒	☒	☒
o. My work unit is able to recruit people with the right skills.....	☒	☒	☒	☒	☒
p. Selections for promotions in my work unit are based on merit	☒	☒	☒	☒	☒

COMMITMENT AND CAREER INTENT

70. How much do you agree or disagree with the following statements about working for your organization?

	Strongly agree				
	Agree				
	Neither agree nor disagree				
	Disagree				
	Strongly disagree				
a. I feel like "part of the family" in my organization.....	☒	☒	☒	☒	☒
b. My organization has a great deal of personal meaning to me.....	☒	☒	☒	☒	☒
c. It would be too costly for me to leave my organization in the near future	☒	☒	☒	☒	☒
d. I am afraid of what might happen if I quit my organization without having another job lined up.....	☒	☒	☒	☒	☒
e. Too much of my life would be interrupted if I decided to leave my organization now.....	☒	☒	☒	☒	☒
f. I feel a strong sense of belonging to my organization	☒	☒	☒	☒	☒

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
g. I feel "emotionally attached" to my organization	☒	☒	☒	☒	☒
h. One of the problems of leaving my organization would be the lack of available alternatives	☒	☒	☒	☒	☒

71. Before you retire or resign from the Federal government, how likely is it that you will...?

	Very likely	Likely	Neither likely nor unlikely	Unlikely	Very unlikely
a. Leave your organization to take another job within the DoD	☒	☒	☒	☒	☒
b. Leave to take another job in the Federal government outside of DoD	☒	☒	☒	☒	☒
c. Leave the Federal government for a private sector job	☒	☒	☒	☒	☒
d. Leave the Federal government for a job in state or local government.....	☒	☒	☒	☒	☒

72. In the next 5 years, how likely is it that you will...?

	Very likely	Likely	Neither likely nor unlikely	Unlikely	Very unlikely
a. Leave your organization to take another job within the DoD	☒	☒	☒	☒	☒
b. Leave to take another job in the Federal government outside of DoD	☒	☒	☒	☒	☒
c. Leave the Federal government for a private sector job	☒	☒	☒	☒	☒
d. Retire from Federal service.....	☒	☒	☒	☒	☒

73. In the coming year, do you plan to look for another job?

- ☒ No
- ☒ Yes, I plan to look both inside and outside the Federal government
- ☒ Yes, but only outside the Federal government
- ☒ Yes, but only within the Federal government
- ☒ I have not decided whether to look for another job

74. [Ask if (Q73 = "Yes, I plan to look both inside and outside the Federal government" OR Q73 = "Yes, but only outside the Federal government" OR Q73 = "Yes, but only within the Federal government")] How important is each of the following as a reason for your plans to look for a new job?

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
a. Personal reasons (e.g., location, family desires, commuting time).....	☒	☒	☒	☒	☒
b. The work (e.g., use of skills and abilities, ability to work independently, level of stress)	☒	☒	☒	☒	☒
c. Working relationships (e.g., relationships with coworkers, supervisors, customers).....	☒	☒	☒	☒	☒
d. Opportunities for advancement/recognition (e.g., training opportunities, performance awards, advancements).....	☒	☒	☒	☒	☒
e. Better pay	☒	☒	☒	☒	☒
f. Job security	☒	☒	☒	☒	☒
g. Other	☒	☒	☒	☒	☒

In the following question the term "Separation Incentive" refers to a lump-sum amount paid by an agency to an individual to voluntarily separate by retirement, early retirement, or resignation under an approved buyout offer.

75. If you were offered a separation incentive, how likely is it that you would accept one at the present time?

- ☒ Very likely
- ☒ Likely
- ☒ Neither likely nor unlikely
- ☒ Unlikely
- ☒ Very unlikely
- ☒ Not applicable, I would not be eligible for such an incentive

For a definition, in the following question you can click on "optional eligible."

76. [Ask if Q21 = "Not eligible"] Once you become optional eligible for retirement, how long do you plan to continue to work for the Federal government?

- ☒ Less than 1 year
- ☒ 1 to 2 years
- ☒ 3 to 5 years
- ☒ 6 to 9 years
- ☒ 10 or more years
- ☒ I do not plan to stay until eligible for retirement

77. [Ask if Q21 = "Optional eligible" OR Q21 = "Discontinued service eligible"] How long do you plan to continue to work for the Federal government?

- ☒ Less than 1 year
- ☒ 1 to 2 years
- ☒ 3 to 5 years
- ☒ 6 to 9 years
- ☒ 10 or more years

78. Suppose a youth came to you for career advice. How likely is it that you would recommend...?

	Very likely	Likely	Neither likely nor unlikely	Unlikely	Very unlikely
a. Joining a military Service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard	☒	☒	☒	☒	☒
b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve	☒	☒	☒	☒	☒
c. Working for the Federal government as a civilian employee	☒	☒	☒	☒	☒
d. Attending a four-year college or university	☒	☒	☒	☒	☒
e. Attending a trade, technical, vocational, or community college	☒	☒	☒	☒	☒
f. Getting a part-time job	☒	☒	☒	☒	☒
g. Getting a full-time job	☒	☒	☒	☒	☒

PERSONNEL ACTIONS

79. Over the last 2 years, how much of a problem has employee turnover been for your organization?

- ☒ Not a problem
- ☒ Slight Problem
- ☒ Somewhat of a problem
- ☒ Serious problem

80. Has your organization hired any new employees in the last 2 years?

- ☒ Yes
- ☒ No

81. [Ask if Q80 = "Yes"] In the last 2 years at your organization, where did most new hires come from (within the government or outside of the government)?

- ☐ Many more were already government employees
- ☐ More were already government employees
- ☐ About as many were government employees as were not
- ☐ More were not government employees
- ☐ Many more were not government employees

82. [Ask if Q80 = "Yes"] How would you rate the performance of employees hired in the last 2 years at your organization?

- ☐ Much higher than average
- ☐ Higher than average
- ☐ Average
- ☐ Lower than average
- ☐ Much lower than average

83. [Ask if Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)"] In the last 2 years, have you personally hired anyone to work for you?

- ☐ Yes
- ☐ No

84. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] What was the job series of the person you personally hired to work for you? Please answer for the position you filled most recently and for which you had multiple applicants.

85. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] For the position you filled most recently, which of the following types of applicants were referred to you? Mark "Yes" or "No" for each.

	Yes	No
a. Federal employees from within your organization	☐	☐
b. Federal employees from outside your organization, but from within the DoD.....	☐	☐
c. Federal employees from outside the DoD.....	☐	☐
d. Former Federal employees.....	☐	☐
e. Applicants who had never been Federal employees	☐	☐

86. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] How would you rate the quality of the applicants for this position?

- ☐ Much better than usual
- ☐ Better than usual
- ☐ About the same as usual
- ☐ Worse than usual
- ☐ Much worse than usual

87. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] From which type of applicant did you make your most recent selection? Mark **only one answer**.

- ☐ Federal employees from within your organization
- ☐ Federal employees from outside your organization, but from within the DoD
- ☐ Federal employees from outside the DoD
- ☐ Former Federal employees
- ☐ Applicants who have never been Federal employees

88. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] How long did it take to fill this position (include all time between request for identification of need to when new hire started work)? To indicate less than 1 month, enter "00". To indicate more than 99 months, enter "99".

89. [Ask if Q83 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] Overall, how satisfied were you with the process used in filling this position?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

90. [Ask if Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)"] Have you **ever** had to separate an employee for conduct or performance?

- ☐ Yes
- ☐ No

91. [Ask if Q90 = "Yes" AND (Q27 = "Supervisor" OR Q27 = "Manager" OR Q27 = "Wage Supervisor (WS)")] The last time you had to separate an employee for conduct or performance, how long did it take (include all time between initially informing your superiors of the need to separate the employee and the employee's actual final departure date)? To indicate less than 1 month, enter "00". To indicate more than 99 months, enter "99".

TAKING THE SURVEY

92. Where did you take this survey? Mark "Yes" or "No" for each item.

	Yes	No
a. Home/residence.....	☐	☐
b. Worksite.....	☐	☐
c. Installation/ship library	☐	☐
d. Installation/ship recreation center	☐	☐
e. Other non-military location (e.g., public library, cyber café)	☐	☐
f. Deployed location (on land)	☐	☐
g. On a deployed ship	☐	☐
h. On-board a ship at sea on regular duty.....	☐	☐
i. On-board a ship in port	☐	☐
j. TDY or training location (non-deployment)	☐	☐

93. Which of the following computers did you use to take the survey? Mark "Yes" or "No" for each item.

	Yes	No
a. Government computer	☐	☐
b. Privately-owned computer	☐	☐
c. Public computer (e.g., library or café)	☐	☐
d. Installation/ship recreation center	☐	☐
e. Other.....	☐	☐

94. [Ask if Q93A = "No"] Was a government computer available to take the survey?

☐ Yes

☐ No

95. If you have comments or concerns that you were not able to express in answering this survey, please type them below. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported.

96. Thank you for participating in the October 2003 Status of Forces Survey of DoD Civilians. There are no more questions on this survey. We will provide you with a web address where you can view the results if you fill in your email address. Your address will only be used for this purpose.

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14. ABSTRACT The Status of Forces Surveys (SOFS) program is the Web-based component of the Human Resource Strategic Assessment Program (HRSAP) administered by DMDC for the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). HRSAP is designed to measure the attitudes and opinions of the entire DoD community--active and Reserve Service members, their families and DoD civilians on a wide range of personnel issues. The October 2003 SOFS of DoD civilians was the first survey of civilians in this program. The overarching topics for this survey were satisfaction and retention. This tabulation volume contains an introduction to the survey, cross tabulations of the resulting data on a series of demographic variables of interest to various policy offices within OUSD(P&R), and a copy of the survey. Results are tabulated by categories defined by component, pay plan/grade, occupational group, supervisor/manager status, schedule/location, type of appointment, bargaining unit status, disability status, veteran/preference status, retirement plan, retirement eligibility, length of service, age, gender, race/ethnicity, and education.					
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