

# 2006 Federal Human Capital Survey: Report by Demographics

(51) Managers promote communication among different work units (for example, about projects, goals, needed resources).

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,425</b>	<b>147,892</b>	<b>100,656</b>	<b>11.5%</b>	<b>10.9%</b>	<b>10.6%</b>	<b>41.7%</b>	<b>41.3%</b>	<b>39.5%</b>	<b>23.7%</b>	<b>23.3%</b>	<b>20.2%</b>	<b>13.2%</b>	<b>15.0%</b>	<b>17.9%</b>	<b>7.5%</b>	<b>7.1%</b>	<b>9.6%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2.2%</b>
<b>Work Location</b>																					
Headquarters	86,482	51,141	35,976	12.8%	11.9%	11.4%	43.0%	42.6%	38.5%	22.5%	21.3%	20.0%	12.6%	14.7%	18.2%	6.9%	7.1%	9.8%	2.0%	2.5%	2.1%
Field	130,938	93,046	64,680	10.9%	10.6%	10.3%	41.1%	40.9%	39.9%	24.3%	23.9%	20.3%	13.4%	15.1%	17.7%	7.7%	7.0%	9.5%	2.6%	2.4%	2.3%
<b>Supervisor Status</b>																					
Non-Supervisor	118,183	74,548	46,868	10.2%	9.7%	9.9%	39.6%	38.9%	36.9%	24.9%	24.8%	21.0%	13.7%	15.7%	18.6%	8.5%	7.8%	10.7%	3.1%	3.1%	2.9%
Team Leader	31,774	20,113	13,639	10.7%	11.4%	9.6%	40.6%	43.1%	41.7%	25.3%	22.0%	20.3%	14.6%	15.5%	18.5%	6.9%	6.5%	9.0%	1.9%	1.5%	0.9%
Supervisor	39,857	28,513	22,902	14.0%	13.5%	13.8%	48.1%	48.8%	47.3%	20.1%	19.7%	18.0%	11.7%	12.6%	14.4%	5.4%	4.8%	5.9%	0.8%	0.5%	0.5%
Manager	22,463	17,117	14,118	19.8%	20.1%	19.1%	53.2%	54.9%	53.3%	16.2%	14.4%	13.5%	7.5%	7.9%	10.6%	3.1%	2.4%	3.2%	0.2%	0.2%	0.2%
Executive	5,135	3,906	3,129	24.2%	26.8%	24.4%	48.6%	51.9%	50.3%	11.3%	11.7%	12.9%	9.5%	7.2%	9.4%	5.1%	1.7%	2.8%	1.3%	0.8%	0.3%
<b>Sex</b>																					
Male	117,809	81,622	59,070	10.8%	10.3%	9.9%	41.9%	40.9%	39.6%	24.4%	24.5%	22.0%	13.1%	15.1%	17.3%	7.6%	7.1%	9.1%	2.2%	2.1%	1.9%
Female	99,723	62,575	41,586	12.4%	11.7%	11.4%	41.4%	41.8%	39.3%	22.9%	21.7%	17.9%	13.3%	14.9%	18.6%	7.4%	7.0%	10.2%	2.7%	2.9%	2.6%
<b>Hispanic or Latino</b>																					
Yes	13,630	8,465	5,531	12.5%	12.3%	11.2%	40.9%	40.9%	36.3%	24.3%	24.0%	19.7%	12.5%	13.4%	16.9%	7.2%	7.3%	13.9%	2.7%	2.2%	2.0%
No	203,787	135,487	95,125	11.4%	10.8%	10.5%	41.8%	41.3%	39.7%	23.7%	23.2%	20.3%	13.2%	15.2%	17.9%	7.5%	7.0%	9.3%	2.4%	2.5%	2.2%
<b>Race</b>																					
White	156,717	---	80,079	11.5%	---	10.2%	41.4%	---	39.8%	23.7%	---	20.5%	14.0%	---	18.5%	7.4%	---	9.1%	2.1%	---	1.9%
Black or African American	32,870	---	12,860	12.0%	---	12.0%	43.9%	---	39.9%	22.6%	---	19.2%	10.9%	---	14.8%	7.3%	---	10.2%	3.3%	---	4.0%
Native Hawaiian/Pacific Islander	1,487	---	698	15.0%	---	9.2%	41.3%	---	30.4%	23.5%	---	33.9%	11.9%	---	15.3%	5.7%	---	8.8%	2.4%	---	2.4%
Asian	8,609	---	3,633	11.4%	---	14.2%	46.2%	---	42.0%	25.5%	---	17.5%	8.5%	---	14.4%	5.6%	---	8.3%	2.9%	---	3.7%
AmerIndian/Alskn Native	6,150	---	1,602	7.9%	---	8.7%	41.2%	---	35.0%	25.2%	---	20.9%	15.1%	---	22.8%	7.6%	---	11.5%	3.1%	---	1.1%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	10.3%	---	11.1%	33.9%	---	30.6%	26.2%	---	16.6%	12.9%	---	21.6%	13.6%	---	19.3%	3.1%	---	0.9%
<b>Age Group</b>																					
<30	8,794	5,461	2,787	14.4%	14.9%	13.5%	44.5%	43.2%	43.2%	20.6%	21.1%	18.7%	12.2%	12.4%	15.0%	5.5%	5.9%	6.1%	2.9%	2.4%	3.6%
(25 and under)	2,477	---	---	14.1%	---	---	47.6%	---	---	22.4%	---	---	9.3%	---	---	3.7%	---	---	2.9%	---	---
(26-29)	6,317	---	---	14.5%	---	---	43.1%	---	---	19.9%	---	---	13.4%	---	---	6.2%	---	---	2.9%	---	---
30-39	31,366	20,919	15,010	12.1%	10.6%	10.9%	41.8%	41.6%	39.9%	23.2%	22.3%	20.4%	13.4%	16.0%	17.3%	7.1%	7.0%	9.6%	2.5%	2.5%	1.9%
40-49	70,123	47,041	34,006	11.1%	10.4%	10.2%	42.3%	41.6%	39.3%	23.3%	22.8%	19.6%	13.3%	15.7%	17.9%	8.0%	7.4%	10.7%	2.2%	2.2%	2.3%
50-59	87,045	57,866	41,243	10.9%	10.7%	10.4%	40.8%	40.6%	39.0%	24.8%	23.9%	20.9%	13.2%	14.8%	18.5%	7.9%	7.4%	9.2%	2.3%	2.6%	2.0%
60+	20,188	12,860	7,610	12.3%	12.6%	11.9%	41.4%	41.1%	40.4%	24.3%	25.7%	20.3%	13.0%	13.2%	16.9%	5.9%	4.6%	7.5%	3.2%	2.8%	3.0%

Note: \* # of Respondents is the unweighted count of responses.

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(51) Managers promote communication among different work units (for example, about projects, goals, needed resources).

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,425</b>	<b>147,892</b>	<b>100,656</b>	<b>11.5%</b>	<b>10.9%</b>	<b>10.6%</b>	<b>41.7%</b>	<b>41.3%</b>	<b>39.5%</b>	<b>23.7%</b>	<b>23.3%</b>	<b>20.2%</b>	<b>13.2%</b>	<b>15.0%</b>	<b>17.9%</b>	<b>7.5%</b>	<b>7.1%</b>	<b>9.6%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2.2%</b>
<b>Pay Category</b>																					
Federal Wage System	9,477	5,512	4,855	7.2%	7.5%	7.5%	39.3%	39.7%	35.8%	27.8%	25.8%	22.4%	14.0%	15.3%	19.5%	9.3%	9.4%	12.6%	2.4%	2.3%	2.2%
GS 1-6 or equivalent	10,828	6,705	4,848	13.0%	10.1%	12.2%	39.8%	36.6%	37.9%	25.4%	25.4%	19.3%	11.0%	14.9%	16.2%	7.8%	8.8%	10.2%	3.1%	4.1%	4.2%
GS 7-12 or equivalent	91,789	58,904	39,563	11.0%	10.8%	10.0%	41.7%	41.0%	38.7%	23.9%	24.1%	21.1%	13.3%	15.1%	17.9%	7.4%	6.5%	9.9%	2.7%	2.5%	2.3%
GS 13-15 or equivalent	91,614	64,036	41,791	13.4%	12.0%	12.2%	44.8%	44.5%	42.2%	20.9%	20.6%	18.4%	13.3%	14.8%	18.5%	6.4%	6.6%	7.7%	1.3%	1.5%	1.1%
Senior Executive Service	4,206	3,314	2,542	26.3%	23.8%	22.1%	50.3%	47.5%	52.7%	13.3%	18.4%	12.5%	6.0%	8.3%	9.8%	3.6%	1.3%	2.3%	0.6%	0.8%	0.6%
SL/ST	688	490	---	12.0%	7.6%	---	37.6%	61.1%	---	25.3%	16.7%	---	12.5%	9.5%	---	12.1%	5.1%	---	0.6%	0.0%	---
Other	8,187	5,204	7,057	11.5%	12.3%	10.5%	40.3%	37.8%	41.4%	27.4%	22.6%	19.5%	12.2%	16.1%	17.0%	5.9%	7.7%	9.5%	2.7%	3.4%	2.3%
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	19.2%	17.1%	---	42.4%	45.3%	---	24.5%	25.4%	---	7.3%	6.5%	---	2.6%	2.1%	---	4.0%	3.6%	---
1-3 years	17,545	12,896	---	13.1%	11.8%	---	45.1%	37.8%	---	20.8%	23.7%	---	12.0%	14.9%	---	5.7%	8.4%	---	3.3%	3.3%	---
4-5 years	16,231	8,712	---	12.0%	11.5%	---	39.8%	42.3%	---	23.3%	22.1%	---	14.1%	14.7%	---	7.9%	7.4%	---	2.9%	2.0%	---
6-10 years	26,507	13,912	---	10.8%	10.6%	---	38.6%	40.6%	---	25.5%	23.3%	---	14.4%	16.2%	---	8.8%	7.0%	---	2.0%	2.4%	---
11-20 years	62,912	44,996	---	10.6%	10.5%	---	41.0%	41.6%	---	24.7%	23.0%	---	13.3%	15.4%	---	8.2%	7.0%	---	2.2%	2.5%	---
> 20 years	91,705	62,351	---	11.4%	10.8%	---	42.8%	42.2%	---	23.4%	23.6%	---	13.0%	14.7%	---	7.1%	6.6%	---	2.2%	2.1%	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,025	2,815	---	18.8%	17.9%	---	41.7%	44.7%	---	24.7%	23.2%	---	7.9%	7.5%	---	3.5%	3.3%	---	3.4%	3.3%	---
1-3 years	28,265	21,638	---	12.9%	12.0%	---	42.9%	38.5%	---	22.1%	23.4%	---	12.1%	14.6%	---	7.0%	8.3%	---	3.0%	3.1%	---
4-5 years	22,566	13,237	---	10.8%	11.2%	---	40.1%	41.8%	---	23.6%	22.8%	---	14.7%	14.9%	---	7.8%	7.4%	---	2.9%	1.9%	---
6-10 years	35,127	18,823	---	10.7%	9.5%	---	39.6%	41.6%	---	24.3%	22.8%	---	14.7%	16.1%	---	8.6%	7.4%	---	2.0%	2.6%	---
11-20 years	64,988	46,188	---	10.4%	10.2%	---	41.4%	41.4%	---	24.7%	23.6%	---	13.2%	15.6%	---	8.0%	6.8%	---	2.2%	2.4%	---
> 20 years	61,524	41,484	---	11.7%	11.0%	---	43.3%	42.7%	---	23.3%	23.3%	---	12.8%	14.7%	---	6.9%	6.4%	---	2.0%	2.0%	---
<b>Leaving</b>																					
No	150,500	101,436	---	13.7%	12.8%	---	45.4%	45.2%	---	22.7%	22.5%	---	11.1%	12.7%	---	4.9%	4.4%	---	2.3%	2.3%	---
Yes, to retire	14,409	9,502	---	9.5%	9.7%	---	41.3%	38.5%	---	25.3%	26.5%	---	13.6%	15.1%	---	8.1%	7.2%	---	2.2%	3.0%	---
Yes, to other job in Govt	35,603	22,689	---	6.2%	6.2%	---	33.1%	32.1%	---	25.8%	24.2%	---	18.8%	21.4%	---	13.3%	13.6%	---	2.8%	2.5%	---
Yes, to other job outside Govt	7,860	5,069	---	4.4%	5.0%	---	27.8%	24.3%	---	25.0%	25.4%	---	21.4%	24.7%	---	18.9%	17.6%	---	2.4%	2.9%	---
Yes, other	9,086	5,480	---	4.4%	4.1%	---	27.2%	31.0%	---	29.2%	25.2%	---	18.6%	20.5%	---	17.5%	16.0%	---	3.2%	3.2%	---
<b>Retiring</b>																					
Within 1 year	9,139	6,072	4,001	10.3%	8.9%	9.6%	38.8%	38.5%	34.6%	26.0%	26.6%	20.7%	13.3%	15.0%	21.0%	9.5%	8.5%	11.6%	2.1%	2.5%	2.4%
Between 1 and 3 years	25,219	16,416	12,087	9.9%	9.9%	8.7%	41.4%	42.2%	38.6%	24.8%	23.7%	22.7%	13.9%	15.7%	18.3%	7.4%	6.4%	9.9%	2.5%	2.1%	1.8%
Between 3 and 5 years	28,080	19,272	13,876	10.2%	10.5%	10.8%	42.0%	39.0%	38.5%	24.4%	25.4%	21.4%	13.1%	16.2%	18.4%	7.7%	6.2%	8.5%	2.6%	2.7%	2.4%
5 or more years	154,999	102,411	70,692	12.0%	11.2%	10.9%	41.9%	41.7%	40.0%	23.4%	22.7%	19.7%	13.1%	14.8%	17.6%	7.3%	7.1%	9.6%	2.4%	2.4%	2.2%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(52) Employees in my work unit share job knowledge with each other.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,426</b>	<b>147,890</b>	<b>100,656</b>	<b>22.0%</b>	<b>22.1%</b>	<b>21.4%</b>	<b>52.3%</b>	<b>53.2%</b>	<b>52.5%</b>	<b>13.3%</b>	<b>12.9%</b>	<b>12.5%</b>	<b>7.8%</b>	<b>7.9%</b>	<b>9.0%</b>	<b>4.2%</b>	<b>3.5%</b>	<b>4.3%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.3%</b>
<b>Work Location</b>																					
Headquarters	86,483	51,143	35,976	21.8%	22.4%	20.6%	51.8%	51.2%	50.3%	13.7%	12.9%	13.4%	8.0%	8.6%	9.9%	4.2%	4.3%	5.4%	0.5%	0.6%	0.5%
Field	130,939	93,042	64,680	22.1%	22.0%	21.7%	52.5%	53.8%	53.4%	13.1%	12.9%	12.1%	7.6%	7.7%	8.7%	4.2%	3.2%	3.8%	0.4%	0.4%	0.3%
<b>Supervisor Status</b>																					
Non-Supervisor	118,186	74,546	46,868	21.3%	21.0%	21.3%	50.4%	51.7%	50.5%	14.3%	14.0%	12.7%	8.5%	8.9%	10.1%	5.0%	4.0%	5.0%	0.5%	0.5%	0.4%
Team Leader	31,771	20,113	13,639	20.9%	23.0%	20.4%	54.5%	55.7%	55.2%	13.3%	11.3%	13.2%	8.0%	6.6%	7.7%	3.0%	3.0%	3.4%	0.3%	0.4%	0.2%
Supervisor	39,858	28,514	22,902	24.8%	26.3%	24.3%	56.4%	57.0%	58.4%	10.1%	9.9%	9.3%	5.6%	5.1%	5.9%	2.9%	1.6%	1.9%	0.3%	0.1%	0.2%
Manager	22,465	17,117	14,118	26.0%	26.3%	22.1%	57.9%	58.8%	61.1%	9.7%	9.9%	10.6%	4.3%	3.8%	4.9%	1.9%	1.1%	1.3%	0.1%	0.1%	0.1%
Executive	5,135	3,906	3,129	28.9%	33.3%	28.2%	51.8%	53.5%	56.2%	11.7%	8.7%	9.4%	3.9%	3.6%	4.7%	2.4%	0.6%	1.3%	1.2%	0.3%	0.2%
<b>Sex</b>																					
Male	117,809	81,617	59,070	21.7%	22.1%	20.2%	54.2%	54.1%	54.7%	13.4%	13.1%	13.0%	6.8%	7.2%	8.2%	3.4%	3.2%	3.5%	0.4%	0.3%	0.3%
Female	99,725	62,578	41,586	22.5%	22.0%	22.9%	49.7%	52.1%	49.7%	13.2%	12.6%	11.8%	9.0%	8.8%	10.0%	5.2%	3.9%	5.2%	0.5%	0.6%	0.4%
<b>Hispanic or Latino</b>																					
Yes	13,630	8,464	5,531	22.9%	21.6%	20.3%	48.5%	52.2%	50.6%	15.0%	11.9%	13.1%	7.7%	8.8%	10.4%	5.4%	4.4%	5.0%	0.4%	1.0%	0.5%
No	203,788	135,485	95,125	21.9%	22.1%	21.5%	52.6%	53.3%	52.7%	13.2%	12.9%	12.4%	7.7%	7.8%	8.9%	4.1%	3.4%	4.2%	0.4%	0.4%	0.3%
<b>Race</b>																					
White	156,718	---	80,079	22.9%	---	21.6%	52.9%	---	54.0%	12.6%	---	11.7%	7.3%	---	9.0%	3.9%	---	3.5%	0.3%	---	0.3%
Black or African American	32,872	---	12,860	20.9%	---	21.2%	50.7%	---	47.6%	14.0%	---	13.3%	8.8%	---	9.9%	4.8%	---	7.5%	0.8%	---	0.5%
Native Hawaiian/Pacific Islander	1,487	---	698	19.5%	---	24.7%	54.1%	---	47.3%	16.6%	---	14.6%	6.2%	---	7.6%	3.2%	---	5.5%	0.4%	---	0.2%
Asian	8,608	---	3,633	18.4%	---	19.3%	53.0%	---	53.3%	16.1%	---	17.3%	7.9%	---	7.5%	4.1%	---	2.4%	0.4%	---	0.2%
AmerIndian/Alskn Native	6,151	---	1,602	21.0%	---	18.2%	43.6%	---	45.4%	15.7%	---	18.2%	12.6%	---	11.5%	6.6%	---	6.3%	0.5%	---	0.4%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	17.1%	---	21.4%	52.8%	---	46.8%	14.0%	---	13.3%	8.0%	---	6.1%	7.3%	---	11.6%	0.8%	---	0.8%
<b>Age Group</b>																					
<30	8,793	5,461	2,787	26.4%	27.4%	26.3%	50.0%	52.8%	50.6%	12.9%	10.7%	14.6%	6.7%	6.7%	5.1%	3.3%	1.9%	3.0%	0.7%	0.4%	0.4%
(25 and under)	2,477	---	---	30.0%	---	---	51.6%	---	---	10.8%	---	---	4.2%	---	---	2.3%	---	---	1.1%	---	---
(26-29)	6,316	---	---	24.9%	---	---	49.3%	---	---	13.7%	---	---	7.7%	---	---	3.7%	---	---	0.6%	---	---
30-39	31,364	20,919	15,010	22.0%	23.1%	23.0%	52.7%	53.3%	52.3%	12.8%	11.0%	11.6%	8.1%	8.4%	8.2%	4.0%	3.7%	4.8%	0.3%	0.6%	0.1%
40-49	70,128	47,039	34,006	21.7%	21.5%	20.3%	52.8%	53.7%	53.4%	12.7%	13.2%	12.1%	8.0%	7.9%	9.4%	4.6%	3.3%	4.4%	0.4%	0.5%	0.4%
50-59	87,045	57,869	41,243	21.5%	21.3%	21.1%	51.9%	53.0%	52.5%	14.2%	13.4%	12.8%	7.6%	8.1%	9.3%	4.3%	3.8%	4.0%	0.5%	0.4%	0.3%
60+	20,187	12,857	7,610	22.5%	23.4%	22.5%	52.6%	52.1%	50.2%	13.5%	14.1%	13.7%	7.6%	6.5%	8.8%	3.4%	3.5%	4.4%	0.5%	0.4%	0.5%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(52) Employees in my work unit share job knowledge with each other.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,426</b>	<b>147,890</b>	<b>100,656</b>	<b>22.0%</b>	<b>22.1%</b>	<b>21.4%</b>	<b>52.3%</b>	<b>53.2%</b>	<b>52.5%</b>	<b>13.3%</b>	<b>12.9%</b>	<b>12.5%</b>	<b>7.8%</b>	<b>7.9%</b>	<b>9.0%</b>	<b>4.2%</b>	<b>3.5%</b>	<b>4.3%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.3%</b>
<b>Pay Category</b>																					
Federal Wage System	9,477	5,511	4,855	17.5%	18.1%	19.5%	54.2%	56.2%	53.8%	16.2%	13.5%	13.2%	7.1%	7.5%	8.3%	4.2%	4.5%	5.1%	0.7%	0.1%	0.1%
GS 1-6 or equivalent	10,828	6,705	4,848	20.7%	18.0%	22.8%	47.1%	50.7%	46.5%	16.3%	17.2%	12.0%	8.5%	9.5%	9.5%	6.6%	3.5%	8.6%	0.9%	1.1%	0.7%
GS 7-12 or equivalent	91,790	58,903	39,563	21.8%	22.1%	20.8%	51.7%	52.7%	52.2%	13.3%	12.9%	12.5%	8.5%	8.2%	10.0%	4.3%	3.7%	4.1%	0.4%	0.4%	0.3%
GS 13-15 or equivalent	91,615	64,037	41,791	24.4%	24.3%	21.5%	53.9%	54.0%	54.5%	11.6%	11.7%	12.6%	6.7%	6.8%	8.3%	3.2%	2.9%	2.8%	0.2%	0.3%	0.3%
Senior Executive Service	4,206	3,314	2,542	32.3%	32.1%	28.2%	54.2%	57.2%	57.0%	9.3%	6.9%	8.9%	3.0%	2.8%	4.4%	1.0%	0.4%	1.0%	0.2%	0.6%	0.4%
SL/ST	688	490	---	27.1%	39.8%	---	37.7%	51.7%	---	22.5%	4.8%	---	11.0%	2.9%	---	1.4%	0.7%	---	0.3%	0.0%	---
Other	8,187	5,203	7,057	22.5%	23.0%	24.2%	57.1%	53.7%	54.4%	11.1%	10.7%	11.7%	5.5%	8.6%	6.2%	3.4%	3.4%	3.3%	0.4%	0.6%	0.2%
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	32.2%	32.1%	---	47.3%	44.7%	---	13.2%	16.9%	---	4.5%	4.1%	---	2.1%	0.9%	---	0.8%	1.2%	---
1-3 years	17,544	12,895	---	25.6%	25.2%	---	51.5%	53.1%	---	13.2%	11.1%	---	6.2%	7.5%	---	3.1%	2.8%	---	0.4%	0.4%	---
4-5 years	16,232	8,711	---	22.0%	24.0%	---	51.9%	51.3%	---	13.0%	12.8%	---	7.9%	7.6%	---	4.9%	3.5%	---	0.3%	0.8%	---
6-10 years	26,506	13,913	---	21.1%	21.9%	---	52.4%	54.3%	---	13.0%	12.0%	---	8.9%	7.7%	---	4.2%	3.7%	---	0.3%	0.4%	---
11-20 years	62,911	44,996	---	21.1%	20.8%	---	52.0%	52.9%	---	13.4%	13.7%	---	8.3%	8.4%	---	4.7%	3.8%	---	0.5%	0.4%	---
> 20 years	91,710	62,351	---	21.5%	21.5%	---	52.9%	53.8%	---	13.6%	13.0%	---	7.5%	7.8%	---	4.1%	3.4%	---	0.5%	0.4%	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,025	2,815	---	29.7%	27.8%	---	47.1%	50.8%	---	11.9%	14.3%	---	6.6%	4.1%	---	3.9%	1.9%	---	0.8%	1.1%	---
1-3 years	28,265	21,637	---	24.5%	24.4%	---	50.5%	51.7%	---	13.5%	11.8%	---	7.5%	8.3%	---	3.7%	3.5%	---	0.4%	0.3%	---
4-5 years	22,566	13,236	---	21.6%	22.0%	---	50.9%	52.5%	---	13.3%	12.7%	---	8.7%	7.9%	---	5.0%	3.9%	---	0.4%	0.9%	---
6-10 years	35,125	18,823	---	20.2%	20.6%	---	52.1%	53.5%	---	13.6%	13.5%	---	8.7%	8.2%	---	4.9%	3.7%	---	0.5%	0.5%	---
11-20 years	64,990	46,188	---	20.8%	20.9%	---	52.6%	53.1%	---	13.9%	13.7%	---	7.8%	8.1%	---	4.6%	3.8%	---	0.3%	0.4%	---
> 20 years	61,526	41,484	---	22.3%	22.1%	---	54.2%	54.8%	---	12.7%	12.3%	---	7.0%	7.4%	---	3.3%	3.0%	---	0.5%	0.3%	---
<b>Leaving</b>																					
No	150,500	101,434	---	24.9%	24.7%	---	53.8%	54.4%	---	12.2%	11.8%	---	6.3%	6.4%	---	2.4%	2.3%	---	0.4%	0.3%	---
Yes, to retire	14,410	9,502	---	20.3%	18.4%	---	51.2%	55.1%	---	14.1%	14.7%	---	8.0%	7.6%	---	6.0%	3.5%	---	0.5%	0.7%	---
Yes, to other job in Govt	35,603	22,690	---	14.4%	15.7%	---	48.4%	49.0%	---	15.6%	14.9%	---	12.4%	12.5%	---	8.7%	7.1%	---	0.5%	0.7%	---
Yes, to other job outside Govt	7,860	5,069	---	16.0%	16.9%	---	49.6%	49.3%	---	15.6%	14.3%	---	9.2%	11.5%	---	9.0%	7.8%	---	0.6%	0.2%	---
Yes, other	9,085	5,479	---	11.8%	13.5%	---	46.1%	49.6%	---	19.5%	18.7%	---	12.4%	11.3%	---	9.6%	5.6%	---	0.6%	1.4%	---
<b>Retiring</b>																					
Within 1 year	9,139	6,072	4,001	21.6%	18.2%	19.7%	50.2%	58.2%	50.0%	14.4%	11.4%	13.7%	7.2%	7.4%	10.3%	5.9%	4.0%	5.6%	0.7%	0.8%	0.7%
Between 1 and 3 years	25,219	16,416	12,087	20.9%	20.5%	19.3%	52.3%	51.7%	51.9%	14.6%	16.3%	14.6%	7.7%	8.0%	9.4%	4.1%	3.0%	4.4%	0.4%	0.4%	0.4%
Between 3 and 5 years	28,079	19,273	13,876	20.3%	21.0%	21.1%	54.1%	54.2%	52.7%	13.6%	12.8%	12.7%	7.9%	7.8%	9.7%	3.8%	3.8%	3.5%	0.4%	0.3%	0.4%
5 or more years	155,003	102,408	70,692	22.5%	22.7%	21.8%	52.1%	53.0%	52.7%	13.0%	12.5%	12.1%	7.8%	7.9%	8.8%	4.2%	3.4%	4.3%	0.4%	0.4%	0.3%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(53) Employees use information technology (for example, intranet, shared networks) to perform work.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,405</b>	<b>147,889</b>	<b>---</b>	<b>30.8%</b>	<b>29.4%</b>	<b>---</b>	<b>55.2%</b>	<b>56.3%</b>	<b>---</b>	<b>8.6%</b>	<b>8.2%</b>	<b>---</b>	<b>2.9%</b>	<b>3.2%</b>	<b>---</b>	<b>1.8%</b>	<b>1.9%</b>	<b>---</b>	<b>0.8%</b>	<b>1.1%</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,479	51,142	---	33.9%	33.3%	---	54.2%	56.1%	---	7.8%	6.1%	---	2.1%	2.4%	---	1.2%	1.1%	---	0.7%	1.0%	---
Field	130,935	93,048	---	29.3%	28.1%	---	55.7%	56.3%	---	9.0%	8.9%	---	3.2%	3.4%	---	2.0%	2.1%	---	0.9%	1.1%	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,177	74,549	---	29.1%	27.4%	---	55.9%	57.4%	---	9.2%	8.7%	---	2.9%	3.3%	---	1.9%	1.9%	---	1.0%	1.3%	---
Team Leader	31,773	20,114	---	31.4%	31.6%	---	55.1%	54.9%	---	7.7%	7.7%	---	3.2%	3.1%	---	1.9%	2.0%	---	0.7%	0.7%	---
Supervisor	39,858	28,517	---	33.8%	33.1%	---	54.5%	53.7%	---	7.4%	7.4%	---	2.4%	3.3%	---	1.5%	2.0%	---	0.4%	0.6%	---
Manager	22,461	17,116	---	38.1%	38.5%	---	51.2%	52.1%	---	7.4%	5.8%	---	2.4%	2.6%	---	0.9%	0.7%	---	0.1%	0.2%	---
Executive	5,134	3,906	---	47.1%	52.2%	---	45.3%	43.0%	---	5.5%	2.9%	---	0.7%	1.0%	---	0.9%	0.5%	---	0.5%	0.3%	---
<b>Sex</b>																					
Male	117,793	81,621	---	29.9%	28.9%	---	54.7%	55.0%	---	9.8%	9.3%	---	2.9%	3.7%	---	2.0%	2.2%	---	0.6%	1.0%	---
Female	99,722	62,574	---	31.8%	29.8%	---	55.9%	58.0%	---	7.1%	6.9%	---	2.8%	2.5%	---	1.4%	1.5%	---	1.0%	1.2%	---
<b>Hispanic or Latino</b>																					
Yes	13,628	8,467	---	30.8%	28.6%	---	53.2%	55.2%	---	8.8%	9.5%	---	3.6%	2.6%	---	2.7%	2.3%	---	1.0%	1.7%	---
No	203,774	135,482	---	30.7%	29.4%	---	55.4%	56.4%	---	8.6%	8.1%	---	2.8%	3.3%	---	1.7%	1.8%	---	0.8%	1.0%	---
<b>Race</b>																					
White	156,711	---	---	32.4%	---	---	54.5%	---	---	7.9%	---	---	2.7%	---	---	1.7%	---	---	0.7%	---	---
Black or African American	32,861	---	---	27.6%	---	---	57.1%	---	---	9.9%	---	---	2.9%	---	---	1.3%	---	---	1.2%	---	---
Native Hawaiian/Pacific Islander	1,488	---	---	31.4%	---	---	50.8%	---	---	10.8%	---	---	4.7%	---	---	1.6%	---	---	0.8%	---	---
Asian	8,605	---	---	27.6%	---	---	58.6%	---	---	10.2%	---	---	2.1%	---	---	0.9%	---	---	0.6%	---	---
AmerIndian/Alskn Native	6,151	---	---	21.0%	---	---	55.4%	---	---	13.6%	---	---	4.9%	---	---	3.9%	---	---	1.2%	---	---
Two or more races (Not Hispanic/Latino)	6,192	---	---	25.4%	---	---	55.0%	---	---	11.0%	---	---	3.3%	---	---	4.1%	---	---	1.3%	---	---
<b>Age Group</b>																					
<30 (25 and under)	8,794	5,461	---	35.4%	38.2%	---	50.3%	47.5%	---	8.6%	6.9%	---	2.7%	4.0%	---	1.8%	2.2%	---	1.3%	1.2%	---
(26-29)	2,477	---	---	37.6%	---	---	49.2%	---	---	7.0%	---	---	2.8%	---	---	0.9%	---	---	2.4%	---	---
30-39	6,317	---	---	34.4%	---	---	50.7%	---	---	9.2%	---	---	2.6%	---	---	2.2%	---	---	0.8%	---	---
40-49	31,367	20,917	---	32.1%	31.1%	---	55.1%	54.8%	---	7.0%	7.5%	---	3.1%	3.4%	---	2.0%	2.0%	---	0.7%	1.2%	---
50-59	70,123	47,039	---	30.9%	28.9%	---	55.1%	56.7%	---	8.6%	8.3%	---	2.8%	3.3%	---	2.0%	1.8%	---	0.7%	0.9%	---
60+	87,034	57,867	---	29.5%	28.2%	---	55.7%	57.4%	---	9.5%	8.4%	---	2.9%	2.9%	---	1.6%	1.9%	---	0.9%	1.1%	---
60+	20,179	12,861	---	29.7%	27.7%	---	57.1%	57.2%	---	8.2%	9.5%	---	2.8%	3.3%	---	1.5%	1.4%	---	0.8%	1.0%	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(53) Employees use information technology (for example, intranet, shared networks) to perform work.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,405</b>	<b>147,889</b>	<b>---</b>	<b>30.8%</b>	<b>29.4%</b>	<b>---</b>	<b>55.2%</b>	<b>56.3%</b>	<b>---</b>	<b>8.6%</b>	<b>8.2%</b>	<b>---</b>	<b>2.9%</b>	<b>3.2%</b>	<b>---</b>	<b>1.8%</b>	<b>1.9%</b>	<b>---</b>	<b>0.8%</b>	<b>1.1%</b>	<b>---</b>
<b>Pay Category</b>																					
Federal Wage System	9,465	5,509	---	15.2%	14.6%	---	50.3%	53.5%	---	20.1%	19.0%	---	7.4%	7.8%	---	4.6%	3.6%	---	2.4%	1.5%	---
GS 1-6 or equivalent	10,825	6,706	---	25.4%	19.3%	---	53.9%	55.6%	---	13.6%	13.0%	---	3.5%	6.0%	---	2.0%	3.6%	---	1.6%	2.5%	---
GS 7-12 or equivalent	91,791	58,904	---	30.7%	29.2%	---	57.4%	58.3%	---	7.6%	7.5%	---	2.4%	2.6%	---	1.3%	1.4%	---	0.6%	0.9%	---
GS 13-15 or equivalent	91,614	64,036	---	38.3%	36.8%	---	54.2%	55.2%	---	4.5%	4.9%	---	1.6%	1.8%	---	1.1%	1.1%	---	0.3%	0.3%	---
Senior Executive Service	4,205	3,314	---	51.6%	52.5%	---	43.2%	43.5%	---	3.8%	2.5%	---	0.8%	0.8%	---	0.4%	0.4%	---	0.1%	0.2%	---
SL/ST	688	490	---	42.3%	37.0%	---	51.3%	51.4%	---	5.9%	11.4%	---	0.1%	0.1%	---	0.3%	0.0%	---	0.1%	0.1%	---
Other	8,187	5,203	---	30.9%	32.0%	---	56.5%	49.9%	---	8.6%	7.4%	---	2.1%	3.7%	---	1.4%	4.6%	---	0.5%	2.5%	---
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	40.0%	37.8%	---	49.3%	46.8%	---	7.1%	11.4%	---	1.3%	1.6%	---	0.9%	1.2%	---	1.5%	1.2%	---
1-3 years	17,543	12,894	---	34.8%	30.9%	---	50.8%	46.1%	---	8.3%	10.4%	---	3.2%	6.0%	---	2.1%	4.3%	---	0.9%	2.3%	---
4-5 years	16,227	8,708	---	30.0%	31.7%	---	53.4%	53.0%	---	9.2%	8.7%	---	3.7%	3.9%	---	2.8%	1.5%	---	0.9%	1.1%	---
6-10 years	26,506	13,915	---	30.3%	29.6%	---	55.2%	55.4%	---	8.8%	8.3%	---	3.3%	4.2%	---	1.6%	1.9%	---	0.7%	0.7%	---
11-20 years	62,913	44,995	---	29.9%	28.8%	---	56.2%	58.6%	---	8.5%	8.0%	---	2.7%	2.4%	---	1.9%	1.5%	---	0.8%	0.8%	---
> 20 years	91,697	62,353	---	30.1%	28.5%	---	56.6%	59.2%	---	8.7%	7.5%	---	2.5%	2.5%	---	1.4%	1.3%	---	0.7%	0.9%	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,024	2,815	---	38.1%	35.8%	---	49.6%	49.6%	---	8.5%	11.1%	---	1.3%	1.5%	---	1.3%	0.9%	---	1.2%	1.1%	---
1-3 years	28,264	21,635	---	32.9%	30.6%	---	52.8%	49.0%	---	8.1%	9.6%	---	3.3%	5.3%	---	2.0%	3.7%	---	0.8%	1.9%	---
4-5 years	22,562	13,235	---	29.5%	30.5%	---	53.5%	55.7%	---	9.1%	8.4%	---	3.8%	3.2%	---	2.9%	1.4%	---	1.1%	0.9%	---
6-10 years	35,127	18,823	---	30.0%	29.7%	---	55.5%	57.0%	---	9.4%	7.8%	---	3.1%	3.3%	---	1.5%	1.4%	---	0.6%	0.7%	---
11-20 years	64,989	46,188	---	29.9%	28.6%	---	56.5%	58.8%	---	8.4%	7.9%	---	2.7%	2.4%	---	1.8%	1.6%	---	0.8%	0.8%	---
> 20 years	61,516	41,486	---	30.6%	28.2%	---	56.7%	59.3%	---	8.5%	7.6%	---	2.4%	2.6%	---	1.2%	1.3%	---	0.7%	1.0%	---
<b>Leaving</b>																					
No	150,496	101,432	---	33.4%	31.9%	---	54.3%	56.1%	---	8.0%	7.6%	---	2.4%	2.5%	---	1.2%	1.1%	---	0.8%	0.9%	---
Yes, to retire	14,405	9,503	---	26.4%	24.5%	---	58.1%	59.5%	---	9.9%	9.4%	---	2.9%	2.9%	---	2.0%	2.4%	---	0.7%	1.3%	---
Yes, to other job in Govt	35,601	22,691	---	25.2%	24.6%	---	59.3%	58.4%	---	8.7%	8.0%	---	3.4%	4.3%	---	2.7%	3.6%	---	0.7%	1.1%	---
Yes, to other job outside Govt	7,857	5,069	---	25.8%	22.2%	---	53.5%	51.5%	---	9.4%	10.7%	---	5.5%	8.1%	---	5.1%	6.1%	---	0.7%	1.4%	---
Yes, other	9,084	5,480	---	19.6%	19.1%	---	52.9%	51.8%	---	16.0%	16.2%	---	6.1%	6.4%	---	4.2%	3.6%	---	1.2%	2.8%	---
<b>Retiring</b>																					
Within 1 year	9,137	6,073	---	28.1%	24.8%	---	55.5%	60.2%	---	9.9%	8.1%	---	3.0%	3.6%	---	2.4%	2.0%	---	1.0%	1.3%	---
Between 1 and 3 years	25,212	16,414	---	26.7%	26.1%	---	58.7%	58.0%	---	9.2%	10.5%	---	2.7%	2.8%	---	1.8%	1.4%	---	1.0%	1.2%	---
Between 3 and 5 years	28,075	19,276	---	27.5%	26.7%	---	56.7%	59.5%	---	9.8%	8.3%	---	3.2%	2.9%	---	2.1%	1.4%	---	0.8%	1.1%	---
5 or more years	154,998	102,406	---	32.0%	30.5%	---	54.5%	55.5%	---	8.3%	7.9%	---	2.8%	3.2%	---	1.6%	1.9%	---	0.8%	1.0%	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (54) How satisfied are you with your involvement in decisions that affect your work?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,436</b>	<b>147,896</b>	<b>100,656</b>	<b>12.8%</b>	<b>12.3%</b>	<b>12.3%</b>	<b>40.9%</b>	<b>39.8%</b>	<b>39.8%</b>	<b>21.8%</b>	<b>22.1%</b>	<b>23.4%</b>	<b>17.5%</b>	<b>19.3%</b>	<b>18.3%</b>	<b>7.0%</b>	<b>6.5%</b>	<b>6.2%</b>
<b>Work Location</b>																		
Headquarters	86,489	51,142	35,976	14.3%	13.8%	13.9%	42.5%	40.6%	38.7%	20.6%	21.2%	23.5%	16.3%	18.2%	17.9%	6.2%	6.3%	6.0%
Field	130,951	93,054	64,680	12.1%	11.9%	11.7%	40.2%	39.5%	40.3%	22.3%	22.4%	23.4%	18.1%	19.6%	18.4%	7.3%	6.6%	6.3%
<b>Supervisor Status</b>																		
Non-Supervisor	118,195	74,553	46,868	10.6%	10.2%	10.4%	39.1%	37.8%	37.6%	23.9%	24.6%	25.7%	18.6%	20.1%	19.6%	7.8%	7.3%	6.7%
Team Leader	31,774	20,114	13,639	13.4%	14.1%	13.3%	42.3%	43.2%	43.7%	20.5%	18.1%	20.9%	16.6%	19.1%	16.2%	7.2%	5.5%	6.0%
Supervisor	39,862	28,518	22,902	15.9%	16.4%	16.7%	45.9%	44.2%	46.5%	17.3%	17.1%	16.7%	16.1%	17.4%	16.0%	4.8%	4.8%	4.1%
Manager	22,464	17,118	14,118	25.4%	26.5%	26.8%	46.5%	45.6%	45.0%	13.3%	12.5%	13.2%	11.6%	12.1%	12.1%	3.2%	3.3%	3.0%
Executive	5,135	3,905	3,129	30.9%	38.2%	36.6%	41.4%	40.2%	37.2%	10.0%	9.4%	10.4%	13.5%	9.2%	13.0%	4.2%	3.0%	2.8%
<b>Sex</b>																		
Male	117,819	81,625	59,070	12.9%	12.8%	12.5%	41.3%	39.7%	39.9%	22.0%	22.1%	23.9%	16.7%	18.7%	17.6%	7.1%	6.7%	6.0%
Female	99,723	62,576	41,586	12.7%	11.7%	12.0%	40.5%	39.9%	39.7%	21.5%	22.1%	22.8%	18.5%	20.0%	19.1%	6.8%	6.3%	6.4%
<b>Hispanic or Latino</b>																		
Yes	13,631	8,466	5,531	13.6%	12.6%	10.2%	40.3%	41.6%	41.3%	23.6%	22.2%	22.6%	15.6%	16.9%	19.4%	6.9%	6.7%	6.5%
No	203,798	135,490	95,125	12.7%	12.3%	12.5%	41.0%	39.7%	39.7%	21.6%	22.1%	23.5%	17.7%	19.4%	18.2%	7.0%	6.5%	6.2%
<b>Race</b>																		
White	156,720	---	80,079	12.9%	---	12.8%	41.2%	---	40.2%	21.2%	---	22.8%	17.7%	---	18.4%	7.0%	---	5.8%
Black or African American	32,871	---	12,860	12.5%	---	10.1%	40.5%	---	37.0%	22.6%	---	27.3%	17.5%	---	17.3%	6.9%	---	8.2%
Native Hawaiian/Pacific Islander	1,488	---	698	19.9%	---	10.4%	42.2%	---	45.3%	20.4%	---	20.4%	10.5%	---	19.7%	7.0%	---	4.3%
Asian	8,611	---	3,633	13.4%	---	12.3%	45.0%	---	44.6%	24.3%	---	24.5%	12.7%	---	15.1%	4.6%	---	3.5%
AmerIndian/Alskn Native	6,151	---	1,602	10.7%	---	12.4%	44.7%	---	36.2%	19.7%	---	23.9%	18.1%	---	19.6%	6.7%	---	7.9%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	10.6%	---	9.1%	30.4%	---	39.2%	25.6%	---	19.6%	22.5%	---	20.2%	10.9%	---	11.9%
<b>Age Group</b>																		
<30	8,794	5,461	2,787	12.7%	11.7%	9.5%	42.2%	41.8%	39.7%	24.3%	23.4%	31.8%	16.2%	16.8%	15.2%	4.6%	6.3%	3.8%
(25 and under)	2,477	---	---	12.0%	---	---	44.7%	---	---	23.6%	---	---	14.9%	---	---	4.8%	---	---
(26-29)	6,317	---	---	13.0%	---	---	41.1%	---	---	24.6%	---	---	16.8%	---	---	4.5%	---	---
30-39	31,369	20,918	15,010	10.7%	11.0%	12.0%	42.5%	41.1%	42.0%	23.5%	23.0%	22.3%	16.9%	18.5%	17.9%	6.5%	6.3%	5.8%
40-49	70,129	47,040	34,006	12.3%	12.4%	11.1%	42.3%	39.8%	39.8%	20.6%	21.8%	23.2%	17.6%	19.5%	19.5%	7.2%	6.5%	6.4%
50-59	87,047	57,870	41,243	13.5%	12.0%	13.2%	39.1%	39.3%	38.6%	21.8%	21.8%	23.5%	18.1%	20.1%	18.2%	7.5%	6.8%	6.5%
60+	20,184	12,862	7,610	15.8%	16.6%	15.6%	39.6%	37.8%	41.2%	20.9%	22.3%	23.7%	16.8%	17.6%	14.4%	6.8%	5.7%	5.1%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (54) How satisfied are you with your involvement in decisions that affect your work?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,436</b>	<b>147,896</b>	<b>100,656</b>	<b>12.8%</b>	<b>12.3%</b>	<b>12.3%</b>	<b>40.9%</b>	<b>39.8%</b>	<b>39.8%</b>	<b>21.8%</b>	<b>22.1%</b>	<b>23.4%</b>	<b>17.5%</b>	<b>19.3%</b>	<b>18.3%</b>	<b>7.0%</b>	<b>6.5%</b>	<b>6.2%</b>
<b>Pay Category</b>																		
Federal Wage System	9,482	5,511	4,855	10.9%	10.7%	10.0%	40.7%	39.8%	41.3%	23.4%	22.8%	25.1%	17.5%	19.8%	17.8%	7.5%	6.8%	5.8%
GS 1-6 or equivalent	10,823	6,706	4,848	13.1%	10.0%	12.1%	39.8%	34.1%	34.1%	23.0%	25.8%	27.4%	16.1%	20.7%	19.9%	8.0%	9.4%	6.4%
GS 7-12 or equivalent	91,795	58,907	39,563	11.7%	11.2%	10.7%	40.9%	40.2%	40.0%	22.7%	23.2%	24.7%	18.1%	19.4%	18.5%	6.6%	6.1%	6.2%
GS 13-15 or equivalent	91,619	64,037	41,791	15.4%	15.5%	16.4%	43.8%	41.5%	41.9%	19.0%	19.3%	19.6%	15.8%	17.9%	16.7%	6.1%	5.9%	5.4%
Senior Executive Service	4,206	3,314	2,542	36.5%	33.1%	33.3%	40.7%	37.1%	39.3%	9.6%	12.8%	11.9%	9.0%	8.6%	13.3%	4.2%	8.4%	2.2%
SL/ST	688	490	---	14.5%	23.5%	---	22.9%	33.3%	---	19.4%	7.6%	---	25.5%	30.9%	---	17.7%	4.7%	---
Other	8,187	5,204	7,057	12.7%	12.0%	12.3%	38.5%	40.2%	38.9%	23.1%	19.5%	21.1%	18.3%	20.6%	19.6%	7.4%	7.6%	8.1%
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,316	---	19.6%	14.2%	---	47.0%	41.3%	---	20.1%	33.8%	---	10.7%	8.9%	---	2.5%	1.8%	---
1-3 years	17,546	12,895	---	12.9%	11.6%	---	42.5%	37.1%	---	23.3%	23.8%	---	15.0%	20.1%	---	6.2%	7.4%	---
4-5 years	16,231	8,711	---	11.5%	11.7%	---	40.1%	41.5%	---	22.2%	22.4%	---	19.2%	18.9%	---	7.0%	5.5%	---
6-10 years	26,509	13,914	---	11.6%	12.0%	---	40.2%	39.5%	---	22.7%	21.9%	---	18.6%	19.4%	---	7.0%	7.2%	---
11-20 years	62,918	44,995	---	12.3%	11.8%	---	40.1%	39.7%	---	22.0%	22.2%	---	18.0%	19.7%	---	7.5%	6.7%	---
> 20 years	91,708	62,356	---	13.6%	13.3%	---	41.3%	40.5%	---	20.8%	21.2%	---	17.3%	18.9%	---	7.0%	6.2%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,023	2,815	---	17.7%	18.2%	---	45.1%	43.1%	---	23.1%	25.1%	---	10.5%	10.5%	---	3.7%	3.2%	---
1-3 years	28,266	21,638	---	12.7%	12.3%	---	41.4%	37.7%	---	23.0%	23.3%	---	15.8%	19.5%	---	7.1%	7.1%	---
4-5 years	22,567	13,236	---	11.4%	11.1%	---	39.3%	40.5%	---	22.3%	23.0%	---	20.1%	19.2%	---	6.9%	6.3%	---
6-10 years	35,128	18,824	---	11.5%	11.1%	---	40.5%	40.6%	---	23.0%	21.5%	---	18.2%	19.8%	---	6.9%	6.9%	---
11-20 years	64,997	46,188	---	12.4%	11.9%	---	40.6%	39.5%	---	21.6%	22.1%	---	17.9%	19.8%	---	7.5%	6.6%	---
> 20 years	61,525	41,488	---	14.2%	13.5%	---	41.6%	40.7%	---	20.1%	20.9%	---	17.2%	18.8%	---	6.9%	6.0%	---
<b>Leaving</b>																		
No	150,513	101,438	---	15.5%	14.9%	---	46.2%	45.0%	---	20.6%	21.3%	---	13.6%	15.3%	---	4.2%	3.6%	---
Yes, to retire	14,409	9,503	---	12.4%	10.9%	---	36.6%	38.0%	---	23.7%	23.1%	---	18.3%	21.1%	---	9.0%	6.8%	---
Yes, to other job in Govt	35,602	22,690	---	5.6%	5.7%	---	28.9%	27.0%	---	24.6%	23.8%	---	28.1%	30.2%	---	12.8%	13.2%	---
Yes, to other job outside Govt	7,859	5,069	---	4.1%	4.1%	---	24.8%	20.6%	---	21.9%	24.0%	---	30.6%	31.8%	---	18.5%	19.4%	---
Yes, other	9,085	5,482	---	4.0%	4.7%	---	22.6%	22.7%	---	27.7%	25.7%	---	28.3%	29.4%	---	17.4%	17.4%	---
<b>Retiring</b>																		
Within 1 year	9,142	6,072	4,001	11.9%	11.4%	11.4%	36.0%	38.2%	37.1%	23.3%	21.5%	22.7%	18.0%	19.8%	20.7%	10.7%	9.1%	8.1%
Between 1 and 3 years	25,216	16,416	12,087	13.2%	12.0%	11.7%	38.4%	37.8%	38.2%	22.1%	23.3%	26.0%	18.9%	20.8%	16.8%	7.4%	6.0%	7.3%
Between 3 and 5 years	28,077	19,275	13,876	12.3%	12.7%	12.9%	40.4%	38.7%	39.0%	20.6%	22.0%	23.9%	19.3%	21.0%	17.8%	7.4%	5.7%	6.4%
5 or more years	155,013	102,412	70,692	12.9%	12.4%	12.3%	41.7%	40.4%	40.3%	21.8%	22.0%	23.0%	17.0%	18.7%	18.4%	6.7%	6.5%	5.9%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(55) How satisfied are you with the information you receive from management on what's going on in your organization?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,433</b>	<b>147,896</b>	<b>100,656</b>	<b>10.0%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>36.6%</b>	<b>36.2%</b>	<b>35.1%</b>	<b>24.2%</b>	<b>23.5%</b>	<b>23.1%</b>	<b>20.7%</b>	<b>22.2%</b>	<b>23.0%</b>	<b>8.5%</b>	<b>8.7%</b>	<b>9.4%</b>
<b>Work Location</b>																		
Headquarters	86,492	51,145	35,976	11.1%	10.3%	10.3%	38.1%	37.0%	34.4%	23.4%	23.2%	22.4%	19.4%	21.3%	23.1%	8.0%	8.2%	9.8%
Field	130,947	93,052	64,680	9.5%	9.1%	9.0%	36.0%	35.9%	35.4%	24.5%	23.7%	23.4%	21.3%	22.5%	22.9%	8.8%	8.8%	9.2%
<b>Supervisor Status</b>																		
Non-Supervisor	118,190	74,553	46,868	8.7%	8.1%	8.4%	35.0%	35.0%	33.8%	25.4%	24.7%	23.7%	21.6%	22.9%	24.0%	9.4%	9.3%	10.2%
Team Leader	31,774	20,114	13,639	8.4%	9.2%	8.6%	36.4%	36.5%	35.4%	24.7%	22.9%	24.2%	22.3%	22.8%	22.6%	8.3%	8.5%	9.2%
Supervisor	39,861	28,518	22,902	11.8%	12.2%	12.4%	42.0%	40.9%	41.9%	21.6%	20.4%	19.8%	18.0%	19.9%	19.6%	6.7%	6.6%	6.3%
Manager	22,465	17,118	14,118	21.7%	21.0%	21.0%	43.4%	44.6%	43.1%	17.2%	16.6%	16.4%	13.6%	13.6%	15.1%	4.1%	4.2%	4.4%
Executive	5,135	3,906	3,129	25.1%	32.6%	29.2%	44.3%	41.2%	39.8%	12.3%	12.7%	13.0%	14.3%	10.3%	13.5%	4.0%	3.3%	4.5%
<b>Sex</b>																		
Male	117,816	81,624	59,070	9.8%	9.3%	9.0%	36.4%	35.6%	34.8%	24.7%	24.8%	24.2%	20.2%	21.4%	22.5%	8.9%	8.9%	9.5%
Female	99,726	62,578	41,586	10.2%	9.4%	9.9%	37.0%	37.0%	35.6%	23.5%	21.9%	21.8%	21.3%	23.2%	23.6%	8.0%	8.5%	9.2%
<b>Hispanic or Latino</b>																		
Yes	13,629	8,466	5,531	10.3%	10.3%	8.3%	37.8%	38.5%	36.3%	25.5%	23.8%	24.5%	18.0%	18.6%	20.0%	8.4%	8.7%	10.9%
No	203,796	135,490	95,125	9.9%	9.3%	9.5%	36.6%	36.1%	35.1%	24.0%	23.5%	23.0%	21.0%	22.5%	23.2%	8.5%	8.7%	9.3%
<b>Race</b>																		
White	156,721	---	80,079	10.0%	---	9.4%	35.9%	---	34.6%	23.5%	---	22.9%	21.7%	---	24.1%	8.8%	---	9.1%
Black or African American	32,868	---	12,860	10.7%	---	9.8%	39.5%	---	38.2%	25.3%	---	24.2%	17.5%	---	18.2%	7.0%	---	9.5%
Native Hawaiian/Pacific Islander	1,488	---	698	13.9%	---	5.8%	36.4%	---	28.2%	27.4%	---	32.7%	13.7%	---	15.9%	8.6%	---	17.5%
Asian	8,611	---	3,633	10.0%	---	8.4%	43.4%	---	44.7%	25.4%	---	22.8%	15.8%	---	18.5%	5.4%	---	5.6%
AmerIndian/Alskn Native	6,150	---	1,602	7.4%	---	12.0%	36.0%	---	27.6%	27.2%	---	22.7%	21.0%	---	24.7%	8.5%	---	12.9%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	7.3%	---	7.3%	30.5%	---	27.6%	27.0%	---	22.5%	23.4%	---	24.9%	11.7%	---	17.7%
<b>Age Group</b>																		
<30	8,793	5,461	2,787	10.5%	9.6%	9.4%	40.4%	40.2%	38.0%	23.5%	20.4%	27.4%	19.4%	20.1%	17.7%	6.3%	9.6%	7.4%
(25 and under)	2,477	---	---	11.8%	---	---	41.9%	---	---	23.8%	---	---	17.8%	---	---	4.6%	---	---
(26-29)	6,316	---	---	9.9%	---	---	39.7%	---	---	23.3%	---	---	20.1%	---	---	6.9%	---	---
30-39	31,367	20,919	15,010	8.5%	8.7%	9.7%	36.8%	36.2%	34.9%	25.8%	22.9%	23.7%	20.6%	23.3%	21.6%	8.3%	8.9%	10.1%
40-49	70,130	47,040	34,006	9.2%	9.2%	8.4%	36.8%	35.7%	35.5%	23.9%	23.6%	22.9%	21.4%	22.0%	23.4%	8.7%	9.4%	9.8%
50-59	87,047	57,870	41,243	10.6%	9.2%	9.5%	35.7%	35.8%	34.4%	24.1%	24.3%	22.8%	20.6%	22.2%	24.3%	9.1%	8.5%	9.1%
60+	20,186	12,862	7,610	12.5%	12.0%	12.7%	37.6%	37.6%	37.0%	22.8%	22.9%	23.0%	19.8%	21.6%	19.1%	7.3%	5.9%	8.1%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (55) How satisfied are you with the information you receive from management on what's going on in your organization?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,433</b>	<b>147,896</b>	<b>100,656</b>	<b>10.0%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>36.6%</b>	<b>36.2%</b>	<b>35.1%</b>	<b>24.2%</b>	<b>23.5%</b>	<b>23.1%</b>	<b>20.7%</b>	<b>22.2%</b>	<b>23.0%</b>	<b>8.5%</b>	<b>8.7%</b>	<b>9.4%</b>
<b>Pay Category</b>																		
Federal Wage System	9,480	5,510	4,855	7.9%	7.6%	7.7%	34.3%	32.1%	27.9%	26.0%	27.1%	25.1%	21.5%	23.6%	26.9%	10.3%	9.5%	12.3%
GS 1-6 or equivalent	10,825	6,706	4,848	11.0%	9.0%	10.1%	35.5%	33.7%	35.0%	27.2%	23.1%	22.2%	17.7%	23.6%	21.4%	8.6%	10.6%	11.3%
GS 7-12 or equivalent	91,799	58,907	39,563	9.4%	8.8%	8.4%	36.7%	36.8%	35.4%	24.7%	24.1%	23.9%	21.1%	21.9%	23.2%	8.1%	8.5%	8.9%
GS 13-15 or equivalent	91,615	64,039	41,791	11.5%	10.8%	11.6%	38.7%	37.9%	37.2%	22.1%	22.1%	21.2%	19.9%	21.2%	21.6%	7.8%	7.9%	8.4%
Senior Executive Service	4,206	3,314	2,542	29.4%	29.3%	29.7%	42.9%	38.0%	38.6%	13.6%	13.7%	13.4%	10.5%	15.4%	13.7%	3.6%	3.7%	4.7%
SL/ST	688	490	---	7.2%	11.8%	---	37.4%	31.0%	---	12.5%	26.0%	---	19.4%	26.1%	---	23.5%	5.1%	---
Other	8,187	5,204	7,057	8.5%	9.2%	8.7%	35.3%	33.2%	35.5%	24.5%	22.9%	23.3%	23.3%	24.9%	22.9%	8.3%	9.7%	9.6%
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,316	---	18.3%	14.3%	---	44.2%	43.9%	---	22.8%	29.6%	---	11.3%	9.7%	---	3.4%	2.5%	---
1-3 years	17,542	12,895	---	11.3%	10.2%	---	41.4%	35.2%	---	22.4%	22.9%	---	18.7%	22.1%	---	6.3%	9.7%	---
4-5 years	16,232	8,711	---	8.6%	9.4%	---	36.0%	36.3%	---	25.2%	24.2%	---	21.1%	21.8%	---	9.0%	8.2%	---
6-10 years	26,508	13,914	---	8.3%	8.1%	---	34.7%	37.6%	---	25.9%	22.9%	---	21.8%	21.8%	---	9.4%	9.5%	---
11-20 years	62,917	44,995	---	9.5%	8.5%	---	35.1%	35.6%	---	24.7%	23.3%	---	21.6%	23.9%	---	9.0%	8.7%	---
> 20 years	91,712	62,357	---	10.5%	10.0%	---	36.9%	36.5%	---	23.4%	23.9%	---	20.6%	21.2%	---	8.6%	8.3%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,023	2,815	---	17.8%	17.7%	---	43.7%	43.4%	---	23.6%	23.0%	---	10.7%	11.7%	---	4.2%	4.3%	---
1-3 years	28,263	21,638	---	10.9%	10.5%	---	39.3%	34.8%	---	23.0%	22.8%	---	19.4%	22.5%	---	7.4%	9.5%	---
4-5 years	22,568	13,236	---	8.2%	8.4%	---	35.6%	37.0%	---	25.1%	24.4%	---	21.8%	22.0%	---	9.3%	8.1%	---
6-10 years	35,129	18,824	---	8.3%	7.1%	---	34.9%	38.1%	---	25.9%	23.6%	---	21.6%	21.7%	---	9.3%	9.5%	---
11-20 years	64,995	46,189	---	9.5%	8.8%	---	35.0%	35.1%	---	24.8%	23.4%	---	21.6%	23.7%	---	9.0%	9.0%	---
> 20 years	61,527	41,488	---	10.9%	10.1%	---	37.6%	36.8%	---	22.7%	23.9%	---	20.5%	21.3%	---	8.3%	7.9%	---
<b>Leaving</b>																		
No	150,508	101,438	---	12.1%	11.4%	---	41.9%	41.1%	---	23.4%	23.2%	---	17.0%	18.6%	---	5.5%	5.6%	---
Yes, to retire	14,410	9,504	---	8.2%	8.6%	---	34.6%	34.1%	---	23.5%	24.9%	---	24.2%	24.6%	---	9.4%	7.9%	---
Yes, to other job in Govt	35,606	22,691	---	4.6%	4.2%	---	23.4%	23.7%	---	26.7%	23.7%	---	30.2%	31.9%	---	15.0%	16.4%	---
Yes, to other job outside Govt	7,858	5,069	---	3.0%	2.5%	---	21.0%	20.6%	---	22.5%	21.8%	---	30.7%	33.8%	---	22.9%	21.3%	---
Yes, other	9,085	5,480	---	3.5%	2.7%	---	18.6%	20.2%	---	28.2%	26.9%	---	30.4%	30.0%	---	19.4%	20.1%	---
<b>Retiring</b>																		
Within 1 year	9,142	6,073	4,001	8.9%	8.8%	8.3%	33.9%	33.3%	27.9%	23.5%	22.7%	26.8%	23.0%	24.9%	24.1%	10.8%	10.3%	13.0%
Between 1 and 3 years	25,215	16,416	12,087	9.3%	8.7%	10.3%	36.1%	36.0%	33.5%	22.8%	24.9%	23.1%	23.2%	22.8%	23.4%	8.6%	7.5%	9.6%
Between 3 and 5 years	28,078	19,275	13,876	9.6%	9.4%	10.3%	36.2%	34.7%	34.9%	24.5%	24.9%	23.0%	20.8%	23.1%	23.2%	8.9%	7.9%	8.6%
5 or more years	155,012	102,412	70,692	10.2%	9.5%	9.1%	37.0%	36.7%	35.7%	24.3%	23.2%	23.0%	20.2%	21.8%	22.8%	8.3%	8.9%	9.3%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (56) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,420</b>	<b>147,895</b>	<b>100,656</b>	<b>13.0%</b>	<b>13.0%</b>	<b>11.6%</b>	<b>35.6%</b>	<b>36.0%</b>	<b>34.2%</b>	<b>23.4%</b>	<b>22.6%</b>	<b>24.1%</b>	<b>18.4%</b>	<b>19.1%</b>	<b>20.0%</b>	<b>9.6%</b>	<b>9.3%</b>	<b>10.1%</b>
<b>Work Location</b>																		
Headquarters	86,487	51,144	35,976	14.3%	15.5%	13.1%	37.2%	37.5%	35.6%	23.5%	21.8%	22.9%	16.6%	16.9%	19.0%	8.3%	8.3%	9.4%
Field	130,936	93,052	64,680	12.3%	12.1%	11.0%	34.9%	35.5%	33.6%	23.3%	22.8%	24.6%	19.3%	19.8%	20.4%	10.2%	9.7%	10.4%
<b>Supervisor Status</b>																		
Non-Supervisor	118,189	74,552	46,868	12.0%	11.7%	10.8%	34.0%	35.3%	33.3%	24.1%	23.2%	24.2%	19.4%	19.6%	20.5%	10.6%	10.1%	11.2%
Team Leader	31,776	20,114	13,639	12.2%	13.8%	12.2%	37.9%	35.6%	34.1%	22.1%	22.3%	24.9%	18.4%	19.5%	20.2%	9.3%	8.7%	8.6%
Supervisor	39,854	28,518	22,902	14.4%	14.8%	12.4%	39.3%	39.6%	38.8%	22.5%	20.8%	23.5%	16.4%	17.6%	18.3%	7.4%	7.2%	7.0%
Manager	22,462	17,118	14,118	20.7%	21.3%	18.4%	39.6%	42.0%	39.0%	22.0%	18.3%	21.8%	13.3%	13.6%	15.3%	4.4%	4.7%	5.5%
Executive	5,135	3,906	3,129	25.7%	33.6%	25.9%	36.5%	37.6%	39.7%	17.9%	14.4%	17.7%	12.5%	10.1%	12.5%	7.4%	4.2%	4.3%
<b>Sex</b>																		
Male	117,810	81,622	59,070	12.2%	12.2%	10.4%	36.1%	36.3%	34.5%	24.8%	23.9%	25.9%	17.4%	18.5%	19.2%	9.5%	9.1%	10.0%
Female	99,719	62,578	41,586	13.9%	13.9%	13.2%	35.0%	35.6%	33.7%	21.5%	20.9%	21.8%	19.8%	20.0%	21.1%	9.7%	9.7%	10.2%
<b>Hispanic or Latino</b>																		
Yes	13,626	8,466	5,531	12.9%	12.9%	11.4%	32.8%	33.4%	34.8%	25.4%	23.1%	21.9%	19.3%	21.1%	19.6%	9.5%	9.4%	12.3%
No	203,789	135,489	95,125	13.0%	13.0%	11.6%	35.9%	36.2%	34.1%	23.2%	22.5%	24.3%	18.4%	19.0%	20.0%	9.6%	9.3%	9.9%
<b>Race</b>																		
White	156,721	---	80,079	13.2%	---	11.9%	36.4%	---	34.9%	23.1%	---	23.9%	17.9%	---	20.1%	9.3%	---	9.2%
Black or African American	32,867	---	12,860	12.8%	---	11.1%	34.3%	---	32.6%	21.9%	---	22.3%	20.2%	---	20.1%	10.9%	---	13.9%
Native Hawaiian/Pacific Islander	1,488	---	698	19.7%	---	10.6%	32.0%	---	34.9%	24.2%	---	22.0%	13.1%	---	24.1%	11.0%	---	8.4%
Asian	8,606	---	3,633	12.4%	---	9.7%	38.8%	---	34.8%	27.0%	---	31.8%	15.9%	---	16.4%	5.8%	---	7.2%
AmerIndian/Alskn Native	6,150	---	1,602	9.0%	---	11.6%	31.4%	---	24.7%	27.2%	---	28.0%	21.5%	---	23.3%	10.8%	---	12.5%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	11.3%	---	10.4%	27.2%	---	27.5%	26.0%	---	26.5%	21.0%	---	19.8%	14.4%	---	15.8%
<b>Age Group</b>																		
<30	8,792	5,461	2,787	13.0%	13.1%	11.1%	36.1%	34.9%	36.6%	23.7%	22.3%	28.2%	17.6%	19.9%	15.7%	9.6%	9.8%	8.3%
(25 and under)	2,477	---	---	11.6%	---	---	40.3%	---	---	24.6%	---	---	15.0%	---	---	8.4%	---	---
(26-29)	6,315	---	---	13.5%	---	---	34.4%	---	---	23.3%	---	---	18.7%	---	---	10.1%	---	---
30-39	31,368	20,918	15,010	11.3%	11.8%	11.5%	35.7%	36.1%	35.2%	24.4%	21.6%	23.6%	19.0%	20.1%	19.1%	9.6%	10.3%	10.7%
40-49	70,125	47,041	34,006	12.7%	13.1%	11.0%	36.0%	35.9%	32.5%	22.9%	22.1%	24.0%	18.8%	19.1%	21.6%	9.5%	9.9%	10.9%
50-59	87,041	57,869	41,243	13.1%	12.8%	11.9%	35.4%	35.9%	34.5%	23.2%	23.3%	24.0%	18.4%	19.0%	20.0%	9.9%	9.0%	9.6%
60+	20,183	12,862	7,610	16.3%	15.5%	12.9%	34.9%	37.1%	37.5%	23.7%	23.3%	25.6%	16.5%	17.5%	16.2%	8.7%	6.6%	7.8%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (56) How satisfied are you with the recognition you receive for doing a good job?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,420</b>	<b>147,895</b>	<b>100,656</b>	<b>13.0%</b>	<b>13.0%</b>	<b>11.6%</b>	<b>35.6%</b>	<b>36.0%</b>	<b>34.2%</b>	<b>23.4%</b>	<b>22.6%</b>	<b>24.1%</b>	<b>18.4%</b>	<b>19.1%</b>	<b>20.0%</b>	<b>9.6%</b>	<b>9.3%</b>	<b>10.1%</b>
<b>Pay Category</b>																		
Federal Wage System	9,477	5,510	4,855	8.2%	9.8%	8.4%	33.4%	31.7%	31.0%	26.1%	24.1%	25.6%	20.2%	22.0%	22.4%	12.0%	12.3%	12.5%
GS 1-6 or equivalent	10,821	6,706	4,848	13.6%	11.2%	12.1%	32.0%	30.3%	28.6%	21.4%	23.5%	21.1%	19.3%	22.1%	21.5%	13.8%	12.9%	16.7%
GS 7-12 or equivalent	91,791	58,906	39,563	12.2%	12.2%	11.1%	35.7%	36.3%	34.1%	23.6%	23.2%	24.9%	19.1%	19.4%	20.2%	9.4%	9.0%	9.7%
GS 13-15 or equivalent	91,616	64,039	41,791	15.8%	16.1%	14.1%	40.4%	40.0%	37.9%	22.0%	21.1%	23.1%	15.2%	15.7%	17.5%	6.6%	7.1%	7.4%
Senior Executive Service	4,206	3,314	2,542	29.8%	29.1%	24.1%	38.3%	36.4%	42.7%	16.0%	12.9%	15.8%	10.4%	12.7%	13.0%	5.5%	9.0%	4.4%
SL/ST	688	490	---	9.4%	14.4%	---	16.6%	31.0%	---	47.1%	23.5%	---	15.5%	27.6%	---	11.4%	3.5%	---
Other	8,187	5,204	7,057	13.6%	11.3%	10.2%	29.5%	30.7%	34.1%	26.9%	21.1%	24.7%	21.1%	24.1%	21.5%	9.0%	12.8%	9.6%
<b>Time in Federal Government</b>																		
< 1 year	2,613	1,316	---	19.8%	19.1%	---	43.7%	37.3%	---	23.8%	34.3%	---	9.7%	6.5%	---	2.9%	2.8%	---
1-3 years	17,545	12,895	---	14.4%	12.3%	---	37.5%	34.9%	---	23.9%	23.7%	---	16.5%	17.6%	---	7.7%	11.4%	---
4-5 years	16,229	8,711	---	12.2%	12.5%	---	33.3%	36.6%	---	23.1%	22.6%	---	20.4%	19.0%	---	11.1%	9.3%	---
6-10 years	26,508	13,912	---	10.8%	12.3%	---	33.9%	35.7%	---	25.2%	21.7%	---	18.6%	20.5%	---	11.5%	9.7%	---
11-20 years	62,914	44,995	---	12.1%	12.3%	---	34.7%	36.3%	---	23.0%	22.0%	---	19.6%	19.9%	---	10.5%	9.6%	---
> 20 years	91,701	62,358	---	13.8%	13.9%	---	36.7%	36.0%	---	22.9%	22.8%	---	17.9%	18.9%	---	8.8%	8.4%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,023	2,815	---	19.6%	19.4%	---	40.3%	38.0%	---	27.6%	30.2%	---	9.3%	9.0%	---	3.1%	3.4%	---
1-3 years	28,267	21,636	---	14.5%	13.2%	---	35.7%	34.6%	---	23.8%	22.7%	---	17.3%	18.6%	---	8.7%	10.8%	---
4-5 years	22,564	13,236	---	11.3%	12.5%	---	33.6%	36.3%	---	24.1%	22.6%	---	20.2%	19.0%	---	10.7%	9.7%	---
6-10 years	35,131	18,823	---	11.4%	12.3%	---	34.0%	36.2%	---	23.6%	21.5%	---	19.2%	20.3%	---	11.7%	9.6%	---
11-20 years	64,986	46,189	---	11.9%	12.1%	---	35.1%	36.4%	---	23.0%	22.1%	---	19.7%	20.0%	---	10.2%	9.5%	---
> 20 years	61,520	41,489	---	14.0%	13.9%	---	37.5%	36.1%	---	22.5%	23.1%	---	17.5%	18.7%	---	8.4%	8.2%	---
<b>Leaving</b>																		
No	150,497	101,436	---	15.6%	15.6%	---	40.4%	40.6%	---	22.7%	22.1%	---	15.3%	16.0%	---	6.0%	5.7%	---
Yes, to retire	14,406	9,504	---	12.5%	11.3%	---	34.1%	34.8%	---	23.9%	23.8%	---	18.7%	21.7%	---	10.7%	8.4%	---
Yes, to other job in Govt	35,604	22,692	---	6.0%	6.3%	---	23.6%	23.2%	---	25.3%	24.1%	---	27.8%	27.9%	---	17.4%	18.5%	---
Yes, to other job outside Govt	7,860	5,068	---	4.3%	3.8%	---	19.8%	21.7%	---	22.7%	22.0%	---	27.5%	28.5%	---	25.8%	24.0%	---
Yes, other	9,087	5,481	---	4.1%	4.5%	---	20.3%	22.6%	---	27.7%	23.9%	---	25.3%	26.6%	---	22.6%	22.4%	---
<b>Retiring</b>																		
Within 1 year	9,139	6,073	4,001	14.1%	12.2%	9.1%	33.1%	34.6%	30.3%	22.7%	21.8%	28.5%	17.8%	20.2%	21.2%	12.3%	11.2%	10.9%
Between 1 and 3 years	25,217	16,415	12,087	12.3%	12.1%	10.7%	34.6%	35.6%	35.3%	25.4%	23.3%	22.5%	18.3%	21.0%	20.8%	9.4%	7.9%	10.7%
Between 3 and 5 years	28,074	19,275	13,876	12.3%	13.2%	11.2%	36.2%	35.1%	34.9%	22.3%	23.4%	25.2%	19.3%	19.5%	20.4%	9.9%	8.9%	8.2%
5 or more years	155,005	102,412	70,692	13.1%	13.1%	11.9%	35.9%	36.2%	34.1%	23.3%	22.4%	24.0%	18.3%	18.8%	19.8%	9.4%	9.5%	10.3%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (57) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,429</b>	<b>147,892</b>	<b>---</b>	<b>8.7%</b>	<b>8.3%</b>	<b>---</b>	<b>32.2%</b>	<b>31.6%</b>	<b>---</b>	<b>29.1%</b>	<b>28.9%</b>	<b>---</b>	<b>19.6%</b>	<b>20.6%</b>	<b>---</b>	<b>10.4%</b>	<b>10.5%</b>	<b>---</b>
<b>Work Location</b>																		
Headquarters	86,489	51,145	---	9.9%	9.7%	---	34.5%	33.0%	---	28.8%	28.3%	---	17.6%	19.6%	---	9.2%	9.4%	---
Field	130,949	93,047	---	8.1%	7.8%	---	31.2%	31.2%	---	29.2%	29.2%	---	20.5%	21.0%	---	11.0%	10.9%	---
<b>Supervisor Status</b>																		
Non-Supervisor	118,191	74,549	---	8.0%	7.5%	---	30.5%	30.4%	---	30.4%	30.4%	---	20.0%	20.6%	---	11.0%	11.2%	---
Team Leader	31,774	20,114	---	7.4%	8.6%	---	32.4%	32.1%	---	29.2%	27.6%	---	19.9%	21.6%	---	11.0%	10.1%	---
Supervisor	39,860	28,517	---	9.7%	9.4%	---	36.2%	35.7%	---	26.2%	25.4%	---	18.9%	20.8%	---	9.0%	8.7%	---
Manager	22,465	17,118	---	15.5%	15.1%	---	40.8%	39.9%	---	21.9%	21.5%	---	16.0%	16.8%	---	5.8%	6.7%	---
Executive	5,135	3,906	---	21.1%	27.2%	---	39.9%	40.2%	---	16.9%	16.5%	---	14.7%	11.2%	---	7.5%	4.9%	---
<b>Sex</b>																		
Male	117,814	81,623	---	8.4%	8.2%	---	31.9%	31.1%	---	28.7%	28.2%	---	19.6%	21.3%	---	11.3%	11.2%	---
Female	99,724	62,574	---	9.0%	8.3%	---	32.7%	32.3%	---	29.6%	30.0%	---	19.5%	19.7%	---	9.2%	9.6%	---
<b>Hispanic or Latino</b>																		
Yes	13,630	8,466	---	9.5%	9.8%	---	33.3%	32.6%	---	28.8%	27.7%	---	18.0%	19.6%	---	10.5%	10.3%	---
No	203,793	135,485	---	8.6%	8.2%	---	32.2%	31.6%	---	29.1%	29.0%	---	19.7%	20.7%	---	10.4%	10.6%	---
<b>Race</b>																		
White	156,722	---	---	8.7%	---	---	32.2%	---	---	28.1%	---	---	20.3%	---	---	10.6%	---	---
Black or African American	32,870	---	---	9.2%	---	---	32.6%	---	---	31.1%	---	---	18.1%	---	---	8.9%	---	---
Native Hawaiian/Pacific Islander	1,487	---	---	13.9%	---	---	35.6%	---	---	26.3%	---	---	15.1%	---	---	9.0%	---	---
Asian	8,609	---	---	9.0%	---	---	35.5%	---	---	35.2%	---	---	12.0%	---	---	8.3%	---	---
AmerIndian/Alskn Native	6,149	---	---	5.9%	---	---	31.1%	---	---	30.6%	---	---	20.3%	---	---	12.1%	---	---
Two or more races (Not Hispanic/Latino)	6,194	---	---	6.4%	---	---	27.4%	---	---	29.7%	---	---	22.9%	---	---	13.7%	---	---
<b>Age Group</b>																		
<30	8,794	5,461	---	11.0%	9.6%	---	36.9%	36.3%	---	30.3%	28.9%	---	14.6%	15.9%	---	7.2%	9.3%	---
(25 and under)	2,477	---	---	11.6%	---	---	40.9%	---	---	29.8%	---	---	12.3%	---	---	5.4%	---	---
(26-29)	6,317	---	---	10.7%	---	---	35.2%	---	---	30.5%	---	---	15.6%	---	---	7.9%	---	---
30-39	31,367	20,916	---	7.6%	8.1%	---	33.7%	31.4%	---	30.2%	28.5%	---	18.1%	21.5%	---	10.3%	10.4%	---
40-49	70,129	47,038	---	8.0%	8.2%	---	32.8%	31.8%	---	27.9%	28.0%	---	20.5%	20.8%	---	10.7%	11.2%	---
50-59	87,041	57,869	---	8.9%	7.9%	---	30.3%	30.7%	---	29.3%	29.7%	---	20.6%	21.1%	---	10.9%	10.6%	---
60+	20,185	12,863	---	10.8%	9.9%	---	32.1%	33.1%	---	29.2%	30.5%	---	18.2%	18.5%	---	9.7%	8.0%	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (57) How satisfied are you with the policies and practices of your senior leaders?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,429</b>	<b>147,892</b>	<b>---</b>	<b>8.7%</b>	<b>8.3%</b>	<b>---</b>	<b>32.2%</b>	<b>31.6%</b>	<b>---</b>	<b>29.1%</b>	<b>28.9%</b>	<b>---</b>	<b>19.6%</b>	<b>20.6%</b>	<b>---</b>	<b>10.4%</b>	<b>10.5%</b>	<b>---</b>
<b>Pay Category</b>																		
Federal Wage System	9,480	5,510	---	6.2%	6.2%	---	30.6%	29.0%	---	30.0%	29.6%	---	20.9%	22.4%	---	12.2%	12.8%	---
GS 1-6 or equivalent	10,822	6,706	---	10.8%	9.2%	---	35.6%	29.2%	---	27.3%	29.8%	---	16.2%	20.2%	---	10.0%	11.5%	---
GS 7-12 or equivalent	91,795	58,904	---	8.4%	7.7%	---	31.9%	32.8%	---	30.6%	29.7%	---	19.6%	19.9%	---	9.6%	9.9%	---
GS 13-15 or equivalent	91,618	64,037	---	9.2%	9.1%	---	33.5%	31.5%	---	27.0%	27.2%	---	20.1%	21.8%	---	10.2%	10.4%	---
Senior Executive Service	4,206	3,314	---	23.9%	24.3%	---	42.8%	36.7%	---	15.4%	17.1%	---	11.3%	11.8%	---	6.6%	10.1%	---
SL/ST	688	490	---	6.8%	9.4%	---	22.5%	42.2%	---	26.3%	19.2%	---	32.7%	22.9%	---	11.7%	6.3%	---
Other	8,187	5,204	---	9.3%	9.1%	---	30.6%	27.8%	---	29.8%	29.7%	---	19.0%	21.5%	---	11.3%	11.8%	---
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,316	---	19.3%	13.8%	---	42.9%	44.0%	---	26.5%	32.3%	---	8.3%	6.3%	---	3.0%	3.7%	---
1-3 years	17,543	12,893	---	11.4%	9.5%	---	38.5%	33.8%	---	28.2%	28.2%	---	14.2%	17.3%	---	7.6%	11.2%	---
4-5 years	16,231	8,710	---	8.7%	9.4%	---	31.7%	32.9%	---	28.7%	27.9%	---	19.8%	20.5%	---	11.2%	9.3%	---
6-10 years	26,507	13,912	---	7.4%	8.0%	---	30.6%	32.9%	---	31.3%	27.2%	---	19.2%	20.6%	---	11.5%	11.2%	---
11-20 years	62,918	44,995	---	8.4%	7.7%	---	30.6%	31.0%	---	29.3%	29.1%	---	20.6%	21.6%	---	11.0%	10.6%	---
> 20 years	91,709	62,357	---	8.1%	8.0%	---	31.8%	30.4%	---	28.6%	29.7%	---	21.0%	21.4%	---	10.6%	10.5%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,023	2,815	---	17.4%	16.4%	---	40.8%	42.3%	---	29.8%	28.3%	---	8.0%	8.7%	---	4.0%	4.3%	---
1-3 years	28,266	21,635	---	11.0%	9.9%	---	36.1%	33.0%	---	28.3%	27.9%	---	15.9%	18.4%	---	8.7%	10.7%	---
4-5 years	22,566	13,235	---	7.7%	7.7%	---	30.8%	33.5%	---	29.7%	29.1%	---	20.3%	20.3%	---	11.5%	9.4%	---
6-10 years	35,129	18,823	---	7.7%	6.8%	---	31.2%	32.4%	---	30.9%	28.6%	---	19.1%	20.8%	---	11.1%	11.4%	---
11-20 years	64,994	46,189	---	7.7%	7.8%	---	30.6%	30.2%	---	29.2%	29.2%	---	21.4%	21.9%	---	11.2%	10.9%	---
> 20 years	61,524	41,488	---	8.3%	8.0%	---	32.0%	30.1%	---	28.0%	29.7%	---	21.2%	21.8%	---	10.5%	10.4%	---
<b>Leaving</b>																		
No	150,505	101,433	---	10.6%	10.2%	---	37.4%	36.4%	---	28.5%	29.0%	---	16.7%	17.6%	---	6.9%	6.8%	---
Yes, to retire	14,411	9,504	---	6.7%	6.2%	---	27.8%	28.0%	---	29.6%	30.2%	---	21.4%	24.7%	---	14.5%	10.9%	---
Yes, to other job in Govt	35,607	22,690	---	4.2%	3.7%	---	19.8%	19.5%	---	31.4%	28.6%	---	27.1%	28.3%	---	17.5%	19.9%	---
Yes, to other job outside Govt	7,859	5,069	---	2.9%	2.1%	---	16.6%	15.2%	---	27.6%	25.7%	---	27.2%	29.8%	---	25.7%	27.1%	---
Yes, other	9,085	5,482	---	2.7%	2.7%	---	15.7%	19.1%	---	30.9%	29.3%	---	28.7%	27.0%	---	22.0%	21.9%	---
<b>Retiring</b>																		
Within 1 year	9,141	6,073	---	7.7%	7.0%	---	27.2%	26.6%	---	27.0%	28.1%	---	21.5%	24.2%	---	16.5%	14.2%	---
Between 1 and 3 years	25,214	16,416	---	7.0%	7.2%	---	29.6%	30.4%	---	30.4%	29.3%	---	21.0%	23.3%	---	12.0%	9.8%	---
Between 3 and 5 years	28,076	19,275	---	7.6%	7.3%	---	30.9%	28.5%	---	29.2%	30.5%	---	21.1%	23.7%	---	11.3%	10.0%	---
5 or more years	155,012	102,408	---	9.2%	8.6%	---	33.1%	32.6%	---	29.0%	28.7%	---	19.0%	19.6%	---	9.7%	10.5%	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (58) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,416</b>	<b>147,886</b>	<b>100,656</b>	<b>8.5%</b>	<b>8.0%</b>	<b>6.8%</b>	<b>28.0%</b>	<b>27.4%</b>	<b>26.3%</b>	<b>29.1%</b>	<b>28.3%</b>	<b>29.3%</b>	<b>20.8%</b>	<b>22.4%</b>	<b>22.2%</b>	<b>13.6%</b>	<b>13.9%</b>	<b>15.5%</b>
<b>Work Location</b>																		
Headquarters	86,483	51,143	35,976	9.5%	9.4%	7.1%	28.8%	27.1%	25.0%	29.2%	28.8%	30.5%	19.7%	21.7%	22.3%	12.9%	13.0%	15.1%
Field	130,937	93,043	64,680	8.0%	7.5%	6.7%	27.7%	27.4%	26.8%	29.1%	28.2%	28.8%	21.3%	22.7%	22.1%	13.9%	14.1%	15.6%
<b>Supervisor Status</b>																		
Non-Supervisor	118,181	74,549	46,868	7.3%	6.9%	6.1%	25.9%	26.0%	24.6%	29.5%	28.6%	29.1%	22.2%	23.2%	23.0%	15.1%	15.3%	17.2%
Team Leader	31,775	20,112	13,639	7.8%	8.1%	6.5%	28.7%	27.0%	27.4%	29.4%	28.7%	30.2%	20.7%	23.6%	22.1%	13.4%	12.5%	13.8%
Supervisor	39,855	28,515	22,902	9.8%	10.3%	8.3%	33.7%	33.1%	31.9%	28.4%	27.3%	30.0%	17.9%	18.9%	19.4%	10.2%	10.4%	10.4%
Manager	22,464	17,116	14,118	17.1%	17.6%	14.5%	36.1%	38.4%	36.0%	27.2%	23.9%	27.2%	13.3%	13.7%	15.0%	6.2%	6.3%	7.2%
Executive	5,134	3,906	3,129	23.5%	29.6%	20.4%	33.3%	34.2%	34.7%	23.0%	26.1%	31.6%	10.9%	6.6%	9.6%	9.3%	3.4%	3.7%
<b>Sex</b>																		
Male	117,810	81,616	59,070	8.1%	8.0%	6.2%	28.8%	27.7%	26.3%	29.7%	28.9%	30.8%	19.6%	21.7%	21.0%	13.8%	13.7%	15.7%
Female	99,716	62,574	41,586	9.0%	8.0%	7.5%	26.9%	26.9%	26.3%	28.3%	27.5%	27.3%	22.4%	23.4%	23.7%	13.4%	14.1%	15.2%
<b>Hispanic or Latino</b>																		
Yes	13,630	8,464	5,531	9.4%	10.0%	8.5%	28.7%	26.9%	26.4%	28.1%	26.6%	27.0%	18.8%	22.4%	20.3%	15.0%	14.1%	17.7%
No	203,782	135,482	95,125	8.4%	7.8%	6.6%	27.9%	27.4%	26.3%	29.2%	28.4%	29.5%	21.0%	22.4%	22.3%	13.5%	13.9%	15.3%
<b>Race</b>																		
White	156,713	---	80,079	8.4%	---	6.9%	28.0%	---	26.4%	29.6%	---	29.9%	20.7%	---	22.2%	13.2%	---	14.6%
Black or African American	32,868	---	12,860	9.1%	---	6.4%	27.2%	---	25.8%	25.7%	---	24.3%	23.0%	---	23.4%	15.1%	---	20.1%
Native Hawaiian/Pacific Islander	1,488	---	698	13.0%	---	5.0%	26.4%	---	22.7%	35.2%	---	35.9%	12.9%	---	23.5%	12.5%	---	12.8%
Asian	8,606	---	3,633	9.2%	---	4.9%	34.4%	---	31.2%	34.0%	---	35.6%	13.8%	---	19.2%	8.8%	---	9.0%
AmerIndian/Alskn Native	6,148	---	1,602	7.3%	---	8.8%	29.9%	---	25.4%	25.2%	---	25.5%	21.7%	---	23.8%	15.9%	---	16.6%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	6.9%	---	6.1%	21.7%	---	18.2%	29.7%	---	30.6%	23.1%	---	19.2%	18.5%	---	25.9%
<b>Age Group</b>																		
<30	8,792	5,460	2,787	10.4%	12.5%	9.8%	32.0%	30.4%	28.7%	28.1%	25.4%	31.4%	17.8%	18.9%	19.8%	11.7%	12.8%	10.3%
(25 and under)	2,477	---	---	11.8%	---	---	32.7%	---	---	28.1%	---	---	16.4%	---	---	10.9%	---	---
(26-29)	6,315	---	---	9.8%	---	---	31.7%	---	---	28.1%	---	---	18.4%	---	---	12.1%	---	---
30-39	31,366	20,916	15,010	8.5%	7.8%	7.5%	29.2%	30.0%	27.7%	27.8%	25.2%	28.2%	20.2%	22.6%	21.7%	14.3%	14.4%	15.0%
40-49	70,129	47,038	34,006	8.2%	8.0%	6.8%	28.5%	27.3%	25.8%	27.8%	27.1%	27.6%	21.4%	23.2%	22.9%	14.1%	14.4%	17.0%
50-59	87,037	57,867	41,243	8.1%	7.5%	6.1%	26.8%	25.9%	25.5%	30.3%	29.5%	30.5%	21.2%	23.1%	22.3%	13.6%	14.0%	15.5%
60+	20,184	12,861	7,610	9.4%	7.9%	7.2%	26.4%	27.3%	28.4%	32.4%	36.3%	33.4%	19.8%	17.7%	19.8%	11.9%	10.8%	11.2%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (58) How satisfied are you with your opportunity to get a better job in your organization?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,416</b>	<b>147,886</b>	<b>100,656</b>	<b>8.5%</b>	<b>8.0%</b>	<b>6.8%</b>	<b>28.0%</b>	<b>27.4%</b>	<b>26.3%</b>	<b>29.1%</b>	<b>28.3%</b>	<b>29.3%</b>	<b>20.8%</b>	<b>22.4%</b>	<b>22.2%</b>	<b>13.6%</b>	<b>13.9%</b>	<b>15.5%</b>
<b>Pay Category</b>																		
Federal Wage System	9,478	5,509	4,855	6.1%	6.1%	5.3%	27.9%	26.4%	24.0%	27.7%	27.0%	28.3%	22.4%	23.5%	22.2%	16.0%	17.0%	20.2%
GS 1-6 or equivalent	10,820	6,706	4,848	8.4%	7.2%	6.3%	24.3%	19.8%	21.6%	27.2%	24.8%	24.5%	21.5%	25.4%	24.4%	18.6%	22.8%	23.2%
GS 7-12 or equivalent	91,793	58,902	39,563	7.7%	7.1%	6.5%	27.5%	27.3%	25.8%	28.5%	28.0%	28.5%	22.4%	23.9%	23.8%	14.0%	13.7%	15.5%
GS 13-15 or equivalent	91,614	64,037	41,791	10.6%	10.1%	8.2%	31.8%	30.9%	29.6%	30.7%	29.9%	31.1%	17.3%	18.7%	19.5%	9.6%	10.5%	11.6%
Senior Executive Service	4,205	3,314	2,542	27.8%	26.0%	18.8%	34.8%	30.5%	32.8%	24.6%	29.3%	34.7%	7.3%	9.0%	8.9%	5.4%	5.2%	4.8%
SL/ST	688	490	---	8.4%	11.5%	---	15.5%	40.5%	---	47.0%	31.4%	---	22.5%	12.8%	---	6.6%	3.8%	---
Other	8,187	5,203	7,057	8.7%	9.0%	6.4%	27.3%	26.1%	27.5%	32.9%	31.7%	34.4%	18.6%	21.0%	18.7%	12.5%	12.2%	13.1%
<b>Time in Federal Government</b>																		
< 1 year	2,613	1,316	---	17.2%	19.5%	---	36.5%	25.1%	---	29.2%	43.0%	---	12.1%	8.6%	---	5.0%	3.8%	---
1-3 years	17,543	12,893	---	10.1%	8.7%	---	30.4%	29.3%	---	29.3%	26.7%	---	18.7%	20.3%	---	11.5%	15.0%	---
4-5 years	16,231	8,708	---	8.5%	8.6%	---	27.8%	28.3%	---	25.9%	25.6%	---	21.9%	25.0%	---	16.0%	12.4%	---
6-10 years	26,507	13,914	---	7.8%	8.1%	---	28.9%	27.0%	---	27.8%	27.3%	---	20.7%	22.3%	---	14.7%	15.4%	---
11-20 years	62,910	44,990	---	8.4%	7.8%	---	26.2%	27.3%	---	29.4%	27.0%	---	21.4%	23.3%	---	14.5%	14.6%	---
> 20 years	91,705	62,356	---	7.9%	7.6%	---	27.9%	26.7%	---	30.2%	30.6%	---	21.0%	22.3%	---	12.9%	12.9%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,022	2,815	---	15.7%	17.0%	---	33.6%	29.6%	---	31.6%	34.3%	---	12.3%	12.5%	---	6.8%	6.7%	---
1-3 years	28,263	21,636	---	9.8%	9.2%	---	29.1%	28.3%	---	29.4%	26.8%	---	19.4%	20.7%	---	12.3%	15.0%	---
4-5 years	22,565	13,233	---	7.4%	7.2%	---	27.0%	26.5%	---	26.4%	27.4%	---	22.7%	25.4%	---	16.4%	13.4%	---
6-10 years	35,128	18,823	---	7.8%	7.0%	---	28.2%	26.6%	---	28.0%	27.1%	---	20.8%	23.1%	---	15.1%	16.2%	---
11-20 years	64,989	46,184	---	7.8%	7.5%	---	26.1%	26.9%	---	29.5%	27.8%	---	22.0%	23.4%	---	14.6%	14.4%	---
> 20 years	61,521	41,487	---	8.4%	7.8%	---	29.0%	27.8%	---	30.3%	30.8%	---	20.3%	21.7%	---	11.9%	12.0%	---
<b>Leaving</b>																		
No	150,497	101,432	---	10.8%	10.1%	---	33.4%	32.8%	---	30.1%	29.8%	---	17.8%	18.9%	---	7.9%	8.4%	---
Yes, to retire	14,407	9,502	---	6.1%	5.8%	---	26.5%	25.1%	---	33.8%	36.1%	---	18.7%	20.7%	---	14.9%	12.3%	---
Yes, to other job in Govt	35,604	22,690	---	2.7%	2.8%	---	13.3%	12.3%	---	24.5%	21.5%	---	31.0%	34.0%	---	28.5%	29.4%	---
Yes, to other job outside Govt	7,859	5,069	---	2.2%	1.6%	---	12.2%	11.7%	---	23.4%	23.5%	---	27.4%	31.1%	---	34.7%	32.1%	---
Yes, other	9,084	5,479	---	1.7%	2.5%	---	12.1%	12.6%	---	29.2%	24.2%	---	26.8%	29.8%	---	30.2%	30.8%	---
<b>Retiring</b>																		
Within 1 year	9,138	6,072	4,001	7.2%	7.1%	6.0%	26.8%	24.2%	22.9%	31.2%	33.2%	33.5%	19.0%	18.9%	19.0%	15.7%	16.7%	18.5%
Between 1 and 3 years	25,218	16,415	12,087	6.9%	7.2%	5.9%	27.4%	25.5%	25.3%	33.5%	33.8%	32.1%	19.6%	21.6%	21.4%	12.6%	11.9%	15.3%
Between 3 and 5 years	28,075	19,275	13,876	6.7%	6.9%	5.6%	26.9%	26.4%	26.3%	30.6%	31.4%	31.5%	22.3%	22.4%	22.1%	13.5%	13.0%	14.5%
5 or more years	155,002	102,404	70,692	9.0%	8.3%	7.1%	28.4%	28.0%	26.6%	28.2%	26.9%	28.3%	20.8%	22.7%	22.4%	13.6%	14.1%	15.5%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (59) How satisfied are you with the training you receive for your present job?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,417</b>	<b>147,894</b>	<b>100,656</b>	<b>12.1%</b>	<b>11.9%</b>	<b>11.1%</b>	<b>41.6%</b>	<b>43.5%</b>	<b>42.0%</b>	<b>24.5%</b>	<b>24.0%</b>	<b>24.2%</b>	<b>15.3%</b>	<b>15.3%</b>	<b>16.3%</b>	<b>6.5%</b>	<b>5.3%</b>	<b>6.4%</b>
<b>Work Location</b>																		
Headquarters	86,483	51,144	35,976	13.5%	12.8%	11.7%	41.0%	42.9%	41.6%	25.2%	24.6%	24.6%	14.1%	14.1%	15.4%	6.2%	5.5%	6.7%
Field	130,939	93,051	64,680	11.4%	11.6%	10.9%	41.9%	43.7%	42.1%	24.1%	23.8%	24.1%	15.9%	15.7%	16.6%	6.7%	5.2%	6.2%
<b>Supervisor Status</b>																		
Non-Supervisor	118,180	74,552	46,868	11.2%	11.1%	10.5%	40.6%	42.4%	40.8%	25.0%	24.3%	24.5%	15.9%	16.1%	16.8%	7.3%	6.1%	7.4%
Team Leader	31,775	20,114	13,639	12.4%	12.2%	11.3%	41.6%	45.3%	43.2%	24.2%	23.9%	24.0%	16.3%	14.7%	16.8%	5.5%	4.0%	4.7%
Supervisor	39,861	28,516	22,902	12.7%	13.6%	12.5%	45.4%	45.7%	46.6%	23.1%	23.6%	23.3%	13.5%	13.4%	13.4%	5.3%	3.7%	4.1%
Manager	22,461	17,118	14,118	17.3%	18.1%	16.8%	45.1%	47.4%	46.1%	22.8%	21.1%	23.0%	11.0%	10.8%	11.0%	3.8%	2.6%	3.0%
Executive	5,135	3,906	3,129	22.6%	25.2%	20.0%	38.8%	42.0%	44.2%	20.9%	22.7%	26.7%	11.1%	8.3%	7.5%	6.7%	1.8%	1.7%
<b>Sex</b>																		
Male	117,808	81,623	59,070	11.6%	11.7%	10.2%	41.6%	43.2%	42.5%	25.1%	24.6%	24.8%	15.3%	15.1%	15.9%	6.4%	5.4%	6.6%
Female	99,718	62,576	41,586	12.6%	12.2%	12.4%	41.7%	43.9%	41.3%	23.6%	23.2%	23.5%	15.4%	15.5%	16.8%	6.6%	5.2%	6.0%
<b>Hispanic or Latino</b>																		
Yes	13,626	8,466	5,531	12.2%	12.7%	10.8%	41.5%	42.0%	37.3%	24.2%	23.3%	23.9%	15.1%	15.8%	20.2%	7.0%	6.3%	7.8%
No	203,786	135,488	95,125	12.1%	11.9%	11.2%	41.6%	43.6%	42.3%	24.5%	24.1%	24.3%	15.4%	15.3%	16.0%	6.5%	5.2%	6.3%
<b>Race</b>																		
White	156,715	---	80,079	12.0%	---	11.1%	42.0%	---	42.3%	24.4%	---	24.4%	15.6%	---	16.5%	6.1%	---	5.6%
Black or African American	32,868	---	12,860	13.2%	---	11.9%	41.5%	---	42.7%	22.8%	---	21.5%	14.9%	---	15.1%	7.6%	---	8.9%
Native Hawaiian/Pacific Islander	1,487	---	698	13.2%	---	9.0%	42.1%	---	29.0%	23.3%	---	20.4%	14.0%	---	34.5%	7.4%	---	7.0%
Asian	8,608	---	3,633	12.5%	---	11.1%	43.5%	---	42.1%	25.6%	---	31.0%	14.0%	---	11.2%	4.5%	---	4.7%
AmerIndian/Alskn Native	6,149	---	1,602	9.6%	---	9.5%	41.6%	---	38.6%	23.9%	---	26.3%	16.6%	---	18.9%	8.3%	---	6.7%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	10.3%	---	10.1%	32.6%	---	36.1%	30.6%	---	21.9%	15.4%	---	17.8%	11.0%	---	14.2%
<b>Age Group</b>																		
<30	8,794	5,461	2,787	14.7%	14.1%	14.1%	42.9%	45.5%	42.7%	21.9%	19.7%	21.0%	14.4%	15.8%	16.7%	6.1%	4.9%	5.6%
(25 and under)	2,477	---	---	17.0%	---	---	43.9%	---	---	21.3%	---	---	12.6%	---	---	5.1%	---	---
(26-29)	6,317	---	---	13.8%	---	---	42.4%	---	---	22.1%	---	---	15.2%	---	---	6.5%	---	---
30-39	31,364	20,918	15,010	12.2%	11.8%	11.8%	43.3%	44.6%	42.6%	23.3%	21.7%	21.9%	15.0%	16.4%	16.8%	6.2%	5.4%	6.8%
40-49	70,127	47,040	34,006	11.4%	11.7%	10.7%	41.1%	43.3%	40.8%	24.2%	23.6%	24.3%	16.7%	15.8%	17.5%	6.6%	5.6%	6.6%
50-59	87,041	57,868	41,243	11.7%	11.5%	10.9%	40.8%	42.6%	42.5%	25.7%	25.8%	25.2%	14.9%	14.8%	15.2%	6.8%	5.3%	6.3%
60+	20,183	12,863	7,610	13.8%	14.0%	11.9%	42.6%	44.8%	43.1%	24.2%	24.5%	25.8%	13.7%	13.0%	14.3%	5.7%	3.7%	4.9%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (59) How satisfied are you with the training you receive for your present job?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,417</b>	<b>147,894</b>	<b>100,656</b>	<b>12.1%</b>	<b>11.9%</b>	<b>11.1%</b>	<b>41.6%</b>	<b>43.5%</b>	<b>42.0%</b>	<b>24.5%</b>	<b>24.0%</b>	<b>24.2%</b>	<b>15.3%</b>	<b>15.3%</b>	<b>16.3%</b>	<b>6.5%</b>	<b>5.3%</b>	<b>6.4%</b>
<b>Pay Category</b>																		
Federal Wage System	9,479	5,510	4,855	9.1%	10.0%	10.0%	42.0%	42.3%	39.5%	26.4%	25.0%	23.9%	15.4%	16.9%	18.0%	7.1%	5.7%	8.6%
GS 1-6 or equivalent	10,822	6,706	4,848	12.5%	10.9%	9.6%	39.1%	43.4%	40.9%	23.7%	22.8%	22.7%	15.6%	15.8%	17.0%	9.1%	7.1%	9.9%
GS 7-12 or equivalent	91,790	58,907	39,563	11.4%	11.4%	10.8%	41.2%	43.2%	41.4%	24.1%	23.5%	23.9%	16.5%	16.2%	17.2%	6.8%	5.7%	6.7%
GS 13-15 or equivalent	91,612	64,038	41,791	13.9%	13.2%	12.7%	43.3%	44.7%	43.7%	24.4%	24.8%	26.2%	13.6%	13.2%	13.8%	4.8%	4.1%	3.7%
Senior Executive Service	4,206	3,314	2,542	24.5%	21.7%	18.6%	40.6%	40.3%	44.6%	23.8%	27.4%	27.5%	7.2%	9.1%	8.0%	3.9%	1.6%	1.4%
SL/ST	688	490	---	8.1%	12.5%	---	51.2%	55.4%	---	18.8%	26.3%	---	16.5%	4.4%	---	5.5%	1.3%	---
Other	8,187	5,203	7,057	13.3%	14.0%	11.5%	42.3%	41.7%	43.8%	25.5%	25.3%	22.9%	13.0%	14.6%	15.9%	5.8%	4.4%	5.8%
<b>Time in Federal Government</b>																		
< 1 year	2,613	1,316	---	19.7%	21.2%	---	46.2%	37.6%	---	18.5%	28.8%	---	11.9%	10.0%	---	3.6%	2.3%	---
1-3 years	17,544	12,896	---	15.1%	13.6%	---	42.6%	43.6%	---	22.9%	20.5%	---	13.5%	16.8%	---	6.0%	5.4%	---
4-5 years	16,230	8,710	---	12.4%	11.5%	---	41.5%	45.7%	---	22.3%	22.5%	---	17.1%	15.9%	---	6.7%	4.5%	---
6-10 years	26,505	13,914	---	10.9%	12.1%	---	41.1%	42.9%	---	24.7%	22.9%	---	16.1%	15.5%	---	7.2%	6.6%	---
11-20 years	62,911	44,994	---	11.3%	11.3%	---	40.6%	43.2%	---	25.1%	24.2%	---	16.0%	16.0%	---	7.0%	5.3%	---
> 20 years	91,706	62,356	---	11.8%	11.7%	---	42.1%	43.4%	---	25.2%	25.6%	---	14.9%	14.1%	---	6.1%	5.1%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,021	2,815	---	18.5%	18.8%	---	43.5%	37.7%	---	20.7%	27.9%	---	12.7%	11.7%	---	4.6%	3.9%	---
1-3 years	28,266	21,638	---	14.2%	13.4%	---	41.3%	41.9%	---	22.7%	21.3%	---	14.5%	17.2%	---	7.3%	6.2%	---
4-5 years	22,563	13,236	---	11.4%	10.9%	---	40.6%	43.9%	---	23.7%	24.1%	---	17.2%	15.5%	---	7.1%	5.5%	---
6-10 years	35,124	18,823	---	11.1%	11.2%	---	41.1%	43.0%	---	24.4%	23.3%	---	16.0%	16.4%	---	7.5%	6.0%	---
11-20 years	64,993	46,188	---	11.0%	11.5%	---	40.8%	43.2%	---	25.7%	24.8%	---	16.0%	15.5%	---	6.5%	5.0%	---
> 20 years	61,523	41,487	---	12.1%	11.5%	---	43.2%	45.4%	---	25.1%	25.2%	---	14.2%	13.2%	---	5.4%	4.6%	---
<b>Leaving</b>																		
No	150,500	101,435	---	14.5%	14.1%	---	46.0%	47.5%	---	23.0%	22.5%	---	12.5%	12.8%	---	4.0%	3.1%	---
Yes, to retire	14,405	9,504	---	10.1%	9.1%	---	41.5%	42.9%	---	26.3%	29.5%	---	14.7%	13.5%	---	7.4%	4.9%	---
Yes, to other job in Govt	35,602	22,692	---	5.9%	6.9%	---	30.2%	32.9%	---	27.3%	25.7%	---	23.9%	23.2%	---	12.7%	11.4%	---
Yes, to other job outside Govt	7,859	5,069	---	5.6%	4.3%	---	27.7%	31.6%	---	26.8%	29.9%	---	24.7%	22.8%	---	15.3%	11.6%	---
Yes, other	9,085	5,480	---	5.2%	4.9%	---	25.6%	30.0%	---	31.9%	29.7%	---	22.4%	22.4%	---	14.8%	13.0%	---
<b>Retiring</b>																		
Within 1 year	9,138	6,073	4,001	11.2%	9.7%	9.3%	40.2%	44.5%	38.8%	26.7%	25.7%	28.4%	13.8%	14.2%	16.4%	8.1%	5.9%	7.0%
Between 1 and 3 years	25,214	16,416	12,087	10.9%	10.4%	9.9%	41.4%	42.9%	42.9%	27.1%	28.0%	26.3%	14.5%	13.6%	14.4%	6.1%	5.1%	6.5%
Between 3 and 5 years	28,076	19,276	13,876	10.5%	11.7%	11.0%	42.4%	43.7%	41.7%	25.9%	25.0%	25.4%	14.7%	15.1%	16.4%	6.5%	4.6%	5.5%
5 or more years	155,003	102,410	70,692	12.5%	12.3%	11.4%	41.6%	43.5%	42.0%	23.7%	23.2%	23.5%	15.6%	15.6%	16.5%	6.5%	5.4%	6.5%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (60) Considering everything, how satisfied are you with your job?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,416</b>	<b>147,891</b>	<b>100,656</b>	<b>20.9%</b>	<b>20.8%</b>	<b>20.3%</b>	<b>46.6%</b>	<b>46.8%</b>	<b>47.5%</b>	<b>17.6%</b>	<b>17.8%</b>	<b>17.3%</b>	<b>10.2%</b>	<b>10.2%</b>	<b>10.8%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>4.1%</b>
<b>Work Location</b>																		
Headquarters	86,485	51,144	35,976	21.3%	21.2%	19.5%	46.2%	45.2%	47.9%	17.3%	18.1%	17.2%	10.3%	11.1%	11.2%	4.8%	4.4%	4.2%
Field	130,936	93,048	64,680	20.7%	20.6%	20.6%	46.8%	47.2%	47.4%	17.7%	17.8%	17.3%	10.2%	10.0%	10.7%	4.6%	4.4%	4.0%
<b>Supervisor Status</b>																		
Non-Supervisor	118,186	74,551	46,868	19.4%	18.9%	19.0%	45.6%	46.3%	46.7%	18.7%	18.9%	18.3%	11.0%	11.0%	11.5%	5.3%	4.9%	4.5%
Team Leader	31,775	20,112	13,639	21.1%	22.5%	20.7%	48.1%	47.8%	49.7%	17.2%	17.1%	16.3%	9.6%	8.9%	9.9%	4.0%	3.7%	3.5%
Supervisor	39,858	28,517	22,902	22.0%	23.5%	23.6%	50.3%	48.6%	48.8%	15.5%	15.5%	15.1%	8.6%	9.4%	9.7%	3.6%	3.1%	2.7%
Manager	22,465	17,118	14,118	31.6%	33.2%	31.3%	46.0%	46.5%	47.3%	13.4%	11.5%	11.6%	6.4%	6.8%	7.6%	2.6%	2.1%	2.3%
Executive	5,135	3,906	3,129	39.5%	47.1%	39.6%	40.2%	37.9%	41.9%	8.7%	8.4%	9.1%	9.0%	4.8%	7.6%	2.7%	1.8%	1.9%
<b>Sex</b>																		
Male	117,809	81,623	59,070	20.7%	21.0%	20.2%	46.7%	46.5%	47.1%	17.8%	18.0%	17.4%	10.5%	10.1%	11.3%	4.3%	4.3%	4.1%
Female	99,712	62,573	41,586	21.3%	20.4%	20.5%	46.5%	47.1%	48.1%	17.3%	17.7%	17.1%	9.8%	10.4%	10.3%	5.1%	4.5%	4.0%
<b>Hispanic or Latino</b>																		
Yes	13,631	8,463	5,531	23.4%	22.8%	20.4%	46.2%	46.1%	49.2%	16.6%	18.0%	16.1%	9.3%	9.1%	9.4%	4.5%	4.0%	4.9%
No	203,776	135,487	95,125	20.7%	20.6%	20.3%	46.7%	46.8%	47.4%	17.7%	17.8%	17.4%	10.3%	10.3%	11.0%	4.7%	4.4%	4.0%
<b>Race</b>																		
White	156,711	---	80,079	21.1%	---	21.1%	47.1%	---	47.6%	16.9%	---	16.5%	10.4%	---	11.0%	4.5%	---	3.7%
Black or African American	32,863	---	12,860	21.5%	---	17.7%	44.7%	---	46.7%	18.2%	---	20.3%	10.1%	---	10.1%	5.5%	---	5.1%
Native Hawaiian/Pacific Islander	1,488	---	698	22.8%	---	28.8%	49.6%	---	50.7%	16.8%	---	12.5%	7.0%	---	5.2%	3.8%	---	2.7%
Asian	8,609	---	3,633	19.8%	---	16.9%	50.2%	---	53.4%	19.2%	---	18.1%	7.3%	---	8.0%	3.5%	---	3.6%
AmerIndian/Alskn Native	6,150	---	1,602	19.2%	---	19.5%	45.9%	---	44.5%	19.3%	---	20.5%	11.4%	---	11.8%	4.2%	---	3.8%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	17.2%	---	14.8%	40.5%	---	41.1%	25.0%	---	20.4%	12.2%	---	17.5%	5.0%	---	6.3%
<b>Age Group</b>																		
<30	8,793	5,459	2,787	19.6%	19.4%	18.7%	46.0%	47.3%	47.1%	18.9%	17.2%	19.5%	11.2%	11.3%	11.1%	4.4%	4.8%	3.6%
(25 and under)	2,476	---	---	19.6%	---	---	47.8%	---	---	16.5%	---	---	11.8%	---	---	4.2%	---	---
(26-29)	6,317	---	---	19.5%	---	---	45.2%	---	---	19.9%	---	---	10.9%	---	---	4.4%	---	---
30-39	31,362	20,916	15,010	19.2%	18.8%	19.6%	48.4%	46.9%	50.6%	17.8%	18.8%	16.8%	9.9%	11.2%	9.2%	4.7%	4.3%	3.9%
40-49	70,127	47,039	34,006	19.9%	20.2%	19.3%	47.1%	47.4%	47.7%	17.6%	17.6%	17.4%	10.6%	10.3%	11.6%	4.7%	4.5%	4.0%
50-59	87,038	57,869	41,243	21.7%	20.9%	20.6%	45.4%	46.3%	46.4%	18.0%	18.0%	17.2%	10.2%	10.4%	11.4%	4.7%	4.4%	4.4%
60+	20,185	12,863	7,610	25.7%	27.1%	26.1%	46.5%	45.9%	45.1%	14.9%	16.3%	17.4%	8.9%	6.6%	7.9%	4.0%	4.1%	3.6%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (60) Considering everything, how satisfied are you with your job?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,416</b>	<b>147,891</b>	<b>100,656</b>	<b>20.9%</b>	<b>20.8%</b>	<b>20.3%</b>	<b>46.6%</b>	<b>46.8%</b>	<b>47.5%</b>	<b>17.6%</b>	<b>17.8%</b>	<b>17.3%</b>	<b>10.2%</b>	<b>10.2%</b>	<b>10.8%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>4.1%</b>
<b>Pay Category</b>																		
Federal Wage System	9,474	5,510	4,855	19.5%	20.5%	20.1%	45.7%	45.6%	46.2%	20.3%	18.7%	19.3%	10.4%	11.3%	10.9%	4.1%	4.0%	3.5%
GS 1-6 or equivalent	10,823	6,705	4,848	21.9%	18.5%	19.9%	43.9%	42.8%	44.6%	18.4%	22.5%	18.3%	9.6%	9.7%	12.0%	6.2%	6.5%	5.3%
GS 7-12 or equivalent	91,788	58,903	39,563	20.0%	19.3%	18.8%	46.8%	48.3%	48.5%	17.9%	17.6%	17.8%	10.5%	10.6%	10.9%	4.7%	4.2%	4.1%
GS 13-15 or equivalent	91,617	64,038	41,791	22.4%	23.2%	22.9%	48.6%	47.1%	47.3%	15.7%	16.0%	15.4%	9.5%	9.8%	10.8%	3.7%	4.0%	3.6%
Senior Executive Service	4,206	3,314	2,542	44.3%	42.3%	36.8%	39.0%	34.5%	45.0%	9.0%	10.2%	8.0%	5.4%	5.8%	8.3%	2.3%	7.2%	1.9%
SL/ST	688	490	---	23.0%	37.2%	---	51.3%	37.4%	---	7.5%	18.7%	---	16.6%	4.9%	---	1.6%	1.7%	---
Other	8,187	5,204	7,057	22.5%	23.8%	21.8%	46.9%	41.6%	47.6%	17.3%	20.8%	16.8%	9.0%	9.6%	9.5%	4.3%	4.2%	4.4%
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,315	---	31.0%	35.6%	---	50.4%	41.2%	---	12.1%	17.3%	---	4.8%	3.2%	---	1.8%	2.7%	---
1-3 years	17,541	12,890	---	23.1%	21.1%	---	46.6%	44.2%	---	16.2%	19.4%	---	10.0%	10.1%	---	4.1%	5.2%	---
4-5 years	16,229	8,710	---	20.7%	22.6%	---	46.6%	48.2%	---	16.3%	16.0%	---	11.1%	9.8%	---	5.3%	3.4%	---
6-10 years	26,507	13,915	---	20.4%	20.9%	---	46.6%	45.6%	---	18.0%	18.1%	---	10.4%	10.8%	---	4.6%	4.7%	---
11-20 years	62,912	44,995	---	19.3%	19.3%	---	46.4%	47.7%	---	18.6%	18.1%	---	10.8%	10.7%	---	4.9%	4.2%	---
> 20 years	91,703	62,357	---	21.3%	21.2%	---	46.6%	47.0%	---	17.7%	17.3%	---	9.8%	10.0%	---	4.6%	4.4%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,022	2,813	---	27.5%	30.7%	---	47.8%	44.2%	---	15.0%	14.8%	---	6.2%	6.8%	---	3.4%	3.5%	---
1-3 years	28,263	21,634	---	22.2%	21.3%	---	45.3%	43.6%	---	16.9%	18.6%	---	10.3%	11.0%	---	5.3%	5.5%	---
4-5 years	22,565	13,235	---	19.2%	20.7%	---	46.8%	47.3%	---	17.2%	18.2%	---	11.5%	9.6%	---	5.3%	4.2%	---
6-10 years	35,128	18,824	---	20.0%	18.9%	---	46.8%	47.7%	---	17.9%	17.8%	---	11.0%	10.9%	---	4.3%	4.6%	---
11-20 years	64,989	46,189	---	19.4%	19.7%	---	46.5%	47.5%	---	18.8%	18.3%	---	10.5%	10.3%	---	4.8%	4.2%	---
> 20 years	61,521	41,488	---	22.3%	21.9%	---	47.2%	47.7%	---	17.1%	16.8%	---	9.2%	9.7%	---	4.2%	3.9%	---
<b>Leaving</b>																		
No	150,494	101,435	---	26.3%	25.9%	---	51.7%	52.3%	---	14.5%	14.8%	---	5.8%	5.5%	---	1.8%	1.5%	---
Yes, to retire	14,408	9,504	---	17.8%	17.5%	---	44.8%	43.1%	---	18.4%	21.4%	---	11.6%	12.7%	---	7.4%	5.3%	---
Yes, to other job in Govt	35,604	22,689	---	6.6%	7.1%	---	35.0%	33.3%	---	26.1%	25.0%	---	21.8%	23.6%	---	10.5%	11.0%	---
Yes, to other job outside Govt	7,860	5,069	---	4.9%	3.7%	---	29.3%	27.3%	---	24.2%	28.7%	---	24.6%	21.8%	---	16.9%	18.6%	---
Yes, other	9,086	5,480	---	6.0%	6.8%	---	26.4%	28.5%	---	29.4%	27.3%	---	23.8%	24.2%	---	14.5%	13.3%	---
<b>Retiring</b>																		
Within 1 year	9,141	6,074	4,001	19.1%	18.8%	17.0%	41.4%	40.8%	40.9%	17.8%	20.3%	18.0%	12.2%	12.3%	15.6%	9.5%	7.8%	8.6%
Between 1 and 3 years	25,216	16,415	12,087	20.2%	19.2%	18.9%	45.6%	46.2%	46.1%	18.0%	19.2%	18.4%	11.2%	11.6%	10.9%	5.0%	3.8%	5.7%
Between 3 and 5 years	28,072	19,275	13,876	19.7%	21.3%	19.8%	46.6%	47.4%	47.1%	18.4%	16.8%	17.3%	10.8%	10.4%	11.5%	4.6%	4.1%	4.5%
5 or more years	155,001	102,407	70,692	21.3%	21.0%	20.7%	47.1%	47.1%	48.1%	17.4%	17.7%	17.1%	9.9%	9.9%	10.5%	4.3%	4.3%	3.6%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (61) Considering everything, how satisfied are you with your pay?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,428</b>	<b>147,893</b>	<b>100,656</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>45.9%</b>	<b>46.2%</b>	<b>48.2%</b>	<b>17.9%</b>	<b>16.7%</b>	<b>15.0%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>16.9%</b>	<b>5.8%</b>	<b>5.8%</b>	<b>4.3%</b>
<b>Work Location</b>																		
Headquarters	86,485	51,145	35,976	16.2%	17.1%	16.2%	45.2%	46.4%	48.5%	19.0%	16.1%	15.4%	14.4%	15.0%	15.4%	5.3%	5.4%	4.5%
Field	130,946	93,050	64,680	15.0%	15.2%	15.3%	46.3%	46.2%	48.1%	17.4%	16.8%	14.8%	15.3%	15.8%	17.5%	6.1%	6.0%	4.2%
<b>Supervisor Status</b>																		
Non-Supervisor	118,191	74,553	46,868	14.4%	14.5%	15.0%	45.2%	45.6%	47.8%	18.5%	17.3%	15.4%	15.7%	16.3%	17.4%	6.2%	6.3%	4.4%
Team Leader	31,775	20,113	13,639	14.9%	15.7%	15.6%	46.1%	47.2%	49.1%	18.1%	16.4%	14.7%	15.8%	15.0%	16.4%	5.2%	5.8%	4.2%
Supervisor	39,862	28,516	22,902	16.8%	19.4%	17.9%	48.6%	48.2%	49.1%	16.3%	14.3%	13.3%	12.4%	14.0%	16.2%	5.9%	4.0%	3.6%
Manager	22,466	17,117	14,118	22.1%	25.0%	20.5%	48.4%	48.3%	49.3%	15.0%	12.3%	13.0%	11.1%	11.2%	13.8%	3.4%	3.2%	3.5%
Executive	5,134	3,906	3,129	25.1%	26.0%	17.7%	46.4%	41.1%	41.5%	11.9%	12.6%	13.1%	10.8%	15.5%	19.8%	5.7%	4.8%	7.9%
<b>Sex</b>																		
Male	117,812	81,623	59,070	14.6%	15.7%	13.9%	46.4%	46.2%	48.1%	18.8%	17.3%	16.6%	14.6%	15.3%	16.7%	5.7%	5.5%	4.6%
Female	99,724	62,575	41,586	16.4%	15.6%	17.8%	45.4%	46.2%	48.3%	16.7%	15.9%	12.8%	15.5%	16.1%	17.2%	6.0%	6.2%	3.9%
<b>Hispanic or Latino</b>																		
Yes	13,628	8,466	5,531	16.2%	17.4%	13.3%	45.0%	44.4%	49.3%	17.7%	17.5%	14.0%	14.9%	15.0%	19.3%	6.2%	5.8%	4.2%
No	203,795	135,487	95,125	15.3%	15.5%	15.8%	46.1%	46.4%	48.1%	17.9%	16.6%	15.1%	15.0%	15.7%	16.7%	5.8%	5.9%	4.3%
<b>Race</b>																		
White	156,719	---	80,079	16.1%	---	16.4%	48.0%	---	49.5%	16.6%	---	14.2%	14.3%	---	16.2%	5.0%	---	3.8%
Black or African American	32,869	---	12,860	14.5%	---	13.6%	40.3%	---	44.1%	19.6%	---	15.2%	17.2%	---	19.3%	8.4%	---	7.8%
Native Hawaiian/Pacific Islander	1,488	---	698	15.3%	---	11.1%	38.6%	---	60.2%	23.7%	---	15.5%	16.9%	---	10.5%	5.5%	---	2.7%
Asian	8,608	---	3,633	11.3%	---	13.5%	43.7%	---	44.1%	25.7%	---	24.6%	13.2%	---	15.2%	6.1%	---	2.5%
AmerIndian/Alskn Native	6,149	---	1,602	14.6%	---	14.3%	44.5%	---	43.6%	20.0%	---	16.6%	15.0%	---	22.6%	5.9%	---	2.8%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	10.2%	---	8.9%	37.3%	---	40.6%	24.1%	---	19.5%	19.2%	---	25.4%	9.1%	---	5.5%
<b>Age Group</b>																		
<30 (25 and under)	8,794	5,461	2,787	15.3%	15.3%	12.7%	45.4%	44.4%	46.4%	19.9%	17.9%	16.3%	13.2%	14.6%	15.6%	6.3%	7.8%	9.0%
(26-29)	2,477	---	---	14.8%	---	---	44.2%	---	---	20.4%	---	---	12.9%	---	---	7.7%	---	---
30-39	6,317	---	---	15.5%	---	---	45.9%	---	---	19.7%	---	---	13.3%	---	---	5.7%	---	---
40-49	31,368	20,918	15,010	14.1%	15.8%	14.4%	47.5%	45.0%	48.1%	17.4%	17.5%	14.2%	15.8%	15.3%	18.0%	5.2%	6.4%	5.4%
50-59	70,132	47,040	34,006	15.3%	15.8%	15.4%	46.7%	46.1%	47.3%	17.3%	16.9%	15.1%	14.7%	15.1%	17.9%	5.9%	6.2%	4.3%
60+	87,040	57,868	41,243	15.4%	15.0%	16.5%	44.6%	46.7%	48.3%	18.5%	16.3%	15.0%	15.4%	16.8%	16.5%	6.1%	5.3%	3.8%
60+	20,184	12,863	7,610	18.0%	18.6%	16.1%	45.9%	48.1%	52.6%	16.9%	15.0%	16.2%	14.0%	13.7%	12.4%	5.2%	4.6%	2.7%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (61) Considering everything, how satisfied are you with your pay?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,428</b>	<b>147,893</b>	<b>100,656</b>	<b>15.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>45.9%</b>	<b>46.2%</b>	<b>48.2%</b>	<b>17.9%</b>	<b>16.7%</b>	<b>15.0%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>16.9%</b>	<b>5.8%</b>	<b>5.8%</b>	<b>4.3%</b>
<b>Pay Category</b>																		
Federal Wage System	9,477	5,510	4,855	13.4%	15.0%	13.9%	42.4%	45.0%	47.1%	19.9%	17.2%	16.6%	16.3%	16.5%	17.6%	8.0%	6.4%	4.8%
GS 1-6 or equivalent	10,820	6,703	4,848	8.5%	7.0%	5.8%	32.7%	31.1%	37.6%	21.7%	20.8%	17.0%	24.8%	27.7%	29.5%	12.2%	13.5%	10.1%
GS 7-12 or equivalent	91,797	58,907	39,563	14.1%	13.8%	14.8%	46.4%	47.1%	49.4%	18.8%	17.7%	15.4%	15.5%	15.8%	16.7%	5.4%	5.5%	3.8%
GS 13-15 or equivalent	91,620	64,039	41,791	21.4%	22.1%	22.1%	53.1%	51.6%	50.7%	14.2%	13.7%	12.1%	8.6%	9.5%	12.8%	2.6%	3.1%	2.3%
Senior Executive Service	4,205	3,314	2,542	28.7%	26.0%	16.5%	44.0%	40.8%	43.6%	12.0%	13.9%	12.3%	10.9%	14.1%	18.9%	4.4%	5.2%	8.7%
SL/ST	688	490	---	19.8%	14.6%	---	49.0%	51.8%	---	7.5%	8.7%	---	13.2%	23.2%	---	10.6%	1.7%	---
Other	8,187	5,204	7,057	14.7%	18.6%	15.8%	41.8%	42.6%	48.2%	18.8%	13.7%	16.4%	18.2%	18.4%	14.9%	6.5%	6.7%	4.8%
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,316	---	16.3%	15.1%	---	42.4%	42.2%	---	19.6%	24.1%	---	16.1%	13.1%	---	5.6%	5.5%	---
1-3 years	17,544	12,893	---	14.2%	13.0%	---	43.2%	41.7%	---	19.1%	19.1%	---	17.2%	18.0%	---	6.3%	8.2%	---
4-5 years	16,233	8,711	---	13.6%	14.0%	---	43.7%	46.9%	---	18.9%	15.2%	---	16.9%	17.7%	---	6.9%	6.2%	---
6-10 years	26,504	13,914	---	14.2%	15.2%	---	46.8%	43.7%	---	18.0%	19.9%	---	15.1%	15.3%	---	6.0%	5.8%	---
11-20 years	62,919	44,994	---	15.6%	15.5%	---	47.0%	47.5%	---	17.5%	16.1%	---	14.2%	15.4%	---	5.6%	5.6%	---
> 20 years	91,706	62,357	---	16.3%	17.3%	---	46.4%	47.5%	---	17.4%	15.5%	---	14.3%	14.6%	---	5.6%	5.1%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,022	2,815	---	14.9%	16.9%	---	44.8%	44.3%	---	19.7%	20.0%	---	15.2%	13.6%	---	5.4%	5.3%	---
1-3 years	28,266	21,636	---	14.2%	14.1%	---	43.3%	43.0%	---	19.2%	18.5%	---	16.5%	17.0%	---	6.8%	7.4%	---
4-5 years	22,569	13,235	---	13.4%	13.5%	---	44.2%	45.6%	---	18.9%	16.5%	---	16.2%	18.0%	---	7.2%	6.4%	---
6-10 years	35,127	18,823	---	14.9%	14.6%	---	47.0%	45.2%	---	18.1%	18.4%	---	14.6%	16.0%	---	5.4%	5.8%	---
11-20 years	64,995	46,189	---	15.7%	16.2%	---	46.8%	47.6%	---	17.5%	15.8%	---	14.6%	15.1%	---	5.5%	5.3%	---
> 20 years	61,521	41,488	---	16.8%	17.6%	---	47.0%	48.0%	---	16.7%	15.2%	---	14.2%	14.1%	---	5.3%	5.1%	---
<b>Leaving</b>																		
No	150,506	101,437	---	18.0%	18.1%	---	49.1%	49.3%	---	16.6%	15.7%	---	12.7%	13.4%	---	3.6%	3.5%	---
Yes, to retire	14,408	9,504	---	16.6%	16.9%	---	46.8%	49.4%	---	17.4%	15.0%	---	13.1%	13.6%	---	6.1%	5.1%	---
Yes, to other job in Govt	35,606	22,690	---	8.0%	9.3%	---	38.9%	37.5%	---	20.9%	19.4%	---	21.3%	22.2%	---	10.9%	11.7%	---
Yes, to other job outside Govt	7,860	5,069	---	5.8%	6.9%	---	30.8%	29.8%	---	21.8%	21.3%	---	24.0%	24.7%	---	17.7%	17.3%	---
Yes, other	9,086	5,480	---	6.9%	6.5%	---	33.1%	39.2%	---	24.7%	20.7%	---	22.5%	21.6%	---	12.7%	12.0%	---
<b>Retiring</b>																		
Within 1 year	9,141	6,073	4,001	17.8%	17.5%	21.1%	46.3%	49.6%	46.7%	17.6%	14.2%	16.2%	11.2%	12.5%	13.2%	7.1%	6.2%	2.7%
Between 1 and 3 years	25,215	16,415	12,087	16.2%	15.8%	18.8%	47.4%	47.8%	47.7%	17.2%	15.9%	13.4%	14.1%	15.5%	15.9%	5.1%	5.0%	4.1%
Between 3 and 5 years	28,075	19,276	13,876	14.9%	17.1%	15.5%	46.3%	47.3%	52.0%	18.4%	15.4%	14.5%	15.0%	16.2%	14.8%	5.5%	4.0%	3.2%
5 or more years	155,012	102,409	70,692	15.2%	15.4%	14.9%	45.7%	45.7%	47.7%	17.9%	17.1%	15.2%	15.3%	15.7%	17.6%	5.9%	6.2%	4.6%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (62) Considering everything, how satisfied are you with your organization?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,428</b>	<b>147,891</b>	<b>100,656</b>	<b>13.4%</b>	<b>13.6%</b>	<b>13.6%</b>	<b>42.7%</b>	<b>43.1%</b>	<b>41.9%</b>	<b>22.4%</b>	<b>21.8%</b>	<b>20.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>17.1%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>7.3%</b>
<b>Work Location</b>																		
Headquarters	86,486	51,145	35,976	14.6%	15.3%	14.1%	43.7%	43.0%	42.0%	21.8%	20.8%	20.1%	13.4%	14.6%	17.2%	6.4%	6.4%	6.6%
Field	130,945	93,046	64,680	12.9%	13.1%	13.4%	42.3%	43.1%	41.8%	22.7%	22.2%	20.2%	15.1%	14.8%	17.1%	7.1%	6.8%	7.6%
<b>Supervisor Status</b>																		
Non-Supervisor	118,189	74,550	46,868	12.7%	12.6%	12.7%	41.4%	42.4%	41.2%	23.2%	22.8%	20.6%	15.1%	14.9%	17.7%	7.6%	7.3%	7.8%
Team Leader	31,776	20,112	13,639	12.0%	13.7%	13.5%	42.5%	43.7%	43.1%	23.9%	21.4%	20.0%	15.2%	15.6%	16.4%	6.4%	5.6%	7.0%
Supervisor	39,860	28,517	22,902	13.9%	15.7%	15.9%	47.6%	45.9%	43.9%	19.7%	19.0%	18.7%	13.9%	13.8%	15.9%	5.0%	5.6%	5.6%
Manager	22,464	17,118	14,118	21.5%	23.5%	21.8%	46.9%	46.7%	43.3%	16.8%	14.9%	16.2%	10.5%	11.2%	13.9%	4.3%	3.7%	4.8%
Executive	5,135	3,906	3,129	29.6%	35.4%	28.7%	43.1%	43.7%	42.0%	13.7%	11.0%	13.2%	9.5%	7.4%	12.2%	4.2%	2.5%	3.8%
<b>Sex</b>																		
Male	117,817	81,621	59,070	12.9%	13.3%	13.4%	42.1%	42.8%	40.5%	22.5%	21.9%	21.1%	15.4%	15.0%	17.8%	7.0%	6.9%	7.3%
Female	99,721	62,575	41,586	14.0%	14.0%	13.8%	43.6%	43.5%	43.6%	22.2%	21.7%	18.9%	13.6%	14.5%	16.3%	6.7%	6.3%	7.4%
<b>Hispanic or Latino</b>																		
Yes	13,630	8,465	5,531	15.8%	16.9%	13.9%	42.7%	42.1%	44.5%	21.9%	19.9%	19.5%	13.0%	14.0%	13.0%	6.6%	7.1%	9.1%
No	203,795	135,485	95,125	13.2%	13.4%	13.6%	42.8%	43.2%	41.7%	22.4%	21.9%	20.2%	14.8%	14.8%	17.4%	6.9%	6.6%	7.2%
<b>Race</b>																		
White	156,722	---	80,079	13.7%	---	13.9%	42.8%	---	41.6%	21.5%	---	20.0%	15.1%	---	17.4%	6.9%	---	7.1%
Black or African American	32,872	---	12,860	13.3%	---	12.3%	42.9%	---	43.8%	24.5%	---	19.8%	12.6%	---	16.4%	6.7%	---	7.8%
Native Hawaiian/Pacific Islander	1,488	---	698	16.5%	---	23.9%	43.9%	---	46.2%	21.2%	---	16.8%	12.4%	---	8.7%	6.0%	---	4.4%
Asian	8,609	---	3,633	13.1%	---	12.9%	47.9%	---	43.8%	22.7%	---	26.5%	11.3%	---	12.0%	5.0%	---	4.9%
AmerIndian/Alskn Native	6,148	---	1,602	10.5%	---	12.0%	43.1%	---	42.0%	25.8%	---	18.1%	14.2%	---	19.5%	6.5%	---	8.5%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	11.1%	---	11.5%	34.7%	---	31.4%	27.5%	---	18.9%	17.9%	---	24.7%	8.8%	---	13.5%
<b>Age Group</b>																		
<30 (25 and under)	8,792	5,461	2,787	14.7%	15.4%	13.7%	47.4%	44.5%	45.8%	20.3%	20.6%	22.7%	12.4%	13.5%	12.8%	5.2%	6.0%	5.0%
(26-29)	2,477	---	---	17.2%	---	---	49.1%	---	---	19.2%	---	---	10.0%	---	---	4.5%	---	---
30-39	6,315	---	---	13.6%	---	---	46.7%	---	---	20.8%	---	---	13.4%	---	---	5.5%	---	---
40-49	31,368	20,918	15,010	12.7%	13.0%	13.2%	44.3%	44.1%	44.6%	23.7%	22.1%	20.0%	13.1%	14.8%	16.0%	6.2%	6.0%	6.2%
50-59	70,132	47,040	34,006	12.8%	13.5%	13.2%	42.4%	43.2%	41.0%	22.4%	21.9%	20.6%	15.3%	14.4%	17.7%	7.0%	6.9%	7.5%
60+	87,042	57,867	41,243	13.3%	13.0%	13.5%	41.6%	42.2%	41.0%	22.6%	22.1%	19.5%	15.1%	15.6%	17.9%	7.4%	7.1%	8.2%
60+	20,186	12,861	7,610	16.6%	17.4%	16.9%	42.3%	44.2%	42.7%	20.4%	20.3%	20.6%	14.6%	12.8%	14.5%	6.1%	5.3%	5.2%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (62) Considering everything, how satisfied are you with your organization?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,428</b>	<b>147,891</b>	<b>100,656</b>	<b>13.4%</b>	<b>13.6%</b>	<b>13.6%</b>	<b>42.7%</b>	<b>43.1%</b>	<b>41.9%</b>	<b>22.4%</b>	<b>21.8%</b>	<b>20.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>17.1%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>7.3%</b>
<b>Pay Category</b>																		
Federal Wage System	9,482	5,511	4,855	11.4%	11.4%	13.2%	40.3%	42.3%	38.9%	26.1%	23.1%	22.9%	14.2%	15.9%	17.4%	8.1%	7.4%	7.6%
GS 1-6 or equivalent	10,819	6,705	4,848	14.6%	12.6%	14.2%	42.4%	37.9%	41.5%	23.2%	26.1%	19.7%	13.1%	13.9%	17.1%	6.8%	9.5%	7.6%
GS 7-12 or equivalent	91,794	58,903	39,563	12.7%	12.8%	12.8%	43.1%	44.2%	42.6%	23.2%	22.1%	20.1%	14.4%	14.7%	17.1%	6.5%	6.2%	7.4%
GS 13-15 or equivalent	91,619	64,039	41,791	14.7%	15.6%	15.5%	44.8%	43.7%	41.4%	19.9%	19.8%	19.3%	14.5%	14.6%	17.1%	6.1%	6.2%	6.7%
Senior Executive Service	4,206	3,314	2,542	33.5%	31.8%	26.1%	42.5%	40.3%	44.9%	11.5%	12.1%	13.1%	9.4%	7.0%	12.2%	3.0%	8.9%	3.7%
SL/ST	688	490	---	11.0%	15.6%	---	46.4%	58.5%	---	16.9%	10.2%	---	24.0%	12.6%	---	1.7%	3.1%	---
Other	8,187	5,203	7,057	14.8%	15.2%	12.1%	39.1%	40.7%	42.1%	21.9%	21.0%	20.4%	17.2%	17.1%	17.5%	7.1%	6.0%	7.9%
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,316	---	24.7%	25.6%	---	52.9%	47.2%	---	15.0%	21.2%	---	5.4%	3.5%	---	2.0%	2.5%	---
1-3 years	17,541	12,895	---	16.6%	15.5%	---	46.7%	42.1%	---	19.6%	21.1%	---	11.8%	14.3%	---	5.3%	7.0%	---
4-5 years	16,231	8,709	---	13.3%	15.1%	---	43.3%	45.9%	---	21.5%	19.7%	---	15.2%	14.0%	---	6.7%	5.2%	---
6-10 years	26,509	13,912	---	12.6%	13.3%	---	42.6%	44.0%	---	23.4%	21.9%	---	14.5%	13.9%	---	7.0%	6.9%	---
11-20 years	62,920	44,994	---	12.1%	12.7%	---	41.9%	42.6%	---	23.8%	23.2%	---	15.2%	15.0%	---	7.0%	6.5%	---
> 20 years	91,707	62,356	---	13.2%	13.3%	---	41.6%	43.0%	---	22.4%	21.3%	---	15.3%	15.3%	---	7.4%	7.0%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,024	2,815	---	21.9%	24.0%	---	50.5%	47.3%	---	18.1%	18.9%	---	6.0%	6.4%	---	3.5%	3.4%	---
1-3 years	28,262	21,637	---	16.2%	15.6%	---	44.1%	41.7%	---	20.5%	21.2%	---	12.8%	14.0%	---	6.4%	7.4%	---
4-5 years	22,567	13,235	---	12.1%	13.7%	---	43.1%	44.6%	---	22.3%	21.5%	---	15.1%	14.3%	---	7.3%	6.0%	---
6-10 years	35,128	18,823	---	12.5%	12.5%	---	42.5%	43.3%	---	23.0%	22.1%	---	15.4%	14.8%	---	6.6%	7.2%	---
11-20 years	64,996	46,188	---	11.6%	12.5%	---	41.7%	42.8%	---	24.1%	22.8%	---	15.5%	15.4%	---	7.1%	6.5%	---
> 20 years	61,525	41,486	---	13.9%	13.3%	---	42.2%	43.5%	---	21.9%	21.4%	---	15.0%	15.2%	---	7.1%	6.6%	---
<b>Leaving</b>																		
No	150,506	101,435	---	16.9%	17.2%	---	49.1%	49.9%	---	20.4%	20.0%	---	10.0%	9.8%	---	3.6%	3.1%	---
Yes, to retire	14,409	9,504	---	11.3%	9.8%	---	38.1%	38.3%	---	21.9%	23.5%	---	18.1%	20.0%	---	10.6%	8.4%	---
Yes, to other job in Govt	35,604	22,690	---	4.2%	4.6%	---	27.9%	27.0%	---	28.1%	26.6%	---	26.3%	26.5%	---	13.5%	15.4%	---
Yes, to other job outside Govt	7,860	5,068	---	2.7%	2.2%	---	21.2%	18.3%	---	24.9%	26.8%	---	31.0%	32.5%	---	20.2%	20.2%	---
Yes, other	9,086	5,481	---	3.4%	4.7%	---	21.0%	21.7%	---	31.0%	27.5%	---	26.7%	28.3%	---	17.9%	17.8%	---
<b>Retiring</b>																		
Within 1 year	9,141	6,073	4,001	12.9%	11.0%	10.9%	34.5%	35.7%	35.1%	22.1%	22.4%	16.9%	17.5%	19.0%	24.6%	12.9%	11.9%	12.6%
Between 1 and 3 years	25,216	16,415	12,087	11.9%	12.0%	12.2%	40.6%	41.6%	38.6%	22.5%	21.4%	20.8%	16.8%	18.6%	18.8%	8.2%	6.4%	9.6%
Between 3 and 5 years	28,078	19,275	13,876	11.7%	13.2%	12.6%	41.5%	41.4%	41.4%	23.5%	23.3%	19.7%	16.2%	15.6%	18.2%	7.0%	6.4%	8.2%
5 or more years	155,007	102,409	70,692	14.0%	14.1%	14.1%	43.7%	44.0%	42.7%	22.2%	21.6%	20.3%	13.9%	13.8%	16.4%	6.3%	6.5%	6.6%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (63) How satisfied are you with retirement benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,397</b>	<b>147,882</b>	<b>100,656</b>	<b>14.6%</b>	<b>14.9%</b>	<b>12.9%</b>	<b>46.2%</b>	<b>50.3%</b>	<b>52.7%</b>	<b>19.4%</b>	<b>22.3%</b>	<b>19.8%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>12.4%</b>	<b>3.3%</b>	<b>2.6%</b>	<b>2.3%</b>	<b>7.4%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,477	51,140	35,976	16.3%	17.0%	14.6%	46.4%	50.5%	54.1%	19.2%	21.3%	18.7%	8.1%	8.9%	10.6%	2.6%	2.3%	2.0%	7.4%	---	---
Field	130,923	93,043	64,680	13.8%	14.2%	12.2%	46.0%	50.3%	52.1%	19.5%	22.6%	20.2%	9.6%	10.2%	13.1%	3.6%	2.7%	2.4%	7.4%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,176	74,545	46,868	13.7%	13.7%	12.2%	45.5%	50.7%	52.3%	20.2%	23.1%	20.4%	8.8%	9.8%	12.7%	3.3%	2.8%	2.4%	8.4%	---	---
Team Leader	31,767	20,114	13,639	13.1%	15.1%	12.3%	47.2%	48.7%	54.0%	19.0%	23.5%	19.2%	10.7%	10.3%	12.3%	3.7%	2.4%	2.2%	6.4%	---	---
Supervisor	39,857	28,515	22,902	15.8%	18.2%	16.5%	48.4%	51.2%	52.6%	18.0%	18.0%	17.5%	9.5%	10.3%	11.4%	2.7%	2.3%	2.1%	5.5%	---	---
Manager	22,462	17,116	14,118	23.1%	23.4%	18.5%	45.8%	50.9%	52.6%	16.5%	14.9%	16.6%	8.2%	9.1%	10.3%	2.5%	1.7%	1.9%	3.9%	---	---
Executive	5,134	3,906	3,129	32.2%	32.9%	28.5%	42.5%	48.3%	51.8%	11.5%	11.8%	11.4%	7.8%	5.9%	7.1%	3.6%	1.1%	1.3%	2.3%	---	---
<b>Sex</b>																					
Male	117,802	81,613	59,070	14.1%	14.5%	11.9%	45.7%	49.8%	51.3%	20.2%	21.9%	21.1%	10.1%	10.8%	13.1%	4.0%	3.0%	2.6%	5.8%	---	---
Female	99,707	62,574	41,586	15.2%	15.2%	14.2%	46.8%	51.1%	54.5%	18.4%	22.9%	18.0%	7.8%	8.7%	11.3%	2.3%	2.1%	1.9%	9.6%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,626	8,465	5,531	13.8%	15.7%	9.7%	43.9%	48.3%	54.1%	20.1%	23.0%	21.5%	9.4%	10.1%	11.7%	4.3%	2.9%	3.0%	8.5%	---	---
No	203,770	135,477	95,125	14.7%	14.8%	13.2%	46.4%	50.5%	52.6%	19.4%	22.2%	19.6%	9.1%	9.9%	12.4%	3.2%	2.6%	2.3%	7.3%	---	---
<b>Race</b>																					
White	156,708	---	80,079	15.4%	---	13.8%	47.4%	---	53.1%	18.2%	---	18.7%	9.4%	---	12.1%	3.2%	---	2.2%	6.4%	---	---
Black or African American	32,860	---	12,860	13.7%	---	10.8%	44.3%	---	51.5%	21.5%	---	22.9%	7.5%	---	11.8%	3.1%	---	2.9%	9.8%	---	---
Native Hawaiian/Pacific Islander	1,487	---	698	9.7%	---	6.8%	39.8%	---	59.5%	25.8%	---	23.6%	9.2%	---	8.1%	3.2%	---	2.0%	12.3%	---	---
Asian	8,605	---	3,633	12.0%	---	9.3%	45.7%	---	54.7%	24.4%	---	21.3%	7.2%	---	13.5%	2.1%	---	1.2%	8.6%	---	---
AmerIndian/Alskn Native	6,150	---	1,602	12.2%	---	11.4%	45.6%	---	48.9%	23.2%	---	22.8%	8.8%	---	14.5%	2.9%	---	2.4%	7.3%	---	---
Two or more races (Not Hispanic/Latino)	6,191	---	1,502	10.6%	---	8.6%	37.7%	---	44.0%	23.2%	---	22.4%	11.4%	---	22.6%	6.2%	---	2.5%	11.1%	---	---
<b>Age Group</b>																					
<30	8,791	5,461	2,787	16.3%	18.0%	14.1%	48.7%	52.4%	55.1%	16.8%	20.6%	23.5%	6.8%	7.3%	6.4%	2.3%	1.7%	1.0%	9.1%	---	---
(25 and under)	2,476	---	---	18.2%	---	---	51.0%	---	---	17.2%	---	---	4.5%	---	---	1.0%	---	---	8.1%	---	---
(26-29)	6,315	---	---	15.5%	---	---	47.7%	---	---	16.7%	---	---	7.8%	---	---	2.9%	---	---	9.5%	---	---
30-39	31,365	20,917	15,010	11.9%	13.7%	12.6%	49.1%	52.1%	56.1%	19.0%	22.6%	20.1%	8.8%	8.9%	9.4%	3.3%	2.7%	1.8%	7.9%	---	---
40-49	70,120	47,036	34,006	12.5%	13.1%	11.8%	46.2%	50.7%	53.4%	21.1%	23.1%	20.8%	9.3%	10.2%	12.0%	3.2%	2.9%	2.0%	7.7%	---	---
50-59	87,031	57,863	41,243	16.7%	16.1%	13.7%	44.7%	49.2%	51.2%	18.9%	22.0%	17.9%	9.3%	10.3%	14.4%	3.6%	2.5%	2.9%	6.9%	---	---
60+	20,181	12,860	7,610	18.0%	16.9%	14.6%	44.8%	49.2%	47.5%	18.3%	21.1%	22.1%	9.9%	10.6%	13.0%	2.7%	2.2%	2.8%	6.3%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (63) How satisfied are you with retirement benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,397</b>	<b>147,882</b>	<b>100,656</b>	<b>14.6%</b>	<b>14.9%</b>	<b>12.9%</b>	<b>46.2%</b>	<b>50.3%</b>	<b>52.7%</b>	<b>19.4%</b>	<b>22.3%</b>	<b>19.8%</b>	<b>9.1%</b>	<b>9.9%</b>	<b>12.4%</b>	<b>3.3%</b>	<b>2.6%</b>	<b>2.3%</b>	<b>7.4%</b>	---	---
<b>Pay Category</b>																					
Federal Wage System	9,472	5,505	4,855	9.2%	9.9%	9.2%	43.5%	45.0%	45.6%	23.7%	25.3%	23.1%	11.8%	16.4%	18.6%	5.9%	3.5%	3.5%	5.8%	---	---
GS 1-6 or equivalent	10,819	6,705	4,848	11.5%	10.2%	8.1%	41.5%	47.9%	52.7%	23.7%	27.4%	25.0%	7.7%	10.5%	11.5%	4.8%	4.0%	2.7%	10.9%	---	---
GS 7-12 or equivalent	91,781	58,901	39,563	13.1%	13.6%	11.7%	46.5%	50.8%	52.5%	20.0%	23.1%	20.9%	9.4%	10.0%	12.7%	3.0%	2.5%	2.1%	7.9%	---	---
GS 13-15 or equivalent	91,615	64,039	41,791	19.6%	19.6%	19.0%	49.1%	53.2%	56.0%	15.5%	17.4%	14.9%	8.3%	7.7%	8.9%	2.3%	2.1%	1.3%	5.2%	---	---
Senior Executive Service	4,205	3,314	2,542	35.2%	32.2%	26.9%	46.0%	45.0%	52.7%	9.6%	15.9%	11.0%	5.6%	6.1%	8.0%	1.8%	0.9%	1.3%	1.8%	---	---
SL/ST	688	489	---	19.7%	18.1%	---	53.0%	56.9%	---	5.4%	16.9%	---	12.5%	6.2%	---	0.4%	2.0%	---	9.0%	---	---
Other	8,187	5,202	7,057	17.4%	17.5%	12.3%	42.2%	44.9%	52.1%	19.9%	24.6%	17.6%	8.1%	10.5%	13.9%	3.9%	2.5%	4.2%	8.5%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,611	1,316	---	19.8%	29.1%	---	50.7%	37.5%	---	15.9%	24.1%	---	4.5%	6.3%	---	1.2%	2.9%	---	7.8%	---	---
1-3 years	17,539	12,894	---	12.3%	12.9%	---	48.1%	51.5%	---	21.2%	23.6%	---	7.8%	8.6%	---	2.5%	3.4%	---	8.2%	---	---
4-5 years	16,232	8,710	---	11.2%	12.5%	---	47.5%	52.7%	---	20.8%	22.7%	---	8.3%	10.0%	---	3.6%	2.2%	---	8.7%	---	---
6-10 years	26,505	13,911	---	11.3%	12.0%	---	46.9%	50.9%	---	21.2%	24.4%	---	9.1%	10.0%	---	4.2%	2.6%	---	7.2%	---	---
11-20 years	62,907	44,992	---	10.8%	11.7%	---	44.4%	48.9%	---	22.0%	24.3%	---	11.1%	12.0%	---	3.9%	3.2%	---	7.9%	---	---
> 20 years	91,696	62,350	---	19.9%	19.3%	---	46.0%	50.8%	---	16.2%	19.4%	---	8.6%	8.7%	---	2.8%	1.9%	---	6.5%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,021	2,815	---	17.4%	20.1%	---	49.7%	47.0%	---	16.4%	21.9%	---	6.6%	8.4%	---	1.9%	2.6%	---	8.0%	---	---
1-3 years	28,260	21,636	---	12.7%	13.9%	---	47.2%	51.5%	---	20.5%	23.0%	---	8.0%	8.7%	---	2.8%	2.9%	---	8.9%	---	---
4-5 years	22,566	13,235	---	12.2%	12.3%	---	46.2%	50.3%	---	21.6%	24.0%	---	8.8%	11.2%	---	3.4%	2.3%	---	7.8%	---	---
6-10 years	35,122	18,822	---	11.8%	12.2%	---	46.1%	50.5%	---	21.6%	24.5%	---	9.1%	10.1%	---	4.2%	2.7%	---	7.2%	---	---
11-20 years	64,985	46,183	---	11.9%	13.2%	---	44.6%	49.1%	---	20.9%	23.4%	---	11.2%	11.2%	---	3.8%	3.1%	---	7.5%	---	---
> 20 years	61,517	41,484	---	20.9%	19.7%	---	46.6%	51.2%	---	15.4%	18.5%	---	8.2%	8.7%	---	2.6%	1.9%	---	6.3%	---	---
<b>Leaving</b>																					
No	150,485	101,428	---	15.7%	15.9%	---	48.0%	52.1%	---	18.5%	21.1%	---	8.3%	8.9%	---	2.3%	1.9%	---	7.1%	---	---
Yes, to retire	14,404	9,502	---	23.3%	21.1%	---	44.7%	45.9%	---	15.0%	20.7%	---	8.2%	10.0%	---	4.9%	2.3%	---	4.0%	---	---
Yes, to other job in Govt	35,598	22,689	---	10.1%	11.6%	---	42.8%	48.3%	---	22.8%	24.6%	---	10.9%	11.6%	---	4.7%	3.9%	---	8.7%	---	---
Yes, to other job outside Govt	7,859	5,068	---	7.3%	8.0%	---	38.4%	42.0%	---	21.8%	27.2%	---	13.7%	15.3%	---	10.5%	7.5%	---	8.2%	---	---
Yes, other	9,088	5,481	---	7.4%	6.8%	---	37.4%	41.4%	---	25.3%	30.9%	---	13.7%	15.6%	---	5.7%	5.2%	---	10.5%	---	---
<b>Retiring</b>																					
Within 1 year	9,140	6,070	4,001	24.7%	23.0%	18.9%	43.1%	47.1%	49.6%	15.7%	18.0%	16.4%	7.6%	9.1%	12.3%	4.5%	2.7%	2.8%	4.4%	---	---
Between 1 and 3 years	25,211	16,416	12,087	18.7%	18.4%	15.3%	46.7%	48.4%	49.9%	16.4%	19.8%	17.2%	9.6%	11.3%	14.9%	2.9%	2.0%	2.6%	5.6%	---	---
Between 3 and 5 years	28,069	19,273	13,876	17.3%	17.3%	14.1%	45.1%	50.7%	51.9%	17.7%	19.7%	19.3%	10.2%	10.1%	12.5%	3.6%	2.3%	2.2%	6.1%	---	---
5 or more years	154,992	102,404	70,692	13.1%	13.6%	12.1%	46.4%	50.7%	53.3%	20.3%	23.3%	20.3%	9.0%	9.7%	12.0%	3.2%	2.7%	2.3%	8.0%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (64) How satisfied are you with health insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,433</b>	<b>147,894</b>	<b>100,656</b>	<b>13.1%</b>	<b>12.0%</b>	<b>8.2%</b>	<b>44.9%</b>	<b>43.9%</b>	<b>41.9%</b>	<b>16.6%</b>	<b>19.6%</b>	<b>20.7%</b>	<b>15.1%</b>	<b>18.4%</b>	<b>21.8%</b>	<b>5.5%</b>	<b>6.1%</b>	<b>7.4%</b>	<b>4.8%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,485	51,144	35,976	14.9%	14.3%	9.2%	46.7%	46.2%	45.4%	16.3%	19.2%	21.1%	12.7%	16.0%	19.0%	3.9%	4.3%	5.3%	5.5%	---	---
Field	130,951	93,052	64,680	12.2%	11.3%	7.8%	44.0%	43.2%	40.6%	16.7%	19.8%	20.6%	16.2%	19.1%	22.8%	6.3%	6.6%	8.2%	4.5%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,193	74,551	46,868	12.7%	11.7%	8.2%	44.0%	44.0%	41.9%	17.0%	19.7%	20.8%	15.3%	18.2%	21.7%	5.7%	6.4%	7.6%	5.2%	---	---
Team Leader	31,774	20,113	13,639	11.7%	11.5%	8.1%	46.3%	42.7%	41.5%	15.9%	20.7%	20.8%	15.6%	19.4%	21.9%	6.2%	5.7%	7.8%	4.3%	---	---
Supervisor	39,858	28,518	22,902	13.3%	12.8%	8.6%	45.7%	44.8%	42.2%	16.3%	18.7%	20.5%	15.0%	18.1%	22.3%	5.0%	5.6%	6.3%	4.6%	---	---
Manager	22,465	17,119	14,118	17.5%	15.4%	8.8%	47.3%	45.5%	43.2%	15.4%	17.4%	20.7%	13.3%	17.6%	22.1%	3.5%	4.1%	5.3%	3.0%	---	---
Executive	5,134	3,906	3,129	29.4%	21.8%	12.2%	47.1%	50.7%	52.7%	11.8%	13.5%	16.5%	7.3%	12.1%	16.0%	2.3%	1.9%	2.6%	2.0%	---	---
<b>Sex</b>																					
Male	117,821	81,627	59,070	12.0%	11.3%	7.0%	43.6%	42.9%	39.3%	18.0%	20.3%	22.2%	16.0%	18.8%	22.9%	6.1%	6.8%	8.6%	4.4%	---	---
Female	99,719	62,573	41,586	14.3%	12.9%	9.8%	46.5%	45.3%	45.3%	14.8%	18.9%	18.8%	14.0%	17.8%	20.3%	4.8%	5.2%	5.8%	5.5%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,631	8,467	5,531	13.9%	13.2%	6.8%	40.6%	41.5%	40.9%	18.4%	20.5%	21.3%	14.5%	19.1%	20.5%	8.1%	5.6%	10.6%	4.5%	---	---
No	203,792	135,488	95,125	13.0%	11.9%	8.3%	45.2%	44.1%	42.0%	16.4%	19.6%	20.7%	15.2%	18.3%	21.9%	5.3%	6.1%	7.1%	4.9%	---	---
<b>Race</b>																					
White	156,724	---	80,079	13.6%	---	8.5%	45.3%	---	41.6%	15.9%	---	20.3%	15.4%	---	22.2%	5.3%	---	7.3%	4.5%	---	---
Black or African American	32,870	---	12,860	12.4%	---	7.7%	45.6%	---	45.5%	16.2%	---	20.6%	14.4%	---	19.3%	5.2%	---	6.9%	6.1%	---	---
Native Hawaiian/Pacific Islander	1,487	---	698	13.1%	---	7.6%	39.3%	---	51.2%	19.5%	---	22.1%	13.6%	---	11.7%	7.4%	---	7.4%	7.2%	---	---
Asian	8,608	---	3,633	10.0%	---	6.2%	43.8%	---	39.6%	21.4%	---	23.7%	14.0%	---	24.1%	4.9%	---	6.3%	5.9%	---	---
AmerIndian/Alskn Native	6,150	---	1,602	13.2%	---	8.4%	42.0%	---	37.6%	19.1%	---	25.4%	14.2%	---	20.4%	5.6%	---	8.3%	5.9%	---	---
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	8.8%	---	6.1%	39.4%	---	35.5%	19.8%	---	20.9%	18.9%	---	22.6%	8.6%	---	14.9%	4.5%	---	---
<b>Age Group</b>																					
<30	8,794	5,461	2,787	14.6%	13.0%	10.9%	44.9%	43.2%	40.8%	17.3%	18.5%	21.3%	14.3%	18.9%	18.3%	5.7%	6.4%	8.6%	3.2%	---	---
(25 and under)	2,477	---	---	16.0%	---	---	46.5%	---	---	14.2%	---	---	14.7%	---	---	4.0%	---	---	4.6%	---	---
(26-29)	6,317	---	---	14.0%	---	---	44.2%	---	---	18.7%	---	---	14.1%	---	---	6.4%	---	---	2.6%	---	---
30-39	31,367	20,919	15,010	11.2%	11.1%	7.8%	44.4%	42.9%	40.4%	15.9%	18.7%	20.4%	17.3%	20.0%	21.8%	7.4%	7.4%	9.6%	3.8%	---	---
40-49	70,125	47,037	34,006	11.3%	10.3%	6.8%	43.1%	42.8%	40.7%	17.6%	20.1%	20.7%	16.2%	19.9%	24.1%	6.3%	7.0%	7.6%	5.6%	---	---
50-59	87,046	57,871	41,243	14.0%	13.0%	9.0%	45.8%	44.2%	43.0%	16.5%	20.0%	20.7%	14.0%	17.5%	20.5%	4.9%	5.3%	6.8%	4.8%	---	---
60+	20,190	12,862	7,610	17.7%	16.0%	11.2%	48.2%	50.1%	46.1%	14.2%	18.8%	21.3%	12.2%	12.2%	18.2%	2.1%	2.9%	3.1%	5.5%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (64) How satisfied are you with health insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,433</b>	<b>147,894</b>	<b>100,656</b>	<b>13.1%</b>	<b>12.0%</b>	<b>8.2%</b>	<b>44.9%</b>	<b>43.9%</b>	<b>41.9%</b>	<b>16.6%</b>	<b>19.6%</b>	<b>20.7%</b>	<b>15.1%</b>	<b>18.4%</b>	<b>21.8%</b>	<b>5.5%</b>	<b>6.1%</b>	<b>7.4%</b>	<b>4.8%</b>	---	---
<b>Pay Category</b>																					
Federal Wage System	9,481	5,509	4,855	8.8%	8.3%	6.4%	39.6%	35.5%	35.0%	19.9%	21.7%	21.0%	18.1%	23.0%	25.6%	9.4%	11.5%	12.1%	4.3%	---	---
GS 1-6 or equivalent	10,822	6,706	4,848	12.4%	11.1%	7.3%	38.2%	41.2%	43.6%	19.6%	23.1%	21.9%	14.6%	18.2%	18.6%	6.8%	6.3%	8.6%	8.5%	---	---
GS 7-12 or equivalent	91,799	58,904	39,563	12.1%	11.1%	8.4%	44.8%	43.3%	41.1%	16.7%	20.0%	20.9%	15.8%	19.2%	22.2%	5.5%	6.3%	7.4%	5.1%	---	---
GS 13-15 or equivalent	91,618	64,040	41,791	15.9%	14.4%	9.2%	49.0%	48.7%	45.2%	14.8%	17.0%	20.1%	13.6%	15.7%	20.4%	3.5%	4.1%	5.1%	3.3%	---	---
Senior Executive Service	4,205	3,314	2,542	29.3%	21.8%	12.1%	48.8%	47.3%	51.0%	10.7%	17.8%	19.9%	7.7%	11.4%	14.7%	1.8%	1.7%	2.3%	1.8%	---	---
SL/ST	688	490	---	19.7%	15.7%	---	46.3%	54.1%	---	7.3%	23.8%	---	8.0%	5.7%	---	18.0%	0.6%	---	0.8%	---	---
Other	8,187	5,204	7,057	15.4%	13.7%	7.6%	47.1%	43.6%	42.3%	15.1%	19.1%	20.1%	14.2%	18.8%	22.8%	5.0%	4.9%	7.2%	3.2%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	16.0%	9.9%	---	41.6%	41.1%	---	16.4%	28.4%	---	11.4%	14.0%	---	6.0%	6.6%	---	8.6%	---	---
1-3 years	17,543	12,892	---	11.8%	10.9%	---	40.1%	38.8%	---	19.1%	24.7%	---	15.8%	17.9%	---	5.2%	7.8%	---	8.0%	---	---
4-5 years	16,232	8,711	---	11.1%	10.0%	---	39.6%	40.4%	---	18.0%	22.8%	---	16.4%	20.2%	---	6.6%	6.7%	---	8.2%	---	---
6-10 years	26,506	13,913	---	11.0%	11.0%	---	41.8%	41.7%	---	17.7%	21.8%	---	16.6%	18.9%	---	6.6%	6.6%	---	6.2%	---	---
11-20 years	62,917	44,997	---	11.6%	11.3%	---	45.7%	44.8%	---	16.9%	18.5%	---	15.3%	19.2%	---	6.0%	6.2%	---	4.5%	---	---
> 20 years	91,712	62,357	---	15.5%	13.7%	---	48.2%	46.5%	---	14.9%	17.3%	---	14.1%	17.4%	---	4.6%	5.1%	---	2.6%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,024	2,814	---	14.8%	11.8%	---	40.4%	43.2%	---	19.3%	23.8%	---	12.5%	15.9%	---	4.7%	5.3%	---	8.2%	---	---
1-3 years	28,263	21,636	---	12.2%	11.6%	---	41.1%	41.2%	---	18.1%	22.8%	---	15.0%	17.5%	---	5.2%	6.9%	---	8.4%	---	---
4-5 years	22,567	13,235	---	11.8%	9.3%	---	41.0%	40.6%	---	17.6%	22.9%	---	16.3%	21.2%	---	6.2%	6.0%	---	7.1%	---	---
6-10 years	35,125	18,823	---	11.1%	10.8%	---	42.5%	43.3%	---	17.7%	21.3%	---	16.7%	18.0%	---	6.5%	6.6%	---	5.4%	---	---
11-20 years	64,997	46,190	---	12.5%	12.4%	---	46.2%	45.3%	---	16.3%	17.6%	---	15.4%	18.8%	---	5.8%	6.0%	---	3.8%	---	---
> 20 years	61,529	41,490	---	15.5%	13.6%	---	49.3%	46.3%	---	14.5%	17.1%	---	13.7%	17.9%	---	4.8%	5.2%	---	2.1%	---	---
<b>Leaving</b>																					
No	150,506	101,436	---	13.9%	12.8%	---	46.4%	44.6%	---	16.0%	19.2%	---	14.4%	18.0%	---	4.8%	5.4%	---	4.5%	---	---
Yes, to retire	14,409	9,504	---	17.6%	15.7%	---	47.9%	48.1%	---	14.9%	17.7%	---	11.9%	15.2%	---	4.6%	3.3%	---	3.1%	---	---
Yes, to other job in Govt	35,602	22,691	---	9.8%	9.2%	---	40.6%	43.1%	---	19.2%	20.3%	---	17.6%	19.7%	---	6.4%	7.6%	---	6.4%	---	---
Yes, to other job outside Govt	7,860	5,069	---	7.8%	9.2%	---	39.5%	36.3%	---	14.5%	19.3%	---	20.1%	23.2%	---	12.7%	12.1%	---	5.3%	---	---
Yes, other	9,088	5,480	---	8.8%	6.9%	---	37.0%	36.3%	---	20.5%	27.7%	---	16.9%	19.9%	---	9.8%	9.2%	---	7.1%	---	---
<b>Retiring</b>																					
Within 1 year	9,142	6,073	4,001	18.0%	17.1%	13.3%	49.5%	48.8%	46.7%	15.7%	16.7%	17.1%	9.5%	12.9%	17.6%	4.1%	4.5%	5.4%	3.2%	---	---
Between 1 and 3 years	25,218	16,417	12,087	16.1%	14.0%	10.2%	49.2%	47.7%	43.3%	14.0%	18.8%	20.8%	13.6%	15.4%	20.1%	3.5%	4.1%	5.5%	3.5%	---	---
Between 3 and 5 years	28,080	19,273	13,876	14.1%	14.0%	8.6%	46.9%	45.7%	44.9%	15.3%	17.0%	20.9%	14.0%	18.0%	20.5%	5.4%	5.3%	5.0%	4.2%	---	---
5 or more years	155,007	102,411	70,692	12.2%	11.1%	7.6%	43.7%	43.0%	41.0%	17.2%	20.4%	20.8%	15.8%	19.1%	22.4%	5.9%	6.5%	8.1%	5.2%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (65) How satisfied are you with life insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,429</b>	<b>147,894</b>	<b>100,656</b>	<b>11.9%</b>	<b>11.8%</b>	<b>8.2%</b>	<b>47.8%</b>	<b>50.2%</b>	<b>48.2%</b>	<b>22.1%</b>	<b>28.0%</b>	<b>33.3%</b>	<b>7.0%</b>	<b>7.6%</b>	<b>8.2%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>2.0%</b>	<b>8.7%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,484	51,142	35,976	12.9%	12.4%	8.4%	47.9%	49.6%	47.6%	21.1%	28.8%	34.9%	6.1%	7.2%	7.4%	1.9%	1.9%	1.7%	10.0%	---	---
Field	130,949	93,052	64,680	11.5%	11.6%	8.2%	47.7%	50.4%	48.5%	22.6%	27.7%	32.7%	7.4%	7.8%	8.5%	2.7%	2.4%	2.1%	8.1%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,191	74,551	46,868	11.5%	11.7%	8.2%	47.0%	50.6%	48.5%	22.8%	28.0%	33.1%	6.7%	7.3%	8.0%	2.4%	2.4%	2.1%	9.5%	---	---
Team Leader	31,773	20,113	13,639	11.3%	11.2%	7.9%	49.1%	49.2%	47.4%	21.5%	29.5%	34.8%	7.6%	8.1%	8.3%	2.8%	1.9%	1.6%	7.7%	---	---
Supervisor	39,862	28,518	22,902	12.1%	12.5%	8.4%	50.2%	50.3%	48.8%	20.6%	26.0%	31.5%	7.7%	8.8%	9.1%	2.6%	2.5%	2.1%	6.8%	---	---
Manager	22,465	17,117	14,118	15.9%	14.3%	9.7%	48.7%	50.1%	47.8%	19.8%	24.6%	31.7%	7.1%	8.8%	8.5%	2.1%	2.1%	2.3%	6.4%	---	---
Executive	5,134	3,906	3,129	22.0%	17.2%	9.0%	44.1%	46.2%	43.3%	17.2%	26.6%	37.7%	7.1%	7.9%	8.1%	1.4%	2.0%	1.9%	8.3%	---	---
<b>Sex</b>																					
Male	117,816	81,626	59,070	10.7%	10.6%	6.7%	46.4%	48.6%	46.0%	23.7%	29.0%	35.0%	8.3%	9.0%	9.6%	3.2%	2.9%	2.6%	7.7%	---	---
Female	99,721	62,573	41,586	13.5%	13.4%	10.3%	49.7%	52.4%	51.1%	20.0%	26.7%	31.0%	5.3%	5.9%	6.4%	1.6%	1.5%	1.2%	9.9%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,631	8,466	5,531	12.5%	12.4%	6.9%	45.0%	49.2%	48.5%	23.3%	26.1%	29.2%	8.0%	9.4%	13.3%	3.7%	2.8%	2.2%	7.6%	---	---
No	203,790	135,488	95,125	11.9%	11.8%	8.3%	48.1%	50.3%	48.2%	22.0%	28.1%	33.6%	6.9%	7.5%	7.8%	2.4%	2.2%	2.0%	8.8%	---	---
<b>Race</b>																					
White	156,718	---	80,079	12.0%	---	8.1%	47.8%	---	47.9%	21.9%	---	33.8%	7.0%	---	8.0%	2.3%	---	2.1%	8.9%	---	---
Black or African American	32,869	---	12,860	13.6%	---	9.8%	50.9%	---	52.1%	19.6%	---	27.5%	6.3%	---	8.8%	2.1%	---	1.8%	7.6%	---	---
Native Hawaiian/Pacific Islander	1,488	---	698	8.9%	---	6.4%	39.7%	---	59.4%	28.4%	---	27.6%	6.6%	---	5.1%	3.7%	---	1.5%	12.7%	---	---
Asian	8,609	---	3,633	8.8%	---	6.0%	42.7%	---	42.5%	27.6%	---	43.2%	7.8%	---	7.3%	2.6%	---	1.0%	10.5%	---	---
AmerIndian/Alskn Native	6,151	---	1,602	13.6%	---	9.9%	48.1%	---	46.8%	23.6%	---	32.3%	6.6%	---	9.1%	2.3%	---	2.0%	5.7%	---	---
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	7.7%	---	7.0%	44.2%	---	43.9%	26.1%	---	38.0%	8.7%	---	8.9%	5.9%	---	2.2%	7.4%	---	---
<b>Age Group</b>																					
<30	8,793	5,461	2,787	13.0%	14.8%	8.1%	49.3%	48.4%	47.8%	20.4%	29.8%	36.8%	3.7%	5.6%	6.1%	1.9%	1.5%	1.2%	11.7%	---	---
(25 and under)	2,476	---	---	15.7%	---	---	50.5%	---	---	16.4%	---	---	2.6%	---	---	1.3%	---	---	13.5%	---	---
(26-29)	6,317	---	---	11.8%	---	---	48.9%	---	---	22.0%	---	---	4.2%	---	---	2.1%	---	---	11.0%	---	---
30-39	31,369	20,917	15,010	11.0%	12.3%	8.9%	48.7%	52.4%	49.4%	21.2%	25.8%	31.5%	6.8%	7.0%	8.0%	3.0%	2.5%	2.2%	9.4%	---	---
40-49	70,123	47,038	34,006	11.0%	10.8%	8.0%	47.6%	50.4%	48.2%	23.3%	28.7%	33.9%	7.3%	7.8%	8.1%	2.5%	2.4%	1.9%	8.4%	---	---
50-59	87,042	57,871	41,243	12.8%	12.1%	8.0%	47.3%	49.5%	47.9%	22.3%	28.2%	33.5%	7.0%	8.0%	8.7%	2.4%	2.2%	2.0%	8.1%	---	---
60+	20,190	12,863	7,610	13.0%	12.4%	9.2%	48.3%	50.0%	47.7%	19.6%	27.4%	32.7%	8.4%	8.3%	7.5%	2.1%	1.9%	2.8%	8.7%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (65) How satisfied are you with life insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,429</b>	<b>147,894</b>	<b>100,656</b>	<b>11.9%</b>	<b>11.8%</b>	<b>8.2%</b>	<b>47.8%</b>	<b>50.2%</b>	<b>48.2%</b>	<b>22.1%</b>	<b>28.0%</b>	<b>33.3%</b>	<b>7.0%</b>	<b>7.6%</b>	<b>8.2%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>2.0%</b>	<b>8.7%</b>	---	---
<b>Pay Category</b>																					
Federal Wage System	9,479	5,511	4,855	8.5%	8.9%	7.3%	47.6%	49.0%	47.8%	25.7%	29.1%	32.1%	8.9%	9.4%	10.0%	3.6%	3.6%	2.7%	5.8%	---	---
GS 1-6 or equivalent	10,821	6,706	4,848	13.1%	13.0%	7.9%	45.1%	50.0%	52.0%	23.3%	28.9%	31.3%	5.5%	6.6%	7.0%	2.7%	1.6%	1.9%	10.3%	---	---
GS 7-12 or equivalent	91,795	58,904	39,563	11.7%	11.6%	8.6%	49.3%	51.7%	49.5%	21.5%	27.2%	32.1%	6.7%	7.3%	8.1%	2.3%	2.2%	1.7%	8.5%	---	---
GS 13-15 or equivalent	91,618	64,041	41,791	12.6%	12.4%	8.1%	46.9%	48.2%	45.3%	21.4%	28.9%	36.3%	7.8%	8.2%	7.9%	2.2%	2.3%	2.3%	9.1%	---	---
Senior Executive Service	4,205	3,314	2,542	20.9%	17.1%	8.7%	43.0%	44.5%	44.9%	18.8%	30.1%	35.7%	6.5%	6.6%	8.7%	1.3%	1.7%	2.0%	9.4%	---	---
SL/ST	688	490	---	23.6%	15.4%	---	50.5%	56.4%	---	15.0%	23.2%	---	7.5%	4.5%	---	0.6%	0.4%	---	2.9%	---	---
Other	8,187	5,201	7,057	14.3%	12.9%	7.9%	44.4%	48.8%	45.7%	23.3%	27.2%	35.3%	5.4%	8.3%	8.7%	2.8%	2.8%	2.4%	9.9%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	17.8%	14.0%	---	47.7%	42.6%	---	19.1%	35.0%	---	3.8%	4.9%	---	1.5%	3.5%	---	10.1%	---	---
1-3 years	17,540	12,896	---	11.8%	12.2%	---	47.9%	50.6%	---	23.7%	29.6%	---	5.1%	5.5%	---	2.0%	2.2%	---	9.4%	---	---
4-5 years	16,233	8,710	---	10.9%	11.7%	---	47.1%	49.2%	---	23.7%	29.2%	---	5.6%	7.7%	---	3.0%	2.1%	---	9.7%	---	---
6-10 years	26,506	13,913	---	11.3%	11.3%	---	48.5%	51.5%	---	21.5%	27.0%	---	7.3%	7.8%	---	2.8%	2.4%	---	8.5%	---	---
11-20 years	62,917	44,995	---	10.7%	11.0%	---	48.7%	51.3%	---	22.3%	27.5%	---	7.4%	7.8%	---	2.6%	2.4%	---	8.3%	---	---
> 20 years	91,713	62,355	---	13.1%	12.5%	---	47.1%	49.2%	---	21.3%	27.8%	---	7.7%	8.3%	---	2.3%	2.2%	---	8.5%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,024	2,815	---	16.2%	14.1%	---	47.2%	46.3%	---	19.2%	30.0%	---	6.7%	6.7%	---	1.9%	2.9%	---	8.8%	---	---
1-3 years	28,259	21,639	---	12.0%	12.9%	---	47.0%	51.6%	---	23.0%	27.5%	---	5.5%	5.9%	---	2.3%	2.1%	---	10.2%	---	---
4-5 years	22,565	13,234	---	11.4%	10.4%	---	47.9%	49.2%	---	23.4%	29.6%	---	6.1%	8.7%	---	2.5%	2.2%	---	8.7%	---	---
6-10 years	35,127	18,824	---	10.9%	10.5%	---	48.5%	52.1%	---	22.1%	28.1%	---	7.5%	6.9%	---	2.9%	2.4%	---	8.0%	---	---
11-20 years	64,999	46,187	---	11.1%	12.0%	---	48.4%	51.0%	---	22.4%	27.0%	---	7.4%	7.9%	---	2.5%	2.2%	---	8.4%	---	---
> 20 years	61,528	41,488	---	13.2%	12.0%	---	47.4%	48.0%	---	21.0%	28.8%	---	7.7%	8.8%	---	2.4%	2.3%	---	8.5%	---	---
<b>Leaving</b>																					
No	150,506	101,438	---	13.1%	12.6%	---	49.4%	50.8%	---	21.2%	27.4%	---	6.4%	7.2%	---	1.8%	1.9%	---	8.1%	---	---
Yes, to retire	14,407	9,503	---	13.9%	12.7%	---	45.6%	47.6%	---	21.7%	29.3%	---	7.6%	8.4%	---	2.9%	1.9%	---	8.3%	---	---
Yes, to other job in Govt	35,605	22,688	---	8.7%	10.5%	---	45.5%	51.0%	---	24.3%	27.7%	---	7.9%	7.9%	---	3.5%	2.8%	---	10.1%	---	---
Yes, to other job outside Govt	7,860	5,069	---	7.0%	7.2%	---	41.7%	46.6%	---	22.8%	30.5%	---	11.0%	10.9%	---	6.0%	4.7%	---	11.5%	---	---
Yes, other	9,085	5,481	---	7.6%	6.6%	---	39.7%	43.8%	---	27.6%	35.0%	---	9.0%	10.9%	---	5.4%	3.8%	---	10.8%	---	---
<b>Retiring</b>																					
Within 1 year	9,141	6,072	4,001	14.2%	14.1%	8.1%	45.7%	48.7%	46.2%	22.0%	28.0%	34.1%	8.6%	6.5%	8.9%	2.8%	2.7%	2.8%	6.7%	---	---
Between 1 and 3 years	25,216	16,416	12,087	12.6%	11.6%	8.0%	47.2%	49.1%	48.2%	21.2%	27.5%	31.8%	7.5%	9.9%	8.9%	2.2%	1.8%	3.1%	9.2%	---	---
Between 3 and 5 years	28,080	19,276	13,876	11.7%	12.7%	7.7%	47.6%	49.3%	48.0%	21.9%	27.7%	34.8%	8.0%	7.9%	8.0%	2.2%	2.4%	1.6%	8.7%	---	---
5 or more years	155,008	102,409	70,692	11.8%	11.6%	8.4%	48.1%	50.6%	48.4%	22.2%	28.1%	33.2%	6.7%	7.4%	8.1%	2.5%	2.2%	1.9%	8.7%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (66) How satisfied are you with long term care insurance?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,350</b>	<b>147,868</b>	<b>100,656</b>	<b>5.7%</b>	<b>5.6%</b>	<b>2.4%</b>	<b>24.2%</b>	<b>27.3%</b>	<b>19.0%</b>	<b>30.2%</b>	<b>55.5%</b>	<b>64.2%</b>	<b>7.0%</b>	<b>8.0%</b>	<b>10.3%</b>	<b>2.9%</b>	<b>3.6%</b>	<b>4.0%</b>	<b>29.9%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,463	51,138	35,976	7.1%	6.2%	2.6%	25.1%	27.5%	20.0%	29.0%	55.1%	64.9%	6.1%	7.8%	9.0%	2.3%	3.4%	3.5%	30.3%	---	---
Field	130,896	93,033	64,680	5.1%	5.3%	2.4%	23.8%	27.3%	18.6%	30.8%	55.6%	64.0%	7.4%	8.1%	10.8%	3.2%	3.7%	4.3%	29.7%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,149	74,541	46,868	5.5%	5.6%	2.4%	23.4%	27.1%	18.9%	30.2%	56.2%	64.5%	6.7%	7.3%	10.2%	2.8%	3.8%	4.1%	31.5%	---	---
Team Leader	31,767	20,109	13,639	5.1%	5.0%	2.6%	24.9%	27.2%	19.3%	29.9%	55.1%	63.2%	7.3%	9.3%	10.8%	3.7%	3.4%	4.1%	29.0%	---	---
Supervisor	39,847	28,514	22,902	6.0%	5.8%	2.3%	25.8%	28.5%	19.3%	30.5%	53.0%	64.4%	8.1%	9.3%	10.0%	2.9%	3.4%	4.0%	26.6%	---	---
Manager	22,452	17,112	14,118	8.8%	6.9%	2.5%	27.2%	28.8%	18.5%	30.8%	51.6%	64.6%	6.8%	9.6%	10.8%	2.3%	3.0%	3.6%	24.2%	---	---
Executive	5,134	3,906	3,129	10.6%	9.9%	3.1%	30.0%	31.0%	19.2%	30.2%	47.3%	65.2%	6.9%	9.7%	9.0%	2.7%	2.2%	3.4%	19.5%	---	---
<b>Sex</b>																					
Male	117,777	81,606	59,070	5.2%	5.3%	2.2%	24.9%	27.3%	18.1%	31.6%	53.6%	63.2%	8.3%	9.5%	11.8%	3.8%	4.3%	4.7%	26.3%	---	---
Female	99,681	62,568	41,586	6.4%	5.8%	2.8%	23.4%	27.4%	20.1%	28.5%	58.0%	65.5%	5.3%	6.0%	8.4%	1.8%	2.7%	3.2%	34.6%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,616	8,465	5,531	7.0%	7.6%	1.9%	24.6%	30.2%	21.3%	30.8%	49.7%	59.8%	8.1%	9.0%	11.7%	3.5%	3.5%	5.3%	26.1%	---	---
No	203,729	135,466	95,125	5.6%	5.4%	2.5%	24.2%	27.1%	18.8%	30.2%	55.9%	64.6%	6.9%	7.9%	10.2%	2.9%	3.6%	3.9%	30.2%	---	---
<b>Race</b>																					
White	156,673	---	80,079	5.6%	---	2.2%	23.8%	---	18.1%	30.1%	---	65.9%	7.4%	---	9.8%	3.0%	---	4.0%	30.1%	---	---
Black or African American	32,848	---	12,860	6.6%	---	2.9%	26.9%	---	22.8%	29.3%	---	59.9%	4.7%	---	10.1%	2.5%	---	4.2%	30.0%	---	---
Native Hawaiian/Pacific Islander	1,488	---	698	4.8%	---	3.1%	23.8%	---	38.8%	32.5%	---	44.5%	6.1%	---	9.4%	2.8%	---	4.2%	29.9%	---	---
Asian	8,606	---	3,633	5.1%	---	3.6%	22.6%	---	18.3%	35.3%	---	58.7%	6.5%	---	16.4%	2.2%	---	3.0%	28.3%	---	---
AmerIndian/Alskn Native	6,146	---	1,602	6.5%	---	4.1%	26.6%	---	22.0%	32.0%	---	59.9%	6.9%	---	9.7%	2.6%	---	4.2%	25.4%	---	---
Two or more races (Not Hispanic/Latino)	6,191	---	1,502	4.6%	---	2.2%	20.5%	---	13.1%	29.0%	---	58.6%	8.4%	---	19.3%	6.0%	---	6.8%	31.5%	---	---
<b>Age Group</b>																					
<30	8,793	5,460	2,787	7.7%	8.8%	2.5%	31.5%	34.1%	31.3%	22.6%	49.9%	59.6%	3.9%	4.9%	5.2%	2.2%	2.4%	1.4%	32.1%	---	---
(25 and under)	2,477	---	---	10.1%	---	---	34.1%	---	---	21.5%	---	---	3.5%	---	---	1.4%	---	---	29.5%	---	---
(26-29)	6,316	---	---	6.7%	---	---	30.4%	---	---	23.1%	---	---	4.1%	---	---	2.6%	---	---	33.3%	---	---
30-39	31,355	20,915	15,010	5.3%	6.6%	3.0%	28.3%	28.6%	21.7%	26.8%	54.6%	65.2%	6.0%	6.4%	7.0%	3.0%	3.8%	3.1%	30.6%	---	---
40-49	70,102	47,029	34,006	5.2%	5.1%	2.5%	23.3%	27.7%	18.5%	31.2%	55.6%	65.3%	6.9%	8.1%	10.2%	3.1%	3.5%	3.5%	30.3%	---	---
50-59	87,018	57,860	41,243	6.0%	5.1%	2.1%	22.5%	25.7%	17.6%	31.5%	56.5%	63.7%	7.6%	8.8%	11.7%	3.0%	3.8%	4.9%	29.3%	---	---
60+	20,177	12,862	7,610	5.9%	5.7%	2.5%	21.7%	26.5%	16.7%	33.3%	55.3%	61.4%	8.6%	8.9%	13.8%	2.5%	3.7%	5.7%	27.9%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (66) How satisfied are you with long term care insurance?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,350</b>	<b>147,868</b>	<b>100,656</b>	<b>5.7%</b>	<b>5.6%</b>	<b>2.4%</b>	<b>24.2%</b>	<b>27.3%</b>	<b>19.0%</b>	<b>30.2%</b>	<b>55.5%</b>	<b>64.2%</b>	<b>7.0%</b>	<b>8.0%</b>	<b>10.3%</b>	<b>2.9%</b>	<b>3.6%</b>	<b>4.0%</b>	<b>29.9%</b>	---	---
<b>Pay Category</b>																					
Federal Wage System	9,470	5,506	4,855	3.9%	4.1%	3.1%	27.3%	25.5%	21.3%	33.5%	52.2%	54.0%	10.2%	12.9%	15.5%	4.8%	5.3%	6.0%	20.3%	---	---
GS 1-6 or equivalent	10,811	6,704	4,848	6.7%	6.0%	1.5%	23.0%	27.8%	24.4%	31.8%	56.6%	60.0%	7.0%	5.9%	9.1%	3.4%	3.7%	5.0%	28.1%	---	---
GS 7-12 or equivalent	91,768	58,891	39,563	5.3%	5.4%	2.5%	24.1%	27.1%	18.8%	30.1%	56.5%	65.2%	6.4%	7.6%	9.6%	2.7%	3.4%	4.0%	31.3%	---	---
GS 13-15 or equivalent	91,601	64,037	41,791	6.4%	6.0%	2.4%	24.6%	28.1%	17.0%	28.5%	54.1%	68.2%	7.5%	8.3%	9.1%	2.5%	3.5%	3.3%	30.6%	---	---
Senior Executive Service	4,205	3,314	2,542	10.8%	8.6%	3.1%	26.9%	30.8%	17.8%	31.1%	48.2%	65.4%	6.4%	9.4%	10.4%	1.8%	3.0%	3.3%	22.9%	---	---
SL/ST	688	490	---	11.7%	3.7%	---	21.9%	33.4%	---	46.5%	56.4%	---	3.1%	5.1%	---	1.2%	1.4%	---	15.7%	---	---
Other	8,187	5,200	7,057	7.2%	5.6%	2.4%	22.5%	26.8%	17.2%	29.7%	56.2%	63.9%	5.2%	7.4%	13.1%	4.0%	4.1%	3.4%	31.4%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,613	1,316	---	11.4%	5.2%	---	30.4%	32.3%	---	26.1%	53.8%	---	3.0%	5.0%	---	2.7%	3.6%	---	26.4%	---	---
1-3 years	17,542	12,892	---	7.0%	6.9%	---	28.0%	29.5%	---	28.6%	52.9%	---	6.6%	6.7%	---	2.1%	4.0%	---	27.6%	---	---
4-5 years	16,224	8,707	---	4.9%	5.5%	---	27.4%	30.3%	---	27.7%	52.9%	---	6.4%	7.6%	---	3.3%	3.7%	---	30.1%	---	---
6-10 years	26,497	13,910	---	5.2%	6.2%	---	25.1%	27.6%	---	28.4%	53.5%	---	8.0%	8.5%	---	3.8%	4.1%	---	29.5%	---	---
11-20 years	62,887	44,991	---	5.0%	5.2%	---	23.1%	27.0%	---	31.3%	56.2%	---	6.6%	7.9%	---	2.9%	3.6%	---	31.1%	---	---
> 20 years	91,681	62,345	---	6.0%	5.2%	---	22.4%	26.0%	---	31.5%	56.9%	---	7.4%	8.5%	---	2.8%	3.4%	---	29.9%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,022	2,814	---	9.9%	7.2%	---	28.3%	31.6%	---	30.1%	50.6%	---	5.5%	7.3%	---	2.0%	3.4%	---	24.1%	---	---
1-3 years	28,260	21,633	---	7.0%	7.1%	---	27.0%	30.1%	---	28.6%	52.4%	---	6.5%	6.5%	---	2.2%	3.8%	---	28.7%	---	---
4-5 years	22,553	13,230	---	4.9%	4.6%	---	26.9%	27.7%	---	28.9%	55.8%	---	6.0%	8.4%	---	3.2%	3.5%	---	30.1%	---	---
6-10 years	35,113	18,821	---	5.0%	5.6%	---	24.1%	27.6%	---	29.5%	55.2%	---	7.9%	7.6%	---	3.9%	3.9%	---	29.6%	---	---
11-20 years	64,969	46,182	---	5.1%	5.3%	---	23.2%	27.0%	---	31.0%	55.9%	---	6.9%	8.1%	---	2.9%	3.6%	---	30.9%	---	---
> 20 years	61,507	41,483	---	6.0%	4.9%	---	22.0%	24.8%	---	31.5%	57.7%	---	7.4%	9.1%	---	2.7%	3.5%	---	30.3%	---	---
<b>Leaving</b>																					
No	150,448	101,422	---	6.3%	5.9%	---	24.9%	27.4%	---	30.1%	55.8%	---	6.7%	7.6%	---	2.2%	3.2%	---	29.8%	---	---
Yes, to retire	14,401	9,499	---	6.8%	5.7%	---	22.1%	26.1%	---	33.5%	55.8%	---	7.7%	9.2%	---	3.4%	3.2%	---	26.4%	---	---
Yes, to other job in Govt	35,590	22,686	---	4.0%	5.6%	---	23.9%	28.3%	---	29.6%	53.2%	---	7.2%	8.5%	---	3.9%	4.4%	---	31.3%	---	---
Yes, to other job outside Govt	7,860	5,068	---	2.4%	3.1%	---	21.8%	26.0%	---	28.9%	52.5%	---	9.7%	11.6%	---	8.1%	6.7%	---	29.1%	---	---
Yes, other	9,087	5,479	---	4.2%	1.7%	---	19.2%	23.8%	---	30.9%	61.6%	---	8.2%	7.3%	---	5.8%	5.5%	---	31.7%	---	---
<b>Retiring</b>																					
Within 1 year	9,137	6,071	4,001	7.2%	6.0%	2.3%	22.6%	29.5%	16.2%	31.8%	51.4%	66.2%	8.1%	9.6%	10.5%	3.5%	3.5%	4.8%	26.8%	---	---
Between 1 and 3 years	25,206	16,414	12,087	5.6%	4.6%	2.0%	22.6%	26.2%	15.4%	32.3%	55.9%	65.0%	7.5%	9.6%	11.2%	2.7%	3.7%	6.4%	29.4%	---	---
Between 3 and 5 years	28,063	19,273	13,876	5.9%	5.3%	2.1%	23.3%	26.2%	17.3%	32.0%	55.7%	63.3%	8.3%	9.0%	12.2%	2.9%	3.7%	5.0%	27.6%	---	---
5 or more years	154,962	102,391	70,692	5.7%	5.7%	2.6%	24.7%	27.6%	19.9%	29.6%	55.6%	64.2%	6.6%	7.5%	9.9%	2.9%	3.6%	3.5%	30.5%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (67) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,365</b>	<b>147,825</b>	<b>---</b>	<b>8.9%</b>	<b>6.8%</b>	<b>---</b>	<b>22.9%</b>	<b>22.7%</b>	<b>---</b>	<b>29.0%</b>	<b>64.5%</b>	<b>---</b>	<b>2.6%</b>	<b>3.3%</b>	<b>---</b>	<b>1.3%</b>	<b>2.8%</b>	<b>---</b>	<b>35.3%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,469	51,135	---	9.6%	7.4%	---	23.3%	23.5%	---	28.6%	62.9%	---	2.4%	3.2%	---	1.1%	2.9%	---	34.9%	---	---
Field	130,907	92,995	---	8.5%	6.6%	---	22.7%	22.4%	---	29.2%	65.0%	---	2.7%	3.3%	---	1.3%	2.7%	---	35.5%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,162	74,519	---	8.1%	6.3%	---	22.4%	22.8%	---	29.2%	64.8%	---	2.4%	3.1%	---	1.2%	3.0%	---	36.6%	---	---
Team Leader	31,760	20,098	---	9.1%	7.4%	---	22.8%	20.8%	---	28.5%	65.5%	---	3.2%	3.7%	---	1.4%	2.6%	---	35.0%	---	---
Supervisor	39,851	28,506	---	9.7%	7.3%	---	24.6%	24.4%	---	29.1%	62.7%	---	2.8%	3.6%	---	1.5%	2.0%	---	32.3%	---	---
Manager	22,459	17,110	---	12.4%	8.8%	---	24.9%	24.7%	---	28.8%	60.6%	---	2.6%	4.0%	---	0.9%	2.1%	---	30.5%	---	---
Executive	5,134	3,906	---	19.1%	14.0%	---	24.7%	27.7%	---	28.7%	52.9%	---	3.3%	3.2%	---	0.9%	2.2%	---	23.3%	---	---
<b>Sex</b>																					
Male	117,795	81,572	---	8.3%	6.4%	---	22.7%	22.8%	---	30.8%	63.6%	---	3.1%	3.9%	---	1.6%	3.2%	---	33.5%	---	---
Female	99,678	62,558	---	9.5%	7.2%	---	23.2%	22.5%	---	26.8%	65.7%	---	2.0%	2.4%	---	0.8%	2.2%	---	37.7%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,625	8,456	---	8.1%	6.8%	---	21.2%	23.5%	---	31.0%	63.4%	---	3.3%	3.4%	---	1.8%	2.8%	---	34.7%	---	---
No	203,737	135,434	---	8.9%	6.8%	---	23.0%	22.6%	---	28.9%	64.6%	---	2.6%	3.3%	---	1.2%	2.8%	---	35.4%	---	---
<b>Race</b>																					
White	156,680	---	---	9.6%	---	---	23.1%	---	---	28.1%	---	---	2.5%	---	---	1.3%	---	---	35.3%	---	---
Black or African American	32,862	---	---	7.1%	---	---	22.0%	---	---	30.9%	---	---	2.5%	---	---	1.0%	---	---	36.6%	---	---
Native Hawaiian/ Pacific Islander	1,487	---	---	5.9%	---	---	16.5%	---	---	36.9%	---	---	2.2%	---	---	0.7%	---	---	37.9%	---	---
Asian	8,601	---	---	8.5%	---	---	26.8%	---	---	31.6%	---	---	3.0%	---	---	0.9%	---	---	29.1%	---	---
AmerIndian/Alskn Native	6,149	---	---	5.2%	---	---	22.6%	---	---	32.3%	---	---	2.6%	---	---	1.7%	---	---	35.6%	---	---
Two or more races (Not Hispanic/Latino)	6,191	---	---	7.4%	---	---	20.4%	---	---	29.7%	---	---	4.2%	---	---	2.0%	---	---	36.2%	---	---
<b>Age Group</b>																					
<30	8,792	5,459	---	8.0%	9.2%	---	28.2%	25.5%	---	22.4%	59.4%	---	2.1%	3.2%	---	0.7%	2.7%	---	38.6%	---	---
(25 and under)	2,476	---	---	7.9%	---	---	28.2%	---	---	22.5%	---	---	3.4%	---	---	0.2%	---	---	37.8%	---	---
(26-29)	6,316	---	---	8.1%	---	---	28.2%	---	---	22.3%	---	---	1.5%	---	---	0.9%	---	---	39.0%	---	---
30-39	31,361	20,908	---	8.8%	7.7%	---	26.0%	25.1%	---	25.5%	61.7%	---	2.6%	2.7%	---	1.4%	2.9%	---	35.7%	---	---
40-49	70,111	47,011	---	9.1%	6.7%	---	23.3%	23.2%	---	28.7%	64.0%	---	2.7%	3.4%	---	1.3%	2.8%	---	34.9%	---	---
50-59	87,014	57,844	---	8.9%	6.3%	---	20.9%	21.2%	---	31.4%	66.2%	---	2.5%	3.5%	---	1.3%	2.8%	---	35.0%	---	---
60+	20,178	12,862	---	8.1%	6.1%	---	20.1%	20.7%	---	32.1%	67.7%	---	3.1%	3.2%	---	1.3%	2.4%	---	35.2%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (67) How satisfied are you with the flexible spending account (FSA) program?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,365</b>	<b>147,825</b>	<b>---</b>	<b>8.9%</b>	<b>6.8%</b>	<b>---</b>	<b>22.9%</b>	<b>22.7%</b>	<b>---</b>	<b>29.0%</b>	<b>64.5%</b>	<b>---</b>	<b>2.6%</b>	<b>3.3%</b>	<b>---</b>	<b>1.3%</b>	<b>2.8%</b>	<b>---</b>	<b>35.3%</b>	<b>---</b>	<b>---</b>
<b>Pay Category</b>																					
Federal Wage System	9,471	5,502	---	3.9%	3.4%	---	17.9%	18.2%	---	38.0%	70.1%	---	3.7%	4.4%	---	2.0%	3.9%	---	34.5%	---	---
GS 1-6 or equivalent	10,809	6,700	---	6.9%	5.4%	---	20.8%	22.0%	---	34.4%	67.5%	---	2.4%	2.5%	---	1.4%	2.6%	---	34.2%	---	---
GS 7-12 or equivalent	91,765	58,864	---	7.6%	5.9%	---	21.7%	21.6%	---	29.6%	66.7%	---	2.4%	3.0%	---	1.1%	2.7%	---	37.6%	---	---
GS 13-15 or equivalent	91,609	64,032	---	13.2%	9.3%	---	27.1%	26.2%	---	23.6%	58.0%	---	2.6%	3.9%	---	1.3%	2.6%	---	32.2%	---	---
Senior Executive Service	4,205	3,314	---	19.9%	13.1%	---	25.9%	27.3%	---	26.4%	54.8%	---	2.6%	2.8%	---	0.9%	2.0%	---	24.3%	---	---
SL/ST	688	490	---	10.6%	6.4%	---	33.1%	23.8%	---	35.2%	65.8%	---	7.7%	2.6%	---	0.3%	1.4%	---	13.1%	---	---
Other	8,187	5,198	---	11.5%	9.3%	---	24.5%	22.9%	---	28.1%	62.3%	---	2.3%	2.7%	---	1.4%	2.9%	---	32.2%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	10.0%	9.4%	---	27.5%	27.9%	---	24.1%	56.2%	---	1.3%	2.4%	---	0.5%	4.1%	---	36.6%	---	---
1-3 years	17,542	12,883	---	9.1%	7.9%	---	26.9%	26.4%	---	26.9%	60.0%	---	2.3%	2.5%	---	0.8%	3.2%	---	34.0%	---	---
4-5 years	16,221	8,707	---	8.6%	6.7%	---	26.6%	28.0%	---	27.3%	59.6%	---	2.8%	3.1%	---	1.2%	2.6%	---	33.5%	---	---
6-10 years	26,501	13,901	---	7.6%	6.2%	---	24.5%	25.1%	---	28.1%	62.4%	---	2.5%	3.2%	---	1.5%	3.0%	---	35.8%	---	---
11-20 years	62,891	44,974	---	8.4%	7.0%	---	22.3%	21.8%	---	29.8%	65.4%	---	2.6%	3.3%	---	1.7%	2.6%	---	35.3%	---	---
> 20 years	91,688	62,338	---	9.5%	6.3%	---	20.4%	20.1%	---	30.2%	67.2%	---	2.8%	3.6%	---	1.1%	2.7%	---	36.0%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,024	2,813	---	9.0%	7.3%	---	25.7%	26.9%	---	29.4%	59.6%	---	1.5%	2.8%	---	1.7%	3.4%	---	32.7%	---	---
1-3 years	28,260	21,618	---	9.3%	7.7%	---	25.9%	26.1%	---	27.4%	60.6%	---	2.3%	2.6%	---	1.0%	3.1%	---	34.3%	---	---
4-5 years	22,552	13,228	---	8.9%	6.3%	---	25.1%	25.1%	---	28.5%	61.8%	---	2.8%	3.7%	---	1.3%	3.1%	---	33.4%	---	---
6-10 years	35,116	18,813	---	7.2%	6.2%	---	23.6%	22.8%	---	28.8%	64.9%	---	2.6%	3.2%	---	1.5%	2.9%	---	36.3%	---	---
11-20 years	64,978	46,168	---	8.6%	7.1%	---	21.9%	21.1%	---	29.8%	66.2%	---	2.7%	3.3%	---	1.5%	2.4%	---	35.5%	---	---
> 20 years	61,511	41,479	---	9.8%	6.1%	---	20.3%	20.6%	---	29.7%	66.8%	---	2.7%	3.8%	---	1.1%	2.8%	---	36.3%	---	---
<b>Leaving</b>																					
No	150,452	101,390	---	9.6%	7.3%	---	23.7%	23.3%	---	28.8%	63.9%	---	2.4%	3.0%	---	0.9%	2.4%	---	34.6%	---	---
Yes, to retire	14,407	9,499	---	8.6%	5.8%	---	19.3%	18.5%	---	34.1%	70.7%	---	2.4%	3.2%	---	2.3%	1.8%	---	33.3%	---	---
Yes, to other job in Govt	35,599	22,680	---	6.8%	5.9%	---	21.3%	21.9%	---	28.4%	64.7%	---	3.4%	3.9%	---	1.9%	3.7%	---	38.3%	---	---
Yes, to other job outside Govt	7,858	5,068	---	7.5%	5.7%	---	24.7%	23.2%	---	27.1%	60.3%	---	3.7%	6.4%	---	2.8%	4.4%	---	34.3%	---	---
Yes, other	9,086	5,477	---	6.3%	2.9%	---	19.1%	20.5%	---	31.0%	69.2%	---	3.1%	2.7%	---	2.2%	4.7%	---	38.3%	---	---
<b>Retiring</b>																					
Within 1 year	9,141	6,070	---	8.9%	6.8%	---	19.0%	20.4%	---	34.2%	67.3%	---	2.1%	3.2%	---	1.6%	2.2%	---	34.2%	---	---
Between 1 and 3 years	25,210	16,412	---	8.6%	5.8%	---	21.2%	19.4%	---	29.9%	69.1%	---	3.1%	3.8%	---	1.7%	1.9%	---	35.5%	---	---
Between 3 and 5 years	28,068	19,268	---	8.5%	6.6%	---	21.2%	21.2%	---	31.5%	65.9%	---	2.7%	3.6%	---	1.2%	2.7%	---	34.9%	---	---
5 or more years	154,966	102,357	---	9.0%	6.9%	---	23.6%	23.5%	---	28.3%	63.6%	---	2.6%	3.1%	---	1.2%	2.9%	---	35.4%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (68) How satisfied are you with paid vacation time?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,343</b>	<b>147,887</b>	<b>100,656</b>	<b>35.7%</b>	<b>32.3%</b>	<b>33.9%</b>	<b>52.7%</b>	<b>55.7%</b>	<b>55.3%</b>	<b>7.4%</b>	<b>7.4%</b>	<b>6.0%</b>	<b>3.1%</b>	<b>3.6%</b>	<b>3.9%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>0.9%</b>
<b>Work Location</b>																		
Headquarters	86,465	51,141	35,976	35.9%	32.6%	34.2%	51.9%	54.6%	54.2%	7.8%	8.1%	6.9%	3.4%	3.7%	3.8%	0.9%	1.0%	0.9%
Field	130,886	93,048	64,680	35.7%	32.2%	33.8%	53.0%	56.0%	55.7%	7.3%	7.1%	5.6%	2.9%	3.6%	4.0%	1.1%	1.1%	0.8%
<b>Supervisor Status</b>																		
Non-Supervisor	118,149	74,547	46,868	33.9%	31.1%	32.3%	53.6%	56.3%	56.0%	8.1%	7.9%	6.6%	3.2%	3.6%	4.2%	1.1%	1.1%	0.9%
Team Leader	31,757	20,114	13,639	36.0%	32.1%	35.3%	53.4%	56.0%	55.1%	6.8%	6.9%	5.0%	2.7%	3.8%	3.7%	1.1%	1.2%	0.9%
Supervisor	39,840	28,517	22,902	39.2%	36.5%	38.8%	50.8%	54.1%	53.4%	5.7%	5.7%	4.6%	3.4%	2.9%	2.8%	1.0%	0.8%	0.5%
Manager	22,456	17,117	14,118	44.8%	41.7%	42.7%	46.2%	49.7%	50.0%	5.8%	5.0%	4.1%	2.4%	3.0%	2.7%	0.8%	0.6%	0.6%
Executive	5,134	3,906	3,129	52.3%	42.5%	43.1%	39.4%	46.8%	45.3%	4.8%	5.4%	4.4%	2.3%	3.6%	5.5%	1.1%	1.8%	1.7%
<b>Sex</b>																		
Male	117,775	81,620	59,070	34.0%	31.3%	32.6%	53.9%	56.3%	57.0%	7.8%	7.5%	6.1%	3.1%	3.6%	3.6%	1.2%	1.2%	0.7%
Female	99,677	62,572	41,586	38.0%	33.5%	35.8%	51.0%	54.9%	53.1%	7.0%	7.2%	5.8%	3.0%	3.6%	4.3%	0.9%	0.9%	1.1%
<b>Hispanic or Latino</b>																		
Yes	13,625	8,465	5,531	31.9%	30.1%	29.5%	52.7%	56.4%	56.5%	10.5%	8.7%	6.3%	3.7%	4.0%	5.8%	1.3%	0.9%	1.9%
No	203,713	135,483	95,125	36.1%	32.5%	34.3%	52.7%	55.6%	55.2%	7.2%	7.2%	6.0%	3.0%	3.6%	3.8%	1.0%	1.1%	0.8%
<b>Race</b>																		
White	156,668	---	80,079	37.5%	---	35.3%	52.2%	---	54.8%	6.3%	---	5.3%	3.0%	---	3.8%	0.9%	---	0.8%
Black or African American	32,855	---	12,860	33.7%	---	30.0%	53.5%	---	56.4%	9.1%	---	8.1%	2.4%	---	3.9%	1.3%	---	1.5%
Native Hawaiian/Pacific Islander	1,484	---	698	33.7%	---	34.0%	51.6%	---	53.8%	9.9%	---	7.2%	3.9%	---	4.6%	0.9%	---	0.2%
Asian	8,609	---	3,633	29.0%	---	30.0%	56.4%	---	59.1%	9.6%	---	6.3%	4.0%	---	4.1%	1.0%	---	0.4%
AmerIndian/Alskn Native	6,145	---	1,602	29.2%	---	24.5%	53.1%	---	62.5%	10.9%	---	8.5%	5.2%	---	3.5%	1.6%	---	1.0%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	26.8%	---	30.8%	53.6%	---	50.2%	12.8%	---	13.3%	4.6%	---	5.0%	2.1%	---	0.7%
<b>Age Group</b>																		
<30 (25 and under)	8,789	5,461	2,787	31.1%	28.2%	22.5%	52.7%	55.7%	62.3%	10.5%	10.0%	8.4%	4.5%	4.9%	5.6%	1.2%	1.3%	1.2%
(25 and under)	2,475	---	---	29.9%	---	---	54.9%	---	---	10.0%	---	---	2.8%	---	---	2.4%	---	---
(26-29)	6,314	---	---	31.6%	---	---	51.8%	---	---	10.8%	---	---	5.2%	---	---	0.7%	---	---
30-39	31,356	20,915	15,010	30.7%	30.6%	29.3%	54.7%	56.7%	57.5%	9.1%	7.2%	7.2%	3.9%	4.1%	5.3%	1.6%	1.3%	0.7%
40-49	70,095	47,038	34,006	34.5%	31.2%	33.6%	53.1%	56.5%	55.0%	7.5%	7.5%	6.3%	3.7%	3.8%	4.1%	1.2%	1.0%	0.9%
50-59	87,008	57,869	41,243	39.0%	34.1%	36.5%	51.1%	54.6%	54.2%	6.7%	7.0%	5.1%	2.4%	3.2%	3.3%	0.8%	1.1%	0.9%
60+	20,183	12,861	7,610	39.7%	34.3%	38.3%	53.4%	55.1%	54.0%	5.1%	7.2%	5.1%	1.3%	2.8%	2.4%	0.5%	0.6%	0.3%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (68) How satisfied are you with paid vacation time?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,343</b>	<b>147,887</b>	<b>100,656</b>	<b>35.7%</b>	<b>32.3%</b>	<b>33.9%</b>	<b>52.7%</b>	<b>55.7%</b>	<b>55.3%</b>	<b>7.4%</b>	<b>7.4%</b>	<b>6.0%</b>	<b>3.1%</b>	<b>3.6%</b>	<b>3.9%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>0.9%</b>
<b>Pay Category</b>																		
Federal Wage System	9,461	5,511	4,855	30.0%	30.7%	30.6%	56.6%	57.3%	60.1%	9.4%	8.2%	6.1%	2.7%	2.3%	2.6%	1.3%	1.4%	0.6%
GS 1-6 or equivalent	10,814	6,702	4,848	31.3%	26.3%	30.2%	53.1%	56.4%	56.3%	11.0%	10.3%	8.1%	3.3%	5.2%	4.0%	1.2%	1.7%	1.4%
GS 7-12 or equivalent	91,756	58,902	39,563	35.0%	31.2%	32.6%	53.5%	57.3%	56.4%	7.4%	7.1%	6.0%	3.2%	3.5%	4.2%	1.0%	0.9%	0.8%
GS 13-15 or equivalent	91,604	64,041	41,791	40.8%	36.4%	39.6%	50.6%	53.2%	51.3%	5.2%	6.0%	4.9%	2.8%	3.5%	3.4%	0.6%	0.8%	0.8%
Senior Executive Service	4,205	3,314	2,542	56.7%	40.9%	40.3%	36.8%	41.7%	44.9%	3.9%	7.9%	4.3%	2.0%	8.0%	8.9%	0.6%	1.6%	1.6%
SL/ST	688	490	---	39.6%	40.9%	---	56.5%	43.9%	---	2.7%	6.3%	---	1.0%	2.3%	---	0.3%	6.6%	---
Other	8,187	5,201	7,057	39.2%	34.7%	33.8%	47.6%	51.1%	54.1%	8.0%	8.8%	6.3%	3.0%	3.8%	4.9%	2.1%	1.5%	0.9%
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,316	---	28.3%	18.9%	---	51.9%	51.1%	---	10.9%	19.2%	---	6.1%	7.1%	---	2.9%	3.8%	---
1-3 years	17,537	12,894	---	22.8%	21.9%	---	54.4%	56.9%	---	12.2%	10.2%	---	7.9%	8.1%	---	2.7%	3.0%	---
4-5 years	16,218	8,710	---	28.3%	25.8%	---	56.1%	58.0%	---	10.4%	8.8%	---	3.8%	5.7%	---	1.4%	1.7%	---
6-10 years	26,502	13,913	---	30.3%	27.1%	---	56.0%	59.0%	---	8.5%	8.6%	---	4.4%	4.4%	---	0.9%	0.8%	---
11-20 years	62,892	44,990	---	36.2%	32.8%	---	54.2%	56.7%	---	6.5%	6.9%	---	2.3%	2.9%	---	0.8%	0.7%	---
> 20 years	91,672	62,356	---	43.6%	38.7%	---	48.9%	53.0%	---	5.4%	5.8%	---	1.5%	1.9%	---	0.6%	0.6%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,020	2,815	---	32.5%	27.6%	---	52.5%	54.0%	---	8.7%	11.6%	---	4.9%	4.8%	---	1.4%	2.0%	---
1-3 years	28,258	21,635	---	26.7%	24.5%	---	54.0%	57.8%	---	11.2%	9.2%	---	6.1%	6.2%	---	2.1%	2.3%	---
4-5 years	22,552	13,234	---	30.2%	27.1%	---	55.4%	57.7%	---	9.6%	8.9%	---	3.4%	5.1%	---	1.4%	1.2%	---
6-10 years	35,120	18,823	---	33.0%	30.7%	---	54.8%	56.8%	---	7.5%	8.1%	---	3.9%	3.6%	---	0.8%	0.8%	---
11-20 years	64,960	46,185	---	37.3%	34.1%	---	53.5%	55.9%	---	6.4%	6.5%	---	2.0%	2.8%	---	0.8%	0.7%	---
> 20 years	61,506	41,488	---	44.0%	39.4%	---	48.6%	52.6%	---	5.1%	5.5%	---	1.6%	1.8%	---	0.7%	0.7%	---
<b>Leaving</b>																		
No	150,438	101,433	---	38.2%	34.8%	---	52.5%	55.0%	---	6.2%	6.4%	---	2.4%	3.1%	---	0.7%	0.7%	---
Yes, to retire	14,407	9,502	---	41.2%	34.9%	---	50.0%	55.4%	---	6.3%	7.2%	---	1.6%	2.2%	---	0.9%	0.3%	---
Yes, to other job in Govt	35,591	22,688	---	29.2%	26.7%	---	53.7%	57.8%	---	10.5%	9.1%	---	5.0%	4.5%	---	1.6%	1.8%	---
Yes, to other job outside Govt	7,857	5,069	---	23.1%	19.8%	---	55.0%	57.7%	---	12.1%	11.6%	---	7.1%	7.9%	---	2.8%	3.0%	---
Yes, other	9,086	5,481	---	24.1%	19.3%	---	53.7%	57.7%	---	14.2%	13.7%	---	5.3%	6.2%	---	2.7%	3.0%	---
<b>Retiring</b>																		
Within 1 year	9,138	6,073	4,001	42.8%	35.3%	40.3%	47.3%	57.4%	52.4%	7.1%	5.4%	4.2%	1.9%	1.2%	2.2%	0.9%	0.7%	0.8%
Between 1 and 3 years	25,207	16,414	12,087	39.6%	34.5%	39.3%	53.1%	55.0%	52.2%	5.2%	7.9%	5.6%	1.3%	2.0%	2.6%	0.8%	0.6%	0.3%
Between 3 and 5 years	28,059	19,276	13,876	38.8%	37.1%	37.4%	50.7%	53.6%	55.1%	7.0%	6.0%	4.5%	3.0%	2.6%	2.4%	0.5%	0.7%	0.6%
5 or more years	154,953	102,404	70,692	34.4%	31.1%	32.3%	53.1%	56.1%	55.9%	7.9%	7.6%	6.4%	3.4%	4.1%	4.4%	1.2%	1.2%	1.0%

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(69) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or elder care)?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,429</b>	<b>147,886</b>	<b>---</b>	<b>36.0%</b>	<b>33.5%</b>	<b>---</b>	<b>49.9%</b>	<b>52.4%</b>	<b>---</b>	<b>8.6%</b>	<b>8.9%</b>	<b>---</b>	<b>3.8%</b>	<b>3.7%</b>	<b>---</b>	<b>1.8%</b>	<b>1.4%</b>	<b>---</b>
<b>Work Location</b>																		
Headquarters	86,489	51,141	---	36.2%	32.8%	---	49.3%	52.3%	---	9.4%	9.9%	---	3.6%	3.6%	---	1.5%	1.4%	---
Field	130,944	93,046	---	35.9%	33.8%	---	50.1%	52.5%	---	8.2%	8.6%	---	3.9%	3.8%	---	1.9%	1.3%	---
<b>Supervisor Status</b>																		
Non-Supervisor	118,188	74,547	---	33.9%	32.1%	---	50.3%	52.9%	---	9.4%	9.6%	---	4.3%	4.0%	---	2.0%	1.5%	---
Team Leader	31,775	20,111	---	36.8%	34.3%	---	50.6%	52.3%	---	7.9%	8.4%	---	3.3%	3.8%	---	1.4%	1.2%	---
Supervisor	39,860	28,517	---	40.0%	38.2%	---	49.7%	51.9%	---	6.3%	6.5%	---	2.7%	2.4%	---	1.3%	1.0%	---
Manager	22,464	17,119	---	45.3%	43.1%	---	45.6%	48.5%	---	6.4%	6.0%	---	2.0%	2.0%	---	0.7%	0.5%	---
Executive	5,135	3,906	---	49.3%	42.8%	---	41.1%	46.6%	---	5.8%	7.7%	---	2.4%	2.3%	---	1.4%	0.6%	---
<b>Sex</b>																		
Male	117,820	81,618	---	35.2%	33.2%	---	51.7%	53.8%	---	8.9%	9.3%	---	2.8%	2.6%	---	1.4%	1.1%	---
Female	99,718	62,574	---	37.0%	34.0%	---	47.6%	50.6%	---	8.0%	8.5%	---	5.1%	5.2%	---	2.3%	1.7%	---
<b>Hispanic or Latino</b>																		
Yes	13,631	8,467	---	32.1%	32.1%	---	49.2%	51.6%	---	10.9%	10.1%	---	5.8%	4.8%	---	2.0%	1.4%	---
No	203,791	135,481	---	36.3%	33.7%	---	50.0%	52.5%	---	8.3%	8.8%	---	3.6%	3.7%	---	1.7%	1.4%	---
<b>Race</b>																		
White	156,718	---	---	37.6%	---	---	49.5%	---	---	7.7%	---	---	3.6%	---	---	1.6%	---	---
Black or African American	32,871	---	---	33.9%	---	---	51.0%	---	---	9.1%	---	---	3.8%	---	---	2.3%	---	---
Native Hawaiian/Pacific Islander	1,488	---	---	37.0%	---	---	46.5%	---	---	10.7%	---	---	2.6%	---	---	3.3%	---	---
Asian	8,609	---	---	27.8%	---	---	55.4%	---	---	11.8%	---	---	3.3%	---	---	1.7%	---	---
AmerIndian/Alskn Native	6,149	---	---	32.4%	---	---	52.7%	---	---	9.7%	---	---	3.9%	---	---	1.3%	---	---
Two or more races (Not Hispanic/Latino)	6,194	---	---	29.9%	---	---	45.6%	---	---	14.6%	---	---	7.8%	---	---	2.1%	---	---
<b>Age Group</b>																		
<30	8,793	5,461	---	31.3%	32.3%	---	50.2%	47.0%	---	10.1%	11.1%	---	6.2%	6.9%	---	2.2%	2.8%	---
(25 and under)	2,477	---	---	31.2%	---	---	53.2%	---	---	10.2%	---	---	3.5%	---	---	2.0%	---	---
(26-29)	6,316	---	---	31.3%	---	---	49.0%	---	---	10.0%	---	---	7.3%	---	---	2.3%	---	---
30-39	31,366	20,917	---	31.7%	31.6%	---	49.8%	51.6%	---	9.6%	8.3%	---	5.8%	6.0%	---	3.1%	2.5%	---
40-49	70,131	47,038	---	34.6%	32.3%	---	50.8%	54.0%	---	8.6%	8.6%	---	4.0%	3.6%	---	2.0%	1.4%	---
50-59	87,042	57,866	---	39.0%	35.1%	---	48.9%	52.3%	---	8.1%	9.1%	---	2.8%	2.8%	---	1.1%	0.7%	---
60+	20,186	12,861	---	39.6%	36.1%	---	50.6%	51.5%	---	7.4%	9.5%	---	1.7%	2.0%	---	0.7%	0.9%	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(69) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or elder care)?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,429</b>	<b>147,886</b>	<b>---</b>	<b>36.0%</b>	<b>33.5%</b>	<b>---</b>	<b>49.9%</b>	<b>52.4%</b>	<b>---</b>	<b>8.6%</b>	<b>8.9%</b>	<b>---</b>	<b>3.8%</b>	<b>3.7%</b>	<b>---</b>	<b>1.8%</b>	<b>1.4%</b>	<b>---</b>
<b>Pay Category</b>																		
Federal Wage System	9,479	5,506	---	31.1%	31.3%	---	52.8%	54.5%	---	10.8%	10.5%	---	3.7%	2.8%	---	1.7%	1.0%	---
GS 1-6 or equivalent	10,823	6,705	---	31.3%	27.1%	---	49.9%	53.4%	---	10.4%	11.1%	---	5.7%	6.0%	---	2.7%	2.4%	---
GS 7-12 or equivalent	91,792	58,903	---	35.5%	32.9%	---	50.6%	53.3%	---	8.6%	8.8%	---	3.7%	3.8%	---	1.6%	1.3%	---
GS 13-15 or equivalent	91,619	64,040	---	40.9%	37.4%	---	48.7%	51.1%	---	6.6%	7.6%	---	2.7%	2.7%	---	1.2%	1.2%	---
Senior Executive Service	4,206	3,314	---	53.3%	42.0%	---	38.7%	40.2%	---	5.6%	14.9%	---	1.5%	2.2%	---	0.9%	0.7%	---
SL/ST	688	490	---	40.4%	43.4%	---	54.1%	49.8%	---	3.9%	4.6%	---	1.0%	1.7%	---	0.5%	0.5%	---
Other	8,187	5,202	---	36.5%	35.5%	---	46.8%	47.5%	---	8.7%	10.2%	---	4.8%	5.4%	---	3.1%	1.5%	---
<b>Time in Federal Government</b>																		
< 1 year	2,614	1,316	---	30.4%	25.6%	---	53.5%	49.1%	---	11.3%	20.4%	---	2.9%	2.6%	---	1.9%	2.4%	---
1-3 years	17,542	12,894	---	24.8%	24.3%	---	54.0%	52.5%	---	12.1%	12.5%	---	6.3%	7.2%	---	2.9%	3.4%	---
4-5 years	16,233	8,709	---	28.8%	26.7%	---	50.7%	54.8%	---	12.1%	11.6%	---	5.6%	5.5%	---	2.8%	1.5%	---
6-10 years	26,506	13,913	---	31.4%	30.0%	---	51.9%	54.6%	---	10.3%	9.8%	---	4.7%	4.0%	---	1.7%	1.5%	---
11-20 years	62,916	44,995	---	35.9%	34.1%	---	50.6%	53.3%	---	7.7%	7.8%	---	3.8%	3.6%	---	1.9%	1.2%	---
> 20 years	91,711	62,352	---	43.2%	39.1%	---	47.1%	50.6%	---	6.4%	7.5%	---	2.3%	2.1%	---	1.0%	0.7%	---
<b>Time w/ Current Agency</b>																		
< 1 year	5,024	2,813	---	34.1%	30.5%	---	50.5%	50.9%	---	10.2%	12.9%	---	3.7%	3.5%	---	1.4%	2.2%	---
1-3 years	28,262	21,636	---	28.0%	26.5%	---	52.4%	53.5%	---	11.8%	11.2%	---	5.2%	6.0%	---	2.4%	2.7%	---
4-5 years	22,568	13,234	---	30.7%	28.2%	---	50.8%	53.8%	---	10.7%	11.8%	---	5.0%	4.8%	---	2.7%	1.5%	---
6-10 years	35,124	18,824	---	33.7%	32.3%	---	51.0%	53.6%	---	9.2%	9.2%	---	4.7%	3.7%	---	1.4%	1.2%	---
11-20 years	64,994	46,187	---	36.7%	35.4%	---	50.5%	52.6%	---	7.4%	7.5%	---	3.4%	3.4%	---	1.9%	1.1%	---
> 20 years	61,527	41,486	---	43.9%	39.9%	---	46.6%	50.3%	---	6.2%	7.3%	---	2.2%	2.0%	---	1.0%	0.6%	---
<b>Leaving</b>																		
No	150,503	101,437	---	38.4%	36.2%	---	49.7%	52.0%	---	7.5%	7.9%	---	3.0%	3.1%	---	1.4%	0.9%	---
Yes, to retire	14,409	9,499	---	42.0%	35.9%	---	48.3%	53.4%	---	6.4%	8.2%	---	2.6%	1.7%	---	0.7%	0.7%	---
Yes, to other job in Govt	35,605	22,688	---	29.4%	27.8%	---	50.6%	53.5%	---	11.2%	10.6%	---	6.5%	5.6%	---	2.4%	2.5%	---
Yes, to other job outside Govt	7,858	5,068	---	24.6%	21.5%	---	50.6%	54.4%	---	13.5%	13.4%	---	6.1%	6.7%	---	5.1%	3.9%	---
Yes, other	9,088	5,481	---	23.3%	19.6%	---	51.3%	53.5%	---	14.6%	15.4%	---	6.4%	7.6%	---	4.4%	3.9%	---
<b>Retiring</b>																		
Within 1 year	9,139	6,071	---	43.1%	38.5%	---	45.7%	50.8%	---	7.1%	7.1%	---	3.4%	2.6%	---	0.8%	1.1%	---
Between 1 and 3 years	25,216	16,413	---	39.3%	35.6%	---	50.9%	51.9%	---	7.2%	9.1%	---	1.8%	2.8%	---	0.9%	0.6%	---
Between 3 and 5 years	28,074	19,275	---	37.9%	38.9%	---	49.5%	50.0%	---	7.9%	8.2%	---	3.6%	2.1%	---	1.0%	0.8%	---
5 or more years	155,014	102,408	---	34.9%	32.2%	---	50.0%	53.0%	---	8.9%	9.1%	---	4.1%	4.2%	---	2.1%	1.6%	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (70) How satisfied are you with child care subsidies?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,385</b>	<b>147,827</b>	<b>100,656</b>	<b>2.1%</b>	<b>3.6%</b>	<b>1.5%</b>	<b>6.0%</b>	<b>10.7%</b>	<b>7.0%</b>	<b>24.5%</b>	<b>77.9%</b>	<b>80.3%</b>	<b>2.4%</b>	<b>3.3%</b>	<b>6.1%</b>	<b>2.0%</b>	<b>4.5%</b>	<b>5.1%</b>	<b>62.9%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,468	51,134	35,976	2.2%	3.7%	1.7%	5.9%	10.7%	7.6%	24.2%	77.2%	80.7%	2.3%	3.1%	4.9%	1.7%	5.2%	5.0%	63.7%	---	---
Field	130,926	92,998	64,680	2.1%	3.6%	1.4%	6.1%	10.7%	6.7%	24.6%	78.1%	80.2%	2.5%	3.4%	6.5%	2.2%	4.3%	5.1%	62.5%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,165	74,520	46,868	2.2%	3.7%	1.6%	6.0%	10.7%	7.0%	24.1%	77.8%	80.6%	2.4%	3.1%	5.9%	2.2%	4.7%	5.0%	63.2%	---	---
Team Leader	31,769	20,101	13,639	2.0%	3.0%	1.3%	5.8%	10.4%	7.0%	24.3%	78.0%	79.5%	2.4%	4.1%	6.4%	1.8%	4.5%	5.8%	63.6%	---	---
Supervisor	39,856	28,506	22,902	1.9%	3.8%	1.5%	6.6%	11.2%	6.7%	25.6%	77.8%	80.6%	2.6%	3.4%	6.7%	1.8%	3.9%	4.6%	61.5%	---	---
Manager	22,458	17,110	14,118	2.3%	4.3%	1.8%	6.0%	10.8%	6.9%	27.1%	78.7%	80.3%	2.4%	3.0%	6.7%	1.5%	3.1%	4.3%	60.8%	---	---
Executive	5,135	3,906	3,129	3.5%	5.3%	3.4%	7.6%	10.2%	8.0%	24.6%	79.1%	80.4%	1.5%	2.5%	4.8%	1.7%	2.9%	3.4%	61.0%	---	---
<b>Sex</b>																					
Male	117,797	81,578	59,070	2.1%	3.6%	1.3%	6.7%	11.0%	7.0%	26.3%	77.9%	80.6%	2.4%	3.0%	6.0%	2.0%	4.4%	5.1%	60.6%	---	---
Female	99,696	62,555	41,586	2.2%	3.6%	1.9%	5.2%	10.2%	6.9%	22.2%	77.9%	80.0%	2.5%	3.7%	6.2%	2.1%	4.6%	5.0%	65.8%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,628	8,460	5,531	3.4%	5.3%	1.2%	8.0%	12.5%	10.0%	27.2%	73.0%	71.4%	3.1%	4.0%	8.8%	3.2%	5.2%	8.5%	55.2%	---	---
No	203,752	135,433	95,125	2.0%	3.5%	1.5%	5.8%	10.6%	6.7%	24.3%	78.3%	81.0%	2.4%	3.3%	5.9%	1.9%	4.4%	4.8%	63.6%	---	---
<b>Race</b>																					
White	156,696	---	80,079	1.7%	---	1.2%	4.7%	---	5.6%	24.1%	---	82.2%	2.2%	---	6.1%	2.0%	---	4.9%	65.3%	---	---
Black or African American	32,864	---	12,860	3.5%	---	2.3%	9.6%	---	12.1%	25.3%	---	74.1%	2.7%	---	5.8%	2.0%	---	5.8%	56.9%	---	---
Native Hawaiian/Pacific Islander	1,488	---	698	3.6%	---	1.0%	9.3%	---	8.6%	26.2%	---	78.0%	2.8%	---	7.5%	1.5%	---	4.9%	56.5%	---	---
Asian	8,603	---	3,633	3.0%	---	1.9%	8.7%	---	13.4%	29.4%	---	73.7%	2.5%	---	6.6%	1.4%	---	4.3%	54.9%	---	---
AmerIndian/Alskn Native	6,146	---	1,602	1.8%	---	3.4%	9.6%	---	9.1%	26.1%	---	74.6%	3.6%	---	6.6%	2.7%	---	6.3%	56.2%	---	---
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	2.7%	---	4.5%	5.0%	---	3.6%	22.6%	---	77.8%	3.0%	---	6.8%	3.0%	---	7.2%	63.7%	---	---
<b>Age Group</b>																					
<30	8,793	5,458	2,787	3.9%	4.2%	2.6%	7.4%	12.5%	8.6%	18.4%	71.6%	69.3%	3.5%	5.3%	8.7%	3.1%	6.4%	10.9%	63.7%	---	---
(25 and under)	2,477	---	---	1.7%	---	---	9.5%	---	---	17.0%	---	---	2.1%	---	---	2.6%	---	---	67.1%	---	---
(26-29)	6,316	---	---	4.8%	---	---	6.5%	---	---	19.0%	---	---	4.1%	---	---	3.4%	---	---	62.2%	---	---
30-39	31,363	20,908	15,010	2.8%	5.3%	2.1%	7.1%	12.0%	7.4%	22.7%	69.0%	68.2%	4.9%	6.4%	11.8%	4.3%	7.3%	10.6%	58.3%	---	---
40-49	70,111	47,017	34,006	2.1%	3.6%	1.3%	6.2%	11.1%	6.3%	23.9%	77.2%	80.4%	2.8%	3.7%	6.8%	2.2%	4.4%	5.2%	62.9%	---	---
50-59	87,027	57,843	41,243	1.8%	3.0%	1.4%	5.3%	9.6%	7.2%	26.2%	82.1%	85.3%	1.2%	1.9%	3.4%	1.1%	3.5%	2.7%	64.4%	---	---
60+	20,183	12,859	7,610	1.4%	2.5%	1.5%	5.2%	10.5%	7.6%	27.6%	83.0%	87.9%	0.7%	1.2%	1.9%	0.3%	2.8%	1.2%	64.8%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (70) How satisfied are you with child care subsidies?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,385</b>	<b>147,827</b>	<b>100,656</b>	<b>2.1%</b>	<b>3.6%</b>	<b>1.5%</b>	<b>6.0%</b>	<b>10.7%</b>	<b>7.0%</b>	<b>24.5%</b>	<b>77.9%</b>	<b>80.3%</b>	<b>2.4%</b>	<b>3.3%</b>	<b>6.1%</b>	<b>2.0%</b>	<b>4.5%</b>	<b>5.1%</b>	<b>62.9%</b>	<b>---</b>	<b>---</b>
<b>Pay Category</b>																					
Federal Wage System	9,473	5,498	4,855	2.0%	3.2%	1.1%	10.0%	14.0%	9.4%	30.1%	74.7%	78.5%	2.7%	3.6%	6.1%	2.3%	4.5%	5.0%	52.9%	---	---
GS 1-6 or equivalent	10,815	6,702	4,848	3.5%	4.5%	2.5%	8.2%	12.3%	12.6%	28.3%	77.2%	76.5%	2.6%	2.7%	4.8%	2.8%	3.3%	3.6%	54.6%	---	---
GS 7-12 or equivalent	91,777	58,870	39,563	2.2%	3.8%	1.5%	5.9%	10.6%	6.5%	24.7%	77.8%	80.3%	2.5%	3.4%	6.1%	2.0%	4.5%	5.5%	62.7%	---	---
GS 13-15 or equivalent	91,610	64,030	41,791	1.7%	3.1%	1.3%	4.8%	9.5%	4.9%	22.2%	79.4%	82.6%	2.2%	3.2%	6.2%	1.6%	4.8%	4.9%	67.5%	---	---
Senior Executive Service	4,206	3,314	2,542	3.8%	5.5%	3.1%	5.2%	11.0%	7.8%	26.1%	77.9%	80.9%	1.5%	2.3%	5.4%	0.8%	3.2%	2.8%	62.6%	---	---
SL/ST	688	490	---	0.6%	2.4%	---	1.8%	6.4%	---	29.2%	79.7%	---	0.9%	2.5%	---	1.4%	9.0%	---	66.2%	---	---
Other	8,187	5,197	7,057	1.9%	3.7%	1.5%	4.3%	9.9%	6.0%	19.2%	76.9%	80.4%	2.6%	4.1%	7.0%	1.8%	5.3%	5.0%	70.3%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	3.3%	1.8%	---	8.4%	12.8%	---	20.9%	75.2%	---	2.0%	2.8%	---	1.0%	7.5%	---	64.5%	---	---
1-3 years	17,543	12,880	---	3.0%	3.9%	---	6.0%	10.4%	---	23.7%	77.0%	---	2.6%	3.5%	---	2.0%	5.2%	---	62.6%	---	---
4-5 years	16,226	8,706	---	2.4%	2.8%	---	6.3%	12.4%	---	22.3%	75.9%	---	3.3%	4.1%	---	2.8%	4.6%	---	62.8%	---	---
6-10 years	26,500	13,905	---	2.1%	4.5%	---	6.1%	11.7%	---	23.6%	74.1%	---	3.0%	3.7%	---	3.3%	6.0%	---	62.0%	---	---
11-20 years	62,902	44,978	---	1.9%	4.1%	---	6.8%	10.8%	---	24.5%	76.4%	---	2.9%	4.1%	---	2.2%	4.7%	---	61.7%	---	---
> 20 years	91,695	62,335	---	1.9%	3.1%	---	5.2%	10.0%	---	25.9%	81.1%	---	1.6%	2.3%	---	1.3%	3.5%	---	64.0%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,019	2,813	---	3.2%	2.8%	---	7.7%	13.3%	---	25.1%	74.9%	---	1.7%	3.3%	---	1.9%	5.7%	---	60.5%	---	---
1-3 years	28,261	21,616	---	3.2%	4.2%	---	6.1%	11.0%	---	23.8%	76.5%	---	2.7%	3.5%	---	2.0%	4.8%	---	62.3%	---	---
4-5 years	22,561	13,227	---	2.6%	3.0%	---	5.9%	12.2%	---	23.1%	76.2%	---	3.0%	3.9%	---	2.2%	4.7%	---	63.2%	---	---
6-10 years	35,121	18,815	---	1.7%	4.0%	---	6.6%	11.2%	---	24.0%	75.6%	---	2.8%	3.5%	---	2.9%	5.7%	---	62.0%	---	---
11-20 years	64,981	46,171	---	1.8%	4.1%	---	6.4%	10.4%	---	24.9%	77.4%	---	2.7%	3.8%	---	2.2%	4.4%	---	62.1%	---	---
> 20 years	61,517	41,480	---	1.8%	2.8%	---	5.2%	9.7%	---	25.5%	81.8%	---	1.6%	2.3%	---	1.4%	3.4%	---	64.6%	---	---
<b>Leaving</b>																					
No	150,474	101,394	---	2.4%	4.0%	---	6.4%	11.2%	---	25.0%	78.0%	---	2.2%	2.9%	---	1.6%	4.0%	---	62.3%	---	---
Yes, to retire	14,406	9,500	---	1.6%	2.9%	---	5.4%	9.7%	---	29.0%	81.5%	---	1.7%	2.4%	---	0.6%	3.6%	---	61.7%	---	---
Yes, to other job in Govt	35,598	22,677	---	1.7%	3.2%	---	5.6%	10.3%	---	21.5%	76.5%	---	3.0%	4.5%	---	3.1%	5.6%	---	65.1%	---	---
Yes, to other job outside Govt	7,857	5,068	---	1.2%	2.2%	---	2.9%	7.3%	---	21.2%	75.4%	---	3.4%	7.1%	---	5.7%	8.0%	---	65.6%	---	---
Yes, other	9,087	5,478	---	0.9%	1.4%	---	4.8%	8.7%	---	24.3%	78.8%	---	3.8%	4.9%	---	3.3%	6.2%	---	62.9%	---	---
<b>Retiring</b>																					
Within 1 year	9,140	6,073	4,001	1.8%	2.2%	1.1%	5.4%	10.1%	7.0%	27.0%	79.6%	85.1%	1.6%	3.2%	4.1%	1.0%	4.8%	2.7%	63.2%	---	---
Between 1 and 3 years	25,216	16,407	12,087	1.3%	2.7%	1.6%	5.5%	9.3%	6.0%	25.6%	83.2%	86.1%	1.1%	1.6%	3.7%	0.8%	3.1%	2.6%	65.7%	---	---
Between 3 and 5 years	28,069	19,269	13,876	1.3%	2.9%	1.2%	5.4%	9.5%	7.9%	28.5%	83.0%	84.0%	1.3%	1.7%	3.9%	0.9%	2.8%	3.0%	62.6%	---	---
5 or more years	154,977	102,363	70,692	2.4%	3.9%	1.6%	6.2%	11.1%	7.0%	23.6%	76.3%	78.7%	2.8%	3.8%	6.9%	2.4%	4.9%	5.9%	62.5%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(71) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, elder care, and support groups)?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,431</b>	<b>147,865</b>	<b>---</b>	<b>5.8%</b>	<b>7.1%</b>	<b>---</b>	<b>21.7%</b>	<b>27.4%</b>	<b>---</b>	<b>25.7%</b>	<b>55.4%</b>	<b>---</b>	<b>5.0%</b>	<b>6.7%</b>	<b>---</b>	<b>2.8%</b>	<b>3.5%</b>	<b>---</b>	<b>39.1%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,485	51,139	---	6.9%	8.3%	---	22.7%	28.5%	---	24.8%	54.3%	---	4.2%	5.6%	---	2.2%	3.3%	---	39.2%	---	---
Field	130,950	93,028	---	5.4%	6.7%	---	21.2%	27.0%	---	26.0%	55.7%	---	5.3%	7.0%	---	3.0%	3.6%	---	39.1%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,194	74,537	---	5.7%	7.0%	---	20.9%	27.5%	---	25.6%	55.5%	---	4.6%	6.3%	---	2.9%	3.7%	---	40.3%	---	---
Team Leader	31,774	20,111	---	5.0%	6.4%	---	20.8%	25.2%	---	26.0%	57.3%	---	5.7%	7.7%	---	2.6%	3.4%	---	40.0%	---	---
Supervisor	39,859	28,512	---	6.1%	7.7%	---	24.8%	29.6%	---	25.2%	52.9%	---	5.6%	7.0%	---	2.9%	2.8%	---	35.4%	---	---
Manager	22,463	17,114	---	7.9%	9.7%	---	25.0%	31.2%	---	26.6%	49.2%	---	5.1%	7.5%	---	2.0%	2.3%	---	33.4%	---	---
Executive	5,135	3,906	---	12.8%	13.0%	---	26.3%	29.6%	---	24.7%	49.1%	---	3.9%	6.0%	---	1.9%	2.3%	---	30.5%	---	---
<b>Sex</b>																					
Male	117,814	81,607	---	5.1%	6.5%	---	21.2%	26.5%	---	26.9%	56.7%	---	4.9%	6.5%	---	2.8%	3.8%	---	39.2%	---	---
Female	99,726	62,564	---	6.7%	7.8%	---	22.3%	28.6%	---	24.1%	53.6%	---	5.1%	6.9%	---	2.7%	3.1%	---	39.0%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,631	8,465	---	6.1%	9.5%	---	21.8%	27.3%	---	27.8%	52.7%	---	5.6%	6.7%	---	3.9%	3.8%	---	34.9%	---	---
No	203,793	135,463	---	5.8%	6.9%	---	21.7%	27.4%	---	25.5%	55.6%	---	4.9%	6.6%	---	2.6%	3.5%	---	39.5%	---	---
<b>Race</b>																					
White	156,722	---	---	5.5%	---	---	20.7%	---	---	25.2%	---	---	5.3%	---	---	2.7%	---	---	40.6%	---	---
Black or African American	32,872	---	---	7.8%	---	---	26.6%	---	---	24.9%	---	---	3.6%	---	---	2.2%	---	---	35.0%	---	---
Native Hawaiian/Pacific Islander	1,488	---	---	6.0%	---	---	22.0%	---	---	26.3%	---	---	4.1%	---	---	2.1%	---	---	39.5%	---	---
Asian	8,606	---	---	4.2%	---	---	22.0%	---	---	33.2%	---	---	3.9%	---	---	2.4%	---	---	34.3%	---	---
AmerIndian/Alskn Native	6,151	---	---	5.2%	---	---	26.2%	---	---	25.7%	---	---	5.5%	---	---	4.7%	---	---	32.8%	---	---
Two or more races (Not Hispanic/Latino)	6,194	---	---	5.2%	---	---	13.2%	---	---	30.7%	---	---	5.8%	---	---	5.2%	---	---	39.7%	---	---
<b>Age Group</b>																					
<30	8,794	5,461	---	6.6%	9.8%	---	20.6%	26.6%	---	22.4%	54.1%	---	4.9%	5.7%	---	2.8%	3.8%	---	42.7%	---	---
(25 and under)	2,477	---	---	5.4%	---	---	23.0%	---	---	21.7%	---	---	3.9%	---	---	1.1%	---	---	44.9%	---	---
(26-29)	6,317	---	---	7.1%	---	---	19.5%	---	---	22.7%	---	---	5.4%	---	---	3.5%	---	---	41.8%	---	---
30-39	31,370	20,913	---	5.8%	8.0%	---	21.2%	26.3%	---	24.6%	54.6%	---	5.2%	6.7%	---	3.6%	4.5%	---	39.6%	---	---
40-49	70,129	47,034	---	6.0%	6.9%	---	21.5%	27.5%	---	25.5%	54.6%	---	5.9%	7.2%	---	2.9%	3.7%	---	38.3%	---	---
50-59	87,042	57,852	---	5.7%	6.7%	---	21.9%	27.2%	---	26.6%	56.1%	---	4.3%	6.8%	---	2.5%	3.2%	---	38.9%	---	---
60+	20,187	12,863	---	5.3%	6.2%	---	23.2%	30.1%	---	26.4%	57.4%	---	3.9%	4.1%	---	1.5%	2.3%	---	39.6%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

(71) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, elder care, and support groups)?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,431</b>	<b>147,865</b>	---	<b>5.8%</b>	<b>7.1%</b>	---	<b>21.7%</b>	<b>27.4%</b>	---	<b>25.7%</b>	<b>55.4%</b>	---	<b>5.0%</b>	<b>6.7%</b>	---	<b>2.8%</b>	<b>3.5%</b>	---	<b>39.1%</b>	---	---
<b>Pay Category</b>																					
Federal Wage System	9,479	5,505	---	3.9%	5.1%	---	21.7%	26.5%	---	30.4%	58.3%	---	5.1%	6.3%	---	2.4%	3.9%	---	36.4%	---	---
GS 1-6 or equivalent	10,821	6,704	---	6.7%	7.6%	---	24.2%	25.9%	---	26.4%	56.9%	---	4.1%	5.5%	---	3.2%	4.1%	---	35.4%	---	---
GS 7-12 or equivalent	91,800	58,887	---	5.8%	7.0%	---	21.5%	28.0%	---	25.4%	55.1%	---	4.8%	6.4%	---	2.9%	3.4%	---	39.6%	---	---
GS 13-15 or equivalent	91,617	64,035	---	6.4%	7.4%	---	22.5%	28.0%	---	24.5%	54.7%	---	5.1%	6.5%	---	2.3%	3.3%	---	39.3%	---	---
Senior Executive Service	4,206	3,314	---	11.6%	12.1%	---	26.2%	27.0%	---	25.6%	51.5%	---	3.8%	6.0%	---	1.2%	3.3%	---	31.5%	---	---
SL/ST	688	490	---	12.7%	4.9%	---	16.1%	20.5%	---	28.9%	61.0%	---	1.8%	10.4%	---	0.8%	3.2%	---	39.7%	---	---
Other	8,187	5,202	---	4.4%	7.4%	---	18.0%	22.6%	---	24.9%	54.4%	---	6.7%	11.7%	---	2.4%	4.0%	---	43.5%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	6.4%	9.8%	---	24.6%	18.8%	---	19.6%	63.7%	---	1.9%	3.4%	---	0.7%	4.4%	---	46.8%	---	---
1-3 years	17,543	12,889	---	5.1%	6.5%	---	20.5%	23.8%	---	24.7%	58.4%	---	4.2%	6.4%	---	2.4%	4.9%	---	43.2%	---	---
4-5 years	16,229	8,709	---	4.6%	6.3%	---	18.9%	26.9%	---	24.0%	56.8%	---	5.3%	6.6%	---	4.1%	3.4%	---	43.2%	---	---
6-10 years	26,507	13,907	---	5.4%	7.5%	---	19.9%	27.2%	---	24.5%	54.7%	---	4.7%	6.5%	---	3.1%	4.1%	---	42.5%	---	---
11-20 years	62,919	44,988	---	5.9%	7.2%	---	22.0%	27.5%	---	25.9%	54.4%	---	5.7%	7.4%	---	3.3%	3.5%	---	37.2%	---	---
> 20 years	91,712	62,348	---	6.4%	7.1%	---	23.1%	28.9%	---	26.9%	54.8%	---	4.8%	6.2%	---	2.1%	2.9%	---	36.7%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,024	2,814	---	7.6%	9.7%	---	22.7%	27.6%	---	24.2%	55.3%	---	2.4%	3.9%	---	2.4%	3.6%	---	40.8%	---	---
1-3 years	28,262	21,628	---	6.0%	7.0%	---	20.6%	25.9%	---	24.0%	56.5%	---	4.2%	6.3%	---	2.8%	4.3%	---	42.4%	---	---
4-5 years	22,567	13,233	---	5.0%	5.9%	---	18.7%	27.1%	---	24.8%	56.5%	---	5.6%	7.4%	---	3.4%	3.1%	---	42.6%	---	---
6-10 years	35,128	18,820	---	5.3%	7.1%	---	21.1%	27.0%	---	25.1%	55.0%	---	4.9%	6.7%	---	3.0%	4.2%	---	40.5%	---	---
11-20 years	64,996	46,179	---	5.9%	7.6%	---	22.5%	27.8%	---	26.1%	54.3%	---	5.7%	7.0%	---	2.9%	3.4%	---	36.9%	---	---
> 20 years	61,526	41,486	---	6.1%	6.8%	---	23.2%	28.3%	---	27.1%	55.5%	---	4.6%	6.5%	---	2.2%	2.9%	---	36.8%	---	---
<b>Leaving</b>																					
No	150,506	101,422	---	6.6%	7.9%	---	22.8%	29.2%	---	25.7%	54.4%	---	4.3%	5.7%	---	1.8%	2.7%	---	38.9%	---	---
Yes, to retire	14,409	9,502	---	5.2%	5.8%	---	24.2%	27.2%	---	26.7%	58.9%	---	4.7%	5.5%	---	3.2%	2.5%	---	36.0%	---	---
Yes, to other job in Govt	35,604	22,683	---	4.2%	5.5%	---	18.9%	23.7%	---	25.0%	55.8%	---	6.3%	9.6%	---	4.7%	5.4%	---	40.9%	---	---
Yes, to other job outside Govt	7,859	5,067	---	2.9%	3.6%	---	14.5%	17.3%	---	26.5%	58.2%	---	7.5%	12.2%	---	6.9%	8.6%	---	41.6%	---	---
Yes, other	9,088	5,478	---	3.6%	3.9%	---	16.4%	19.8%	---	24.9%	61.2%	---	9.2%	7.9%	---	6.9%	7.2%	---	39.0%	---	---
<b>Retiring</b>																					
Within 1 year	9,141	6,073	---	5.3%	7.3%	---	23.4%	26.7%	---	25.9%	56.8%	---	4.6%	6.1%	---	3.1%	3.0%	---	37.6%	---	---
Between 1 and 3 years	25,218	16,412	---	4.7%	5.9%	---	22.9%	27.1%	---	26.9%	58.5%	---	4.2%	5.8%	---	2.3%	2.7%	---	38.9%	---	---
Between 3 and 5 years	28,079	19,275	---	5.1%	6.5%	---	22.4%	29.2%	---	29.0%	55.3%	---	5.3%	6.2%	---	2.3%	2.9%	---	35.8%	---	---
5 or more years	155,007	102,385	---	6.1%	7.3%	---	21.3%	27.2%	---	24.9%	54.9%	---	5.0%	6.8%	---	2.9%	3.7%	---	39.8%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (72) How satisfied are you with telework/telecommuting?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,408</b>	<b>147,841</b>	<b>100,656</b>	<b>5.5%</b>	<b>6.0%</b>	<b>4.5%</b>	<b>16.3%</b>	<b>18.7%</b>	<b>17.0%</b>	<b>21.9%</b>	<b>56.9%</b>	<b>58.3%</b>	<b>6.5%</b>	<b>10.1%</b>	<b>11.3%</b>	<b>6.1%</b>	<b>8.3%</b>	<b>8.9%</b>	<b>43.7%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,483	51,136	35,976	6.6%	7.0%	5.1%	16.8%	18.3%	16.7%	21.0%	51.1%	53.3%	7.4%	12.6%	13.6%	7.2%	11.0%	11.3%	40.9%	---	---
Field	130,935	93,008	64,680	5.0%	5.6%	4.2%	16.0%	18.8%	17.2%	22.4%	58.7%	60.2%	6.1%	9.3%	10.4%	5.6%	7.5%	8.0%	45.0%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,186	74,530	46,868	5.6%	6.1%	4.4%	16.0%	18.6%	17.0%	21.5%	57.7%	58.7%	6.0%	9.4%	11.1%	6.0%	8.3%	8.8%	44.9%	---	---
Team Leader	31,771	20,103	13,639	5.5%	5.7%	4.7%	15.7%	18.6%	16.8%	21.9%	54.8%	57.2%	7.2%	11.6%	11.1%	6.7%	9.3%	10.2%	43.0%	---	---
Supervisor	39,856	28,506	22,902	4.4%	5.3%	4.1%	18.0%	19.9%	17.7%	22.2%	56.3%	58.1%	7.6%	11.1%	12.3%	6.4%	7.4%	7.8%	41.3%	---	---
Manager	22,460	17,111	14,118	5.6%	5.9%	4.2%	15.6%	18.6%	17.1%	25.7%	56.7%	58.6%	7.4%	12.3%	13.1%	5.2%	6.5%	6.9%	40.5%	---	---
Executive	5,135	3,906	3,129	10.2%	10.3%	9.0%	23.2%	21.6%	22.2%	21.5%	52.5%	49.9%	9.2%	10.5%	12.9%	5.1%	5.1%	6.0%	30.8%	---	---
<b>Sex</b>																					
Male	117,810	81,582	59,070	4.9%	5.1%	3.8%	16.2%	17.9%	17.1%	23.4%	58.6%	59.1%	6.7%	10.1%	11.3%	6.2%	8.3%	8.7%	42.6%	---	---
Female	99,707	62,566	41,586	6.3%	7.1%	5.4%	16.3%	19.8%	17.0%	20.1%	54.7%	57.2%	6.3%	10.1%	11.3%	5.9%	8.4%	9.2%	45.2%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,626	8,461	5,531	5.2%	7.0%	4.4%	19.9%	21.0%	20.1%	25.3%	58.1%	57.7%	5.6%	7.6%	8.4%	5.3%	6.2%	9.4%	38.6%	---	---
No	203,778	135,445	95,125	5.5%	5.9%	4.5%	15.9%	18.5%	16.8%	21.7%	56.8%	58.3%	6.6%	10.3%	11.5%	6.2%	8.5%	8.9%	44.2%	---	---
<b>Race</b>																					
White	156,703	---	80,079	5.3%	---	4.4%	14.5%	---	15.2%	21.3%	---	59.0%	6.9%	---	12.1%	6.5%	---	9.3%	45.4%	---	---
Black or African American	32,870	---	12,860	6.5%	---	5.6%	21.4%	---	22.8%	22.8%	---	56.4%	4.9%	---	8.5%	5.1%	---	6.8%	39.3%	---	---
Native Hawaiian/Pacific Islander	1,488	---	698	3.5%	---	3.0%	19.9%	---	18.4%	27.8%	---	64.1%	6.7%	---	6.9%	4.2%	---	7.6%	37.8%	---	---
Asian	8,606	---	3,633	6.5%	---	3.7%	20.6%	---	29.6%	24.0%	---	52.2%	7.0%	---	7.7%	4.2%	---	6.7%	37.7%	---	---
AmerIndian/Alskn Native	6,151	---	1,602	4.1%	---	3.4%	21.3%	---	18.1%	25.3%	---	55.9%	6.4%	---	12.2%	5.7%	---	10.4%	37.2%	---	---
Two or more races (Not Hispanic/Latino)	6,191	---	1,502	5.0%	---	3.2%	13.3%	---	13.9%	23.2%	---	58.5%	5.7%	---	10.6%	8.1%	---	13.9%	44.7%	---	---
<b>Age Group</b>																					
<30	8,794	5,456	2,787	7.0%	7.0%	4.9%	17.1%	22.1%	17.3%	19.0%	55.3%	59.9%	5.1%	7.7%	10.8%	4.5%	8.0%	7.0%	47.3%	---	---
(25 and under)	2,477	---	---	5.0%	---	---	19.8%	---	---	20.8%	---	---	4.4%	---	---	3.3%	---	---	46.7%	---	---
(26-29)	6,317	---	---	7.9%	---	---	15.9%	---	---	18.2%	---	---	5.5%	---	---	5.0%	---	---	47.6%	---	---
30-39	31,362	20,912	15,010	5.3%	6.2%	4.4%	14.6%	17.7%	16.2%	21.4%	57.1%	57.7%	6.3%	9.7%	11.6%	6.4%	9.3%	10.1%	46.0%	---	---
40-49	70,125	47,015	34,006	5.2%	6.0%	4.3%	15.7%	17.9%	15.8%	21.0%	56.1%	57.7%	7.1%	11.0%	12.2%	6.8%	9.0%	10.0%	44.2%	---	---
50-59	87,031	57,853	41,243	5.6%	5.6%	4.6%	16.7%	19.1%	17.4%	23.1%	57.2%	58.7%	6.4%	10.3%	10.9%	6.1%	7.8%	8.3%	42.2%	---	---
60+	20,186	12,863	7,610	5.3%	6.4%	4.3%	19.1%	20.7%	23.3%	23.8%	59.7%	59.3%	6.3%	7.7%	7.9%	4.0%	5.5%	5.2%	41.5%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (72) How satisfied are you with telework/telecommuting?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,408</b>	<b>147,841</b>	<b>100,656</b>	<b>5.5%</b>	<b>6.0%</b>	<b>4.5%</b>	<b>16.3%</b>	<b>18.7%</b>	<b>17.0%</b>	<b>21.9%</b>	<b>56.9%</b>	<b>58.3%</b>	<b>6.5%</b>	<b>10.1%</b>	<b>11.3%</b>	<b>6.1%</b>	<b>8.3%</b>	<b>8.9%</b>	<b>43.7%</b>	<b>---</b>	<b>---</b>
<b>Pay Category</b>																					
Federal Wage System	9,476	5,504	4,855	2.9%	3.1%	2.3%	16.8%	21.3%	17.0%	31.2%	65.5%	71.1%	3.9%	5.2%	5.7%	2.6%	4.8%	4.0%	42.6%	---	---
GS 1-6 or equivalent	10,815	6,699	4,848	5.3%	5.0%	3.2%	20.8%	20.8%	22.4%	25.2%	63.8%	64.3%	3.2%	5.7%	5.5%	3.4%	4.7%	4.6%	42.2%	---	---
GS 7-12 or equivalent	91,796	58,874	39,563	4.7%	5.8%	4.1%	15.2%	17.9%	16.3%	22.1%	58.6%	60.0%	5.9%	9.7%	10.5%	5.7%	8.1%	9.1%	46.4%	---	---
GS 13-15 or equivalent	91,610	64,034	41,791	7.8%	7.8%	6.4%	16.8%	19.1%	17.1%	17.9%	48.1%	47.6%	9.8%	13.7%	16.6%	9.4%	11.3%	12.4%	38.3%	---	---
Senior Executive Service	4,206	3,314	2,542	8.6%	9.0%	8.3%	22.8%	21.4%	20.0%	24.6%	53.0%	51.7%	8.1%	10.0%	13.4%	4.0%	6.6%	6.6%	31.9%	---	---
SL/ST	688	490	---	14.4%	4.1%	---	18.0%	20.8%	---	12.8%	58.3%	---	12.7%	12.7%	---	1.8%	4.2%	---	40.2%	---	---
Other	8,187	5,200	7,057	5.9%	4.6%	4.8%	16.0%	17.3%	15.0%	20.9%	58.2%	57.3%	7.4%	11.8%	13.7%	5.2%	8.1%	9.2%	44.6%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,613	1,316	---	6.6%	5.8%	---	18.4%	25.3%	---	16.5%	59.1%	---	3.5%	5.1%	---	3.4%	4.7%	---	51.6%	---	---
1-3 years	17,540	12,883	---	5.7%	5.4%	---	16.9%	16.9%	---	21.8%	62.8%	---	5.2%	7.4%	---	4.3%	7.5%	---	46.1%	---	---
4-5 years	16,229	8,707	---	5.1%	6.1%	---	14.9%	20.8%	---	21.2%	54.9%	---	6.4%	10.3%	---	6.7%	8.0%	---	45.6%	---	---
6-10 years	26,498	13,906	---	4.5%	5.7%	---	15.7%	18.1%	---	20.9%	57.3%	---	6.2%	10.2%	---	6.5%	8.7%	---	46.2%	---	---
11-20 years	62,913	44,977	---	5.9%	6.3%	---	16.1%	18.1%	---	21.7%	56.1%	---	7.0%	10.7%	---	6.9%	8.9%	---	42.5%	---	---
> 20 years	91,708	62,344	---	5.6%	6.0%	---	16.6%	19.6%	---	23.0%	55.7%	---	6.8%	10.6%	---	5.9%	8.1%	---	42.2%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,022	2,815	---	6.3%	6.0%	---	16.9%	25.3%	---	21.0%	55.7%	---	4.0%	6.7%	---	4.3%	6.3%	---	47.5%	---	---
1-3 years	28,261	21,622	---	5.7%	5.9%	---	16.4%	17.5%	---	21.5%	60.4%	---	5.7%	8.2%	---	5.4%	8.0%	---	45.2%	---	---
4-5 years	22,564	13,226	---	5.4%	5.6%	---	14.7%	20.3%	---	21.5%	54.5%	---	6.9%	10.7%	---	6.5%	8.9%	---	45.1%	---	---
6-10 years	35,123	18,819	---	5.0%	5.3%	---	15.8%	17.8%	---	20.8%	56.9%	---	6.4%	11.0%	---	7.0%	9.0%	---	45.0%	---	---
11-20 years	64,990	46,170	---	5.7%	6.5%	---	16.1%	18.1%	---	22.3%	56.1%	---	6.9%	10.8%	---	6.7%	8.5%	---	42.3%	---	---
> 20 years	61,522	41,483	---	5.4%	5.8%	---	17.3%	19.7%	---	22.9%	56.2%	---	6.7%	10.3%	---	5.4%	7.9%	---	42.4%	---	---
<b>Leaving</b>																					
No	150,493	101,403	---	6.3%	6.7%	---	17.8%	20.2%	---	22.6%	57.6%	---	5.6%	9.0%	---	4.3%	6.5%	---	43.4%	---	---
Yes, to retire	14,407	9,502	---	5.8%	5.4%	---	17.3%	19.5%	---	22.7%	58.6%	---	7.4%	9.2%	---	7.1%	7.3%	---	39.7%	---	---
Yes, to other job in Govt	35,600	22,679	---	3.1%	4.5%	---	11.8%	14.6%	---	20.0%	53.5%	---	8.2%	13.9%	---	10.8%	13.5%	---	46.2%	---	---
Yes, to other job outside Govt	7,857	5,067	---	2.9%	3.6%	---	11.0%	10.8%	---	16.8%	53.7%	---	9.7%	15.3%	---	13.8%	16.7%	---	45.8%	---	---
Yes, other	9,088	5,478	---	2.4%	3.0%	---	11.5%	15.5%	---	21.8%	58.3%	---	11.6%	10.4%	---	9.5%	12.8%	---	43.3%	---	---
<b>Retiring</b>																					
Within 1 year	9,138	6,072	4,001	6.2%	6.1%	3.1%	16.3%	19.7%	15.4%	21.1%	57.3%	60.7%	7.3%	9.2%	11.6%	7.6%	7.7%	9.1%	41.4%	---	---
Between 1 and 3 years	25,216	16,412	12,087	4.6%	4.7%	4.4%	19.1%	20.2%	17.6%	22.7%	57.8%	59.3%	6.6%	10.0%	10.6%	5.3%	7.2%	8.2%	41.7%	---	---
Between 3 and 5 years	28,077	19,271	13,876	4.2%	5.5%	4.0%	16.2%	18.8%	18.4%	25.6%	58.5%	59.0%	6.6%	9.9%	10.3%	6.3%	7.3%	8.3%	41.1%	---	---
5 or more years	154,992	102,370	70,692	5.8%	6.2%	4.6%	15.8%	18.5%	16.8%	21.3%	56.5%	57.9%	6.5%	10.2%	11.5%	6.1%	8.6%	9.1%	44.5%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (73) How satisfied are you with alternative work schedules?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,422</b>	<b>147,864</b>	<b>100,656</b>	<b>18.5%</b>	<b>20.3%</b>	<b>19.1%</b>	<b>30.7%</b>	<b>33.6%</b>	<b>36.9%</b>	<b>17.1%</b>	<b>31.2%</b>	<b>27.2%</b>	<b>6.3%</b>	<b>8.4%</b>	<b>11.0%</b>	<b>5.6%</b>	<b>6.5%</b>	<b>5.8%</b>	<b>21.8%</b>	<b>---</b>	<b>---</b>
<b>Work Location</b>																					
Headquarters	86,481	51,140	35,976	21.6%	24.5%	22.7%	32.1%	35.5%	38.6%	15.8%	26.6%	23.6%	5.8%	7.7%	9.2%	4.9%	5.8%	5.9%	19.8%	---	---
Field	130,947	93,027	64,680	17.0%	18.9%	17.7%	30.0%	33.1%	36.2%	17.7%	32.6%	28.6%	6.6%	8.6%	11.7%	5.9%	6.7%	5.7%	22.8%	---	---
<b>Supervisor Status</b>																					
Non-Supervisor	118,187	74,540	46,868	19.1%	21.1%	19.7%	30.7%	33.9%	36.9%	17.0%	30.6%	27.2%	6.0%	7.8%	10.6%	5.5%	6.5%	5.6%	21.7%	---	---
Team Leader	31,774	20,109	13,639	18.0%	18.9%	18.4%	30.5%	33.8%	37.7%	16.9%	31.6%	26.3%	6.9%	9.2%	11.4%	6.2%	6.5%	6.1%	21.5%	---	---
Supervisor	39,858	28,510	22,902	16.4%	17.7%	17.2%	31.8%	32.3%	36.3%	17.0%	33.3%	28.4%	6.8%	10.3%	12.0%	5.6%	6.4%	6.2%	22.5%	---	---
Manager	22,461	17,112	14,118	17.1%	17.7%	16.7%	29.2%	32.1%	35.1%	19.1%	33.6%	29.5%	7.3%	10.7%	12.7%	4.7%	5.9%	6.0%	22.7%	---	---
Executive	5,134	3,906	3,129	18.7%	17.9%	16.9%	28.5%	28.6%	33.0%	18.7%	38.5%	32.5%	6.0%	9.5%	11.8%	4.3%	5.6%	5.8%	23.9%	---	---
<b>Sex</b>																					
Male	117,805	81,600	59,070	16.4%	18.3%	16.9%	31.2%	33.3%	37.7%	18.4%	33.3%	29.2%	6.4%	8.6%	10.7%	5.8%	6.5%	5.4%	21.8%	---	---
Female	99,724	62,569	41,586	21.1%	22.8%	22.0%	29.9%	34.1%	35.8%	15.5%	28.5%	24.6%	6.3%	8.2%	11.3%	5.3%	6.4%	6.3%	21.9%	---	---
<b>Hispanic or Latino</b>																					
Yes	13,629	8,464	5,531	15.1%	18.8%	16.7%	30.3%	35.0%	36.7%	21.9%	33.5%	27.4%	6.1%	7.3%	11.1%	6.6%	5.5%	8.1%	20.1%	---	---
No	203,785	135,463	95,125	18.8%	20.4%	19.3%	30.7%	33.6%	36.9%	16.7%	31.0%	27.2%	6.4%	8.5%	11.0%	5.5%	6.6%	5.6%	22.0%	---	---
<b>Race</b>																					
White	156,721	---	80,079	18.7%	---	19.2%	30.1%	---	37.2%	16.6%	---	26.3%	6.5%	---	11.3%	5.7%	---	5.9%	22.4%	---	---
Black or African American	32,862	---	12,860	20.8%	---	21.6%	32.8%	---	36.6%	17.1%	---	29.0%	5.2%	---	8.0%	5.1%	---	4.8%	19.1%	---	---
Native Hawaiian/Pacific Islander	1,488	---	698	16.1%	---	12.8%	31.2%	---	30.0%	20.9%	---	44.6%	4.3%	---	5.6%	5.6%	---	7.1%	21.9%	---	---
Asian	8,610	---	3,633	16.1%	---	15.1%	34.3%	---	40.0%	19.6%	---	29.8%	5.4%	---	10.4%	3.7%	---	4.8%	21.0%	---	---
AmerIndian/Alskn Native	6,150	---	1,602	14.0%	---	12.1%	31.5%	---	35.3%	20.5%	---	33.8%	8.6%	---	12.0%	6.3%	---	6.8%	19.1%	---	---
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	14.4%	---	17.3%	25.7%	---	27.0%	18.3%	---	28.0%	7.5%	---	17.6%	7.1%	---	10.1%	27.1%	---	---
<b>Age Group</b>																					
<30	8,794	5,461	2,787	23.0%	25.5%	22.7%	28.0%	33.6%	35.9%	17.0%	24.3%	26.7%	7.1%	9.1%	10.5%	4.7%	7.4%	4.2%	20.3%	---	---
(25 and under)	2,477	---	---	28.5%	---	---	30.6%	---	---	14.3%	---	---	7.4%	---	---	3.8%	---	---	15.5%	---	---
(26-29)	6,317	---	---	20.7%	---	---	26.9%	---	---	18.1%	---	---	6.9%	---	---	5.1%	---	---	22.3%	---	---
30-39	31,367	20,913	15,010	17.1%	20.7%	19.1%	29.0%	32.4%	36.4%	16.6%	30.5%	26.9%	6.6%	8.8%	10.7%	6.6%	7.4%	6.8%	24.0%	---	---
40-49	70,124	47,025	34,006	18.3%	19.9%	18.3%	30.6%	33.3%	36.1%	16.6%	31.5%	26.8%	6.7%	8.6%	12.5%	6.2%	6.7%	6.2%	21.5%	---	---
50-59	87,039	57,861	41,243	18.7%	20.2%	19.6%	31.5%	34.1%	37.5%	17.4%	31.3%	27.1%	5.9%	8.3%	10.1%	5.0%	6.1%	5.7%	21.4%	---	---
60+	20,188	12,860	7,610	17.8%	18.2%	18.8%	32.2%	35.1%	39.2%	18.6%	34.9%	30.8%	5.6%	7.1%	8.8%	4.0%	4.7%	2.5%	21.8%	---	---

Note: \* # of Respondents is the unweighted count of responses.

# 2006 Federal Human Capital Survey: Report by Demographics

## (73) How satisfied are you with alternative work schedules?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
<b>All Responses</b>	<b>221,422</b>	<b>147,864</b>	<b>100,656</b>	<b>18.5%</b>	<b>20.3%</b>	<b>19.1%</b>	<b>30.7%</b>	<b>33.6%</b>	<b>36.9%</b>	<b>17.1%</b>	<b>31.2%</b>	<b>27.2%</b>	<b>6.3%</b>	<b>8.4%</b>	<b>11.0%</b>	<b>5.6%</b>	<b>6.5%</b>	<b>5.8%</b>	<b>21.8%</b>	---	---
<b>Pay Category</b>																					
Federal Wage System	9,477	5,509	4,855	10.6%	13.2%	8.9%	27.9%	30.0%	33.4%	23.6%	37.5%	39.7%	8.7%	10.7%	11.7%	8.2%	8.5%	6.3%	21.0%	---	---
GS 1-6 or equivalent	10,823	6,702	4,848	14.4%	14.3%	14.5%	27.1%	30.5%	33.6%	22.7%	39.8%	37.4%	5.6%	7.5%	10.1%	5.1%	7.8%	4.4%	25.1%	---	---
GS 7-12 or equivalent	91,797	58,886	39,563	19.2%	21.3%	20.1%	31.2%	34.4%	37.7%	16.5%	30.5%	25.8%	6.0%	8.1%	10.2%	5.1%	5.7%	6.3%	22.1%	---	---
GS 13-15 or equivalent	91,612	64,037	41,791	22.6%	24.0%	24.3%	33.6%	35.5%	39.1%	13.8%	26.5%	20.6%	6.0%	8.0%	10.1%	5.3%	6.0%	5.8%	18.8%	---	---
Senior Executive Service	4,205	3,314	2,542	18.2%	16.2%	14.9%	25.7%	26.7%	31.0%	21.7%	37.2%	35.4%	7.9%	13.9%	13.3%	4.2%	6.0%	5.3%	22.4%	---	---
SL/ST	688	490	---	12.0%	7.7%	---	10.7%	33.8%	---	27.6%	22.8%	---	3.0%	24.7%	---	1.5%	11.0%	---	45.3%	---	---
Other	8,187	5,199	7,057	17.4%	15.4%	16.3%	29.6%	30.2%	34.5%	17.1%	34.6%	27.9%	5.9%	9.6%	16.9%	4.9%	10.2%	4.3%	25.1%	---	---
<b>Time in Federal Government</b>																					
< 1 year	2,614	1,316	---	20.9%	19.6%	---	29.5%	33.1%	---	14.7%	38.3%	---	3.9%	4.7%	---	2.4%	4.3%	---	28.6%	---	---
1-3 years	17,544	12,886	---	18.5%	19.1%	---	27.8%	28.1%	---	18.2%	33.9%	---	6.5%	9.5%	---	5.3%	9.4%	---	23.7%	---	---
4-5 years	16,233	8,710	---	15.4%	17.7%	---	26.7%	33.9%	---	17.1%	31.5%	---	8.6%	9.6%	---	7.4%	7.3%	---	24.8%	---	---
6-10 years	26,506	13,912	---	15.8%	16.5%	---	28.9%	32.9%	---	17.5%	35.2%	---	6.1%	8.4%	---	6.6%	7.0%	---	25.1%	---	---
11-20 years	62,910	44,980	---	18.0%	19.6%	---	31.4%	34.7%	---	16.5%	30.9%	---	6.3%	8.4%	---	6.1%	6.4%	---	21.7%	---	---
> 20 years	91,707	62,351	---	20.5%	22.9%	---	32.7%	35.0%	---	17.1%	29.1%	---	5.9%	7.8%	---	4.6%	5.2%	---	19.2%	---	---
<b>Time w/ Current Agency</b>																					
< 1 year	5,024	2,815	---	20.9%	19.9%	---	29.4%	35.1%	---	15.2%	31.1%	---	4.6%	7.7%	---	4.4%	6.2%	---	25.5%	---	---
1-3 years	28,262	21,627	---	18.3%	19.9%	---	28.6%	28.5%	---	18.5%	33.3%	---	6.3%	9.4%	---	5.6%	8.8%	---	22.8%	---	---
4-5 years	22,567	13,234	---	16.3%	17.7%	---	27.3%	34.5%	---	17.3%	31.1%	---	8.2%	9.9%	---	7.2%	6.8%	---	23.7%	---	---
6-10 years	35,124	18,821	---	17.7%	18.1%	---	29.7%	33.3%	---	16.4%	33.6%	---	6.3%	8.0%	---	6.3%	6.9%	---	23.5%	---	---
11-20 years	64,991	46,175	---	18.4%	20.5%	---	31.6%	35.5%	---	16.7%	30.0%	---	6.3%	8.1%	---	5.7%	5.9%	---	21.3%	---	---
> 20 years	61,525	41,485	---	19.9%	22.4%	---	33.2%	35.2%	---	17.2%	29.8%	---	5.8%	7.7%	---	4.3%	5.0%	---	19.6%	---	---
<b>Leaving</b>																					
No	150,494	101,417	---	20.2%	22.1%	---	31.7%	34.7%	---	17.1%	31.2%	---	5.6%	7.4%	---	4.0%	4.6%	---	21.5%	---	---
Yes, to retire	14,412	9,504	---	19.0%	19.3%	---	32.2%	33.0%	---	17.7%	34.8%	---	5.7%	8.2%	---	5.2%	4.8%	---	20.2%	---	---
Yes, to other job in Govt	35,604	22,686	---	14.5%	16.4%	---	28.4%	31.6%	---	16.7%	29.7%	---	8.3%	11.6%	---	9.6%	10.6%	---	22.5%	---	---
Yes, to other job outside Govt	7,860	5,067	---	10.9%	12.9%	---	24.3%	29.6%	---	16.9%	27.0%	---	8.4%	12.3%	---	13.6%	18.1%	---	25.8%	---	---
Yes, other	9,086	5,479	---	11.4%	13.1%	---	26.1%	28.4%	---	18.0%	35.9%	---	9.6%	9.9%	---	10.2%	12.7%	---	24.6%	---	---
<b>Retiring</b>																					
Within 1 year	9,143	6,073	4,001	20.0%	19.3%	17.1%	31.9%	35.8%	36.2%	16.6%	31.8%	31.7%	5.8%	6.7%	10.2%	5.9%	6.3%	4.7%	19.9%	---	---
Between 1 and 3 years	25,218	16,412	12,087	17.7%	18.5%	19.4%	32.7%	34.4%	39.3%	18.5%	33.5%	26.2%	6.1%	8.8%	9.4%	4.2%	4.9%	5.7%	20.8%	---	---
Between 3 and 5 years	28,074	19,271	13,876	17.5%	21.0%	20.2%	32.2%	33.8%	37.6%	18.5%	31.4%	25.9%	6.7%	8.4%	11.1%	5.1%	5.3%	5.1%	20.0%	---	---
5 or more years	155,004	102,390	70,692	18.7%	20.4%	19.0%	30.1%	33.5%	36.5%	16.7%	30.8%	27.4%	6.3%	8.4%	11.2%	5.8%	6.8%	6.0%	22.4%	---	---

Note: \* # of Respondents is the unweighted count of responses.