

## ***FHCS Report by Demographics***

(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,902	100,656	29.6%	25.5%	35.7%	35.5%	21.3%	23.3%	8.3%	8.6%	5.1%	7.1%
<b>Work Location</b>												
<b>Headquarters</b>	51,142	35,976	32.4%	27.1%	34.2%	35.5%	21.1%	22.2%	7.4%	8.8%	4.9%	6.4%
<b>Field</b>	93,053	64,680	28.7%	24.9%	36.2%	35.5%	21.3%	23.7%	8.6%	8.6%	5.1%	7.3%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,551	46,868	29.0%	25.5%	34.8%	34.0%	22.1%	23.5%	8.6%	9.2%	5.6%	7.7%
<b>Team Leader</b>	20,113	13,639	29.9%	23.7%	37.2%	38.4%	20.1%	23.9%	8.5%	7.6%	4.3%	6.5%
<b>Supervisor</b>	28,519	22,902	29.2%	25.7%	38.7%	39.2%	20.8%	22.7%	7.4%	7.6%	3.9%	4.7%
<b>Manager</b>	17,118	14,118	36.5%	31.1%	38.3%	38.2%	17.1%	19.5%	5.4%	7.4%	2.8%	3.8%
<b>Executive</b>	3,906	3,129	47.5%	39.1%	33.1%	35.8%	12.7%	16.1%	4.4%	5.8%	2.3%	3.2%
<b>Sex</b>												
<b>Male</b>	81,628	59,070	29.1%	23.7%	36.2%	36.4%	21.4%	23.9%	8.5%	9.1%	4.7%	6.9%
<b>Female</b>	62,577	41,586	30.2%	27.8%	35.1%	34.3%	21.1%	22.5%	8.0%	8.1%	5.6%	7.3%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,922	75,600	30.1%	26.6%	35.5%	36.2%	20.7%	22.3%	8.7%	8.5%	5.0%	6.5%
<b>Black Non-Hispanic</b>	22,478	13,055	28.7%	23.7%	36.4%	34.4%	23.1%	25.8%	6.4%	9.0%	5.4%	7.1%
<b>AmerIndian/Alskn Native</b>	2,497	2,046	24.8%	24.2%	31.4%	29.9%	25.2%	24.1%	9.5%	11.2%	9.0%	10.6%
<b>Asian/Pacific Islander</b>	6,595	4,424	28.5%	23.1%	36.8%	34.9%	22.9%	25.2%	7.9%	9.6%	3.9%	7.2%
<b>Hispanic</b>	8,468	5,531	29.5%	21.1%	36.3%	33.9%	20.7%	26.3%	9.1%	7.7%	4.5%	11.0%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,902	100,656	29.6%	25.5%	35.7%	35.5%	21.3%	23.3%	8.3%	8.6%	5.1%	7.1%
<b>Leaving</b>												
<b>No</b>	101,442	N/A	34.3%	N/A	37.9%	N/A	19.2%	N/A	5.9%	N/A	2.7%	N/A
<b>Yes, to retire</b>	9,505	N/A	25.8%	N/A	35.9%	N/A	22.5%	N/A	9.2%	N/A	6.6%	N/A
<b>Yes, to other job in Govt</b>	22,690	N/A	17.1%	N/A	30.4%	N/A	27.7%	N/A	13.9%	N/A	11.0%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	18.6%	N/A	26.2%	N/A	24.5%	N/A	17.1%	N/A	13.6%	N/A
<b>Yes, other</b>	5,480	N/A	16.1%	N/A	28.8%	N/A	26.6%	N/A	16.9%	N/A	11.6%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	31.1%	27.0%	34.3%	33.9%	22.4%	27.2%	8.0%	6.9%	4.2%	5.0%
<b>30-39</b>	20,921	15,010	28.4%	28.3%	36.0%	34.9%	21.8%	22.1%	8.1%	8.0%	5.7%	6.7%
<b>40-49</b>	47,039	34,006	29.1%	24.5%	35.8%	35.0%	21.6%	24.5%	8.7%	8.6%	4.8%	7.4%
<b>50-59</b>	57,871	41,243	29.4%	25.2%	35.8%	35.4%	21.1%	22.9%	8.2%	9.1%	5.4%	7.4%
<b>60+</b>	12,863	7,610	34.6%	24.4%	34.6%	40.6%	19.2%	21.0%	7.6%	8.7%	4.0%	5.3%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,512	4,855	23.2%	18.9%	32.9%	33.5%	25.9%	27.0%	11.4%	11.0%	6.6%	9.6%
<b>GS 1-6 or equivalent</b>	6,707	4,848	27.6%	26.8%	35.1%	31.4%	22.4%	23.3%	8.7%	9.7%	6.1%	8.8%
<b>GS 7-12 or equivalent</b>	58,907	39,563	29.4%	24.7%	36.2%	35.9%	21.6%	23.7%	8.0%	8.8%	4.8%	6.9%
<b>GS 13-15 or equivalent</b>	64,041	41,791	32.3%	28.5%	36.5%	36.8%	19.1%	21.9%	7.5%	7.8%	4.5%	5.1%
<b>Senior Executive Service</b>	3,314	2,542	41.0%	40.9%	36.1%	33.6%	11.9%	15.4%	4.5%	6.5%	6.5%	3.5%
<b>SL/ST</b>	490	N/A	53.1%	N/A	30.4%	N/A	8.7%	N/A	2.6%	N/A	5.1%	N/A
<b>Other</b>	5,201	7,057	28.7%	26.1%	33.2%	36.5%	22.0%	21.9%	9.9%	7.0%	6.2%	8.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,902	100,656	29.6%	25.5%	35.7%	35.5%	21.3%	23.3%	8.3%	8.6%	5.1%	7.1%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	41.9%	N/A	33.9%	N/A	18.6%	N/A	2.6%	N/A	2.9%	N/A
1-3 years	12,896	N/A	29.1%	N/A	35.1%	N/A	21.3%	N/A	9.5%	N/A	4.9%	N/A
4-5 years	8,712	N/A	29.6%	N/A	36.0%	N/A	21.6%	N/A	7.7%	N/A	5.2%	N/A
6-10 years	13,911	N/A	30.9%	N/A	32.5%	N/A	21.6%	N/A	9.5%	N/A	5.4%	N/A
11-20 years	44,998	N/A	29.3%	N/A	35.8%	N/A	21.6%	N/A	8.2%	N/A	5.0%	N/A
> 20 years	62,358	N/A	29.4%	N/A	36.7%	N/A	20.8%	N/A	7.9%	N/A	5.1%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	43.7%	N/A	32.1%	N/A	18.5%	N/A	3.2%	N/A	2.4%	N/A
1-3 years	21,639	N/A	29.5%	N/A	34.7%	N/A	21.5%	N/A	9.3%	N/A	5.1%	N/A
4-5 years	13,236	N/A	29.5%	N/A	35.3%	N/A	21.2%	N/A	8.2%	N/A	5.8%	N/A
6-10 years	18,822	N/A	29.1%	N/A	34.2%	N/A	22.0%	N/A	9.0%	N/A	5.8%	N/A
11-20 years	46,192	N/A	29.3%	N/A	35.7%	N/A	21.9%	N/A	8.2%	N/A	5.0%	N/A
> 20 years	41,490	N/A	29.3%	N/A	38.0%	N/A	20.2%	N/A	7.9%	N/A	4.7%	N/A
<b>Retiring</b>												
with 1 year	6,074	4,001	25.8%	19.9%	34.2%	34.9%	22.4%	24.5%	8.5%	10.5%	9.1%	10.2%
Between 1 and 3 years	16,418	12,087	27.0%	21.8%	37.0%	36.5%	22.0%	23.4%	8.7%	10.8%	5.3%	7.5%
Between 3 and 5 years	19,275	13,876	29.2%	24.0%	35.5%	36.5%	21.9%	23.5%	8.8%	9.8%	4.5%	6.2%
5 or more years	102,414	70,692	30.3%	26.5%	35.7%	35.2%	21.0%	23.2%	8.1%	8.1%	4.9%	7.0%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,881	100,656	37.2%	33.1%	46.2%	47.9%	14.0%	15.8%	2.1%	2.6%	0.6%	0.7%
<b>Work Location</b>												
<b>Headquarters</b>	51,143	35,976	39.6%	34.1%	44.2%	46.7%	13.5%	15.9%	2.0%	2.5%	0.7%	0.8%
<b>Field</b>	93,032	64,680	36.4%	32.7%	46.8%	48.3%	14.1%	15.7%	2.2%	2.6%	0.5%	0.6%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,544	46,868	35.0%	31.8%	46.6%	47.4%	15.2%	17.2%	2.4%	2.8%	0.7%	0.8%
<b>Team Leader</b>	20,113	13,639	39.3%	32.9%	45.6%	49.8%	12.9%	14.2%	1.8%	2.7%	0.3%	0.4%
<b>Supervisor</b>	28,509	22,902	42.4%	39.0%	46.1%	47.8%	10.0%	11.7%	1.2%	1.2%	0.4%	0.3%
<b>Manager</b>	17,116	14,118	47.7%	42.6%	43.8%	46.8%	7.4%	9.7%	1.0%	0.8%	0.1%	0.2%
<b>Executive</b>	3,905	3,129	60.8%	54.2%	34.0%	38.3%	4.6%	6.3%	0.6%	0.9%	0.1%	0.2%
<b>Sex</b>												
<b>Male</b>	81,615	59,070	35.9%	31.9%	46.9%	48.1%	14.2%	16.5%	2.5%	2.8%	0.6%	0.6%
<b>Female</b>	62,569	41,586	38.8%	34.7%	45.3%	47.6%	13.7%	14.7%	1.6%	2.3%	0.5%	0.7%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,912	75,600	38.1%	34.4%	45.9%	48.1%	13.3%	14.5%	2.1%	2.4%	0.5%	0.6%
<b>Black Non-Hispanic</b>	22,475	13,055	36.7%	31.6%	47.7%	48.1%	13.5%	17.8%	1.6%	1.8%	0.5%	0.6%
<b>AmerIndian/Alskn Native</b>	2,491	2,046	33.7%	29.5%	41.6%	42.0%	20.9%	19.1%	3.0%	8.8%	0.8%	0.6%
<b>Asian/Pacific Islander</b>	6,593	4,424	31.7%	28.0%	48.1%	47.3%	17.5%	21.4%	2.1%	2.4%	0.6%	1.0%
<b>Hispanic</b>	8,468	5,531	33.9%	29.0%	46.0%	47.8%	16.1%	18.1%	3.2%	4.0%	0.9%	1.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,881	100,656	37.2%	33.1%	46.2%	47.9%	14.0%	15.8%	2.1%	2.6%	0.6%	0.7%
<b>Leaving</b>												
<b>No</b>	101,428	N/A	41.8%	N/A	45.9%	N/A	10.8%	N/A	1.3%	N/A	0.3%	N/A
<b>Yes, to retire</b>	9,503	N/A	35.1%	N/A	46.2%	N/A	15.9%	N/A	2.0%	N/A	0.9%	N/A
<b>Yes, to other job in Govt</b>	22,689	N/A	24.8%	N/A	47.6%	N/A	22.2%	N/A	4.0%	N/A	1.4%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	23.2%	N/A	46.0%	N/A	23.3%	N/A	6.1%	N/A	1.4%	N/A
<b>Yes, other</b>	5,477	N/A	23.2%	N/A	45.7%	N/A	23.7%	N/A	6.2%	N/A	1.2%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	33.5%	28.5%	47.1%	48.5%	15.2%	20.8%	3.9%	1.5%	0.2%	0.7%
<b>30-39</b>	20,917	15,010	32.2%	30.7%	48.8%	51.0%	16.3%	15.0%	2.0%	2.7%	0.7%	0.6%
<b>40-49</b>	47,041	34,006	36.2%	31.8%	47.1%	48.9%	14.2%	16.0%	1.9%	2.7%	0.6%	0.6%
<b>50-59</b>	57,855	41,243	39.6%	34.7%	44.6%	46.0%	12.9%	15.8%	2.2%	2.8%	0.6%	0.7%
<b>60+</b>	12,860	7,610	41.6%	38.9%	43.7%	44.7%	12.4%	14.3%	1.9%	1.5%	0.4%	0.7%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,506	4,855	33.3%	33.5%	48.1%	45.3%	14.8%	17.0%	3.0%	3.4%	0.8%	0.8%
<b>GS 1-6 or equivalent</b>	6,708	4,848	32.9%	34.8%	45.9%	44.6%	17.5%	17.0%	2.8%	2.9%	0.9%	0.8%
<b>GS 7-12 or equivalent</b>	58,896	39,563	36.0%	30.8%	46.9%	49.5%	14.4%	16.4%	2.1%	2.6%	0.5%	0.7%
<b>GS 13-15 or equivalent</b>	64,038	41,791	40.9%	35.2%	45.2%	47.8%	11.8%	14.5%	1.7%	2.0%	0.5%	0.5%
<b>Senior Executive Service</b>	3,313	2,542	61.0%	55.4%	31.9%	38.0%	6.2%	5.6%	0.8%	0.9%	0.0%	0.1%
<b>SL/ST</b>	490	N/A	60.8%	N/A	33.8%	N/A	4.6%	N/A	0.9%	N/A	0.0%	N/A
<b>Other</b>	5,201	7,057	39.3%	37.0%	44.1%	46.0%	13.9%	13.7%	2.2%	2.9%	0.5%	0.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*		Very Good		Good		Fair		Poor		Very Poor	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,881	100,656	37.2%	33.1%	46.2%	47.9%	14.0%	15.8%	2.1%	2.6%	0.6%	0.7%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	33.6%	N/A	54.9%	N/A	8.9%	N/A	1.9%	N/A	0.8%	N/A
1-3 years	12,893	N/A	33.2%	N/A	48.2%	N/A	15.7%	N/A	2.3%	N/A	0.5%	N/A
4-5 years	8,711	N/A	35.4%	N/A	46.2%	N/A	15.8%	N/A	2.2%	N/A	0.4%	N/A
6-10 years	13,915	N/A	35.3%	N/A	46.2%	N/A	15.5%	N/A	2.5%	N/A	0.6%	N/A
11-20 years	44,988	N/A	36.9%	N/A	46.3%	N/A	13.9%	N/A	2.2%	N/A	0.6%	N/A
> 20 years	62,348	N/A	39.8%	N/A	45.2%	N/A	12.6%	N/A	1.9%	N/A	0.6%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	39.0%	N/A	47.5%	N/A	11.3%	N/A	1.7%	N/A	0.6%	N/A
1-3 years	21,635	N/A	33.7%	N/A	46.9%	N/A	16.3%	N/A	2.4%	N/A	0.6%	N/A
4-5 years	13,234	N/A	37.2%	N/A	45.5%	N/A	14.5%	N/A	2.3%	N/A	0.5%	N/A
6-10 years	18,824	N/A	35.9%	N/A	46.2%	N/A	14.9%	N/A	2.3%	N/A	0.6%	N/A
11-20 years	46,184	N/A	37.5%	N/A	46.3%	N/A	13.6%	N/A	2.1%	N/A	0.5%	N/A
> 20 years	41,481	N/A	39.9%	N/A	45.7%	N/A	11.9%	N/A	1.8%	N/A	0.6%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	34.4%	32.5%	46.4%	44.1%	15.5%	18.2%	2.6%	3.7%	1.1%	1.5%
Between 1 and 3 years	16,413	12,087	37.1%	33.3%	45.9%	47.0%	14.5%	16.0%	2.0%	2.7%	0.6%	1.0%
Between 3 and 5 years	19,275	13,876	39.8%	33.9%	45.5%	47.1%	12.4%	15.6%	2.0%	2.8%	0.3%	0.5%
5 or more years	102,401	70,692	36.9%	33.0%	46.4%	48.3%	14.0%	15.6%	2.2%	2.5%	0.6%	0.6%

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## ***FHCS Report by Demographics***

(11) How would you rate your organization as a place to work compared to other organizations?

	# of Respondents*		One of the Best		Above Average		Average		Below Average		One of the Worst	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	21.3%	19.2%	34.5%	32.5%	29.5%	31.8%	10.9%	11.9%	3.8%	4.6%
<b>Work Location</b>												
<b>Headquarters</b>	51,143	35,976	22.5%	19.4%	34.1%	32.6%	29.3%	31.8%	10.2%	11.8%	4.0%	4.5%
<b>Field</b>	93,052	64,680	20.9%	19.1%	34.6%	32.5%	29.6%	31.8%	11.1%	11.9%	3.8%	4.6%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,552	46,868	20.0%	18.2%	33.3%	31.1%	31.0%	33.4%	11.5%	12.1%	4.2%	5.2%
<b>Team Leader</b>	20,110	13,639	21.8%	18.3%	36.0%	35.3%	28.6%	30.5%	10.3%	12.2%	3.2%	3.7%
<b>Supervisor</b>	28,519	22,902	23.1%	22.6%	37.7%	35.5%	26.4%	27.8%	9.7%	10.9%	3.2%	3.1%
<b>Manager</b>	17,118	14,118	32.1%	30.1%	39.5%	36.0%	19.4%	22.6%	7.1%	9.0%	1.9%	2.4%
<b>Executive</b>	3,906	3,129	47.2%	43.0%	34.6%	33.7%	12.0%	14.7%	4.6%	6.3%	1.6%	2.2%
<b>Sex</b>												
<b>Male</b>	81,622	59,070	21.2%	18.8%	35.6%	33.4%	27.8%	30.7%	11.5%	12.4%	4.0%	4.7%
<b>Female</b>	62,578	41,586	21.4%	19.7%	33.0%	31.3%	31.9%	33.3%	10.2%	11.2%	3.6%	4.5%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,918	75,600	21.1%	19.3%	35.9%	33.5%	28.1%	31.1%	11.0%	11.8%	3.8%	4.2%
<b>Black Non-Hispanic</b>	22,478	13,055	21.3%	19.2%	30.0%	27.6%	34.5%	35.4%	10.3%	12.5%	4.0%	5.2%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	20.4%	18.7%	29.4%	27.3%	31.2%	31.3%	15.0%	14.8%	4.0%	7.8%
<b>Asian/Pacific Islander</b>	6,595	4,424	20.8%	15.8%	35.3%	37.1%	31.3%	34.2%	9.1%	8.5%	3.5%	4.3%
<b>Hispanic</b>	8,465	5,531	23.5%	21.0%	31.7%	31.0%	30.0%	29.1%	11.2%	12.6%	3.6%	6.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(11) How would you rate your organization as a place to work compared to other organizations?

	# of Respondents*		One of the Best		Above Average		Average		Below Average		One of the Worst	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	21.3%	19.2%	34.5%	32.5%	29.5%	31.8%	10.9%	11.9%	3.8%	4.6%
<b>Leaving</b>												
<b>No</b>	101,437	N/A	26.0%	N/A	38.9%	N/A	27.0%	N/A	6.5%	N/A	1.5%	N/A
<b>Yes, to retire</b>	9,505	N/A	17.9%	N/A	31.9%	N/A	33.3%	N/A	12.7%	N/A	4.2%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	9.1%	N/A	22.6%	N/A	36.8%	N/A	21.9%	N/A	9.6%	N/A
<b>Yes, to other job outside Govt</b>	5,067	N/A	6.0%	N/A	20.6%	N/A	30.1%	N/A	29.9%	N/A	13.3%	N/A
<b>Yes, other</b>	5,481	N/A	7.7%	N/A	21.7%	N/A	37.5%	N/A	22.6%	N/A	10.6%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,460	2,787	21.0%	18.3%	36.2%	36.3%	28.5%	33.6%	10.5%	9.3%	3.8%	2.5%
<b>30-39</b>	20,919	15,010	19.8%	19.0%	34.5%	32.2%	30.3%	32.7%	11.7%	11.6%	3.7%	4.4%
<b>40-49</b>	47,040	34,006	21.1%	18.6%	34.9%	32.5%	29.3%	32.7%	10.9%	11.4%	3.9%	4.8%
<b>50-59</b>	57,869	41,243	21.2%	19.2%	33.9%	32.4%	30.0%	30.7%	10.8%	12.8%	4.1%	4.9%
<b>60+</b>	12,863	7,610	25.4%	23.2%	34.0%	32.4%	27.7%	30.0%	10.1%	10.8%	2.7%	3.6%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,511	4,855	20.3%	18.9%	32.1%	30.4%	32.5%	34.0%	11.7%	11.8%	3.4%	4.8%
<b>GS 1-6 or equivalent</b>	6,707	4,848	18.4%	17.3%	29.6%	28.8%	32.5%	37.3%	14.1%	12.0%	5.4%	4.5%
<b>GS 7-12 or equivalent</b>	58,906	39,563	20.3%	18.6%	34.0%	32.1%	31.3%	32.1%	10.9%	12.4%	3.4%	4.8%
<b>GS 13-15 or equivalent</b>	64,040	41,791	22.8%	21.1%	38.8%	34.6%	25.0%	29.8%	9.6%	10.7%	3.8%	3.9%
<b>Senior Executive Service</b>	3,314	2,542	42.7%	40.4%	32.7%	37.1%	12.6%	13.7%	6.3%	7.0%	5.7%	1.8%
<b>SL/ST</b>	490	N/A	28.9%	N/A	35.2%	N/A	29.1%	N/A	4.8%	N/A	2.0%	N/A
<b>Other</b>	5,202	7,057	26.2%	19.1%	31.1%	35.0%	27.8%	28.4%	10.3%	12.1%	4.7%	5.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(11) How would you rate your organization as a place to work compared to other organizations?

	# of Respondents*		One of the Best		Above Average		Average		Below Average		One of the Worst	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	21.3%	19.2%	34.5%	32.5%	29.5%	31.8%	10.9%	11.9%	3.8%	4.6%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	28.7%	N/A	40.4%	N/A	24.2%	N/A	4.2%	N/A	2.4%	N/A
1-3 years	12,893	N/A	20.1%	N/A	32.1%	N/A	28.9%	N/A	13.7%	N/A	5.1%	N/A
4-5 years	8,712	N/A	21.3%	N/A	35.5%	N/A	30.4%	N/A	9.4%	N/A	3.5%	N/A
6-10 years	13,914	N/A	21.4%	N/A	35.8%	N/A	27.2%	N/A	12.1%	N/A	3.4%	N/A
11-20 years	44,995	N/A	20.6%	N/A	34.3%	N/A	30.8%	N/A	10.7%	N/A	3.6%	N/A
> 20 years	62,357	N/A	22.1%	N/A	34.6%	N/A	29.4%	N/A	10.1%	N/A	3.8%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	31.6%	N/A	35.6%	N/A	24.5%	N/A	6.4%	N/A	1.9%	N/A
1-3 years	21,636	N/A	20.2%	N/A	32.0%	N/A	28.8%	N/A	13.7%	N/A	5.3%	N/A
4-5 years	13,237	N/A	20.7%	N/A	33.7%	N/A	31.7%	N/A	9.6%	N/A	4.3%	N/A
6-10 years	18,823	N/A	20.0%	N/A	34.9%	N/A	28.9%	N/A	12.5%	N/A	3.7%	N/A
11-20 years	46,189	N/A	21.1%	N/A	34.5%	N/A	30.5%	N/A	10.3%	N/A	3.6%	N/A
> 20 years	41,488	N/A	22.3%	N/A	36.3%	N/A	28.9%	N/A	9.5%	N/A	3.1%	N/A
<b>Retiring</b>												
with 1 year	6,074	4,001	17.6%	14.8%	31.6%	30.1%	29.2%	31.7%	15.7%	15.0%	5.9%	8.5%
Between 1 and 3 years	16,417	12,087	19.4%	17.5%	32.0%	31.0%	34.0%	32.5%	11.0%	13.7%	3.6%	5.3%
Between 3 and 5 years	19,276	13,876	20.7%	18.4%	34.4%	32.6%	30.2%	30.9%	11.1%	13.0%	3.7%	5.1%
5 or more years	102,410	70,692	21.8%	19.8%	35.0%	32.8%	28.9%	31.9%	10.6%	11.3%	3.8%	4.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(12) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	16.1%	17.2%	57.6%	54.2%	15.3%	11.6%	8.4%	12.5%	2.0%	3.9%	0.7%	0.8%
<b>Work Location</b>														
<b>Headquarters</b>	51,141	35,976	16.8%	17.6%	56.6%	52.5%	15.4%	12.1%	8.5%	13.0%	1.8%	3.8%	0.9%	1.0%
<b>Field</b>	93,049	64,680	15.8%	17.0%	57.9%	54.8%	15.2%	11.4%	8.3%	12.3%	2.0%	3.9%	0.7%	0.7%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,550	46,868	15.4%	17.0%	57.2%	53.0%	16.1%	12.6%	8.3%	12.5%	2.0%	4.1%	0.9%	0.9%
<b>Team Leader</b>	20,113	13,639	16.7%	16.3%	57.1%	56.2%	14.9%	9.8%	9.0%	13.3%	2.0%	3.9%	0.4%	0.5%
<b>Supervisor</b>	28,517	22,902	16.9%	18.9%	60.4%	57.0%	12.7%	9.9%	7.9%	11.0%	1.9%	2.9%	0.1%	0.2%
<b>Manager</b>	17,118	14,118	19.5%	20.5%	61.2%	57.4%	10.1%	8.6%	7.9%	11.0%	1.1%	2.4%	0.1%	0.1%
<b>Executive</b>	3,904	3,129	25.9%	26.8%	58.2%	53.4%	7.7%	8.1%	7.0%	9.6%	1.1%	2.0%	0.1%	0.1%
<b>Sex</b>														
<b>Male</b>	81,623	59,070	16.2%	17.8%	57.8%	54.6%	15.5%	11.3%	7.9%	11.9%	2.1%	3.9%	0.5%	0.5%
<b>Female</b>	62,576	41,586	15.8%	16.4%	57.4%	53.5%	15.0%	12.0%	9.0%	13.2%	1.8%	3.9%	1.1%	1.0%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,920	75,600	15.6%	16.9%	57.6%	55.3%	15.3%	10.7%	8.9%	13.0%	1.9%	3.6%	0.7%	0.6%
<b>Black Non-Hispanic</b>	22,477	13,055	16.4%	18.3%	60.7%	53.7%	13.9%	12.0%	6.2%	10.5%	1.6%	4.2%	1.2%	1.4%
<b>AmerIndian/Alskn Native</b>	2,498	2,046	16.9%	14.8%	49.1%	48.7%	19.3%	14.6%	11.0%	15.4%	3.1%	5.4%	0.6%	1.1%
<b>Asian/Pacific Islander</b>	6,594	4,424	17.9%	17.3%	53.0%	53.8%	18.4%	14.6%	7.1%	7.9%	2.9%	5.7%	0.7%	0.7%
<b>Hispanic</b>	8,467	5,531	17.3%	18.4%	57.4%	47.2%	14.4%	15.6%	8.4%	14.0%	2.2%	4.2%	0.2%	0.7%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(12) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	16.1%	17.2%	57.6%	54.2%	15.3%	11.6%	8.4%	12.5%	2.0%	3.9%	0.7%	0.8%
<b>Leaving</b>														
<b>No</b>	101,442	N/A	18.4%	N/A	60.2%	N/A	13.4%	N/A	6.2%	N/A	1.1%	N/A	0.6%	N/A
<b>Yes, to retire</b>	9,505	N/A	13.5%	N/A	55.1%	N/A	18.3%	N/A	9.8%	N/A	2.0%	N/A	1.3%	N/A
<b>Yes, to other job in Govt</b>	22,687	N/A	10.3%	N/A	53.8%	N/A	18.4%	N/A	12.8%	N/A	3.8%	N/A	1.0%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	8.2%	N/A	46.2%	N/A	22.9%	N/A	15.5%	N/A	6.9%	N/A	0.3%	N/A
<b>Yes, other</b>	5,479	N/A	9.3%	N/A	43.6%	N/A	23.0%	N/A	18.6%	N/A	4.5%	N/A	0.9%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,460	2,787	17.9%	18.1%	58.0%	59.8%	15.0%	9.4%	6.0%	8.7%	1.9%	1.8%	1.1%	2.1%
<b>30-39</b>	20,919	15,010	14.9%	17.8%	57.7%	52.9%	16.4%	13.8%	8.2%	11.8%	2.1%	3.0%	0.8%	0.7%
<b>40-49</b>	47,042	34,006	14.7%	16.1%	59.4%	54.0%	14.7%	11.6%	8.6%	13.2%	1.9%	4.4%	0.6%	0.6%
<b>50-59</b>	57,870	41,243	16.7%	17.1%	56.3%	54.3%	15.3%	11.0%	9.0%	12.9%	1.9%	4.0%	0.7%	0.8%
<b>60+</b>	12,860	7,610	19.7%	21.1%	55.8%	55.3%	15.8%	10.1%	6.0%	9.7%	2.0%	3.0%	0.6%	0.7%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	16.9%	21.0%	56.8%	50.8%	15.5%	11.6%	7.7%	11.7%	2.5%	4.3%	0.6%	0.5%
<b>GS 1-6 or equivalent</b>	6,708	4,848	15.4%	18.5%	57.1%	53.4%	17.1%	13.9%	7.5%	10.4%	2.3%	2.7%	0.7%	1.1%
<b>GS 7-12 or equivalent</b>	58,903	39,563	15.5%	16.0%	58.1%	55.0%	15.5%	12.1%	8.3%	12.1%	1.8%	4.0%	0.8%	0.9%
<b>GS 13-15 or equivalent</b>	64,038	41,791	16.3%	16.9%	57.4%	54.1%	14.3%	10.2%	9.1%	14.3%	2.3%	3.9%	0.6%	0.5%
<b>Senior Executive Service</b>	3,314	2,542	24.6%	25.0%	60.0%	53.9%	8.4%	7.4%	5.9%	12.1%	1.0%	1.6%	0.2%	0.1%
<b>SL/ST</b>	490	N/A	23.6%	N/A	50.8%	N/A	13.3%	N/A	11.6%	N/A	0.7%	N/A	0.0%	N/A
<b>Other</b>	5,203	7,057	18.7%	18.5%	56.2%	54.0%	15.2%	10.3%	8.1%	12.9%	0.8%	3.8%	1.0%	0.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(12) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	16.1%	17.2%	57.6%	54.2%	15.3%	11.6%	8.4%	12.5%	2.0%	3.9%	0.7%	0.8%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	25.6%	N/A	57.7%	N/A	11.7%	N/A	3.8%	N/A	0.4%	N/A	0.8%	N/A
1-3 years	12,894	N/A	18.0%	N/A	55.0%	N/A	17.1%	N/A	6.7%	N/A	2.7%	N/A	0.5%	N/A
4-5 years	8,711	N/A	15.7%	N/A	59.8%	N/A	14.8%	N/A	7.8%	N/A	1.2%	N/A	0.7%	N/A
6-10 years	13,914	N/A	16.4%	N/A	57.1%	N/A	15.3%	N/A	8.5%	N/A	2.1%	N/A	0.7%	N/A
11-20 years	44,996	N/A	15.3%	N/A	58.1%	N/A	15.3%	N/A	8.6%	N/A	1.8%	N/A	0.9%	N/A
> 20 years	62,356	N/A	15.6%	N/A	57.9%	N/A	14.8%	N/A	8.9%	N/A	2.0%	N/A	0.7%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,814	N/A	26.4%	N/A	56.3%	N/A	11.0%	N/A	4.9%	N/A	0.9%	N/A	0.5%	N/A
1-3 years	21,638	N/A	17.6%	N/A	55.6%	N/A	16.4%	N/A	7.1%	N/A	2.7%	N/A	0.6%	N/A
4-5 years	13,236	N/A	15.7%	N/A	59.0%	N/A	15.2%	N/A	7.9%	N/A	1.5%	N/A	0.7%	N/A
6-10 years	18,823	N/A	15.6%	N/A	56.9%	N/A	15.6%	N/A	8.8%	N/A	2.2%	N/A	1.0%	N/A
11-20 years	46,190	N/A	15.1%	N/A	58.2%	N/A	15.4%	N/A	8.5%	N/A	1.8%	N/A	0.9%	N/A
> 20 years	41,488	N/A	15.5%	N/A	58.4%	N/A	14.4%	N/A	9.3%	N/A	1.8%	N/A	0.5%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	15.1%	13.9%	53.9%	50.3%	16.3%	13.5%	10.4%	15.7%	2.8%	5.9%	1.6%	0.7%
Between 1 and 3 years	16,417	12,087	14.9%	17.4%	56.5%	55.4%	17.2%	9.3%	8.5%	12.0%	2.2%	5.3%	0.7%	0.6%
Between 3 and 5 years	19,276	13,876	15.5%	17.4%	58.0%	53.8%	13.9%	11.1%	9.9%	13.5%	2.0%	3.4%	0.6%	0.8%
5 or more years	102,411	70,692	16.3%	17.2%	57.9%	54.2%	15.2%	11.9%	8.0%	12.2%	1.9%	3.6%	0.7%	0.8%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(13) My supervisor supports my need to balance work and family issues.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,906	100,656	37.5%	34.4%	41.4%	43.0%	11.8%	10.7%	4.9%	6.1%	3.5%	5.3%	0.7%	0.6%
<b>Work Location</b>														
<b>Headquarters</b>	51,142	35,976	40.0%	36.8%	41.1%	41.4%	10.9%	11.2%	4.2%	5.3%	2.9%	4.7%	0.9%	0.6%
<b>Field</b>	93,058	64,680	36.8%	33.4%	41.6%	43.7%	12.1%	10.4%	5.2%	6.4%	3.7%	5.5%	0.7%	0.6%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,553	46,868	36.9%	33.6%	40.8%	42.6%	12.4%	11.0%	5.2%	6.2%	3.9%	5.9%	0.8%	0.6%
<b>Team Leader</b>	20,115	13,639	38.8%	36.5%	42.8%	43.6%	10.4%	9.2%	4.8%	5.9%	2.7%	4.3%	0.6%	0.5%
<b>Supervisor</b>	28,517	22,902	36.8%	33.7%	43.9%	44.8%	11.6%	11.4%	4.4%	5.8%	2.7%	3.9%	0.6%	0.4%
<b>Manager</b>	17,119	14,118	42.3%	36.5%	41.0%	43.4%	10.3%	10.5%	3.8%	6.0%	2.2%	3.2%	0.4%	0.4%
<b>Executive</b>	3,906	3,129	44.0%	36.5%	38.1%	39.7%	11.6%	14.1%	3.5%	6.6%	2.0%	2.6%	0.8%	0.5%
<b>Sex</b>														
<b>Male</b>	81,631	59,070	36.7%	32.7%	42.4%	44.0%	12.2%	11.6%	4.7%	6.0%	3.3%	5.1%	0.6%	0.6%
<b>Female</b>	62,578	41,586	38.6%	36.6%	40.3%	41.7%	11.3%	9.4%	5.2%	6.3%	3.8%	5.4%	0.8%	0.6%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,925	75,600	38.8%	35.4%	41.1%	43.9%	11.3%	10.1%	4.7%	5.7%	3.5%	4.3%	0.6%	0.5%
<b>Black Non-Hispanic</b>	22,478	13,055	34.0%	32.4%	43.8%	40.3%	12.4%	12.4%	5.2%	6.4%	3.7%	7.4%	0.9%	1.0%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	34.1%	26.9%	37.9%	40.6%	13.3%	11.4%	7.1%	9.6%	6.9%	11.1%	0.8%	0.4%
<b>Asian/Pacific Islander</b>	6,595	4,424	34.0%	35.0%	44.1%	43.5%	13.2%	10.0%	5.5%	5.9%	2.2%	5.0%	1.0%	0.6%
<b>Hispanic</b>	8,468	5,531	36.9%	30.4%	38.7%	40.5%	14.0%	12.2%	5.5%	7.9%	3.9%	8.5%	0.9%	0.6%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(13) My supervisor supports my need to balance work and family issues.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,906	100,656	37.5%	34.4%	41.4%	43.0%	11.8%	10.7%	4.9%	6.1%	3.5%	5.3%	0.7%	0.6%
<b>Leaving</b>														
<b>No</b>	101,444	N/A	42.3%	N/A	41.7%	N/A	10.1%	N/A	3.6%	N/A	1.7%	N/A	0.6%	N/A
<b>Yes, to retire</b>	9,504	N/A	33.0%	N/A	43.7%	N/A	13.2%	N/A	6.0%	N/A	3.4%	N/A	0.7%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	25.3%	N/A	41.0%	N/A	16.7%	N/A	8.7%	N/A	7.4%	N/A	0.9%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	23.2%	N/A	41.7%	N/A	14.4%	N/A	8.6%	N/A	11.0%	N/A	1.0%	N/A
<b>Yes, other</b>	5,481	N/A	24.3%	N/A	36.9%	N/A	18.2%	N/A	8.6%	N/A	11.1%	N/A	1.0%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	41.3%	39.4%	34.7%	40.3%	13.6%	8.2%	6.0%	5.5%	3.5%	5.8%	0.9%	0.8%
<b>30-39</b>	20,921	15,010	39.9%	37.8%	39.4%	39.4%	10.5%	10.6%	5.3%	5.7%	4.4%	6.3%	0.5%	0.3%
<b>40-49</b>	47,043	34,006	37.6%	35.2%	41.7%	42.9%	11.1%	10.2%	5.4%	6.0%	3.5%	5.2%	0.7%	0.5%
<b>50-59</b>	57,872	41,243	35.7%	32.5%	42.9%	44.3%	12.7%	11.0%	4.6%	6.4%	3.4%	5.1%	0.7%	0.7%
<b>60+</b>	12,864	7,610	39.0%	29.4%	41.8%	46.6%	12.4%	12.3%	3.5%	6.6%	2.4%	3.6%	0.9%	1.4%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	31.8%	28.4%	42.7%	44.4%	14.4%	11.2%	6.2%	7.6%	4.6%	8.1%	0.3%	0.3%
<b>GS 1-6 or equivalent</b>	6,707	4,848	32.1%	35.5%	41.4%	38.6%	13.4%	11.3%	6.9%	7.4%	5.5%	6.6%	0.8%	0.6%
<b>GS 7-12 or equivalent</b>	58,911	39,563	37.7%	33.9%	41.9%	43.6%	11.7%	10.8%	4.8%	6.1%	3.1%	5.0%	0.8%	0.7%
<b>GS 13-15 or equivalent</b>	64,040	41,791	41.2%	37.6%	41.8%	43.2%	9.9%	10.2%	3.7%	5.1%	2.7%	3.3%	0.7%	0.5%
<b>Senior Executive Service</b>	3,314	2,542	40.3%	35.2%	38.4%	42.5%	9.9%	13.2%	3.4%	6.3%	6.5%	2.4%	1.4%	0.3%
<b>SL/ST</b>	490	N/A	41.1%	N/A	41.3%	N/A	12.8%	N/A	1.9%	N/A	2.8%	N/A	0.1%	N/A
<b>Other</b>	5,203	7,057	36.0%	33.6%	34.9%	42.9%	15.7%	9.8%	6.8%	5.9%	5.7%	7.2%	0.8%	0.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(13) My supervisor supports my need to balance work and family issues.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,906	100,656	37.5%	34.4%	41.4%	43.0%	11.8%	10.7%	4.9%	6.1%	3.5%	5.3%	0.7%	0.6%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	42.3%	N/A	39.8%	N/A	12.8%	N/A	2.8%	N/A	1.4%	N/A	0.9%	N/A
1-3 years	12,899	N/A	38.0%	N/A	37.1%	N/A	12.9%	N/A	5.8%	N/A	5.4%	N/A	0.7%	N/A
4-5 years	8,711	N/A	37.8%	N/A	41.4%	N/A	11.5%	N/A	5.6%	N/A	3.1%	N/A	0.6%	N/A
6-10 years	13,914	N/A	37.4%	N/A	40.0%	N/A	12.1%	N/A	5.9%	N/A	4.1%	N/A	0.5%	N/A
11-20 years	44,998	N/A	37.8%	N/A	41.7%	N/A	11.3%	N/A	5.2%	N/A	3.4%	N/A	0.6%	N/A
> 20 years	62,358	N/A	37.0%	N/A	43.3%	N/A	11.8%	N/A	4.1%	N/A	2.9%	N/A	0.8%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	48.1%	N/A	35.9%	N/A	10.3%	N/A	3.3%	N/A	1.8%	N/A	0.6%	N/A
1-3 years	21,640	N/A	37.2%	N/A	38.3%	N/A	12.6%	N/A	6.3%	N/A	4.9%	N/A	0.8%	N/A
4-5 years	13,237	N/A	37.5%	N/A	40.9%	N/A	12.1%	N/A	5.0%	N/A	3.7%	N/A	0.7%	N/A
6-10 years	18,824	N/A	36.5%	N/A	40.9%	N/A	13.3%	N/A	5.0%	N/A	3.7%	N/A	0.6%	N/A
11-20 years	46,192	N/A	37.9%	N/A	42.2%	N/A	11.0%	N/A	4.8%	N/A	3.5%	N/A	0.7%	N/A
> 20 years	41,488	N/A	37.0%	N/A	44.1%	N/A	11.5%	N/A	4.2%	N/A	2.5%	N/A	0.8%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	32.5%	25.3%	44.9%	45.7%	10.6%	13.9%	6.2%	7.2%	5.0%	7.2%	0.7%	0.7%
Between 1 and 3 years	16,417	12,087	35.5%	28.8%	42.2%	44.7%	13.4%	11.7%	4.8%	8.7%	3.1%	5.5%	1.0%	0.5%
Between 3 and 5 years	19,276	13,876	36.0%	31.2%	42.7%	46.2%	13.0%	10.7%	4.6%	6.2%	3.0%	4.6%	0.6%	1.1%
5 or more years	102,418	70,692	38.3%	36.1%	41.0%	42.1%	11.4%	10.4%	5.0%	5.7%	3.6%	5.2%	0.7%	0.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(14) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	17.4%	12.5%	42.2%	44.3%	21.3%	18.6%	12.3%	15.9%	6.1%	8.2%	0.8%	0.5%
<b>Work Location</b>														
<b>Headquarters</b>	51,143	35,976	19.0%	13.9%	42.1%	43.4%	21.2%	17.6%	11.6%	16.1%	5.2%	8.4%	1.0%	0.7%
<b>Field</b>	93,055	64,680	16.9%	12.0%	42.3%	44.6%	21.3%	19.0%	12.5%	15.8%	6.3%	8.1%	0.7%	0.4%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,554	46,868	15.7%	11.4%	38.7%	40.1%	23.4%	20.2%	14.0%	18.0%	7.2%	9.7%	1.0%	0.7%
<b>Team Leader</b>	20,114	13,639	20.0%	14.0%	47.3%	49.7%	17.9%	16.5%	9.9%	13.4%	4.6%	6.4%	0.3%	0.1%
<b>Supervisor</b>	28,518	22,902	19.7%	14.5%	52.3%	56.7%	16.8%	15.2%	8.1%	9.9%	2.8%	3.6%	0.4%	0.1%
<b>Manager</b>	17,118	14,118	26.2%	18.2%	54.0%	60.0%	12.9%	12.4%	5.2%	7.0%	1.6%	2.3%	0.1%	0.1%
<b>Executive</b>	3,906	3,129	33.4%	25.9%	51.0%	58.2%	10.0%	8.5%	3.9%	5.2%	1.2%	2.0%	0.5%	0.1%
<b>Sex</b>														
<b>Male</b>	81,629	59,070	16.8%	11.5%	42.9%	45.6%	21.8%	19.2%	11.9%	15.5%	5.9%	7.8%	0.7%	0.3%
<b>Female</b>	62,579	41,586	18.2%	13.8%	41.3%	42.5%	20.5%	17.8%	12.8%	16.3%	6.3%	8.8%	0.8%	0.7%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,924	75,600	17.4%	12.2%	42.7%	45.8%	21.1%	18.6%	12.4%	16.3%	5.8%	6.7%	0.6%	0.4%
<b>Black Non-Hispanic</b>	22,477	13,055	17.3%	13.6%	41.5%	39.9%	20.9%	17.5%	11.8%	15.5%	7.4%	12.6%	1.1%	0.9%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	14.9%	12.6%	37.0%	33.8%	22.2%	22.1%	16.1%	17.7%	9.1%	13.4%	0.6%	0.3%
<b>Asian/Pacific Islander</b>	6,595	4,424	18.0%	14.7%	44.0%	44.8%	21.6%	21.6%	10.1%	10.8%	4.8%	7.2%	1.3%	0.9%
<b>Hispanic</b>	8,468	5,531	18.5%	11.6%	39.0%	42.3%	23.4%	17.3%	12.6%	16.0%	5.8%	12.3%	0.8%	0.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(14) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	17.4%	12.5%	42.2%	44.3%	21.3%	18.6%	12.3%	15.9%	6.1%	8.2%	0.8%	0.5%
<b>Leaving</b>														
<b>No</b>	101,445	N/A	20.5%	N/A	46.1%	N/A	20.2%	N/A	9.2%	N/A	3.3%	N/A	0.7%	N/A
<b>Yes, to retire</b>	9,502	N/A	14.8%	N/A	41.9%	N/A	23.0%	N/A	13.1%	N/A	6.6%	N/A	0.6%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	9.6%	N/A	31.4%	N/A	24.2%	N/A	21.1%	N/A	13.0%	N/A	0.8%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	8.6%	N/A	28.4%	N/A	24.0%	N/A	21.0%	N/A	17.1%	N/A	1.0%	N/A
<b>Yes, other</b>	5,481	N/A	8.6%	N/A	32.2%	N/A	23.8%	N/A	19.6%	N/A	14.5%	N/A	1.2%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,460	2,787	18.5%	17.7%	39.4%	41.8%	21.3%	18.0%	14.6%	16.0%	5.4%	5.6%	0.7%	1.0%
<b>30-39</b>	20,922	15,010	16.9%	13.4%	44.1%	46.0%	20.1%	17.8%	12.9%	13.6%	5.4%	8.8%	0.6%	0.4%
<b>40-49</b>	47,042	34,006	17.2%	11.1%	43.4%	45.0%	20.2%	19.2%	12.3%	16.2%	6.3%	8.2%	0.7%	0.4%
<b>50-59</b>	57,874	41,243	17.4%	12.8%	41.0%	43.2%	22.3%	18.5%	12.0%	16.7%	6.5%	8.2%	0.9%	0.6%
<b>60+</b>	12,862	7,610	19.1%	14.2%	41.2%	43.1%	23.6%	19.0%	11.1%	15.4%	4.2%	7.9%	0.8%	0.5%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	14.3%	8.7%	41.4%	38.0%	20.3%	23.2%	15.2%	19.9%	8.0%	9.9%	0.7%	0.3%
<b>GS 1-6 or equivalent</b>	6,708	4,848	14.1%	15.3%	35.4%	37.0%	24.1%	18.1%	16.3%	18.4%	8.7%	10.4%	1.4%	0.9%
<b>GS 7-12 or equivalent</b>	58,908	39,563	16.6%	10.8%	41.7%	43.7%	22.9%	19.6%	12.3%	17.0%	5.8%	8.3%	0.7%	0.6%
<b>GS 13-15 or equivalent</b>	64,041	41,791	20.4%	15.0%	46.7%	50.3%	17.7%	16.2%	9.8%	12.7%	4.8%	5.6%	0.6%	0.3%
<b>Senior Executive Service</b>	3,314	2,542	29.1%	24.2%	47.8%	56.9%	13.0%	9.7%	3.8%	6.6%	5.6%	2.1%	0.7%	0.5%
<b>SL/ST</b>	490	N/A	35.4%	N/A	38.9%	N/A	16.8%	N/A	6.2%	N/A	2.4%	N/A	0.2%	N/A
<b>Other</b>	5,203	7,057	19.0%	15.2%	39.9%	45.4%	20.1%	16.6%	13.5%	11.9%	6.9%	10.5%	0.6%	0.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(14) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	17.4%	12.5%	42.2%	44.3%	21.3%	18.6%	12.3%	15.9%	6.1%	8.2%	0.8%	0.5%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	26.9%	N/A	29.8%	N/A	32.7%	N/A	6.6%	N/A	2.0%	N/A	2.0%	N/A
1-3 years	12,897	N/A	17.2%	N/A	41.2%	N/A	20.2%	N/A	13.1%	N/A	7.9%	N/A	0.5%	N/A
4-5 years	8,711	N/A	17.9%	N/A	40.7%	N/A	20.3%	N/A	15.4%	N/A	5.1%	N/A	0.6%	N/A
6-10 years	13,916	N/A	16.7%	N/A	42.1%	N/A	20.6%	N/A	13.9%	N/A	6.0%	N/A	0.6%	N/A
11-20 years	44,997	N/A	17.0%	N/A	42.1%	N/A	21.8%	N/A	12.1%	N/A	6.2%	N/A	0.8%	N/A
> 20 years	62,358	N/A	17.8%	N/A	43.3%	N/A	21.3%	N/A	11.2%	N/A	5.5%	N/A	0.8%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	28.2%	N/A	38.0%	N/A	22.1%	N/A	7.5%	N/A	3.1%	N/A	1.2%	N/A
1-3 years	21,639	N/A	17.5%	N/A	39.9%	N/A	21.0%	N/A	13.5%	N/A	7.5%	N/A	0.6%	N/A
4-5 years	13,237	N/A	16.7%	N/A	41.0%	N/A	21.4%	N/A	14.4%	N/A	5.8%	N/A	0.7%	N/A
6-10 years	18,825	N/A	16.6%	N/A	41.9%	N/A	21.2%	N/A	13.2%	N/A	6.4%	N/A	0.7%	N/A
11-20 years	46,191	N/A	17.2%	N/A	42.4%	N/A	21.5%	N/A	11.9%	N/A	6.2%	N/A	0.9%	N/A
> 20 years	41,489	N/A	17.5%	N/A	44.9%	N/A	21.1%	N/A	10.9%	N/A	4.9%	N/A	0.7%	N/A
<b>Retiring</b>														
with 1 year	6,072	4,001	15.2%	10.8%	40.9%	39.7%	21.4%	18.7%	13.4%	18.1%	8.2%	12.3%	1.0%	0.4%
Between 1 and 3 years	16,417	12,087	16.9%	10.2%	40.7%	44.7%	23.4%	18.1%	12.9%	16.6%	5.5%	9.9%	0.7%	0.6%
Between 3 and 5 years	19,276	13,876	17.0%	12.1%	41.6%	43.5%	23.0%	19.4%	11.4%	16.7%	5.8%	7.8%	1.2%	0.6%
5 or more years	102,419	70,692	17.7%	13.0%	42.6%	44.6%	20.7%	18.6%	12.2%	15.5%	6.0%	7.8%	0.7%	0.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(15) My work unit is able to recruit people with the right skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,896	100,656	9.4%	6.5%	34.3%	31.3%	28.3%	23.0%	16.9%	23.7%	8.0%	13.0%	3.0%	2.5%
<b>Work Location</b>														
<b>Headquarters</b>	51,143	35,976	11.2%	7.4%	37.5%	33.7%	25.8%	21.2%	15.8%	23.1%	6.9%	11.6%	2.8%	2.9%
<b>Field</b>	93,045	64,680	8.8%	6.1%	33.3%	30.3%	29.1%	23.7%	17.3%	24.0%	8.4%	13.5%	3.1%	2.4%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,549	46,868	9.0%	6.9%	34.0%	31.6%	29.4%	23.6%	16.0%	22.0%	7.8%	12.6%	3.8%	3.3%
<b>Team Leader</b>	20,110	13,639	9.7%	5.2%	33.1%	29.1%	27.5%	23.2%	19.2%	28.0%	9.0%	13.5%	1.6%	1.0%
<b>Supervisor</b>	28,519	22,902	9.2%	6.2%	36.3%	32.4%	25.6%	20.7%	19.0%	25.9%	8.5%	14.1%	1.3%	0.6%
<b>Manager</b>	17,116	14,118	12.1%	6.8%	40.1%	34.7%	22.6%	18.4%	17.8%	26.2%	6.8%	13.6%	0.6%	0.3%
<b>Executive</b>	3,906	3,129	22.9%	13.8%	46.5%	41.1%	15.1%	16.0%	11.1%	20.9%	3.8%	8.1%	0.6%	0.1%
<b>Sex</b>														
<b>Male</b>	81,621	59,070	8.6%	5.4%	33.9%	30.8%	28.8%	23.9%	17.3%	24.1%	8.7%	13.6%	2.8%	2.2%
<b>Female</b>	62,577	41,586	10.4%	7.9%	35.0%	32.0%	27.8%	21.9%	16.4%	23.3%	7.1%	12.1%	3.3%	2.9%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,918	75,600	9.1%	6.2%	33.6%	30.6%	28.1%	22.9%	18.1%	25.0%	8.4%	13.0%	2.6%	2.2%
<b>Black Non-Hispanic</b>	22,475	13,055	9.6%	7.5%	38.1%	33.2%	28.5%	24.7%	13.3%	18.6%	6.6%	11.6%	3.9%	4.3%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	9.8%	5.1%	29.6%	31.8%	27.6%	21.0%	19.0%	24.2%	10.6%	16.3%	3.4%	1.5%
<b>Asian/Pacific Islander</b>	6,595	4,424	10.6%	8.1%	36.5%	31.8%	30.0%	22.5%	12.6%	24.1%	6.6%	11.0%	3.7%	2.5%
<b>Hispanic</b>	8,465	5,531	10.6%	6.7%	32.5%	33.4%	29.2%	21.5%	16.0%	21.8%	7.9%	14.9%	3.7%	1.7%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(15) My work unit is able to recruit people with the right skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,896	100,656	9.4%	6.5%	34.3%	31.3%	28.3%	23.0%	16.9%	23.7%	8.0%	13.0%	3.0%	2.5%
<b>Leaving</b>														
<b>No</b>	101,438	N/A	11.2%	N/A	37.8%	N/A	27.9%	N/A	14.6%	N/A	5.6%	N/A	2.8%	N/A
<b>Yes, to retire</b>	9,502	N/A	8.1%	N/A	31.2%	N/A	30.2%	N/A	18.4%	N/A	8.5%	N/A	3.6%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	4.9%	N/A	26.8%	N/A	29.5%	N/A	22.4%	N/A	13.3%	N/A	3.1%	N/A
<b>Yes, to other job outside Govt</b>	5,066	N/A	2.9%	N/A	19.6%	N/A	26.1%	N/A	25.5%	N/A	21.8%	N/A	4.1%	N/A
<b>Yes, other</b>	5,481	N/A	3.9%	N/A	22.8%	N/A	29.3%	N/A	23.9%	N/A	15.9%	N/A	4.2%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,460	2,787	10.6%	7.5%	34.8%	35.8%	28.9%	28.5%	14.4%	15.6%	7.6%	9.1%	3.7%	3.5%
<b>30-39</b>	20,918	15,010	9.3%	6.9%	34.0%	31.7%	28.8%	23.1%	17.1%	23.0%	7.7%	12.7%	3.1%	2.6%
<b>40-49</b>	47,040	34,006	8.4%	6.2%	34.2%	31.0%	28.7%	22.7%	17.3%	25.0%	8.7%	13.2%	2.7%	2.0%
<b>50-59</b>	57,868	41,243	9.5%	6.3%	34.4%	30.5%	27.5%	22.5%	17.2%	24.3%	8.4%	13.8%	3.1%	2.5%
<b>60+</b>	12,862	7,610	12.2%	7.6%	35.1%	33.8%	29.6%	25.0%	15.3%	19.4%	4.5%	9.6%	3.2%	4.6%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,510	4,855	7.1%	5.4%	32.7%	28.4%	29.2%	23.6%	17.8%	25.1%	10.7%	15.8%	2.6%	1.7%
<b>GS 1-6 or equivalent</b>	6,707	4,848	9.3%	8.3%	32.6%	33.8%	29.1%	22.7%	16.5%	18.3%	8.1%	12.3%	4.4%	4.5%
<b>GS 7-12 or equivalent</b>	58,905	39,563	8.9%	6.4%	33.7%	31.1%	30.2%	24.1%	16.3%	23.3%	7.7%	12.4%	3.2%	2.7%
<b>GS 13-15 or equivalent</b>	64,039	41,791	9.9%	6.2%	37.2%	32.2%	25.0%	21.5%	17.9%	26.2%	7.6%	12.3%	2.4%	1.7%
<b>Senior Executive Service</b>	3,314	2,542	22.0%	12.4%	44.7%	43.3%	12.9%	15.7%	10.2%	20.9%	9.1%	7.0%	1.0%	0.7%
<b>SL/ST</b>	490	N/A	21.8%	N/A	21.8%	N/A	30.4%	N/A	22.7%	N/A	3.1%	N/A	0.2%	N/A
<b>Other</b>	5,201	7,057	12.8%	7.0%	32.7%	30.2%	24.9%	21.1%	17.6%	24.4%	10.0%	15.2%	2.0%	2.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(15) My work unit is able to recruit people with the right skills.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,896	100,656	9.4%	6.5%	34.3%	31.3%	28.3%	23.0%	16.9%	23.7%	8.0%	13.0%	3.0%	2.5%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	22.7%	N/A	35.0%	N/A	27.6%	N/A	6.7%	N/A	3.0%	N/A	5.1%	N/A
1-3 years	12,892	N/A	10.1%	N/A	33.8%	N/A	30.2%	N/A	14.6%	N/A	8.0%	N/A	3.4%	N/A
4-5 years	8,712	N/A	10.4%	N/A	38.3%	N/A	26.7%	N/A	15.0%	N/A	6.6%	N/A	2.9%	N/A
6-10 years	13,913	N/A	10.0%	N/A	33.8%	N/A	28.7%	N/A	16.5%	N/A	8.4%	N/A	2.7%	N/A
11-20 years	44,997	N/A	8.3%	N/A	34.3%	N/A	28.4%	N/A	17.9%	N/A	8.4%	N/A	2.8%	N/A
> 20 years	62,354	N/A	9.4%	N/A	34.0%	N/A	27.9%	N/A	17.7%	N/A	8.1%	N/A	3.0%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	20.3%	N/A	40.6%	N/A	24.2%	N/A	7.7%	N/A	2.5%	N/A	4.7%	N/A
1-3 years	21,634	N/A	10.7%	N/A	34.8%	N/A	29.4%	N/A	14.0%	N/A	8.0%	N/A	3.1%	N/A
4-5 years	13,237	N/A	9.5%	N/A	36.7%	N/A	27.7%	N/A	16.0%	N/A	7.1%	N/A	3.1%	N/A
6-10 years	18,822	N/A	9.2%	N/A	34.5%	N/A	28.5%	N/A	16.7%	N/A	8.3%	N/A	2.8%	N/A
11-20 years	46,190	N/A	8.2%	N/A	33.3%	N/A	28.4%	N/A	18.7%	N/A	8.6%	N/A	2.8%	N/A
> 20 years	41,489	N/A	8.9%	N/A	33.8%	N/A	27.8%	N/A	18.3%	N/A	8.2%	N/A	3.0%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	9.4%	6.4%	30.3%	28.7%	26.8%	22.1%	19.0%	24.4%	10.0%	15.8%	4.6%	2.6%
Between 1 and 3 years	16,414	12,087	8.4%	5.6%	33.1%	29.0%	29.1%	23.7%	19.5%	24.2%	7.2%	14.6%	2.7%	2.9%
Between 3 and 5 years	19,274	13,876	9.4%	5.8%	33.1%	30.1%	29.7%	22.3%	16.9%	25.9%	8.0%	13.2%	2.9%	2.7%
5 or more years	102,412	70,692	9.5%	6.8%	34.9%	31.9%	28.1%	23.1%	16.4%	23.3%	8.1%	12.6%	3.0%	2.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(16) The skill level in my work unit has improved in the past year.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,895	100,656	13.6%	15.8%	37.2%	40.5%	29.1%	20.2%	12.8%	16.0%	5.2%	5.5%	2.2%	1.9%
<b>Work Location</b>														
<b>Headquarters</b>	51,140	35,976	14.1%	16.4%	35.7%	38.9%	29.6%	20.8%	12.6%	16.1%	5.0%	5.6%	2.9%	2.2%
<b>Field</b>	93,047	64,680	13.4%	15.5%	37.6%	41.2%	28.9%	20.0%	12.8%	16.0%	5.2%	5.5%	2.0%	1.8%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,545	46,868	12.5%	14.8%	36.2%	39.3%	30.3%	21.1%	12.7%	16.3%	5.5%	5.8%	2.8%	2.6%
<b>Team Leader</b>	20,115	13,639	14.6%	15.7%	36.8%	42.3%	28.3%	18.9%	14.0%	16.9%	5.0%	5.6%	1.3%	0.6%
<b>Supervisor</b>	28,516	22,902	16.0%	19.8%	43.3%	44.9%	24.3%	17.5%	12.0%	13.3%	3.7%	4.1%	0.7%	0.4%
<b>Manager</b>	17,117	14,118	19.4%	22.1%	42.9%	43.9%	22.9%	17.5%	10.8%	12.7%	3.3%	3.5%	0.6%	0.3%
<b>Executive</b>	3,906	3,129	26.7%	27.0%	40.2%	40.6%	21.9%	18.7%	7.6%	10.8%	2.1%	2.3%	1.5%	0.6%
<b>Sex</b>														
<b>Male</b>	81,625	59,070	12.7%	15.5%	37.3%	40.6%	29.7%	19.9%	13.1%	16.7%	5.4%	6.0%	1.8%	1.3%
<b>Female</b>	62,571	41,586	14.7%	16.0%	37.1%	40.4%	28.3%	20.6%	12.3%	15.2%	4.9%	4.9%	2.8%	2.8%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,919	75,600	12.8%	15.2%	36.0%	40.2%	30.0%	21.0%	13.9%	16.5%	5.2%	5.5%	2.0%	1.7%
<b>Black Non-Hispanic</b>	22,473	13,055	15.0%	18.1%	39.7%	40.2%	26.9%	18.6%	10.0%	15.1%	5.3%	5.6%	3.1%	2.4%
<b>AmerIndian/Alskn Native</b>	2,498	2,046	15.7%	15.8%	38.8%	38.5%	25.8%	20.2%	11.5%	15.9%	6.8%	8.5%	1.3%	1.0%
<b>Asian/Pacific Islander</b>	6,594	4,424	13.9%	17.8%	41.7%	43.7%	27.8%	17.6%	10.0%	11.8%	3.9%	4.5%	2.7%	4.6%
<b>Hispanic</b>	8,467	5,531	16.5%	15.1%	39.1%	42.9%	27.0%	17.7%	10.3%	16.5%	5.0%	5.5%	2.0%	2.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(16) The skill level in my work unit has improved in the past year.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,895	100,656	13.6%	15.8%	37.2%	40.5%	29.1%	20.2%	12.8%	16.0%	5.2%	5.5%	2.2%	1.9%
<b>Leaving</b>														
<b>No</b>	101,436	N/A	15.7%	N/A	39.9%	N/A	28.6%	N/A	10.4%	N/A	3.3%	N/A	2.1%	N/A
<b>Yes, to retire</b>	9,502	N/A	10.7%	N/A	33.3%	N/A	31.7%	N/A	14.7%	N/A	6.9%	N/A	2.6%	N/A
<b>Yes, to other job in Govt</b>	22,691	N/A	8.5%	N/A	30.9%	N/A	29.4%	N/A	19.3%	N/A	9.4%	N/A	2.5%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	6.9%	N/A	27.6%	N/A	30.1%	N/A	19.7%	N/A	13.7%	N/A	2.0%	N/A
<b>Yes, other</b>	5,481	N/A	7.2%	N/A	30.3%	N/A	31.6%	N/A	18.3%	N/A	10.2%	N/A	2.4%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	17.9%	21.2%	39.7%	40.4%	25.4%	17.3%	9.3%	12.5%	4.0%	3.0%	3.8%	5.7%
<b>30-39</b>	20,920	15,010	13.9%	18.7%	37.4%	40.4%	28.9%	19.3%	12.8%	14.2%	4.4%	5.3%	2.7%	2.1%
<b>40-49</b>	47,041	34,006	12.9%	14.8%	37.5%	40.1%	28.7%	20.5%	13.4%	17.4%	5.4%	5.4%	2.1%	1.9%
<b>50-59</b>	57,865	41,243	13.4%	14.9%	36.3%	40.8%	29.6%	20.4%	12.9%	16.3%	5.8%	6.0%	2.0%	1.6%
<b>60+</b>	12,860	7,610	14.1%	15.9%	38.3%	41.7%	30.9%	21.5%	11.4%	13.9%	3.5%	5.0%	1.8%	2.1%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,511	4,855	11.7%	15.8%	34.7%	37.8%	29.5%	19.7%	14.7%	18.2%	8.1%	8.0%	1.2%	0.5%
<b>GS 1-6 or equivalent</b>	6,707	4,848	13.0%	22.0%	39.9%	38.8%	25.8%	17.3%	13.3%	12.9%	4.8%	6.0%	3.1%	3.0%
<b>GS 7-12 or equivalent</b>	58,903	39,563	13.7%	14.8%	38.1%	41.3%	29.0%	19.9%	12.0%	16.4%	5.0%	5.3%	2.1%	2.3%
<b>GS 13-15 or equivalent</b>	64,036	41,791	13.1%	15.4%	36.0%	40.4%	30.2%	21.9%	13.8%	15.7%	4.5%	5.1%	2.3%	1.4%
<b>Senior Executive Service</b>	3,314	2,542	23.3%	24.4%	37.9%	43.0%	22.1%	18.7%	12.8%	11.4%	1.9%	1.9%	2.0%	0.6%
<b>SL/ST</b>	490	N/A	24.5%	N/A	42.2%	N/A	24.7%	N/A	6.6%	N/A	1.9%	N/A	0.2%	N/A
<b>Other</b>	5,203	7,057	15.5%	15.0%	32.2%	41.1%	31.6%	21.1%	11.3%	16.0%	7.2%	5.2%	2.2%	1.6%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(16) The skill level in my work unit has improved in the past year.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,895	100,656	13.6%	15.8%	37.2%	40.5%	29.1%	20.2%	12.8%	16.0%	5.2%	5.5%	2.2%	1.9%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	23.0%	N/A	26.9%	N/A	32.7%	N/A	3.6%	N/A	1.7%	N/A	12.1%	N/A
1-3 years	12,897	N/A	16.1%	N/A	42.3%	N/A	24.5%	N/A	10.8%	N/A	3.9%	N/A	2.4%	N/A
4-5 years	8,709	N/A	16.2%	N/A	40.6%	N/A	25.7%	N/A	12.2%	N/A	3.2%	N/A	2.1%	N/A
6-10 years	13,916	N/A	13.3%	N/A	40.3%	N/A	26.5%	N/A	12.8%	N/A	4.9%	N/A	2.2%	N/A
11-20 years	44,995	N/A	12.3%	N/A	36.2%	N/A	30.9%	N/A	12.8%	N/A	5.6%	N/A	2.2%	N/A
> 20 years	62,351	N/A	13.1%	N/A	34.8%	N/A	30.6%	N/A	13.7%	N/A	5.8%	N/A	2.0%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	21.8%	N/A	29.9%	N/A	28.9%	N/A	4.4%	N/A	1.7%	N/A	13.4%	N/A
1-3 years	21,637	N/A	16.5%	N/A	40.4%	N/A	25.9%	N/A	10.8%	N/A	4.1%	N/A	2.3%	N/A
4-5 years	13,235	N/A	14.1%	N/A	40.9%	N/A	26.9%	N/A	11.9%	N/A	4.2%	N/A	2.2%	N/A
6-10 years	18,825	N/A	12.2%	N/A	38.1%	N/A	29.4%	N/A	13.4%	N/A	5.0%	N/A	1.9%	N/A
11-20 years	46,189	N/A	12.4%	N/A	36.1%	N/A	30.2%	N/A	13.3%	N/A	6.1%	N/A	1.9%	N/A
> 20 years	41,484	N/A	12.4%	N/A	34.7%	N/A	31.0%	N/A	14.3%	N/A	5.7%	N/A	1.9%	N/A
<b>Retiring</b>														
with 1 year	6,073	4,001	10.9%	10.5%	31.7%	37.1%	31.6%	20.9%	14.1%	20.1%	9.2%	10.3%	2.5%	1.2%
Between 1 and 3 years	16,414	12,087	11.2%	13.5%	35.7%	39.4%	31.7%	21.6%	14.2%	16.8%	5.3%	7.5%	2.0%	1.2%
Between 3 and 5 years	19,272	13,876	12.4%	14.5%	35.9%	40.4%	30.7%	20.7%	13.4%	17.6%	5.9%	5.1%	1.7%	1.6%
5 or more years	102,414	70,692	14.2%	16.5%	37.9%	40.9%	28.3%	19.9%	12.4%	15.4%	4.8%	5.1%	2.3%	2.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(17) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,887	100,656	10.5%	10.2%	39.0%	38.3%	17.5%	13.1%	21.3%	25.0%	11.0%	13.3%	0.8%	0.1%
<b>Work Location</b>														
<b>Headquarters</b>	51,142	35,976	12.0%	11.6%	40.2%	39.2%	17.1%	13.9%	20.5%	23.7%	9.4%	11.5%	0.8%	0.1%
<b>Field</b>	93,037	64,680	10.0%	9.7%	38.6%	37.9%	17.6%	12.7%	21.5%	25.5%	11.5%	14.0%	0.8%	0.1%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,544	46,868	11.2%	11.0%	41.7%	40.2%	17.7%	13.4%	18.9%	23.0%	9.7%	12.2%	0.8%	0.2%
<b>Team Leader</b>	20,114	13,639	9.5%	8.7%	34.5%	36.7%	18.2%	12.8%	24.9%	27.6%	12.1%	14.2%	0.8%	0.1%
<b>Supervisor</b>	28,512	22,902	7.5%	8.4%	32.0%	30.8%	16.0%	12.1%	28.1%	31.7%	15.7%	16.9%	0.8%	0.1%
<b>Manager</b>	17,116	14,118	8.4%	8.3%	30.4%	29.5%	15.1%	11.2%	28.8%	31.7%	16.7%	19.2%	0.6%	0.1%
<b>Executive</b>	3,906	3,129	12.7%	11.6%	34.9%	31.9%	13.7%	10.7%	25.8%	31.7%	12.0%	14.0%	0.8%	0.0%
<b>Sex</b>														
<b>Male</b>	81,614	59,070	9.6%	8.8%	36.9%	36.4%	18.4%	14.4%	22.0%	26.0%	12.3%	14.3%	0.7%	0.1%
<b>Female</b>	62,573	41,586	11.6%	12.1%	41.8%	40.8%	16.3%	11.3%	20.3%	23.8%	9.2%	11.9%	0.9%	0.1%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,913	75,600	9.7%	9.8%	37.7%	38.4%	17.3%	12.4%	22.8%	26.1%	11.7%	13.1%	0.8%	0.1%
<b>Black Non-Hispanic</b>	22,475	13,055	12.4%	11.6%	46.4%	41.9%	16.9%	14.4%	15.9%	20.3%	7.7%	11.5%	0.8%	0.2%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	13.7%	8.1%	30.3%	30.8%	17.6%	13.8%	24.0%	27.4%	13.5%	19.6%	0.9%	0.3%
<b>Asian/Pacific Islander</b>	6,594	4,424	11.1%	12.0%	40.9%	38.7%	20.1%	15.6%	17.6%	24.4%	9.9%	9.0%	0.4%	0.2%
<b>Hispanic</b>	8,464	5,531	12.4%	10.8%	36.7%	32.4%	17.8%	14.0%	21.3%	23.8%	11.1%	18.7%	0.7%	0.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(17) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,887	100,656	10.5%	10.2%	39.0%	38.3%	17.5%	13.1%	21.3%	25.0%	11.0%	13.3%	0.8%	0.1%
<b>Leaving</b>														
<b>No</b>	101,431	N/A	12.3%	N/A	42.1%	N/A	16.9%	N/A	19.8%	N/A	8.3%	N/A	0.6%	N/A
<b>Yes, to retire</b>	9,502	N/A	9.4%	N/A	36.7%	N/A	20.5%	N/A	20.5%	N/A	11.7%	N/A	1.2%	N/A
<b>Yes, to other job in Govt</b>	22,691	N/A	6.1%	N/A	32.7%	N/A	18.4%	N/A	25.2%	N/A	16.5%	N/A	1.1%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	2.8%	N/A	24.8%	N/A	17.5%	N/A	28.5%	N/A	25.1%	N/A	1.2%	N/A
<b>Yes, other</b>	5,480	N/A	4.9%	N/A	28.1%	N/A	19.5%	N/A	25.8%	N/A	20.8%	N/A	0.9%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	14.2%	12.2%	42.3%	40.8%	16.3%	17.4%	15.9%	21.1%	10.8%	8.1%	0.5%	0.4%
<b>30-39</b>	20,918	15,010	10.2%	11.2%	39.8%	37.5%	16.7%	12.9%	21.1%	24.7%	11.5%	13.6%	0.7%	0.1%
<b>40-49</b>	47,034	34,006	9.8%	9.3%	38.7%	38.0%	17.1%	12.5%	22.9%	25.9%	10.9%	14.3%	0.7%	0.1%
<b>50-59</b>	57,868	41,243	10.3%	9.9%	37.8%	38.0%	18.1%	13.1%	21.1%	25.6%	11.8%	13.2%	0.9%	0.1%
<b>60+</b>	12,860	7,610	12.8%	13.1%	42.5%	42.4%	18.7%	14.2%	18.9%	19.8%	6.4%	10.1%	0.7%	0.4%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,511	4,855	9.7%	8.5%	35.2%	33.3%	20.1%	15.8%	21.9%	28.5%	12.1%	13.9%	0.9%	0.1%
<b>GS 1-6 or equivalent</b>	6,704	4,848	12.1%	12.9%	43.6%	43.6%	17.9%	13.6%	16.8%	19.1%	8.8%	10.4%	0.7%	0.3%
<b>GS 7-12 or equivalent</b>	58,900	39,563	11.3%	10.9%	40.2%	39.2%	17.5%	12.7%	20.1%	23.9%	10.2%	13.2%	0.7%	0.2%
<b>GS 13-15 or equivalent</b>	64,035	41,791	8.6%	8.9%	37.0%	36.8%	16.8%	12.9%	24.6%	28.6%	12.3%	12.7%	0.7%	0.1%
<b>Senior Executive Service</b>	3,314	2,542	13.0%	10.2%	33.3%	35.8%	12.3%	9.9%	25.1%	31.1%	15.4%	13.1%	0.9%	0.0%
<b>SL/ST</b>	490	N/A	6.1%	N/A	35.5%	N/A	14.6%	N/A	35.0%	N/A	8.8%	N/A	0.0%	N/A
<b>Other</b>	5,203	7,057	10.7%	9.1%	34.3%	36.5%	17.9%	12.3%	22.6%	24.9%	13.4%	17.0%	1.2%	0.1%

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## ***FHCS Report by Demographics***

(17) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,887	100,656	10.5%	10.2%	39.0%	38.3%	17.5%	13.1%	21.3%	25.0%	11.0%	13.3%	0.8%	0.1%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	21.7%	N/A	36.5%	N/A	25.9%	N/A	10.3%	N/A	4.3%	N/A	1.2%	N/A
1-3 years	12,894	N/A	12.3%	N/A	39.0%	N/A	17.9%	N/A	19.3%	N/A	11.0%	N/A	0.6%	N/A
4-5 years	8,711	N/A	11.5%	N/A	40.3%	N/A	18.0%	N/A	20.0%	N/A	9.6%	N/A	0.6%	N/A
6-10 years	13,911	N/A	9.8%	N/A	39.0%	N/A	16.0%	N/A	22.5%	N/A	12.1%	N/A	0.7%	N/A
11-20 years	44,992	N/A	9.7%	N/A	39.6%	N/A	17.3%	N/A	21.8%	N/A	10.9%	N/A	0.8%	N/A
> 20 years	62,350	N/A	10.2%	N/A	38.2%	N/A	17.8%	N/A	21.8%	N/A	11.1%	N/A	0.9%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	18.9%	N/A	42.1%	N/A	21.3%	N/A	11.3%	N/A	5.9%	N/A	0.5%	N/A
1-3 years	21,635	N/A	12.1%	N/A	38.9%	N/A	18.0%	N/A	19.4%	N/A	11.0%	N/A	0.6%	N/A
4-5 years	13,235	N/A	10.6%	N/A	41.9%	N/A	17.4%	N/A	20.2%	N/A	9.2%	N/A	0.6%	N/A
6-10 years	18,819	N/A	9.3%	N/A	39.1%	N/A	16.9%	N/A	22.7%	N/A	11.0%	N/A	0.9%	N/A
11-20 years	46,188	N/A	10.0%	N/A	38.9%	N/A	17.2%	N/A	21.9%	N/A	11.3%	N/A	0.7%	N/A
> 20 years	41,484	N/A	9.7%	N/A	37.5%	N/A	17.6%	N/A	22.5%	N/A	11.7%	N/A	1.0%	N/A
<b>Retiring</b>														
with 1 year	6,072	4,001	10.3%	9.7%	38.2%	37.2%	18.7%	15.2%	19.4%	22.7%	12.4%	15.0%	1.1%	0.3%
Between 1 and 3 years	16,415	12,087	9.2%	9.2%	38.8%	39.3%	19.1%	11.9%	21.0%	25.7%	11.0%	13.8%	0.9%	0.2%
Between 3 and 5 years	19,275	13,876	10.2%	9.1%	36.3%	35.8%	19.7%	14.6%	22.0%	26.6%	10.9%	13.7%	0.8%	0.1%
5 or more years	102,404	70,692	10.7%	10.6%	39.5%	38.6%	16.9%	12.9%	21.3%	24.8%	10.9%	13.0%	0.7%	0.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(18) My workload is reasonable.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,903	100,656	10.2%	13.5%	49.9%	51.5%	15.7%	10.1%	15.8%	15.5%	7.8%	9.2%	0.6%	0.2%
<b>Work Location</b>														
<b>Headquarters</b>	51,143	35,976	11.4%	14.5%	48.4%	50.2%	15.6%	10.2%	16.4%	15.5%	7.6%	9.0%	0.5%	0.5%
<b>Field</b>	93,054	64,680	9.8%	13.1%	50.3%	51.9%	15.7%	10.1%	15.6%	15.5%	7.9%	9.3%	0.7%	0.1%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,551	46,868	11.0%	14.3%	51.7%	52.6%	15.4%	10.2%	14.0%	14.0%	7.2%	8.8%	0.7%	0.3%
<b>Team Leader</b>	20,114	13,639	8.9%	12.2%	47.6%	51.0%	16.5%	9.7%	18.0%	17.5%	8.5%	9.5%	0.5%	0.1%
<b>Supervisor</b>	28,519	22,902	7.2%	10.7%	44.2%	46.7%	16.5%	10.2%	21.3%	20.9%	10.2%	11.4%	0.5%	0.1%
<b>Manager</b>	17,119	14,118	8.3%	12.2%	43.4%	45.9%	15.7%	10.1%	21.8%	20.4%	10.4%	11.3%	0.4%	0.1%
<b>Executive</b>	3,906	3,129	12.3%	16.5%	44.0%	43.7%	14.8%	10.7%	20.2%	19.8%	8.0%	9.2%	0.7%	0.0%
<b>Sex</b>														
<b>Male</b>	81,628	59,070	9.9%	12.4%	50.2%	53.7%	17.0%	10.1%	14.9%	14.7%	7.5%	8.8%	0.5%	0.2%
<b>Female</b>	62,577	41,586	10.6%	14.8%	49.4%	48.5%	14.0%	10.1%	16.9%	16.6%	8.3%	9.8%	0.8%	0.2%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,923	75,600	9.3%	13.7%	49.3%	52.1%	16.0%	9.4%	16.8%	15.9%	7.9%	8.9%	0.6%	0.1%
<b>Black Non-Hispanic</b>	22,475	13,055	11.3%	13.7%	53.7%	51.1%	14.0%	11.2%	12.7%	13.6%	7.3%	9.5%	1.0%	0.9%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	12.5%	9.7%	42.6%	47.7%	16.9%	11.0%	20.0%	18.3%	7.6%	13.3%	0.4%	0.0%
<b>Asian/Pacific Islander</b>	6,595	4,424	13.4%	12.3%	49.7%	54.2%	15.0%	11.8%	12.4%	11.3%	8.9%	10.3%	0.5%	0.1%
<b>Hispanic</b>	8,467	5,531	13.0%	13.3%	48.2%	45.7%	16.4%	13.2%	14.2%	18.3%	7.6%	9.5%	0.7%	0.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(18) My workload is reasonable.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,903	100,656	10.2%	13.5%	49.9%	51.5%	15.7%	10.1%	15.8%	15.5%	7.8%	9.2%	0.6%	0.2%
<b>Leaving</b>														
<b>No</b>	101,442	N/A	11.7%	N/A	53.0%	N/A	14.8%	N/A	14.4%	N/A	5.6%	N/A	0.5%	N/A
<b>Yes, to retire</b>	9,505	N/A	9.7%	N/A	49.8%	N/A	16.8%	N/A	14.6%	N/A	7.6%	N/A	1.6%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	6.6%	N/A	42.3%	N/A	17.7%	N/A	19.5%	N/A	13.2%	N/A	0.8%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	5.4%	N/A	38.5%	N/A	15.8%	N/A	23.5%	N/A	16.0%	N/A	0.8%	N/A
<b>Yes, other</b>	5,480	N/A	5.1%	N/A	37.5%	N/A	20.6%	N/A	19.7%	N/A	16.6%	N/A	0.6%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	15.2%	21.8%	51.4%	52.7%	13.9%	9.2%	12.1%	9.9%	6.9%	6.1%	0.4%	0.1%
<b>30-39</b>	20,921	15,010	10.2%	16.2%	52.1%	49.7%	15.7%	10.6%	14.4%	13.8%	7.0%	9.2%	0.6%	0.6%
<b>40-49</b>	47,043	34,006	9.2%	11.3%	49.5%	51.1%	15.7%	10.2%	17.1%	17.1%	8.0%	10.2%	0.5%	0.2%
<b>50-59</b>	57,869	41,243	9.9%	13.3%	48.4%	51.8%	15.9%	9.9%	16.4%	15.9%	8.5%	9.0%	1.0%	0.1%
<b>60+</b>	12,862	7,610	13.1%	15.1%	52.9%	55.7%	15.6%	9.5%	12.3%	12.7%	5.8%	6.7%	0.3%	0.2%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,510	4,855	10.7%	13.8%	53.5%	55.4%	16.6%	9.8%	11.6%	12.6%	7.2%	8.4%	0.4%	0.0%
<b>GS 1-6 or equivalent</b>	6,707	4,848	13.1%	16.8%	52.0%	49.5%	13.6%	11.4%	14.1%	12.2%	6.5%	9.0%	0.8%	1.1%
<b>GS 7-12 or equivalent</b>	58,909	39,563	10.3%	13.2%	50.1%	50.9%	15.9%	10.0%	15.1%	16.2%	7.9%	9.6%	0.8%	0.2%
<b>GS 13-15 or equivalent</b>	64,040	41,791	8.8%	13.3%	47.6%	51.4%	16.3%	9.7%	18.6%	16.8%	8.3%	8.7%	0.4%	0.1%
<b>Senior Executive Service</b>	3,314	2,542	12.9%	15.6%	42.6%	46.9%	12.6%	9.4%	19.7%	19.5%	11.4%	8.6%	0.8%	0.0%
<b>SL/ST</b>	490	N/A	13.9%	N/A	30.9%	N/A	13.1%	N/A	37.3%	N/A	4.7%	N/A	0.1%	N/A
<b>Other</b>	5,204	7,057	9.7%	11.8%	51.6%	53.1%	14.2%	10.5%	15.8%	15.1%	7.9%	9.4%	0.9%	0.0%

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## ***FHCS Report by Demographics***

(18) My workload is reasonable.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,903	100,656	10.2%	13.5%	49.9%	51.5%	15.7%	10.1%	15.8%	15.5%	7.8%	9.2%	0.6%	0.2%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	20.3%	N/A	51.2%	N/A	18.6%	N/A	6.6%	N/A	2.4%	N/A	0.8%	N/A
1-3 years	12,898	N/A	13.1%	N/A	50.3%	N/A	14.5%	N/A	14.5%	N/A	7.2%	N/A	0.4%	N/A
4-5 years	8,712	N/A	11.4%	N/A	53.7%	N/A	14.2%	N/A	13.8%	N/A	6.7%	N/A	0.3%	N/A
6-10 years	13,914	N/A	10.1%	N/A	50.2%	N/A	15.7%	N/A	15.4%	N/A	8.1%	N/A	0.5%	N/A
11-20 years	44,996	N/A	9.5%	N/A	49.5%	N/A	15.9%	N/A	16.7%	N/A	7.7%	N/A	0.6%	N/A
> 20 years	62,357	N/A	9.4%	N/A	49.0%	N/A	16.2%	N/A	16.2%	N/A	8.4%	N/A	0.9%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,814	N/A	20.4%	N/A	53.1%	N/A	14.0%	N/A	8.2%	N/A	3.7%	N/A	0.5%	N/A
1-3 years	21,640	N/A	12.5%	N/A	50.3%	N/A	14.8%	N/A	14.4%	N/A	7.6%	N/A	0.4%	N/A
4-5 years	13,237	N/A	10.4%	N/A	52.1%	N/A	15.0%	N/A	15.1%	N/A	7.0%	N/A	0.4%	N/A
6-10 years	18,823	N/A	9.4%	N/A	49.9%	N/A	15.6%	N/A	15.8%	N/A	8.2%	N/A	1.0%	N/A
11-20 years	46,190	N/A	9.5%	N/A	49.5%	N/A	16.4%	N/A	16.5%	N/A	7.6%	N/A	0.6%	N/A
> 20 years	41,489	N/A	8.8%	N/A	48.7%	N/A	16.1%	N/A	17.0%	N/A	8.7%	N/A	0.8%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	10.7%	10.8%	50.3%	50.3%	15.7%	11.2%	14.0%	16.2%	7.8%	11.2%	1.4%	0.2%
Between 1 and 3 years	16,418	12,087	9.2%	12.1%	47.9%	52.8%	17.1%	8.3%	17.4%	17.1%	7.5%	9.6%	0.8%	0.2%
Between 3 and 5 years	19,275	13,876	9.8%	12.1%	48.6%	53.0%	16.4%	10.3%	15.6%	15.8%	8.9%	8.7%	0.6%	0.1%
5 or more years	102,415	70,692	10.4%	14.0%	50.3%	51.1%	15.4%	10.3%	15.7%	15.2%	7.6%	9.2%	0.6%	0.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(19) My talents are used well in the workplace.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	16.4%	19.3%	45.8%	43.6%	17.3%	11.1%	13.0%	15.5%	6.8%	10.3%	0.7%	0.1%
<b>Work Location</b>														
<b>Headquarters</b>	51,143	35,976	17.6%	20.3%	44.3%	40.8%	17.0%	11.8%	13.2%	16.1%	7.1%	10.9%	0.8%	0.1%
<b>Field</b>	93,055	64,680	16.0%	18.9%	46.3%	44.8%	17.4%	10.9%	12.9%	15.2%	6.7%	10.1%	0.7%	0.1%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,553	46,868	15.1%	17.7%	44.1%	42.5%	18.6%	11.6%	13.8%	16.4%	7.5%	11.6%	0.8%	0.2%
<b>Team Leader</b>	20,113	13,639	18.0%	22.2%	48.6%	45.0%	14.6%	10.0%	12.3%	14.2%	6.0%	8.6%	0.6%	0.0%
<b>Supervisor</b>	28,520	22,902	17.7%	20.7%	49.9%	47.4%	16.2%	11.2%	10.8%	13.7%	4.9%	6.9%	0.5%	0.1%
<b>Manager</b>	17,118	14,118	24.7%	26.1%	51.8%	48.6%	12.2%	9.1%	7.7%	10.8%	3.2%	5.3%	0.4%	0.0%
<b>Executive</b>	3,906	3,129	38.6%	37.2%	44.9%	42.5%	7.8%	6.7%	6.0%	9.6%	2.3%	4.0%	0.5%	0.0%
<b>Sex</b>														
<b>Male</b>	81,631	59,070	15.6%	18.1%	46.1%	44.4%	17.5%	11.4%	12.8%	15.2%	7.2%	10.8%	0.8%	0.1%
<b>Female</b>	62,576	41,586	17.6%	20.8%	45.3%	42.7%	17.0%	10.8%	13.2%	15.8%	6.3%	9.7%	0.7%	0.2%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,924	75,600	15.7%	18.7%	47.0%	44.9%	16.8%	11.2%	13.1%	15.4%	6.6%	9.7%	0.7%	0.1%
<b>Black Non-Hispanic</b>	22,476	13,055	17.1%	20.9%	42.3%	37.7%	18.5%	11.3%	13.4%	16.2%	7.8%	13.6%	0.9%	0.2%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	16.9%	18.3%	42.2%	43.3%	17.4%	10.5%	13.5%	13.3%	9.3%	14.6%	0.8%	0.1%
<b>Asian/Pacific Islander</b>	6,595	4,424	21.1%	23.4%	45.1%	43.9%	18.0%	11.6%	9.6%	14.4%	5.5%	6.5%	0.6%	0.1%
<b>Hispanic</b>	8,467	5,531	18.2%	19.0%	43.5%	43.6%	18.5%	10.6%	12.1%	15.7%	7.0%	10.8%	0.8%	0.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## FHCS Report by Demographics

(19) My talents are used well in the workplace.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	16.4%	19.3%	45.8%	43.6%	17.3%	11.1%	13.0%	15.5%	6.8%	10.3%	0.7%	0.1%
<b>Leaving</b>														
<b>No</b>	101,442	N/A	19.6%	N/A	51.2%	N/A	16.2%	N/A	9.0%	N/A	3.5%	N/A	0.4%	N/A
<b>Yes, to retire</b>	9,505	N/A	14.6%	N/A	43.5%	N/A	19.8%	N/A	14.2%	N/A	6.4%	N/A	1.4%	N/A
<b>Yes, to other job in Govt</b>	22,691	N/A	7.9%	N/A	32.2%	N/A	19.6%	N/A	23.7%	N/A	15.3%	N/A	1.3%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	7.6%	N/A	25.4%	N/A	18.3%	N/A	24.3%	N/A	22.7%	N/A	1.7%	N/A
<b>Yes, other</b>	5,481	N/A	7.5%	N/A	28.3%	N/A	21.7%	N/A	24.4%	N/A	16.5%	N/A	1.7%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	14.0%	21.8%	46.0%	41.1%	17.8%	14.3%	14.2%	14.1%	7.4%	8.1%	0.6%	0.5%
<b>30-39</b>	20,919	15,010	14.8%	21.4%	46.5%	43.0%	18.2%	11.3%	14.0%	14.1%	5.9%	10.1%	0.5%	0.1%
<b>40-49</b>	47,044	34,006	16.1%	18.3%	46.6%	44.4%	16.1%	10.5%	13.6%	16.3%	7.0%	10.3%	0.6%	0.1%
<b>50-59</b>	57,872	41,243	17.0%	18.9%	44.9%	43.7%	17.7%	11.4%	12.2%	15.2%	7.3%	10.7%	0.9%	0.1%
<b>60+</b>	12,862	7,610	19.6%	20.2%	44.6%	42.4%	18.4%	11.0%	10.8%	16.3%	5.4%	9.8%	1.2%	0.3%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	16.3%	21.7%	46.2%	44.3%	17.7%	10.2%	11.7%	14.6%	7.3%	9.2%	0.9%	0.1%
<b>GS 1-6 or equivalent</b>	6,707	4,848	16.1%	24.3%	38.5%	36.2%	19.7%	10.9%	14.5%	16.2%	9.9%	12.2%	1.4%	0.2%
<b>GS 7-12 or equivalent</b>	58,907	39,563	15.1%	17.3%	46.4%	44.7%	17.9%	11.6%	13.4%	15.8%	6.6%	10.4%	0.6%	0.2%
<b>GS 13-15 or equivalent</b>	64,041	41,791	17.8%	19.5%	47.9%	45.4%	15.2%	10.7%	12.5%	15.0%	6.1%	9.2%	0.6%	0.1%
<b>Senior Executive Service</b>	3,314	2,542	36.4%	35.3%	44.2%	44.2%	7.3%	5.6%	6.0%	10.9%	5.5%	4.1%	0.7%	0.0%
<b>SL/ST</b>	490	N/A	34.0%	N/A	38.3%	N/A	19.8%	N/A	5.3%	N/A	2.6%	N/A	0.0%	N/A
<b>Other</b>	5,204	7,057	20.2%	20.7%	43.6%	41.1%	17.9%	11.1%	11.0%	15.1%	6.7%	11.8%	0.7%	0.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(19) My talents are used well in the workplace.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	16.4%	19.3%	45.8%	43.6%	17.3%	11.1%	13.0%	15.5%	6.8%	10.3%	0.7%	0.1%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	20.7%	N/A	46.8%	N/A	20.3%	N/A	9.6%	N/A	1.9%	N/A	0.8%	N/A
1-3 years	12,896	N/A	14.7%	N/A	42.5%	N/A	17.4%	N/A	15.0%	N/A	9.7%	N/A	0.7%	N/A
4-5 years	8,712	N/A	17.4%	N/A	47.1%	N/A	17.2%	N/A	12.1%	N/A	5.5%	N/A	0.7%	N/A
6-10 years	13,916	N/A	16.3%	N/A	45.4%	N/A	16.6%	N/A	13.9%	N/A	7.1%	N/A	0.7%	N/A
11-20 years	44,998	N/A	15.9%	N/A	45.8%	N/A	18.1%	N/A	13.0%	N/A	6.5%	N/A	0.7%	N/A
> 20 years	62,356	N/A	17.3%	N/A	46.8%	N/A	16.8%	N/A	12.1%	N/A	6.3%	N/A	0.8%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	22.2%	N/A	43.4%	N/A	20.9%	N/A	10.2%	N/A	2.8%	N/A	0.4%	N/A
1-3 years	21,639	N/A	16.1%	N/A	41.5%	N/A	17.1%	N/A	15.4%	N/A	9.1%	N/A	0.7%	N/A
4-5 years	13,236	N/A	15.9%	N/A	47.3%	N/A	16.9%	N/A	12.6%	N/A	6.5%	N/A	0.8%	N/A
6-10 years	18,825	N/A	15.8%	N/A	45.4%	N/A	17.5%	N/A	13.5%	N/A	7.0%	N/A	0.8%	N/A
11-20 years	46,193	N/A	15.9%	N/A	46.6%	N/A	17.8%	N/A	12.6%	N/A	6.3%	N/A	0.8%	N/A
> 20 years	41,488	N/A	17.3%	N/A	47.8%	N/A	16.7%	N/A	11.6%	N/A	6.0%	N/A	0.6%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	15.8%	12.9%	41.9%	44.2%	18.9%	11.6%	13.4%	16.3%	8.5%	14.9%	1.5%	0.2%
Between 1 and 3 years	16,417	12,087	15.1%	16.5%	45.3%	42.6%	17.9%	11.7%	13.9%	17.1%	6.4%	11.9%	1.4%	0.2%
Between 3 and 5 years	19,276	13,876	17.3%	19.1%	45.4%	42.7%	17.9%	11.7%	12.2%	16.6%	6.4%	9.6%	0.8%	0.2%
5 or more years	102,416	70,692	16.5%	20.0%	46.1%	43.9%	17.1%	10.9%	12.9%	15.0%	6.8%	10.0%	0.6%	0.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(20) I know how my work relates to the agency's goals and priorities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,908	100,656	28.6%	36.5%	54.5%	52.4%	10.6%	5.2%	3.9%	3.8%	1.8%	1.5%	0.6%	0.6%
<b>Work Location</b>														
<b>Headquarters</b>	51,144	35,976	30.4%	37.6%	53.2%	50.4%	10.4%	5.9%	3.6%	3.9%	1.7%	1.4%	0.6%	0.7%
<b>Field</b>	93,056	64,680	27.9%	36.1%	55.0%	53.2%	10.6%	4.9%	4.0%	3.7%	1.8%	1.5%	0.6%	0.6%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,554	46,868	25.6%	33.3%	55.6%	54.2%	11.8%	5.9%	4.3%	4.3%	2.0%	1.6%	0.8%	0.8%
<b>Team Leader</b>	20,115	13,639	32.3%	38.1%	53.5%	52.4%	9.0%	4.2%	3.2%	3.2%	1.5%	1.7%	0.5%	0.3%
<b>Supervisor</b>	28,518	22,902	33.2%	45.7%	53.9%	47.1%	8.1%	3.8%	3.2%	2.3%	1.3%	0.9%	0.4%	0.2%
<b>Manager</b>	17,119	14,118	44.6%	58.5%	47.2%	37.0%	4.9%	2.1%	2.2%	1.7%	1.0%	0.6%	0.2%	0.0%
<b>Executive</b>	3,906	3,129	62.1%	74.5%	33.0%	22.8%	2.8%	1.1%	1.2%	1.1%	0.8%	0.4%	0.1%	0.1%
<b>Sex</b>														
<b>Male</b>	81,632	59,070	27.2%	35.3%	53.8%	52.6%	11.8%	5.6%	4.5%	4.2%	2.1%	1.8%	0.6%	0.5%
<b>Female</b>	62,578	41,586	30.3%	38.2%	55.6%	52.1%	8.9%	4.7%	3.1%	3.2%	1.4%	1.1%	0.7%	0.7%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,927	75,600	27.6%	36.2%	54.2%	52.9%	11.3%	5.0%	4.3%	3.8%	2.0%	1.5%	0.6%	0.6%
<b>Black Non-Hispanic</b>	22,478	13,055	30.3%	37.1%	56.4%	52.9%	8.3%	4.1%	3.1%	3.7%	1.2%	1.5%	0.7%	0.8%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	24.9%	36.1%	54.9%	46.2%	10.7%	9.2%	4.3%	4.2%	3.1%	3.2%	2.2%	1.2%
<b>Asian/Pacific Islander</b>	6,594	4,424	33.2%	38.4%	53.8%	50.8%	9.5%	7.6%	2.1%	1.6%	1.0%	1.1%	0.4%	0.5%
<b>Hispanic</b>	8,467	5,531	31.2%	37.2%	54.3%	50.2%	9.6%	5.7%	2.7%	4.7%	1.6%	1.3%	0.7%	0.8%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(20) I know how my work relates to the agency's goals and priorities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,908	100,656	28.6%	36.5%	54.5%	52.4%	10.6%	5.2%	3.9%	3.8%	1.8%	1.5%	0.6%	0.6%
<b>Leaving</b>														
<b>No</b>	101,445	N/A	31.8%	N/A	55.1%	N/A	8.8%	N/A	2.6%	N/A	1.1%	N/A	0.5%	N/A
<b>Yes, to retire</b>	9,502	N/A	25.5%	N/A	53.4%	N/A	12.8%	N/A	5.9%	N/A	1.9%	N/A	0.5%	N/A
<b>Yes, to other job in Govt</b>	22,693	N/A	20.5%	N/A	54.7%	N/A	14.0%	N/A	6.4%	N/A	3.4%	N/A	1.0%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	18.8%	N/A	52.1%	N/A	13.9%	N/A	8.6%	N/A	5.3%	N/A	1.2%	N/A
<b>Yes, other</b>	5,482	N/A	18.0%	N/A	48.9%	N/A	19.9%	N/A	8.4%	N/A	3.9%	N/A	0.9%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	25.0%	30.8%	56.8%	59.6%	10.5%	5.3%	5.4%	3.3%	1.6%	0.8%	0.8%	0.3%
<b>30-39</b>	20,922	15,010	26.3%	36.3%	55.5%	53.4%	11.1%	4.3%	4.4%	4.3%	2.1%	1.3%	0.6%	0.5%
<b>40-49</b>	47,043	34,006	28.1%	36.1%	55.3%	52.9%	10.2%	5.2%	3.7%	3.6%	1.9%	1.6%	0.7%	0.6%
<b>50-59</b>	57,873	41,243	29.5%	37.0%	53.7%	51.3%	10.7%	5.6%	3.9%	3.8%	1.7%	1.6%	0.6%	0.7%
<b>60+</b>	12,863	7,610	32.7%	38.9%	52.2%	50.3%	10.2%	5.2%	2.8%	3.2%	1.4%	1.3%	0.7%	1.0%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	24.0%	32.8%	57.1%	54.5%	13.4%	6.7%	3.5%	3.4%	1.5%	1.3%	0.5%	1.2%
<b>GS 1-6 or equivalent</b>	6,707	4,848	26.3%	35.8%	57.7%	51.8%	10.3%	5.3%	2.8%	5.0%	1.5%	1.1%	1.4%	1.1%
<b>GS 7-12 or equivalent</b>	58,911	39,563	27.4%	34.3%	55.5%	54.8%	10.7%	5.1%	4.1%	3.6%	1.7%	1.5%	0.6%	0.7%
<b>GS 13-15 or equivalent</b>	64,041	41,791	31.5%	40.9%	51.9%	48.9%	9.7%	4.7%	4.2%	3.8%	2.2%	1.6%	0.5%	0.2%
<b>Senior Executive Service</b>	3,314	2,542	62.7%	70.5%	30.1%	26.5%	5.1%	1.2%	1.0%	1.4%	0.5%	0.4%	0.5%	0.1%
<b>SL/ST</b>	490	N/A	53.1%	N/A	39.8%	N/A	3.5%	N/A	2.6%	N/A	1.0%	N/A	0.0%	N/A
<b>Other</b>	5,203	7,057	30.6%	40.1%	52.4%	48.1%	11.5%	5.7%	3.0%	3.6%	2.2%	2.1%	0.4%	0.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(20) I know how my work relates to the agency's goals and priorities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,908	100,656	28.6%	36.5%	54.5%	52.4%	10.6%	5.2%	3.9%	3.8%	1.8%	1.5%	0.6%	0.6%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	35.3%	N/A	48.0%	N/A	12.7%	N/A	2.5%	N/A	0.2%	N/A	1.3%	N/A
1-3 years	12,898	N/A	26.3%	N/A	55.7%	N/A	11.5%	N/A	4.0%	N/A	1.9%	N/A	0.5%	N/A
4-5 years	8,712	N/A	29.7%	N/A	54.1%	N/A	10.2%	N/A	3.3%	N/A	1.8%	N/A	0.9%	N/A
6-10 years	13,916	N/A	28.3%	N/A	54.4%	N/A	11.0%	N/A	3.8%	N/A	1.7%	N/A	0.8%	N/A
11-20 years	44,997	N/A	28.0%	N/A	55.3%	N/A	10.4%	N/A	4.0%	N/A	1.8%	N/A	0.5%	N/A
> 20 years	62,358	N/A	29.5%	N/A	53.8%	N/A	10.3%	N/A	3.9%	N/A	1.8%	N/A	0.8%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	32.6%	N/A	51.6%	N/A	11.4%	N/A	2.6%	N/A	1.1%	N/A	0.7%	N/A
1-3 years	21,641	N/A	27.4%	N/A	54.5%	N/A	11.2%	N/A	4.1%	N/A	2.2%	N/A	0.5%	N/A
4-5 years	13,237	N/A	28.0%	N/A	54.7%	N/A	10.9%	N/A	3.8%	N/A	1.7%	N/A	0.9%	N/A
6-10 years	18,825	N/A	27.3%	N/A	55.8%	N/A	10.7%	N/A	3.8%	N/A	1.8%	N/A	0.7%	N/A
11-20 years	46,191	N/A	28.8%	N/A	54.6%	N/A	10.3%	N/A	4.1%	N/A	1.7%	N/A	0.5%	N/A
> 20 years	41,489	N/A	29.8%	N/A	54.0%	N/A	10.1%	N/A	3.6%	N/A	1.7%	N/A	0.8%	N/A
<b>Retiring</b>														
with 1 year	6,072	4,001	25.3%	33.1%	52.9%	51.7%	12.8%	5.6%	5.8%	5.2%	2.5%	3.6%	0.6%	0.7%
Between 1 and 3 years	16,417	12,087	27.9%	35.5%	54.0%	52.3%	11.6%	5.1%	4.4%	4.5%	1.4%	2.0%	0.7%	0.6%
Between 3 and 5 years	19,276	13,876	29.3%	36.0%	54.1%	53.6%	10.6%	5.2%	3.9%	3.3%	1.8%	1.1%	0.4%	0.9%
5 or more years	102,420	70,692	28.6%	36.9%	54.8%	52.2%	10.3%	5.2%	3.7%	3.7%	1.8%	1.4%	0.7%	0.6%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(21) The work I do is important.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,893	100,656	48.2%	46.2%	42.5%	44.4%	6.5%	5.9%	1.6%	2.0%	0.9%	1.2%	0.3%	0.3%
<b>Work Location</b>														
<b>Headquarters</b>	51,142	35,976	44.8%	43.5%	44.0%	45.9%	7.6%	6.4%	2.1%	2.3%	1.1%	1.5%	0.4%	0.4%
<b>Field</b>	93,044	64,680	49.2%	47.3%	42.1%	43.8%	6.2%	5.6%	1.4%	1.9%	0.9%	1.1%	0.3%	0.2%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,546	46,868	44.9%	43.4%	44.3%	45.7%	7.4%	6.8%	1.8%	2.4%	1.1%	1.4%	0.4%	0.4%
<b>Team Leader</b>	20,112	13,639	53.5%	50.5%	39.6%	42.8%	5.2%	4.3%	1.1%	1.3%	0.5%	1.0%	0.1%	0.1%
<b>Supervisor</b>	28,516	22,902	53.1%	50.9%	40.7%	42.8%	4.6%	4.3%	0.9%	1.3%	0.5%	0.5%	0.2%	0.2%
<b>Manager</b>	17,117	14,118	62.0%	59.0%	33.6%	37.1%	3.1%	2.6%	0.7%	0.8%	0.4%	0.4%	0.1%	0.0%
<b>Executive</b>	3,906	3,129	73.4%	71.7%	23.3%	25.3%	2.2%	2.0%	0.7%	0.5%	0.3%	0.4%	0.2%	0.0%
<b>Sex</b>														
<b>Male</b>	81,623	59,070	47.8%	45.3%	42.5%	45.1%	6.8%	6.1%	1.7%	2.1%	0.9%	1.1%	0.3%	0.2%
<b>Female</b>	62,573	41,586	48.8%	47.4%	42.6%	43.6%	6.1%	5.6%	1.4%	1.8%	0.9%	1.3%	0.3%	0.3%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,921	75,600	46.2%	43.3%	43.6%	46.6%	7.0%	6.3%	1.9%	2.3%	1.0%	1.2%	0.3%	0.3%
<b>Black Non-Hispanic</b>	22,473	13,055	51.3%	52.0%	41.2%	39.7%	5.6%	5.3%	0.9%	1.4%	0.8%	1.2%	0.2%	0.4%
<b>AmerIndian/Alskn Native</b>	2,496	2,046	54.9%	50.8%	35.7%	40.1%	6.7%	4.8%	1.4%	1.5%	0.9%	2.7%	0.3%	0.0%
<b>Asian/Pacific Islander</b>	6,595	4,424	52.0%	50.8%	40.9%	43.3%	5.7%	4.2%	0.6%	0.8%	0.5%	0.7%	0.3%	0.2%
<b>Hispanic</b>	8,467	5,531	55.4%	57.5%	38.3%	35.1%	4.4%	4.9%	0.9%	1.0%	0.8%	1.2%	0.2%	0.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## FHCS Report by Demographics

(21) The work I do is important.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,893	100,656	48.2%	46.2%	42.5%	44.4%	6.5%	5.9%	1.6%	2.0%	0.9%	1.2%	0.3%	0.3%
<b>Leaving</b>														
<b>No</b>	101,442	N/A	51.3%	N/A	42.1%	N/A	5.0%	N/A	1.0%	N/A	0.4%	N/A	0.2%	N/A
<b>Yes, to retire</b>	9,498	N/A	42.8%	N/A	43.5%	N/A	8.7%	N/A	2.4%	N/A	1.8%	N/A	0.8%	N/A
<b>Yes, to other job in Govt</b>	22,689	N/A	40.1%	N/A	44.7%	N/A	10.0%	N/A	2.9%	N/A	1.9%	N/A	0.4%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	39.6%	N/A	40.9%	N/A	11.3%	N/A	4.1%	N/A	3.1%	N/A	1.0%	N/A
<b>Yes, other</b>	5,479	N/A	41.9%	N/A	40.5%	N/A	11.3%	N/A	3.2%	N/A	2.4%	N/A	0.7%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	45.7%	41.6%	41.1%	46.3%	8.1%	7.0%	2.8%	3.2%	1.8%	1.4%	0.5%	0.5%
<b>30-39</b>	20,920	15,010	48.0%	46.3%	42.6%	44.8%	6.9%	6.1%	1.4%	1.6%	0.9%	1.0%	0.2%	0.1%
<b>40-49</b>	47,040	34,006	47.7%	45.5%	43.6%	45.1%	6.2%	6.0%	1.6%	2.0%	0.6%	1.1%	0.3%	0.3%
<b>50-59</b>	57,867	41,243	48.6%	46.6%	41.9%	43.8%	6.5%	5.7%	1.5%	2.1%	1.1%	1.5%	0.3%	0.3%
<b>60+</b>	12,860	7,610	50.7%	49.8%	41.0%	42.4%	5.8%	4.8%	1.3%	1.5%	0.8%	1.0%	0.4%	0.5%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,508	4,855	47.3%	48.6%	45.7%	43.7%	5.8%	5.0%	0.6%	1.7%	0.5%	0.8%	0.1%	0.3%
<b>GS 1-6 or equivalent</b>	6,706	4,848	50.6%	50.5%	40.1%	41.6%	6.9%	5.2%	1.1%	1.3%	0.8%	1.0%	0.5%	0.3%
<b>GS 7-12 or equivalent</b>	58,905	39,563	47.5%	44.7%	43.1%	45.6%	6.5%	6.1%	1.6%	2.0%	1.0%	1.4%	0.3%	0.3%
<b>GS 13-15 or equivalent</b>	64,038	41,791	46.6%	43.0%	43.1%	46.2%	6.9%	6.5%	1.9%	2.7%	1.1%	1.3%	0.3%	0.3%
<b>Senior Executive Service</b>	3,314	2,542	71.4%	68.5%	23.1%	28.7%	2.9%	1.6%	1.3%	0.5%	1.0%	0.4%	0.4%	0.2%
<b>SL/ST</b>	490	N/A	70.6%	N/A	26.1%	N/A	1.4%	N/A	0.1%	N/A	0.8%	N/A	1.0%	N/A
<b>Other</b>	5,204	7,057	54.6%	54.1%	37.6%	38.6%	5.8%	4.8%	1.2%	1.5%	0.3%	0.8%	0.4%	0.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(21) The work I do is important.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,893	100,656	48.2%	46.2%	42.5%	44.4%	6.5%	5.9%	1.6%	2.0%	0.9%	1.2%	0.3%	0.3%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	53.4%	N/A	34.2%	N/A	10.7%	N/A	0.8%	N/A	0.1%	N/A	0.8%	N/A
1-3 years	12,897	N/A	51.0%	N/A	40.6%	N/A	5.8%	N/A	1.5%	N/A	0.9%	N/A	0.2%	N/A
4-5 years	8,712	N/A	53.0%	N/A	38.2%	N/A	6.4%	N/A	1.5%	N/A	0.6%	N/A	0.2%	N/A
6-10 years	13,912	N/A	48.1%	N/A	43.2%	N/A	6.2%	N/A	1.3%	N/A	0.9%	N/A	0.3%	N/A
11-20 years	44,996	N/A	46.9%	N/A	44.0%	N/A	6.5%	N/A	1.4%	N/A	0.9%	N/A	0.2%	N/A
> 20 years	62,351	N/A	47.2%	N/A	42.8%	N/A	6.8%	N/A	1.8%	N/A	1.0%	N/A	0.4%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	52.3%	N/A	37.2%	N/A	8.5%	N/A	1.3%	N/A	0.3%	N/A	0.4%	N/A
1-3 years	21,639	N/A	50.6%	N/A	40.2%	N/A	6.5%	N/A	1.5%	N/A	0.9%	N/A	0.3%	N/A
4-5 years	13,237	N/A	49.3%	N/A	41.6%	N/A	6.3%	N/A	1.6%	N/A	0.9%	N/A	0.3%	N/A
6-10 years	18,821	N/A	47.3%	N/A	43.8%	N/A	6.3%	N/A	1.6%	N/A	0.8%	N/A	0.3%	N/A
11-20 years	46,188	N/A	46.9%	N/A	43.8%	N/A	6.5%	N/A	1.6%	N/A	1.0%	N/A	0.3%	N/A
> 20 years	41,484	N/A	47.6%	N/A	42.8%	N/A	6.7%	N/A	1.6%	N/A	1.0%	N/A	0.4%	N/A
<b>Retiring</b>														
with 1 year	6,072	4,001	42.2%	42.2%	42.8%	44.2%	9.1%	7.2%	2.4%	2.8%	2.7%	2.9%	0.8%	0.6%
Between 1 and 3 years	16,414	12,087	45.3%	41.5%	43.0%	47.6%	8.2%	6.3%	1.9%	2.4%	1.1%	2.0%	0.5%	0.3%
Between 3 and 5 years	19,274	13,876	49.0%	45.8%	42.1%	44.0%	6.5%	6.2%	1.3%	2.2%	0.8%	1.3%	0.2%	0.5%
5 or more years	102,412	70,692	48.8%	47.2%	42.5%	44.1%	6.2%	5.7%	1.5%	1.9%	0.8%	1.0%	0.2%	0.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(22) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,909	100,656	21.3%	17.2%	45.6%	48.5%	14.3%	13.0%	11.8%	13.1%	6.4%	8.0%	0.6%	0.2%
<b>Work Location</b>														
<b>Headquarters</b>	51,144	35,976	21.6%	17.9%	45.6%	47.0%	13.8%	12.9%	11.8%	13.5%	6.6%	8.4%	0.7%	0.2%
<b>Field</b>	93,057	64,680	21.1%	17.0%	45.6%	49.1%	14.5%	13.0%	11.8%	12.9%	6.3%	7.9%	0.6%	0.2%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,553	46,868	20.1%	16.6%	45.0%	48.5%	15.2%	13.1%	12.3%	13.3%	6.7%	8.2%	0.7%	0.2%
<b>Team Leader</b>	20,115	13,639	21.5%	16.9%	46.3%	47.4%	13.4%	13.1%	11.6%	13.6%	6.6%	8.8%	0.5%	0.1%
<b>Supervisor</b>	28,519	22,902	24.2%	19.5%	48.8%	50.6%	12.0%	12.5%	10.1%	11.4%	4.6%	5.9%	0.4%	0.1%
<b>Manager</b>	17,119	14,118	30.5%	23.8%	46.5%	49.9%	10.2%	10.6%	8.5%	10.4%	3.9%	5.2%	0.4%	0.1%
<b>Executive</b>	3,906	3,129	40.1%	30.1%	39.7%	47.6%	10.1%	9.7%	7.0%	8.3%	2.9%	4.3%	0.3%	0.1%
<b>Sex</b>														
<b>Male</b>	81,633	59,070	21.6%	17.1%	46.7%	49.5%	14.8%	13.7%	10.3%	12.5%	6.1%	7.0%	0.5%	0.2%
<b>Female</b>	62,578	41,586	20.9%	17.5%	44.2%	47.1%	13.7%	12.0%	13.8%	13.8%	6.8%	9.3%	0.8%	0.2%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,927	75,600	19.8%	15.3%	46.1%	49.3%	14.3%	13.4%	12.6%	13.6%	6.6%	8.2%	0.6%	0.2%
<b>Black Non-Hispanic</b>	22,478	13,055	24.6%	23.4%	45.1%	47.5%	13.4%	11.4%	10.7%	10.1%	5.5%	7.4%	0.8%	0.2%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	21.9%	14.4%	45.6%	44.1%	13.6%	12.0%	11.8%	18.1%	6.5%	11.2%	0.5%	0.1%
<b>Asian/Pacific Islander</b>	6,595	4,424	24.3%	20.2%	42.9%	49.8%	17.8%	15.1%	8.8%	10.2%	5.7%	4.4%	0.5%	0.3%
<b>Hispanic</b>	8,467	5,531	25.8%	22.5%	44.2%	43.6%	13.2%	10.4%	9.6%	13.9%	6.3%	9.4%	0.8%	0.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(22) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,909	100,656	21.3%	17.2%	45.6%	48.5%	14.3%	13.0%	11.8%	13.1%	6.4%	8.0%	0.6%	0.2%
<b>Leaving</b>														
<b>No</b>	101,445	N/A	23.5%	N/A	46.8%	N/A	13.4%	N/A	10.9%	N/A	4.9%	N/A	0.5%	N/A
<b>Yes, to retire</b>	9,504	N/A	19.8%	N/A	46.1%	N/A	15.6%	N/A	11.6%	N/A	5.8%	N/A	1.0%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	16.1%	N/A	43.1%	N/A	15.6%	N/A	14.6%	N/A	9.7%	N/A	1.0%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	11.7%	N/A	40.2%	N/A	16.9%	N/A	15.2%	N/A	15.3%	N/A	0.7%	N/A
<b>Yes, other</b>	5,481	N/A	15.0%	N/A	39.3%	N/A	19.2%	N/A	14.2%	N/A	11.7%	N/A	0.5%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	24.1%	20.3%	42.3%	44.2%	13.1%	13.3%	12.8%	13.8%	7.3%	7.8%	0.4%	0.5%
<b>30-39</b>	20,922	15,010	22.1%	19.2%	45.1%	47.0%	13.9%	11.9%	12.1%	13.1%	6.3%	8.6%	0.6%	0.3%
<b>40-49</b>	47,042	34,006	20.7%	16.1%	46.6%	48.6%	14.3%	14.0%	11.5%	13.1%	6.4%	8.0%	0.5%	0.2%
<b>50-59</b>	57,874	41,243	20.5%	17.2%	45.5%	48.5%	14.5%	12.7%	12.2%	13.4%	6.6%	8.1%	0.7%	0.2%
<b>60+</b>	12,864	7,610	24.1%	17.4%	44.6%	53.1%	15.1%	11.9%	10.3%	10.8%	5.1%	6.7%	0.8%	0.2%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	18.8%	16.1%	46.8%	48.0%	15.9%	14.0%	12.1%	13.8%	5.8%	7.9%	0.5%	0.2%
<b>GS 1-6 or equivalent</b>	6,707	4,848	20.8%	21.7%	41.7%	45.2%	14.4%	11.0%	12.3%	14.3%	9.7%	7.4%	1.0%	0.4%
<b>GS 7-12 or equivalent</b>	58,910	39,563	20.6%	16.0%	45.8%	49.2%	14.6%	12.8%	11.9%	13.0%	6.4%	8.8%	0.6%	0.2%
<b>GS 13-15 or equivalent</b>	64,041	41,791	23.2%	17.4%	47.3%	49.3%	13.0%	13.3%	10.9%	12.7%	5.0%	7.1%	0.5%	0.1%
<b>Senior Executive Service</b>	3,314	2,542	36.0%	28.4%	36.9%	50.6%	9.0%	9.4%	14.3%	7.8%	3.7%	3.8%	0.2%	0.1%
<b>SL/ST</b>	490	N/A	35.1%	N/A	43.2%	N/A	8.3%	N/A	10.5%	N/A	2.4%	N/A	0.5%	N/A
<b>Other</b>	5,204	7,057	21.0%	19.2%	41.9%	46.6%	16.8%	14.0%	12.3%	12.5%	7.3%	7.4%	0.7%	0.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(22) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,909	100,656	21.3%	17.2%	45.6%	48.5%	14.3%	13.0%	11.8%	13.1%	6.4%	8.0%	0.6%	0.2%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	33.1%	N/A	38.1%	N/A	19.0%	N/A	6.7%	N/A	2.2%	N/A	1.0%	N/A
1-3 years	12,899	N/A	21.5%	N/A	39.1%	N/A	14.9%	N/A	14.4%	N/A	9.5%	N/A	0.6%	N/A
4-5 years	8,712	N/A	23.1%	N/A	44.7%	N/A	14.2%	N/A	10.5%	N/A	6.6%	N/A	0.9%	N/A
6-10 years	13,915	N/A	22.6%	N/A	45.9%	N/A	13.7%	N/A	11.9%	N/A	5.3%	N/A	0.7%	N/A
11-20 years	44,996	N/A	20.3%	N/A	47.1%	N/A	14.3%	N/A	11.9%	N/A	5.9%	N/A	0.5%	N/A
> 20 years	62,359	N/A	21.0%	N/A	47.0%	N/A	14.2%	N/A	11.1%	N/A	6.0%	N/A	0.7%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	28.8%	N/A	41.7%	N/A	16.2%	N/A	9.3%	N/A	3.4%	N/A	0.5%	N/A
1-3 years	21,642	N/A	22.3%	N/A	40.6%	N/A	14.5%	N/A	13.6%	N/A	8.5%	N/A	0.6%	N/A
4-5 years	13,237	N/A	22.0%	N/A	44.9%	N/A	14.3%	N/A	11.3%	N/A	6.7%	N/A	0.9%	N/A
6-10 years	18,825	N/A	21.0%	N/A	47.1%	N/A	14.2%	N/A	11.0%	N/A	6.1%	N/A	0.6%	N/A
11-20 years	46,190	N/A	20.6%	N/A	47.1%	N/A	14.0%	N/A	11.8%	N/A	6.0%	N/A	0.5%	N/A
> 20 years	41,490	N/A	20.7%	N/A	47.5%	N/A	14.4%	N/A	11.2%	N/A	5.4%	N/A	0.7%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	18.8%	12.8%	46.1%	49.9%	15.7%	11.9%	11.1%	16.2%	7.1%	9.0%	1.1%	0.3%
Between 1 and 3 years	16,417	12,087	19.0%	15.3%	46.5%	49.1%	15.6%	13.1%	11.6%	12.9%	6.5%	9.5%	0.8%	0.2%
Between 3 and 5 years	19,277	13,876	20.6%	17.2%	46.6%	47.8%	14.6%	12.6%	11.7%	13.5%	6.0%	8.8%	0.5%	0.2%
5 or more years	102,418	70,692	21.9%	17.7%	45.4%	48.4%	14.1%	13.1%	11.8%	12.9%	6.3%	7.7%	0.6%	0.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(23) Promotions in my work unit are based on merit.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	7.0%	7.4%	26.8%	27.3%	26.2%	23.4%	19.4%	19.3%	16.6%	18.7%	4.1%	4.0%
<b>Work Location</b>														
<b>Headquarters</b>	51,143	35,976	8.6%	8.3%	28.8%	28.4%	25.8%	22.8%	17.6%	19.0%	14.3%	16.7%	5.0%	4.7%
<b>Field</b>	93,049	64,680	6.5%	7.0%	26.1%	26.8%	26.3%	23.6%	20.0%	19.4%	17.3%	19.5%	3.8%	3.7%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,549	46,868	5.8%	6.1%	23.7%	23.9%	27.4%	24.4%	20.1%	19.9%	17.9%	20.7%	5.1%	5.0%
<b>Team Leader</b>	20,114	13,639	6.6%	5.6%	28.5%	29.8%	25.4%	23.0%	20.2%	21.2%	16.6%	17.7%	2.7%	2.6%
<b>Supervisor</b>	28,517	22,902	10.3%	12.6%	37.2%	39.2%	23.2%	20.4%	16.3%	14.8%	11.8%	11.9%	1.3%	1.0%
<b>Manager</b>	17,117	14,118	18.3%	22.3%	44.5%	44.2%	18.6%	15.4%	11.4%	10.4%	6.7%	7.1%	0.6%	0.7%
<b>Executive</b>	3,906	3,129	33.7%	39.1%	44.9%	43.1%	12.1%	8.7%	5.2%	5.5%	3.0%	3.3%	1.1%	0.4%
<b>Sex</b>														
<b>Male</b>	81,626	59,070	6.8%	7.0%	27.0%	27.2%	26.7%	23.8%	18.8%	18.6%	17.3%	20.2%	3.4%	3.2%
<b>Female</b>	62,575	41,586	7.2%	7.8%	26.5%	27.4%	25.5%	22.8%	20.2%	20.2%	15.6%	16.8%	5.0%	5.0%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,920	75,600	7.1%	7.9%	27.0%	28.7%	26.2%	22.9%	19.8%	19.2%	16.3%	17.6%	3.6%	3.7%
<b>Black Non-Hispanic</b>	22,478	13,055	5.8%	5.7%	25.8%	21.7%	26.0%	25.1%	19.4%	20.4%	17.6%	22.0%	5.4%	5.2%
<b>AmerIndian/Alskn Native</b>	2,497	2,046	8.2%	8.0%	22.4%	22.5%	21.8%	21.6%	20.3%	20.1%	21.9%	23.8%	5.3%	4.0%
<b>Asian/Pacific Islander</b>	6,595	4,424	8.2%	6.0%	30.2%	29.1%	28.6%	25.6%	15.6%	18.5%	13.5%	15.2%	3.9%	5.6%
<b>Hispanic</b>	8,466	5,531	7.5%	6.5%	25.2%	25.3%	26.5%	23.1%	17.3%	17.7%	17.5%	23.7%	5.9%	3.6%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(23) Promotions in my work unit are based on merit.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	7.0%	7.4%	26.8%	27.3%	26.2%	23.4%	19.4%	19.3%	16.6%	18.7%	4.1%	4.0%
<b>Leaving</b>														
<b>No</b>	101,439	N/A	8.4%	N/A	30.4%	N/A	27.7%	N/A	17.7%	N/A	11.8%	N/A	4.0%	N/A
<b>Yes, to retire</b>	9,504	N/A	6.3%	N/A	27.1%	N/A	26.5%	N/A	19.4%	N/A	17.8%	N/A	2.8%	N/A
<b>Yes, to other job in Govt</b>	22,690	N/A	3.5%	N/A	16.2%	N/A	21.9%	N/A	24.9%	N/A	29.1%	N/A	4.4%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	2.4%	N/A	15.7%	N/A	20.6%	N/A	23.5%	N/A	32.8%	N/A	5.0%	N/A
<b>Yes, other</b>	5,480	N/A	2.3%	N/A	17.2%	N/A	23.3%	N/A	21.3%	N/A	30.8%	N/A	5.2%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	8.3%	7.6%	26.2%	25.6%	23.7%	23.0%	19.4%	19.6%	15.3%	13.3%	7.1%	10.8%
<b>30-39</b>	20,917	15,010	7.1%	6.8%	26.3%	27.4%	25.2%	23.6%	19.5%	19.3%	16.9%	18.7%	5.1%	4.2%
<b>40-49</b>	47,040	34,006	6.9%	6.5%	26.8%	27.6%	25.6%	22.7%	19.7%	19.8%	16.8%	19.3%	4.3%	4.1%
<b>50-59</b>	57,870	41,243	6.7%	8.1%	26.9%	26.9%	27.0%	24.1%	19.3%	18.7%	16.8%	18.9%	3.3%	3.3%
<b>60+</b>	12,864	7,610	7.6%	9.0%	27.5%	27.8%	28.7%	22.2%	18.1%	19.4%	14.9%	17.8%	3.3%	3.9%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	4.6%	4.5%	20.2%	20.2%	26.4%	21.3%	22.1%	24.2%	23.6%	27.4%	3.0%	2.4%
<b>GS 1-6 or equivalent</b>	6,706	4,848	4.8%	5.7%	18.4%	18.5%	26.4%	25.5%	21.1%	21.7%	23.5%	23.3%	5.9%	5.3%
<b>GS 7-12 or equivalent</b>	58,906	39,563	6.1%	6.1%	24.8%	25.8%	27.9%	24.6%	20.6%	19.9%	16.2%	19.2%	4.4%	4.4%
<b>GS 13-15 or equivalent</b>	64,040	41,791	9.9%	11.2%	35.3%	34.9%	23.5%	21.4%	15.9%	16.2%	12.1%	13.1%	3.2%	3.2%
<b>Senior Executive Service</b>	3,314	2,542	29.0%	36.8%	42.7%	46.4%	12.5%	8.5%	7.2%	4.7%	6.9%	3.3%	1.7%	0.3%
<b>SL/ST</b>	490	N/A	9.0%	N/A	51.4%	N/A	13.2%	N/A	13.2%	N/A	11.6%	N/A	1.6%	N/A
<b>Other</b>	5,203	7,057	6.9%	8.0%	26.7%	30.7%	24.9%	21.7%	18.5%	17.5%	19.4%	17.7%	3.8%	4.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(23) Promotions in my work unit are based on merit.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	7.0%	7.4%	26.8%	27.3%	26.2%	23.4%	19.4%	19.3%	16.6%	18.7%	4.1%	4.0%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	12.0%	N/A	13.9%	N/A	40.4%	N/A	9.0%	N/A	5.1%	N/A	19.6%	N/A
1-3 years	12,894	N/A	6.4%	N/A	21.4%	N/A	27.5%	N/A	17.2%	N/A	20.2%	N/A	7.4%	N/A
4-5 years	8,712	N/A	7.2%	N/A	27.6%	N/A	25.8%	N/A	18.5%	N/A	15.9%	N/A	5.0%	N/A
6-10 years	13,915	N/A	6.5%	N/A	26.9%	N/A	24.3%	N/A	20.9%	N/A	17.3%	N/A	4.1%	N/A
11-20 years	44,993	N/A	6.7%	N/A	26.6%	N/A	25.9%	N/A	20.7%	N/A	16.4%	N/A	3.7%	N/A
> 20 years	62,358	N/A	7.5%	N/A	28.9%	N/A	26.4%	N/A	18.9%	N/A	15.6%	N/A	2.7%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	9.7%	N/A	23.7%	N/A	31.7%	N/A	11.9%	N/A	5.2%	N/A	17.8%	N/A
1-3 years	21,637	N/A	7.0%	N/A	23.8%	N/A	27.0%	N/A	17.5%	N/A	18.2%	N/A	6.5%	N/A
4-5 years	13,236	N/A	6.6%	N/A	26.1%	N/A	26.0%	N/A	20.5%	N/A	16.2%	N/A	4.6%	N/A
6-10 years	18,824	N/A	6.4%	N/A	25.9%	N/A	25.0%	N/A	20.5%	N/A	18.2%	N/A	3.9%	N/A
11-20 years	46,188	N/A	6.6%	N/A	26.6%	N/A	26.0%	N/A	20.8%	N/A	16.7%	N/A	3.3%	N/A
> 20 years	41,489	N/A	7.7%	N/A	30.3%	N/A	26.2%	N/A	18.5%	N/A	15.3%	N/A	2.1%	N/A
<b>Retiring</b>														
with 1 year	6,073	4,001	7.4%	7.5%	28.7%	25.2%	24.2%	21.5%	17.4%	18.9%	18.8%	23.5%	3.4%	3.4%
Between 1 and 3 years	16,418	12,087	6.0%	8.0%	28.1%	26.7%	26.6%	22.5%	20.3%	19.3%	16.3%	20.3%	2.7%	3.2%
Between 3 and 5 years	19,277	13,876	6.9%	7.9%	27.1%	27.4%	26.3%	23.0%	20.4%	19.3%	16.9%	19.9%	2.4%	2.4%
5 or more years	102,409	70,692	7.1%	7.2%	26.5%	27.4%	26.3%	23.6%	19.1%	19.3%	16.4%	18.1%	4.6%	4.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(24) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,904	100,656	4.5%	3.6%	22.9%	21.4%	26.2%	21.7%	23.6%	25.5%	16.9%	20.8%	5.9%	7.2%
<b>Work Location</b>														
<b>Headquarters</b>	51,144	35,976	4.9%	3.9%	22.9%	20.4%	26.6%	21.9%	22.5%	25.4%	15.3%	19.6%	7.7%	8.8%
<b>Field</b>	93,053	64,680	4.3%	3.4%	22.8%	21.7%	26.1%	21.6%	24.0%	25.5%	17.4%	21.2%	5.3%	6.5%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,551	46,868	4.0%	3.2%	19.8%	18.4%	27.1%	22.3%	23.4%	25.5%	18.1%	21.4%	7.6%	9.2%
<b>Team Leader</b>	20,113	13,639	3.8%	3.1%	22.4%	21.5%	26.0%	20.2%	26.7%	26.8%	17.6%	24.1%	3.4%	4.3%
<b>Supervisor</b>	28,519	22,902	6.8%	5.6%	37.0%	34.7%	23.0%	21.4%	21.1%	24.5%	10.8%	12.6%	1.3%	1.3%
<b>Manager</b>	17,119	14,118	9.5%	7.5%	43.7%	40.5%	19.8%	19.3%	18.9%	21.8%	7.5%	10.4%	0.6%	0.5%
<b>Executive</b>	3,906	3,129	12.9%	9.4%	44.9%	40.8%	20.4%	20.3%	15.0%	21.1%	5.4%	7.4%	1.4%	1.0%
<b>Sex</b>														
<b>Male</b>	81,632	59,070	4.5%	3.3%	23.6%	21.6%	27.1%	23.2%	23.0%	25.1%	16.8%	20.7%	5.0%	6.2%
<b>Female</b>	62,575	41,586	4.5%	4.0%	21.8%	21.0%	25.0%	19.7%	24.5%	25.9%	17.1%	20.9%	7.1%	8.5%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,923	75,600	4.0%	3.1%	21.8%	20.9%	25.5%	21.2%	25.2%	27.5%	18.1%	21.4%	5.4%	5.9%
<b>Black Non-Hispanic</b>	22,478	13,055	5.1%	4.9%	25.4%	23.4%	28.4%	23.1%	19.9%	19.6%	12.8%	17.8%	8.4%	11.2%
<b>AmerIndian/Alskn Native</b>	2,497	2,046	7.2%	3.1%	19.7%	19.5%	22.0%	20.8%	24.5%	28.5%	22.0%	23.4%	4.7%	4.8%
<b>Asian/Pacific Islander</b>	6,595	4,424	5.2%	4.3%	24.9%	23.1%	32.6%	24.5%	16.6%	17.2%	14.4%	19.1%	6.2%	11.7%
<b>Hispanic</b>	8,468	5,531	6.7%	4.6%	26.3%	20.9%	23.6%	21.7%	22.4%	22.9%	15.2%	21.0%	5.8%	8.9%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(24) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,904	100,656	4.5%	3.6%	22.9%	21.4%	26.2%	21.7%	23.6%	25.5%	16.9%	20.8%	5.9%	7.2%
<b>Leaving</b>														
<b>No</b>	101,441	N/A	5.1%	N/A	25.6%	N/A	27.6%	N/A	22.4%	N/A	13.4%	N/A	6.0%	N/A
<b>Yes, to retire</b>	9,505	N/A	4.3%	N/A	22.1%	N/A	29.7%	N/A	23.3%	N/A	15.2%	N/A	5.4%	N/A
<b>Yes, to other job in Govt</b>	22,691	N/A	3.0%	N/A	16.1%	N/A	21.6%	N/A	27.6%	N/A	25.5%	N/A	6.2%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	1.7%	N/A	13.4%	N/A	16.7%	N/A	26.4%	N/A	37.0%	N/A	4.8%	N/A
<b>Yes, other</b>	5,481	N/A	2.0%	N/A	13.7%	N/A	23.3%	N/A	27.5%	N/A	28.1%	N/A	5.5%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	6.3%	4.7%	19.5%	20.2%	23.2%	19.7%	23.0%	22.1%	19.3%	21.1%	8.7%	12.2%
<b>30-39</b>	20,921	15,010	4.1%	3.2%	19.8%	18.6%	23.8%	19.7%	25.1%	26.3%	20.5%	24.0%	6.7%	8.3%
<b>40-49</b>	47,039	34,006	4.4%	3.1%	22.6%	20.8%	25.3%	21.3%	24.5%	25.7%	17.4%	21.7%	5.7%	7.4%
<b>50-59</b>	57,873	41,243	4.4%	3.8%	23.9%	22.6%	27.5%	22.8%	23.3%	25.6%	15.6%	19.3%	5.4%	5.8%
<b>60+</b>	12,863	7,610	5.0%	5.0%	27.4%	24.9%	30.4%	22.7%	19.3%	23.4%	12.0%	15.9%	5.9%	8.2%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	4.2%	3.3%	19.0%	16.6%	24.8%	20.4%	27.4%	30.1%	22.2%	27.2%	2.4%	2.4%
<b>GS 1-6 or equivalent</b>	6,707	4,848	5.0%	4.6%	22.9%	23.9%	25.6%	20.5%	20.5%	21.9%	20.5%	21.0%	5.5%	8.1%
<b>GS 7-12 or equivalent</b>	58,908	39,563	4.4%	3.5%	21.7%	20.1%	26.9%	22.2%	23.4%	25.0%	17.0%	21.0%	6.6%	8.3%
<b>GS 13-15 or equivalent</b>	64,041	41,791	4.4%	3.4%	25.7%	23.4%	25.8%	22.3%	24.0%	26.4%	13.9%	18.3%	6.2%	6.2%
<b>Senior Executive Service</b>	3,314	2,542	10.9%	8.3%	42.1%	38.2%	20.7%	24.4%	15.5%	21.1%	9.1%	7.0%	1.7%	1.0%
<b>SL/ST</b>	490	N/A	2.9%	N/A	38.8%	N/A	19.2%	N/A	24.6%	N/A	12.2%	N/A	2.3%	N/A
<b>Other</b>	5,202	7,057	4.5%	3.4%	22.9%	23.8%	25.1%	19.9%	24.9%	25.3%	17.5%	20.1%	5.0%	7.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(24) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,904	100,656	4.5%	3.6%	22.9%	21.4%	26.2%	21.7%	23.6%	25.5%	16.9%	20.8%	5.9%	7.2%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	9.5%	N/A	17.8%	N/A	37.9%	N/A	9.5%	N/A	7.8%	N/A	17.5%	N/A
1-3 years	12,897	N/A	5.1%	N/A	19.7%	N/A	24.5%	N/A	23.0%	N/A	20.3%	N/A	7.4%	N/A
4-5 years	8,711	N/A	3.9%	N/A	22.3%	N/A	25.9%	N/A	24.3%	N/A	17.8%	N/A	5.8%	N/A
6-10 years	13,914	N/A	4.2%	N/A	22.3%	N/A	24.5%	N/A	24.2%	N/A	18.6%	N/A	6.2%	N/A
11-20 years	44,998	N/A	4.3%	N/A	22.7%	N/A	24.9%	N/A	25.1%	N/A	17.2%	N/A	5.9%	N/A
> 20 years	62,357	N/A	4.5%	N/A	24.6%	N/A	28.2%	N/A	22.6%	N/A	15.0%	N/A	5.1%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,814	N/A	8.3%	N/A	24.5%	N/A	31.8%	N/A	11.0%	N/A	7.2%	N/A	17.1%	N/A
1-3 years	21,639	N/A	5.5%	N/A	20.2%	N/A	25.6%	N/A	23.0%	N/A	18.3%	N/A	7.5%	N/A
4-5 years	13,237	N/A	3.4%	N/A	22.1%	N/A	25.8%	N/A	25.2%	N/A	17.7%	N/A	5.8%	N/A
6-10 years	18,824	N/A	3.8%	N/A	21.8%	N/A	24.8%	N/A	23.9%	N/A	18.9%	N/A	6.8%	N/A
11-20 years	46,193	N/A	4.3%	N/A	23.2%	N/A	25.2%	N/A	25.1%	N/A	17.2%	N/A	5.0%	N/A
> 20 years	41,488	N/A	4.4%	N/A	25.3%	N/A	28.3%	N/A	22.7%	N/A	14.8%	N/A	4.5%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	6.0%	3.0%	22.0%	20.6%	24.8%	21.5%	23.6%	30.3%	17.7%	20.3%	5.8%	4.3%
Between 1 and 3 years	16,418	12,087	3.9%	3.5%	23.1%	22.8%	31.2%	24.7%	22.4%	23.7%	15.1%	18.9%	4.4%	6.4%
Between 3 and 5 years	19,276	13,876	4.4%	3.6%	25.0%	22.4%	27.4%	23.3%	24.7%	27.4%	13.9%	18.2%	4.6%	5.2%
5 or more years	102,414	70,692	4.5%	3.6%	22.5%	21.0%	25.4%	21.0%	23.6%	25.2%	17.6%	21.5%	6.4%	7.8%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(25) Products and services in my work unit are improved based on customer/public input.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	8.4%	13.7%	37.8%	41.7%	31.4%	19.7%	12.0%	15.6%	4.8%	6.4%	5.5%	3.0%
<b>Work Location</b>														
<b>Headquarters</b>	51,144	35,976	10.3%	15.3%	41.7%	44.4%	28.5%	18.5%	10.2%	13.4%	3.8%	5.5%	5.5%	2.9%
<b>Field</b>	93,047	64,680	7.8%	13.1%	36.6%	40.7%	32.4%	20.1%	12.6%	16.4%	5.1%	6.7%	5.5%	3.0%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,549	46,868	7.4%	12.5%	35.6%	40.4%	32.6%	20.2%	12.3%	16.5%	5.4%	6.7%	6.7%	3.8%
<b>Team Leader</b>	20,114	13,639	9.5%	14.3%	39.8%	43.1%	30.8%	19.5%	12.3%	14.7%	4.0%	6.8%	3.5%	1.7%
<b>Supervisor</b>	28,517	22,902	9.8%	16.3%	43.8%	45.6%	29.3%	18.9%	11.3%	13.6%	3.3%	4.3%	2.6%	1.2%
<b>Manager</b>	17,117	14,118	14.9%	23.1%	50.1%	48.8%	23.0%	15.0%	9.0%	9.6%	1.9%	3.0%	1.2%	0.5%
<b>Executive</b>	3,906	3,129	23.4%	33.0%	50.6%	46.1%	17.3%	11.1%	5.8%	7.1%	1.5%	2.1%	1.4%	0.6%
<b>Sex</b>														
<b>Male</b>	81,623	59,070	8.5%	13.3%	38.4%	41.9%	31.7%	19.8%	12.2%	15.7%	4.9%	6.8%	4.4%	2.5%
<b>Female</b>	62,577	41,586	8.4%	14.3%	37.1%	41.5%	31.1%	19.5%	11.8%	15.4%	4.6%	5.8%	7.0%	3.6%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,920	75,600	8.1%	13.9%	37.9%	42.2%	31.5%	19.4%	12.8%	16.1%	4.8%	5.8%	4.9%	2.6%
<b>Black Non-Hispanic</b>	22,476	13,055	8.5%	12.9%	39.1%	42.0%	30.9%	18.8%	10.1%	14.2%	4.2%	7.2%	7.1%	5.0%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	9.1%	10.9%	32.6%	34.3%	29.0%	25.0%	13.0%	16.2%	7.4%	11.9%	8.8%	1.7%
<b>Asian/Pacific Islander</b>	6,595	4,424	10.9%	13.7%	42.5%	48.8%	29.2%	20.0%	8.0%	10.0%	4.7%	4.2%	4.7%	3.3%
<b>Hispanic</b>	8,466	5,531	8.8%	14.3%	33.1%	33.6%	34.1%	22.0%	11.8%	17.6%	5.0%	9.2%	7.2%	3.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(25) Products and services in my work unit are improved based on customer/public input.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	8.4%	13.7%	37.8%	41.7%	31.4%	19.7%	12.0%	15.6%	4.8%	6.4%	5.5%	3.0%
<b>Leaving</b>														
<b>No</b>	101,437	N/A	9.7%	N/A	40.6%	N/A	31.2%	N/A	10.1%	N/A	3.1%	N/A	5.3%	N/A
<b>Yes, to retire</b>	9,504	N/A	7.7%	N/A	38.3%	N/A	32.3%	N/A	11.1%	N/A	6.0%	N/A	4.5%	N/A
<b>Yes, to other job in Govt</b>	22,693	N/A	4.9%	N/A	31.9%	N/A	31.3%	N/A	16.7%	N/A	8.7%	N/A	6.5%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	5.2%	N/A	23.1%	N/A	35.5%	N/A	20.4%	N/A	11.6%	N/A	4.3%	N/A
<b>Yes, other</b>	5,481	N/A	4.4%	N/A	27.5%	N/A	31.1%	N/A	19.8%	N/A	9.9%	N/A	7.4%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,460	2,787	8.9%	10.6%	33.8%	40.0%	30.1%	26.0%	12.1%	12.7%	5.2%	5.4%	9.9%	5.4%
<b>30-39</b>	20,920	15,010	6.9%	11.8%	34.4%	39.7%	33.0%	20.6%	13.0%	16.8%	5.3%	7.7%	7.4%	3.4%
<b>40-49</b>	47,039	34,006	7.9%	13.5%	38.8%	42.1%	30.9%	19.2%	12.4%	16.0%	5.1%	6.6%	4.8%	2.5%
<b>50-59</b>	57,871	41,243	8.9%	14.6%	38.4%	41.6%	31.1%	19.5%	11.9%	15.6%	4.7%	5.9%	4.9%	2.9%
<b>60+</b>	12,862	7,610	11.0%	15.9%	40.2%	46.3%	32.7%	17.9%	8.7%	11.6%	3.0%	4.5%	4.3%	3.9%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	6.1%	9.5%	33.2%	41.0%	35.7%	20.6%	14.1%	19.0%	5.9%	7.1%	5.1%	2.7%
<b>GS 1-6 or equivalent</b>	6,707	4,848	7.7%	14.5%	32.0%	38.6%	34.5%	20.7%	10.9%	15.6%	6.9%	7.0%	8.0%	3.6%
<b>GS 7-12 or equivalent</b>	58,906	39,563	7.6%	12.4%	37.0%	41.4%	32.3%	20.5%	12.3%	15.9%	4.7%	6.3%	6.0%	3.5%
<b>GS 13-15 or equivalent</b>	64,039	41,791	10.3%	16.5%	43.9%	44.7%	26.9%	17.8%	11.5%	13.9%	3.8%	5.1%	3.7%	1.9%
<b>Senior Executive Service</b>	3,314	2,542	21.5%	30.6%	47.8%	48.0%	21.9%	10.9%	6.3%	7.1%	1.2%	2.2%	1.3%	1.1%
<b>SL/ST</b>	490	N/A	6.2%	N/A	46.6%	N/A	29.3%	N/A	6.5%	N/A	9.3%	N/A	2.1%	N/A
<b>Other</b>	5,201	7,057	10.2%	16.2%	33.2%	40.1%	34.7%	18.1%	11.8%	14.9%	5.2%	8.2%	5.0%	2.5%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(25) Products and services in my work unit are improved based on customer/public input.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	8.4%	13.7%	37.8%	41.7%	31.4%	19.7%	12.0%	15.6%	4.8%	6.4%	5.5%	3.0%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	14.8%	N/A	25.0%	N/A	40.6%	N/A	4.6%	N/A	2.2%	N/A	12.7%	N/A
1-3 years	12,893	N/A	7.7%	N/A	31.9%	N/A	33.3%	N/A	12.8%	N/A	6.0%	N/A	8.3%	N/A
4-5 years	8,712	N/A	8.6%	N/A	36.9%	N/A	32.2%	N/A	11.6%	N/A	3.8%	N/A	6.9%	N/A
6-10 years	13,915	N/A	7.9%	N/A	36.3%	N/A	31.0%	N/A	12.7%	N/A	5.9%	N/A	6.1%	N/A
11-20 years	44,998	N/A	8.3%	N/A	38.1%	N/A	31.6%	N/A	12.4%	N/A	4.8%	N/A	4.8%	N/A
> 20 years	62,353	N/A	8.8%	N/A	40.7%	N/A	30.3%	N/A	11.5%	N/A	4.3%	N/A	4.4%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	15.0%	N/A	34.7%	N/A	30.4%	N/A	7.3%	N/A	2.0%	N/A	10.6%	N/A
1-3 years	21,636	N/A	8.6%	N/A	33.2%	N/A	32.8%	N/A	12.4%	N/A	5.7%	N/A	7.4%	N/A
4-5 years	13,237	N/A	8.1%	N/A	38.5%	N/A	31.9%	N/A	11.3%	N/A	3.9%	N/A	6.4%	N/A
6-10 years	18,824	N/A	7.4%	N/A	36.7%	N/A	31.4%	N/A	12.8%	N/A	6.0%	N/A	5.7%	N/A
11-20 years	46,192	N/A	8.3%	N/A	38.7%	N/A	31.6%	N/A	12.2%	N/A	4.6%	N/A	4.5%	N/A
> 20 years	41,484	N/A	8.6%	N/A	40.9%	N/A	30.1%	N/A	11.8%	N/A	4.3%	N/A	4.3%	N/A
<b>Retiring</b>														
with 1 year	6,074	4,001	8.6%	12.9%	38.1%	39.3%	32.1%	21.7%	10.2%	16.1%	6.1%	7.5%	4.9%	2.5%
Between 1 and 3 years	16,416	12,087	8.0%	12.5%	37.5%	41.9%	33.5%	20.2%	12.5%	16.2%	4.5%	6.6%	4.0%	2.6%
Between 3 and 5 years	19,275	13,876	8.2%	14.7%	39.7%	41.6%	31.7%	19.3%	11.6%	15.6%	4.0%	6.0%	4.7%	2.9%
5 or more years	102,414	70,692	8.5%	13.8%	37.6%	41.8%	31.1%	19.6%	12.1%	15.5%	4.9%	6.3%	5.8%	3.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(26) Employees have a feeling of personal empowerment with respect to work processes.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,906	100,656	7.3%	8.3%	35.3%	30.4%	27.2%	22.4%	18.8%	22.5%	9.4%	15.4%	2.0%	1.1%
<b>Work Location</b>														
<b>Headquarters</b>	51,144	35,976	8.4%	9.2%	36.3%	30.7%	26.1%	21.6%	18.2%	22.0%	8.5%	15.2%	2.5%	1.3%
<b>Field</b>	93,054	64,680	7.0%	7.9%	35.1%	30.2%	27.5%	22.8%	18.9%	22.7%	9.6%	15.5%	1.9%	1.0%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,553	46,868	6.7%	8.2%	32.7%	28.3%	28.0%	22.6%	19.8%	23.0%	10.4%	16.6%	2.5%	1.3%
<b>Team Leader</b>	20,115	13,639	7.7%	7.8%	37.9%	32.5%	26.8%	22.0%	17.5%	21.9%	8.8%	15.2%	1.3%	0.6%
<b>Supervisor</b>	28,517	22,902	8.4%	8.8%	42.8%	35.3%	25.3%	22.7%	16.5%	22.5%	6.0%	10.3%	1.0%	0.4%
<b>Manager</b>	17,118	14,118	11.7%	10.5%	49.3%	41.4%	22.0%	21.6%	13.0%	18.7%	3.4%	7.6%	0.5%	0.1%
<b>Executive</b>	3,906	3,129	18.5%	16.8%	51.0%	44.5%	18.1%	17.0%	9.1%	15.5%	2.5%	6.0%	0.9%	0.2%
<b>Sex</b>														
<b>Male</b>	81,631	59,070	7.4%	8.1%	36.2%	30.7%	27.8%	23.5%	18.0%	22.3%	9.0%	14.7%	1.6%	0.7%
<b>Female</b>	62,577	41,586	7.2%	8.5%	34.2%	29.9%	26.4%	21.0%	19.8%	22.8%	9.8%	16.3%	2.6%	1.5%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,924	75,600	7.3%	8.0%	34.9%	30.7%	26.7%	21.9%	19.9%	23.6%	9.5%	14.9%	1.6%	0.8%
<b>Black Non-Hispanic</b>	22,478	13,055	6.9%	7.5%	36.1%	29.5%	27.9%	21.7%	16.5%	21.6%	9.6%	18.1%	2.9%	1.7%
<b>AmerIndian/Alskn Native</b>	2,500	2,046	8.1%	9.6%	31.2%	24.9%	26.7%	23.8%	19.1%	20.2%	10.3%	19.6%	4.6%	1.8%
<b>Asian/Pacific Islander</b>	6,595	4,424	7.6%	12.1%	41.9%	32.2%	28.0%	29.3%	14.0%	16.2%	6.4%	9.1%	2.0%	1.2%
<b>Hispanic</b>	8,466	5,531	8.2%	8.4%	33.9%	30.0%	29.7%	23.3%	16.5%	19.0%	8.9%	17.9%	2.8%	1.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(26) Employees have a feeling of personal empowerment with respect to work processes.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,906	100,656	7.3%	8.3%	35.3%	30.4%	27.2%	22.4%	18.8%	22.5%	9.4%	15.4%	2.0%	1.1%
<b>Leaving</b>														
<b>No</b>	101,443	N/A	8.8%	N/A	40.0%	N/A	27.9%	N/A	15.5%	N/A	5.8%	N/A	2.1%	N/A
<b>Yes, to retire</b>	9,504	N/A	6.4%	N/A	36.5%	N/A	26.8%	N/A	19.1%	N/A	9.5%	N/A	1.8%	N/A
<b>Yes, to other job in Govt</b>	22,693	N/A	3.4%	N/A	23.5%	N/A	25.1%	N/A	27.7%	N/A	18.1%	N/A	2.1%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	3.6%	N/A	16.7%	N/A	23.3%	N/A	30.7%	N/A	24.2%	N/A	1.5%	N/A
<b>Yes, other</b>	5,479	N/A	2.3%	N/A	19.4%	N/A	28.3%	N/A	26.0%	N/A	22.2%	N/A	1.9%	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	8.5%	9.3%	33.5%	32.6%	28.7%	23.9%	17.3%	20.2%	8.1%	12.0%	3.9%	2.0%
<b>30-39</b>	20,921	15,010	5.7%	9.0%	34.1%	29.6%	27.3%	21.9%	20.8%	22.5%	9.8%	16.0%	2.5%	1.1%
<b>40-49</b>	47,042	34,006	7.3%	7.3%	35.3%	30.5%	27.0%	22.6%	18.7%	23.5%	9.8%	15.3%	1.9%	0.9%
<b>50-59</b>	57,873	41,243	7.6%	8.2%	35.4%	30.2%	27.2%	22.4%	18.7%	22.1%	9.5%	16.0%	1.6%	1.1%
<b>60+</b>	12,863	7,610	8.6%	11.3%	39.1%	31.9%	27.4%	22.9%	15.8%	20.4%	6.5%	12.4%	2.5%	1.1%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,512	4,855	6.1%	5.9%	33.7%	28.3%	31.3%	25.3%	18.8%	24.6%	8.6%	15.0%	1.5%	1.0%
<b>GS 1-6 or equivalent</b>	6,708	4,848	6.8%	9.8%	29.5%	28.2%	28.7%	22.4%	18.6%	21.9%	13.1%	15.8%	3.3%	1.9%
<b>GS 7-12 or equivalent</b>	58,911	39,563	6.7%	7.9%	34.8%	29.9%	28.0%	22.5%	19.2%	22.6%	9.3%	16.0%	2.1%	1.2%
<b>GS 13-15 or equivalent</b>	64,040	41,791	8.6%	9.7%	39.2%	32.4%	24.6%	22.4%	18.2%	21.8%	8.0%	13.1%	1.4%	0.6%
<b>Senior Executive Service</b>	3,314	2,542	16.6%	15.5%	46.9%	44.3%	18.0%	18.9%	8.6%	15.4%	8.6%	5.6%	1.3%	0.4%
<b>SL/ST</b>	490	N/A	12.5%	N/A	39.1%	N/A	24.9%	N/A	11.8%	N/A	10.6%	N/A	1.0%	N/A
<b>Other</b>	5,202	7,057	8.6%	7.2%	35.1%	31.4%	25.6%	20.0%	18.9%	22.3%	9.7%	18.3%	2.1%	0.8%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(26) Employees have a feeling of personal empowerment with respect to work processes.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,906	100,656	7.3%	8.3%	35.3%	30.4%	27.2%	22.4%	18.8%	22.5%	9.4%	15.4%	2.0%	1.1%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	18.1%	N/A	34.9%	N/A	31.8%	N/A	8.6%	N/A	1.5%	N/A	5.1%	N/A
1-3 years	12,898	N/A	7.2%	N/A	32.5%	N/A	27.5%	N/A	18.0%	N/A	12.2%	N/A	2.7%	N/A
4-5 years	8,712	N/A	7.1%	N/A	34.5%	N/A	27.6%	N/A	19.5%	N/A	9.0%	N/A	2.2%	N/A
6-10 years	13,915	N/A	6.8%	N/A	33.4%	N/A	27.9%	N/A	20.2%	N/A	9.6%	N/A	2.1%	N/A
11-20 years	44,997	N/A	7.1%	N/A	35.3%	N/A	27.0%	N/A	19.6%	N/A	9.2%	N/A	1.8%	N/A
> 20 years	62,357	N/A	7.5%	N/A	37.2%	N/A	26.9%	N/A	17.9%	N/A	8.6%	N/A	1.9%	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	16.1%	N/A	42.4%	N/A	24.3%	N/A	10.4%	N/A	3.4%	N/A	3.5%	N/A
1-3 years	21,641	N/A	8.0%	N/A	32.3%	N/A	27.2%	N/A	18.5%	N/A	11.5%	N/A	2.5%	N/A
4-5 years	13,237	N/A	6.2%	N/A	35.5%	N/A	27.2%	N/A	19.8%	N/A	9.2%	N/A	2.1%	N/A
6-10 years	18,824	N/A	6.7%	N/A	33.9%	N/A	27.8%	N/A	19.6%	N/A	9.5%	N/A	2.4%	N/A
11-20 years	46,191	N/A	6.9%	N/A	35.3%	N/A	27.6%	N/A	19.3%	N/A	9.2%	N/A	1.7%	N/A
> 20 years	41,488	N/A	7.3%	N/A	38.0%	N/A	26.7%	N/A	18.0%	N/A	8.3%	N/A	1.7%	N/A
<b>Retiring</b>														
with 1 year	6,073	4,001	7.4%	7.9%	34.5%	24.6%	26.1%	22.8%	18.6%	24.0%	11.2%	20.2%	2.3%	0.6%
Between 1 and 3 years	16,417	12,087	6.3%	7.7%	35.4%	30.2%	29.5%	22.3%	18.8%	22.2%	8.2%	16.3%	1.8%	1.3%
Between 3 and 5 years	19,276	13,876	7.2%	8.3%	36.7%	28.4%	26.9%	22.3%	19.1%	23.7%	8.8%	16.1%	1.4%	1.1%
5 or more years	102,417	70,692	7.5%	8.3%	35.2%	31.0%	27.0%	22.5%	18.7%	22.2%	9.5%	14.9%	2.2%	1.0%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).