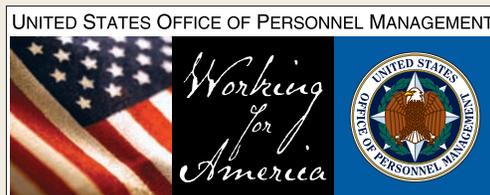


# Federal Human Capital Survey

# 2008



Results from the 2008 Federal Human Capital Survey  
**FHCS Report by Demographic Questions by Agency**  
**(Unweighted data)**



## 2008 Federal Human Capital Survey: Survey Methodology Highlights

### Survey Objective

The 2008 Federal Human Capital Survey (FHCS) was conducted to collect data on Federal employees' perceptions about how effectively agencies are managing their workforces. The survey provides general indicators of how well the Federal Government is running its human resources management systems, serves as a tool for OPM to assess individual agencies and their progress on strategic management of human capital, and gives senior managers critical information to answer the question: What can I do to make my agency work better? OPM and agency managers will use the findings to develop policies and action plans for improving agency performance.

### Questionnaire Content

The questionnaire included 11 demographic questions and 74 items that measured Federal employees' perceptions about how effectively agencies manage their workforces. These 85 items are grouped into eight topic areas: Personal Work Experiences; Recruitment, Development, and Retention; Performance Culture; Leadership; Learning (Knowledge Management); Job Satisfaction; Benefits; and Demographics.

### Sample Design and Selection

The population of interest for the 2008 Federal Human Capital Survey was all employees from major Federal agencies represented on the President's Management Council and 54 small/independent agencies that chose to participate in the survey. *Results for small agencies with fewer than 800 employees are rolled up and presented as a "Small Agencies" line in this report.*

**Sample Type.** The sample was a probability sample; that is, each employee in the target population has a known, non-zero probability of selection. Probability sampling is a prerequisite to generalizing from survey respondents to the survey population.

**Sampling Frame.** The sampling frame was the lists of employees from all agencies participating in the survey. Employees were grouped into 916 sample subgroups corresponding to agency, subagency, and supervisory status reporting requirements.

**Sample Size and Selection.** A total of 463,545 employees were randomly selected to participate in the survey. In 11 agencies, at the agency's request, and the participating small/independent agencies all full-time permanent employees were invited to participate.

## **Data Collection**

**Mode/Method.** The 2008 Federal Human Capital Survey was a self-administered Web survey. OPM distributed paper versions of the survey to components of agencies that did not have electronic access.

**Response Rate.** Of the 417,128 employees receiving surveys, 212,223 completed the survey for a Governmentwide response rate of 51 percent.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
<b>All Responses</b>	<b>2008</b>	<b>212,223</b>	<b>39.7%</b>	<b>60.3%</b>	<b>55.7%</b>	<b>13.8%</b>	<b>18.0%</b>	<b>10.1%</b>	<b>2.3%</b>	<b>52.0%</b>	<b>48.0%</b>	<b>6.8%</b>	<b>93.2%</b>	<b>4.0%</b>	<b>4.1%</b>	<b>16.1%</b>	<b>0.7%</b>	<b>72.0%</b>	<b>3.0%</b>
	'06	221,479	39.8%	60.2%	54.4%	14.6%	18.3%	10.3%	2.4%	54.2%	45.8%	6.3%	93.7%	2.9%	4.1%	15.5%	0.7%	73.9%	2.9%
	'04	147,914	35.5%	64.5%	51.7%	13.9%	19.8%	11.9%	2.7%	56.6%	43.4%	5.9%	94.1%	----	----	----	----	----	----
<b>AID</b>	<b>2008</b>	<b>831</b>	<b>67.5%</b>	<b>32.5%</b>	<b>35.4%</b>	<b>12.6%</b>	<b>19.9%</b>	<b>20.5%</b>	<b>11.7%</b>	<b>47.7%</b>	<b>52.3%</b>	<b>3.9%</b>	<b>96.1%</b>	<b>0.7%</b>	<b>4.7%</b>	<b>25.8%</b>	<b>0.4%</b>	<b>66.0%</b>	<b>2.4%</b>
	'06	726	82.6%	17.4%	42.8%	16.8%	20.2%	13.8%	6.3%	45.7%	54.3%	4.8%	95.2%	0.6%	4.1%	29.0%	0.3%	63.2%	2.7%
	'04	803	70.4%	29.6%	34.9%	14.3%	20.0%	20.1%	10.7%	50.3%	49.7%	4.2%	95.8%	----	----	----	----	----	----
<b>BBG</b>	<b>2008</b>	<b>556</b>	<b>90.6%</b>	<b>9.4%</b>	<b>57.7%</b>	<b>14.6%</b>	<b>15.3%</b>	<b>10.1%</b>	<b>2.3%</b>	<b>61.0%</b>	<b>39.0%</b>	<b>5.4%</b>	<b>94.6%</b>	<b>0.2%</b>	<b>11.8%</b>	<b>19.2%</b>	<b>0.2%</b>	<b>65.4%</b>	<b>3.3%</b>
	'06	570	87.7%	12.3%	56.7%	13.3%	16.1%	11.1%	2.8%	59.3%	40.7%	9.3%	90.7%	0.5%	9.8%	19.6%	0.5%	66.0%	3.5%
	'04	543	82.7%	17.3%	57.3%	17.9%	13.6%	10.1%	1.1%	61.0%	39.0%	8.3%	91.7%	----	----	----	----	----	----
<b>CSOSA</b>	<b>2008</b>	<b>604</b>	<b>46.2%</b>	<b>53.8%</b>	<b>68.0%</b>	<b>11.6%</b>	<b>12.7%</b>	<b>6.0%</b>	<b>1.7%</b>	<b>35.3%</b>	<b>64.7%</b>	<b>4.8%</b>	<b>95.2%</b>	<b>0.5%</b>	<b>1.0%</b>	<b>79.1%</b>	<b>0.3%</b>	<b>15.7%</b>	<b>3.3%</b>
	'06	518	44.6%	55.4%	70.1%	9.3%	13.5%	6.2%	1.0%	34.6%	65.4%	5.0%	95.0%	0.2%	1.2%	77.6%	0.4%	17.2%	3.5%
	'04	554	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DHS</b>	<b>2008</b>	<b>9,550</b>	<b>25.0%</b>	<b>75.0%</b>	<b>47.7%</b>	<b>14.6%</b>	<b>22.8%</b>	<b>12.0%</b>	<b>2.9%</b>	<b>65.9%</b>	<b>34.1%</b>	<b>14.4%</b>	<b>85.6%</b>	<b>1.1%</b>	<b>3.7%</b>	<b>13.1%</b>	<b>0.9%</b>	<b>78.0%</b>	<b>3.2%</b>
	'06	10,373	26.3%	73.7%	41.5%	12.6%	28.4%	15.2%	2.3%	65.3%	34.7%	13.7%	86.3%	0.9%	3.6%	13.3%	0.8%	78.5%	2.9%
	'04	10,478	20.4%	79.6%	45.1%	12.6%	25.6%	15.1%	1.5%	66.6%	33.4%	13.5%	86.5%	----	----	----	----	----	----
<b>DOC</b>	<b>2008</b>	<b>3,556</b>	<b>65.9%</b>	<b>34.1%</b>	<b>46.4%</b>	<b>10.6%</b>	<b>25.8%</b>	<b>12.8%</b>	<b>4.4%</b>	<b>55.9%</b>	<b>44.1%</b>	<b>4.9%</b>	<b>95.1%</b>	<b>0.5%</b>	<b>9.7%</b>	<b>16.5%</b>	<b>0.6%</b>	<b>69.9%</b>	<b>2.8%</b>
	'06	5,204	63.0%	37.0%	44.5%	12.5%	25.5%	13.3%	4.2%	57.3%	42.7%	4.3%	95.7%	0.4%	8.8%	16.0%	0.4%	71.7%	2.7%
	'04	4,021	60.2%	39.8%	44.3%	13.6%	24.1%	13.8%	4.3%	58.4%	41.6%	3.2%	96.8%	----	----	----	----	----	----
<b>DOE</b>	<b>2008</b>	<b>6,093</b>	<b>42.3%</b>	<b>57.7%</b>	<b>68.6%</b>	<b>15.5%</b>	<b>9.3%</b>	<b>3.3%</b>	<b>3.2%</b>	<b>59.6%</b>	<b>40.4%</b>	<b>6.8%</b>	<b>93.2%</b>	<b>1.8%</b>	<b>3.9%</b>	<b>9.3%</b>	<b>0.5%</b>	<b>81.3%</b>	<b>3.3%</b>
	'06	7,742	42.3%	57.7%	68.4%	15.9%	9.0%	3.4%	3.3%	61.5%	38.5%	6.3%	93.7%	1.7%	3.7%	9.2%	0.4%	80.8%	4.3%
	'04	1,485	39.7%	60.3%	45.5%	11.9%	20.1%	10.4%	12.1%	67.1%	32.9%	4.7%	95.3%	----	----	----	----	----	----
<b>DOI</b>	<b>2008</b>	<b>27,030</b>	<b>33.9%</b>	<b>66.1%</b>	<b>55.0%</b>	<b>16.6%</b>	<b>17.2%</b>	<b>10.3%</b>	<b>0.8%</b>	<b>54.6%</b>	<b>45.4%</b>	<b>5.9%</b>	<b>94.1%</b>	<b>9.9%</b>	<b>1.7%</b>	<b>5.3%</b>	<b>0.6%</b>	<b>79.1%</b>	<b>3.4%</b>
	'06	25,507	32.5%	67.5%	54.4%	17.4%	17.6%	9.9%	0.7%	56.6%	43.4%	5.9%	94.1%	4.0%	1.7%	5.6%	0.6%	85.1%	3.1%
	'04	5,187	26.2%	73.8%	43.2%	13.6%	25.6%	16.3%	1.2%	57.8%	42.2%	5.0%	95.0%	----	----	----	----	----	----
<b>DOJ</b>	<b>2008</b>	<b>14,021</b>	<b>35.6%</b>	<b>64.4%</b>	<b>62.4%</b>	<b>12.7%</b>	<b>15.8%</b>	<b>6.5%</b>	<b>2.5%</b>	<b>48.4%</b>	<b>51.6%</b>	<b>9.3%</b>	<b>90.7%</b>	<b>0.8%</b>	<b>2.9%</b>	<b>17.6%</b>	<b>0.5%</b>	<b>75.7%</b>	<b>2.5%</b>
	'06	10,967	39.8%	60.2%	54.9%	14.0%	19.7%	8.5%	2.9%	52.5%	47.5%	8.5%	91.5%	0.6%	3.0%	18.7%	0.5%	74.9%	2.2%
	'04	7,701	36.0%	64.0%	50.8%	12.4%	22.8%	10.7%	3.2%	54.0%	46.0%	7.9%	92.1%	----	----	----	----	----	----
<b>DOL</b>	<b>2008</b>	<b>4,110</b>	<b>40.5%</b>	<b>59.5%</b>	<b>57.0%</b>	<b>10.4%</b>	<b>18.8%</b>	<b>11.2%</b>	<b>2.5%</b>	<b>50.8%</b>	<b>49.2%</b>	<b>7.2%</b>	<b>92.8%</b>	<b>0.8%</b>	<b>4.0%</b>	<b>20.0%</b>	<b>0.5%</b>	<b>71.8%</b>	<b>2.9%</b>
	'06	4,538	38.1%	61.9%	56.8%	10.3%	18.9%	11.5%	2.6%	52.7%	47.3%	7.8%	92.2%	0.8%	3.9%	20.1%	0.2%	72.4%	2.6%
	'04	4,082	34.9%	65.1%	61.4%	9.1%	18.0%	9.5%	2.1%	51.0%	49.0%	7.3%	92.7%	----	----	----	----	----	----
<b>DOT</b>	<b>2008</b>	<b>6,354</b>	<b>36.4%</b>	<b>63.6%</b>	<b>62.4%</b>	<b>13.0%</b>	<b>13.7%</b>	<b>7.3%</b>	<b>3.6%</b>	<b>63.5%</b>	<b>36.5%</b>	<b>8.3%</b>	<b>91.7%</b>	<b>1.3%</b>	<b>4.0%</b>	<b>15.8%</b>	<b>0.5%</b>	<b>75.3%</b>	<b>3.2%</b>
	'06	5,453	40.0%	60.0%	57.2%	14.5%	15.3%	8.5%	4.5%	64.2%	35.8%	8.9%	91.1%	0.8%	3.7%	16.9%	0.4%	75.3%	2.9%
	'04	4,951	39.8%	60.2%	57.7%	16.4%	14.6%	8.4%	3.0%	64.8%	35.2%	8.1%	91.9%	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
Educ	2008	2,393	69.5%	30.5%	70.1%	10.0%	12.0%	4.4%	3.4%	38.1%	61.9%	5.6%	94.4%	1.0%	4.1%	34.2%	0.5%	57.3%	2.9%
	'06	2,910	70.7%	29.3%	69.4%	11.8%	10.7%	4.6%	3.5%	38.9%	61.1%	4.8%	95.2%	0.7%	3.7%	34.6%	0.6%	57.0%	3.4%
	'04	2,408	67.2%	32.8%	69.6%	13.2%	9.6%	4.5%	3.0%	38.0%	62.0%	4.9%	95.1%	----	----	----	----	----	----
EEOC	2008	1,210	21.4%	78.6%	75.3%	5.7%	11.8%	5.6%	1.6%	31.3%	68.7%	15.9%	84.1%	1.5%	3.0%	43.3%	0.4%	48.6%	3.2%
	'06	1,173	23.7%	76.3%	71.6%	6.1%	14.9%	5.2%	2.1%	34.1%	65.9%	13.1%	86.9%	0.6%	3.2%	41.7%	0.3%	50.2%	4.0%
	'04	1,693	23.0%	77.0%	74.3%	6.1%	13.1%	4.6%	1.9%	32.3%	67.7%	13.3%	86.7%	----	----	----	----	----	----
EPA	2008	6,986	34.3%	65.7%	73.2%	13.0%	8.1%	3.6%	2.0%	46.6%	53.4%	6.0%	94.0%	0.8%	5.8%	17.5%	0.4%	72.3%	3.2%
	'06	9,115	34.3%	65.7%	71.2%	14.6%	8.4%	3.5%	2.3%	48.4%	51.6%	5.6%	94.4%	0.8%	5.1%	16.8%	0.4%	73.3%	3.7%
	'04	6,895	29.8%	70.2%	70.5%	15.0%	8.7%	4.0%	1.8%	50.6%	49.4%	5.3%	94.7%	----	----	----	----	----	----
FCC	2008	733	81.4%	18.6%	64.0%	15.8%	10.2%	7.6%	2.3%	44.9%	55.1%	4.2%	95.8%	0.6%	5.9%	27.6%	0.6%	62.5%	2.9%
	'06	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FERC	2008	671	88.8%	11.2%	57.5%	23.4%	9.7%	3.6%	5.8%	53.9%	46.1%	4.0%	96.0%	0.8%	6.4%	22.3%	0.3%	67.2%	3.1%
	'06	753	89.5%	10.5%	58.4%	22.3%	10.4%	3.1%	5.8%	53.3%	46.7%	3.5%	96.5%	0.1%	5.6%	23.9%	0.0%	66.9%	3.5%
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FTC	2008	560	76.4%	23.6%	51.3%	28.9%	11.3%	3.6%	5.0%	45.0%	55.0%	3.4%	96.6%	0.6%	4.6%	20.0%	0.2%	73.0%	1.7%
	'06	459	75.2%	24.8%	49.5%	32.0%	10.2%	3.9%	4.4%	45.8%	54.2%	3.7%	96.3%	0.4%	3.1%	18.5%	0.7%	75.2%	2.2%
	'04	616	75.5%	24.5%	54.4%	28.6%	8.6%	3.9%	4.5%	43.8%	56.2%	2.8%	97.2%	----	----	----	----	----	----
GSA	2008	3,396	43.6%	56.4%	54.9%	10.5%	19.1%	12.7%	2.7%	49.3%	50.7%	6.0%	94.0%	0.9%	4.2%	23.6%	0.6%	67.6%	3.0%
	'06	3,916	41.0%	59.0%	56.8%	11.9%	16.7%	12.5%	2.1%	47.9%	52.1%	5.5%	94.5%	0.8%	4.4%	22.6%	0.7%	68.8%	2.7%
	'04	2,869	41.4%	58.6%	57.7%	11.3%	16.7%	12.1%	2.2%	47.5%	52.5%	4.3%	95.7%	----	----	----	----	----	----
HHS	2008	22,730	51.0%	49.0%	65.3%	15.8%	12.1%	5.2%	1.5%	34.0%	66.0%	5.1%	94.9%	17.3%	6.0%	18.3%	0.5%	55.0%	2.9%
	'06	25,756	50.9%	49.1%	65.3%	16.4%	11.5%	5.4%	1.5%	35.8%	64.2%	4.8%	95.2%	14.7%	6.1%	17.5%	0.7%	58.1%	2.9%
	'04	4,653	47.8%	52.2%	48.8%	14.5%	22.1%	11.7%	2.9%	39.4%	60.6%	3.8%	96.2%	----	----	----	----	----	----
HUD	2008	3,467	31.4%	68.6%	70.0%	9.7%	11.5%	7.4%	1.4%	36.3%	63.7%	8.0%	92.0%	1.2%	4.1%	34.5%	0.6%	55.9%	3.7%
	'06	4,075	27.5%	72.5%	69.8%	11.2%	10.4%	7.5%	1.1%	38.6%	61.4%	8.0%	92.0%	1.1%	3.7%	32.9%	0.4%	58.6%	3.3%
	'04	5,343	27.9%	72.1%	71.6%	11.3%	9.3%	6.7%	1.1%	39.0%	61.0%	7.1%	92.9%	----	----	----	----	----	----
NARA	2008	1,370	49.3%	50.7%	60.4%	20.5%	10.6%	7.0%	1.5%	44.5%	55.5%	2.6%	97.4%	0.7%	1.8%	24.8%	0.3%	69.5%	2.9%
	'06	1,442	47.8%	52.2%	59.8%	21.1%	10.0%	7.8%	1.3%	43.7%	56.3%	2.4%	97.6%	0.4%	1.5%	23.7%	0.5%	70.9%	3.1%
	'04	1,415	43.4%	56.6%	63.3%	21.1%	8.8%	5.8%	1.1%	43.3%	56.7%	2.1%	97.9%	----	----	----	----	----	----
NASA	2008	4,375	14.2%	85.8%	52.5%	25.0%	12.0%	5.4%	5.2%	62.0%	38.0%	5.9%	94.1%	0.9%	5.3%	11.1%	0.5%	79.2%	3.0%
	'06	4,734	11.1%	88.9%	53.8%	23.8%	12.1%	5.6%	4.7%	64.4%	35.6%	6.4%	93.6%	1.1%	5.7%	10.4%	0.6%	78.6%	3.7%
	'04	4,766	9.7%	90.3%	51.7%	25.5%	12.4%	5.7%	4.7%	67.0%	33.0%	4.8%	95.2%	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
NCUA	2008	588	25.7%	74.3%	68.9%	15.1%	11.6%	1.2%	3.2%	53.7%	46.3%	4.6%	95.4%	0.3%	3.8%	12.1%	0.5%	80.6%	2.6%
	'06	623	27.4%	72.6%	70.9%	11.9%	12.2%	1.1%	3.9%	57.0%	43.0%	4.7%	95.3%	0.5%	3.7%	11.2%	0.5%	80.7%	3.4%
	'04	538	19.7%	80.3%	73.2%	11.7%	10.4%	1.5%	3.2%	58.2%	41.8%	5.2%	94.8%	----	----	----	----	----	----
NLRB	2008	803	27.5%	72.5%	65.3%	6.0%	14.9%	7.2%	6.6%	36.1%	63.9%	9.8%	90.2%	1.0%	3.4%	23.0%	0.4%	69.3%	2.8%
	'06	963	30.0%	70.0%	67.3%	5.1%	14.1%	8.9%	4.6%	37.4%	62.6%	8.9%	91.1%	0.5%	2.5%	23.0%	0.4%	70.8%	2.7%
	'04	979	28.4%	71.6%	69.2%	4.9%	14.4%	7.3%	4.3%	38.0%	62.0%	6.9%	93.1%	----	----	----	----	----	----
NRC	2008	2,179	74.7%	25.3%	71.3%	8.4%	12.0%	2.5%	5.9%	62.4%	37.6%	6.5%	93.5%	0.8%	8.5%	11.9%	0.4%	75.0%	3.5%
	'06	1,692	70.7%	29.3%	71.6%	9.4%	11.8%	1.7%	5.6%	64.1%	35.9%	5.0%	95.0%	0.4%	6.4%	10.6%	0.6%	78.6%	3.3%
	'04	1,876	69.3%	30.7%	72.7%	10.0%	9.9%	1.9%	5.5%	66.8%	33.2%	4.6%	95.4%	----	----	----	----	----	----
NSF	2008	583	98.6%	1.4%	53.3%	22.3%	9.8%	5.0%	9.6%	33.3%	66.7%	3.3%	96.7%	0.2%	5.1%	23.9%	0.0%	67.9%	3.0%
	'06	596	98.2%	1.8%	49.7%	23.7%	10.6%	5.5%	10.6%	37.9%	62.1%	3.0%	97.0%	0.5%	4.0%	21.8%	0.2%	72.0%	1.5%
	'04	778	97.6%	2.4%	52.8%	21.0%	10.4%	4.8%	11.1%	40.9%	59.1%	2.8%	97.2%	----	----	----	----	----	----
OMB	2008	253	99.6%	0.4%	68.0%	13.8%	3.2%	0.8%	14.2%	45.5%	54.5%	3.2%	96.8%	0.4%	6.1%	10.2%	0.0%	80.0%	3.3%
	'06	250	99.6%	0.4%	62.8%	20.0%	5.2%	0.4%	11.6%	44.4%	55.6%	2.4%	97.6%	0.0%	7.2%	12.0%	0.0%	79.9%	0.8%
	'04	249	98.8%	1.2%	67.9%	14.9%	4.0%	0.4%	12.9%	45.0%	55.0%	2.8%	97.2%	----	----	----	----	----	----
OPM	2008	2,932	36.3%	63.7%	79.0%	8.4%	8.3%	3.1%	1.3%	41.6%	58.4%	5.5%	94.5%	0.7%	2.1%	20.3%	0.8%	73.9%	2.2%
	'06	3,012	40.4%	59.6%	77.7%	9.0%	8.4%	3.5%	1.4%	40.6%	59.4%	4.7%	95.3%	0.6%	2.0%	23.7%	0.4%	70.4%	2.9%
	'04	1,539	56.9%	43.1%	73.8%	11.9%	7.9%	3.7%	2.7%	34.4%	65.6%	3.8%	96.2%	----	----	----	----	----	----
PBGC	2008	515	99.4%	0.6%	67.6%	12.6%	9.3%	7.6%	2.9%	41.7%	58.3%	5.0%	95.0%	0.4%	7.9%	36.6%	0.8%	50.5%	3.7%
	'06	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
RRB	2008	570	73.2%	26.8%	67.4%	12.6%	13.0%	5.4%	1.6%	33.5%	66.5%	5.6%	94.4%	0.4%	2.2%	33.3%	0.5%	61.2%	2.4%
	'06	680	70.9%	29.1%	70.9%	12.8%	11.0%	4.1%	1.2%	35.4%	64.6%	4.1%	95.9%	0.9%	1.3%	33.1%	0.3%	61.2%	3.2%
	'04	700	71.1%	28.9%	73.0%	11.9%	9.7%	3.9%	1.6%	34.0%	66.0%	4.3%	95.7%	----	----	----	----	----	----
SBA	2008	1,618	30.9%	69.1%	64.7%	12.0%	12.1%	8.9%	2.3%	43.3%	56.7%	11.7%	88.3%	1.0%	4.3%	26.4%	1.1%	64.7%	2.5%
	'06	1,447	30.1%	69.9%	61.8%	10.7%	14.7%	10.1%	2.8%	43.7%	56.3%	12.8%	87.2%	0.8%	3.5%	24.9%	1.1%	65.5%	4.1%
	'04	1,661	26.4%	73.6%	65.4%	9.4%	15.2%	8.2%	1.8%	44.1%	55.9%	10.9%	89.1%	----	----	----	----	----	----
SEC	2008	1,605	56.8%	43.2%	67.9%	11.0%	13.8%	4.7%	2.7%	48.7%	51.3%	6.4%	93.6%	0.4%	7.5%	19.4%	0.5%	69.3%	2.9%
	'06	1,905	54.9%	45.1%	65.8%	12.5%	14.1%	5.0%	2.5%	51.3%	48.7%	5.2%	94.8%	0.4%	6.4%	16.9%	0.3%	72.3%	3.7%
	'04	2,166	48.8%	51.2%	67.3%	13.9%	12.0%	4.8%	1.9%	49.5%	50.5%	4.5%	95.5%	----	----	----	----	----	----
SSA	2008	5,959	34.0%	66.0%	52.9%	7.9%	20.0%	17.0%	2.3%	31.8%	68.2%	10.9%	89.1%	1.0%	3.3%	29.8%	0.5%	61.8%	3.6%
	'06	1,317	23.3%	76.7%	36.8%	5.8%	22.7%	26.9%	7.8%	33.0%	67.0%	11.5%	88.5%	1.2%	2.6%	24.8%	0.3%	67.8%	3.3%
	'04	1,172	24.7%	75.3%	39.0%	6.7%	20.1%	26.3%	8.0%	36.9%	63.1%	10.2%	89.8%	----	----	----	----	----	----
State	2008	1,720	38.1%	61.9%	27.3%	9.1%	21.6%	23.4%	18.5%	58.9%	41.1%	5.9%	94.1%	0.9%	4.2%	16.4%	0.4%	75.0%	3.1%
	'06	1,310	41.4%	58.6%	17.4%	7.7%	18.2%	22.7%	34.0%	60.0%	40.0%	5.2%	94.8%	0.7%	4.0%	12.9%	0.5%	78.5%	3.4%
	'04	1,272	41.7%	58.3%	17.7%	7.5%	17.5%	21.5%	35.8%	60.7%	39.3%	4.2%	95.8%	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Work Location		Supervisor Status					Sex		Hispanic or Latino		Race						
		# of Respondents*	HQ	Field	NonSup	Team Leader	Sup	Mgr	Executive	Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races
Treas	2008	8,656	44.8%	55.2%	60.9%	12.9%	14.8%	7.9%	3.6%	51.6%	48.4%	6.3%	93.7%	0.9%	4.8%	23.7%	0.5%	67.6%	2.6%
	'06	7,042	44.1%	55.9%	55.0%	14.7%	17.0%	8.9%	4.3%	51.4%	48.6%	5.0%	95.0%	0.6%	3.6%	20.1%	0.5%	73.0%	2.2%
	'04	5,677	42.2%	57.8%	53.9%	14.4%	18.4%	8.6%	4.8%	48.3%	51.7%	4.7%	95.3%	----	----	----	----	----	----
USDA	2008	13,692	27.9%	72.1%	53.3%	12.4%	21.8%	11.0%	1.5%	50.6%	49.4%	5.4%	94.6%	1.6%	2.9%	13.1%	0.4%	79.3%	2.7%
	'06	13,601	31.5%	68.5%	54.3%	12.2%	21.3%	10.8%	1.4%	52.6%	47.4%	5.4%	94.6%	1.3%	2.5%	14.0%	0.4%	79.6%	2.3%
	'04	10,404	29.6%	70.4%	48.8%	12.8%	23.5%	13.3%	1.6%	55.4%	44.6%	4.8%	95.2%	----	----	----	----	----	----
VA	2008	3,283	30.4%	69.6%	45.4%	11.4%	23.5%	14.7%	4.9%	49.0%	51.0%	5.8%	94.2%	1.5%	3.2%	20.3%	0.7%	71.0%	3.3%
	'06	3,144	27.6%	72.4%	47.7%	9.7%	24.2%	13.4%	5.0%	48.3%	51.7%	6.8%	93.2%	1.6%	2.5%	19.6%	0.6%	72.9%	2.8%
	'04	3,344	22.0%	78.0%	49.6%	10.3%	22.5%	13.8%	3.8%	50.9%	49.1%	5.3%	94.7%	----	----	----	----	----	----
Small Agencies	2008	3,227	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'06	4,141	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	3,679	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
DoD All	2008	43,444	39.5%	60.5%	41.5%	13.8%	26.8%	16.4%	1.4%	63.1%	36.9%	6.2%	93.8%	1.2%	4.7%	13.4%	1.4%	76.1%	3.1%
	'06	50,740	39.1%	60.9%	41.3%	15.1%	25.9%	16.4%	1.3%	64.8%	35.2%	5.5%	94.5%	1.0%	4.6%	13.1%	1.3%	77.3%	2.8%
	'04	40,196	33.8%	66.2%	42.6%	15.2%	24.7%	16.4%	1.1%	66.2%	33.8%	4.4%	95.6%	----	----	----	----	----	----
USACE	2008	5,035	31.0%	69.0%	52.7%	15.7%	20.2%	11.1%	0.3%	64.8%	35.2%	4.4%	95.6%	1.5%	5.2%	9.0%	0.9%	80.5%	2.9%
	'06	5,154	29.5%	70.5%	50.2%	19.2%	18.6%	11.5%	0.5%	66.4%	33.6%	3.8%	96.2%	1.2%	5.1%	8.5%	0.8%	82.4%	2.1%
	'04	6,295	26.2%	73.8%	52.1%	18.5%	18.1%	11.0%	0.3%	68.4%	31.6%	3.4%	96.6%	----	----	----	----	----	----
Air Force	2008	8,971	26.8%	73.2%	36.8%	12.8%	28.2%	21.0%	1.2%	68.5%	31.5%	7.0%	93.0%	1.2%	3.7%	9.5%	2.0%	80.4%	3.2%
	'06	10,078	27.1%	72.9%	36.6%	13.9%	28.0%	20.2%	1.3%	71.4%	28.6%	6.9%	93.1%	1.2%	3.4%	9.5%	1.6%	81.2%	3.1%
	'04	8,696	27.4%	72.6%	38.8%	13.2%	25.9%	21.2%	0.9%	71.8%	28.2%	6.2%	93.8%	----	----	----	----	----	----
Army	2008	11,658	56.5%	43.5%	40.8%	14.1%	28.5%	15.3%	1.2%	63.6%	36.4%	7.9%	92.1%	1.3%	3.1%	16.6%	1.0%	74.6%	3.4%
	'06	13,746	56.0%	44.0%	42.2%	15.7%	25.9%	15.1%	1.1%	63.5%	36.5%	6.8%	93.2%	1.0%	3.1%	15.9%	0.8%	76.4%	2.7%
	'04	8,408	47.3%	52.7%	39.9%	14.8%	27.2%	17.0%	1.1%	64.8%	35.2%	4.9%	95.1%	----	----	----	----	----	----
Navy	2008	9,578	40.1%	59.9%	39.3%	15.1%	27.5%	16.5%	1.5%	63.5%	36.5%	4.9%	95.1%	1.1%	7.8%	11.9%	2.0%	74.1%	3.1%
	'06	12,620	38.8%	61.2%	38.0%	16.0%	27.4%	17.4%	1.3%	66.0%	34.0%	4.2%	95.8%	0.7%	7.2%	11.6%	2.1%	75.6%	2.8%
	'04	9,512	35.9%	64.1%	39.0%	17.1%	26.0%	16.5%	1.3%	66.0%	34.0%	3.3%	96.7%	----	----	----	----	----	----
Marine Corps	2008	797	43.5%	56.5%	33.4%	11.7%	32.6%	20.5%	1.9%	65.7%	34.3%	5.1%	94.9%	0.8%	2.8%	15.7%	1.3%	76.3%	3.1%
	'06	912	40.5%	59.5%	35.9%	14.2%	29.6%	19.2%	1.1%	66.8%	33.2%	6.1%	93.9%	1.3%	3.9%	14.9%	1.5%	75.4%	3.1%
	'04	765	32.8%	67.2%	37.5%	14.6%	27.7%	19.2%	0.9%	66.9%	33.1%	3.3%	96.7%	----	----	----	----	----	----
Other DoD	2008	7,405	32.9%	67.1%	44.6%	11.6%	25.6%	15.9%	2.4%	54.0%	46.0%	5.6%	94.4%	1.1%	4.0%	17.7%	1.1%	73.2%	2.9%
	'06	8,230	31.7%	68.3%	45.7%	11.6%	25.1%	15.2%	2.5%	56.0%	44.0%	4.9%	95.1%	0.8%	4.5%	17.5%	0.8%	73.6%	2.8%
	'04	6,520	29.6%	70.4%	47.9%	12.5%	23.7%	13.9%	2.0%	58.5%	41.5%	4.3%	95.7%	----	----	----	----	----	----

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	# of Respondents*	Leaving				Retiring				Age Group						
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
<b>All Responses</b>	<b>2008</b>	<b>212,223</b>	<b>68.6%</b>	<b>6.5%</b>	<b>17.9%</b>	<b>3.1%</b>	<b>3.9%</b>	<b>4.0%</b>	<b>11.7%</b>	<b>12.6%</b>	<b>71.7%</b>	<b>1.1%</b>	<b>3.1%</b>	<b>14.1%</b>	<b>30.7%</b>	<b>39.3%</b>	<b>11.8%</b>
	'06	221,479	69.2%	6.6%	16.4%	3.6%	4.2%	4.2%	11.6%	12.9%	71.3%	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%
	'04	147,914	70.4%	6.6%	15.7%	3.5%	3.8%	4.2%	11.4%	13.4%	71.0%	----	----	14.5%	32.6%	40.1%	8.9%
<b>AID</b>	<b>2008</b>	<b>831</b>	<b>67.1%</b>	<b>8.4%</b>	<b>13.5%</b>	<b>5.9%</b>	<b>5.1%</b>	<b>6.0%</b>	<b>14.9%</b>	<b>16.0%</b>	<b>63.1%</b>	<b>0.0%</b>	<b>1.9%</b>	<b>13.0%</b>	<b>31.8%</b>	<b>40.7%</b>	<b>12.6%</b>
	'06	726	66.3%	7.9%	16.0%	6.2%	3.7%	4.8%	17.5%	14.5%	63.2%	0.4%	2.2%	14.2%	30.0%	41.7%	11.4%
	'04	803	66.3%	9.5%	14.6%	6.1%	3.6%	6.7%	18.4%	15.4%	59.4%	----	----	11.1%	29.8%	45.6%	12.8%
<b>BBG</b>	<b>2008</b>	<b>556</b>	<b>65.1%</b>	<b>6.3%</b>	<b>18.0%</b>	<b>4.3%</b>	<b>6.3%</b>	<b>3.6%</b>	<b>11.9%</b>	<b>13.8%</b>	<b>70.7%</b>	<b>0.5%</b>	<b>0.9%</b>	<b>9.4%</b>	<b>29.5%</b>	<b>41.0%</b>	<b>18.7%</b>
	'06	570	64.9%	8.8%	16.8%	3.9%	5.6%	4.4%	13.9%	12.5%	69.3%	0.4%	0.9%	10.7%	30.4%	41.4%	16.3%
	'04	543	66.7%	7.4%	16.2%	5.5%	4.2%	4.8%	12.5%	12.0%	70.7%	----	----	10.5%	31.7%	41.6%	14.2%
<b>CSOSA</b>	<b>2008</b>	<b>604</b>	<b>57.3%</b>	<b>3.1%</b>	<b>32.8%</b>	<b>1.0%</b>	<b>5.8%</b>	<b>2.0%</b>	<b>4.8%</b>	<b>6.0%</b>	<b>87.3%</b>	<b>2.6%</b>	<b>6.3%</b>	<b>39.9%</b>	<b>30.3%</b>	<b>18.2%</b>	<b>2.6%</b>
	'06	518	52.7%	4.2%	34.4%	1.4%	7.3%	3.7%	6.6%	7.1%	82.6%	2.7%	10.8%	39.8%	26.6%	18.5%	1.5%
	'04	554	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DHS</b>	<b>2008</b>	<b>9,550</b>	<b>64.0%</b>	<b>4.3%</b>	<b>24.4%</b>	<b>2.8%</b>	<b>4.6%</b>	<b>2.6%</b>	<b>8.8%</b>	<b>9.6%</b>	<b>79.0%</b>	<b>1.5%</b>	<b>4.6%</b>	<b>21.8%</b>	<b>33.5%</b>	<b>30.5%</b>	<b>8.1%</b>
	'06	10,373	64.2%	5.5%	22.0%	3.6%	4.8%	3.6%	10.6%	11.0%	74.8%	0.6%	2.6%	20.4%	35.5%	34.1%	6.7%
	'04	10,478	66.9%	5.2%	20.1%	3.8%	3.9%	3.5%	9.6%	11.6%	75.3%	----	----	22.3%	36.2%	31.9%	5.8%
<b>DOC</b>	<b>2008</b>	<b>3,556</b>	<b>71.2%</b>	<b>4.6%</b>	<b>15.9%</b>	<b>4.3%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>10.3%</b>	<b>10.0%</b>	<b>77.1%</b>	<b>2.4%</b>	<b>4.5%</b>	<b>17.2%</b>	<b>33.3%</b>	<b>31.3%</b>	<b>11.3%</b>
	'06	5,204	71.5%	6.4%	13.9%	4.1%	4.2%	4.2%	9.8%	10.5%	75.4%	2.4%	3.9%	18.8%	31.4%	34.4%	9.1%
	'04	4,021	73.0%	5.7%	13.2%	4.2%	3.8%	4.2%	11.2%	10.9%	73.7%	----	----	19.2%	32.1%	34.9%	9.5%
<b>DOE</b>	<b>2008</b>	<b>6,093</b>	<b>68.4%</b>	<b>6.7%</b>	<b>15.7%</b>	<b>4.6%</b>	<b>4.5%</b>	<b>4.4%</b>	<b>13.3%</b>	<b>13.0%</b>	<b>69.3%</b>	<b>1.0%</b>	<b>3.4%</b>	<b>12.5%</b>	<b>29.2%</b>	<b>41.3%</b>	<b>12.7%</b>
	'06	7,742	69.8%	7.5%	14.2%	4.6%	3.9%	4.7%	13.3%	13.9%	68.1%	1.1%	2.5%	11.9%	31.4%	43.0%	10.2%
	'04	1,485	72.4%	8.8%	10.0%	5.1%	3.6%	6.8%	14.5%	15.2%	63.5%	----	----	10.0%	30.5%	46.2%	11.1%
<b>DOI</b>	<b>2008</b>	<b>27,030</b>	<b>67.8%</b>	<b>6.8%</b>	<b>18.2%</b>	<b>3.2%</b>	<b>4.0%</b>	<b>4.3%</b>	<b>11.9%</b>	<b>13.1%</b>	<b>70.6%</b>	<b>0.8%</b>	<b>2.5%</b>	<b>14.0%</b>	<b>29.0%</b>	<b>42.8%</b>	<b>10.9%</b>
	'06	25,507	69.0%	6.6%	16.3%	3.7%	4.4%	4.3%	11.6%	13.6%	70.5%	0.7%	2.6%	14.4%	30.7%	43.6%	8.1%
	'04	5,187	71.3%	7.0%	15.2%	2.8%	3.6%	4.3%	11.4%	15.0%	69.2%	----	----	12.6%	31.9%	44.3%	8.0%
<b>DOJ</b>	<b>2008</b>	<b>14,021</b>	<b>74.2%</b>	<b>4.3%</b>	<b>15.0%</b>	<b>3.2%</b>	<b>3.4%</b>	<b>2.6%</b>	<b>9.4%</b>	<b>11.1%</b>	<b>76.9%</b>	<b>1.2%</b>	<b>3.8%</b>	<b>21.9%</b>	<b>36.3%</b>	<b>29.8%</b>	<b>6.9%</b>
	'06	10,967	72.2%	4.7%	15.5%	4.0%	3.6%	2.8%	9.1%	10.9%	77.2%	1.1%	3.6%	23.9%	37.5%	28.5%	5.3%
	'04	7,701	72.9%	4.6%	15.1%	3.8%	3.6%	2.9%	8.6%	10.8%	77.7%	----	----	23.9%	39.2%	28.5%	4.4%
<b>DOL</b>	<b>2008</b>	<b>4,110</b>	<b>66.1%</b>	<b>8.4%</b>	<b>17.6%</b>	<b>3.6%</b>	<b>4.3%</b>	<b>4.9%</b>	<b>13.8%</b>	<b>13.2%</b>	<b>68.1%</b>	<b>1.0%</b>	<b>3.6%</b>	<b>13.8%</b>	<b>28.3%</b>	<b>39.3%</b>	<b>14.0%</b>
	'06	4,538	70.6%	7.7%	14.0%	3.6%	4.1%	4.3%	13.8%	13.8%	68.0%	0.9%	3.5%	13.8%	27.6%	42.8%	11.4%
	'04	4,082	71.2%	6.7%	14.7%	3.8%	3.6%	4.2%	11.0%	13.2%	71.6%	----	----	15.8%	27.1%	42.2%	9.9%
<b>DOT</b>	<b>2008</b>	<b>6,354</b>	<b>70.2%</b>	<b>6.5%</b>	<b>16.9%</b>	<b>2.6%</b>	<b>3.7%</b>	<b>4.2%</b>	<b>11.6%</b>	<b>13.5%</b>	<b>70.8%</b>	<b>0.6%</b>	<b>3.2%</b>	<b>12.2%</b>	<b>31.2%</b>	<b>38.9%</b>	<b>14.0%</b>
	'06	5,453	67.4%	7.1%	17.4%	4.3%	3.9%	4.8%	12.5%	12.9%	69.8%	1.1%	3.1%	14.4%	30.5%	40.0%	11.0%
	'04	4,951	70.0%	7.4%	15.5%	3.6%	3.5%	4.8%	10.7%	13.8%	70.7%	----	----	15.4%	30.6%	40.6%	10.4%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	# of Respondents*	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
Educ	2008	2,393	64.7%	5.3%	21.8%	3.6%	4.6%	3.3%	11.9%	11.4%	73.4%	1.4%	3.9%	17.7%	27.5%	34.5%	15.0%
	'06	2,910	63.0%	6.5%	21.4%	4.4%	4.6%	4.2%	11.1%	13.0%	71.7%	1.5%	3.4%	17.5%	28.5%	38.4%	10.9%
	'04	2,408	65.1%	6.2%	17.8%	5.5%	5.3%	4.5%	10.3%	13.5%	71.8%	----	----	17.2%	26.6%	40.1%	10.8%
EEOC	2008	1,210	68.7%	6.0%	19.0%	2.3%	4.0%	3.4%	11.5%	14.5%	70.7%	0.7%	2.0%	14.0%	29.3%	40.7%	13.3%
	'06	1,173	68.6%	8.3%	16.0%	3.1%	4.0%	5.4%	11.6%	14.3%	68.7%	0.2%	1.3%	13.4%	29.0%	42.7%	13.5%
	'04	1,693	71.9%	5.5%	15.0%	3.8%	3.7%	2.8%	10.3%	12.6%	74.3%	----	----	17.6%	28.5%	40.7%	9.5%
EPA	2008	6,986	74.3%	5.2%	14.2%	2.6%	3.6%	3.3%	10.2%	10.4%	76.0%	1.1%	4.0%	14.0%	31.7%	37.0%	12.2%
	'06	9,115	75.4%	4.9%	12.9%	2.9%	4.0%	2.9%	9.4%	10.8%	76.9%	1.7%	3.7%	15.0%	33.8%	36.4%	9.6%
	'04	6,895	75.4%	5.1%	12.4%	3.3%	3.8%	3.0%	8.6%	10.8%	77.7%	----	----	16.2%	34.5%	36.5%	8.7%
FCC	2008	733	70.8%	6.4%	13.1%	5.2%	4.5%	3.1%	13.2%	12.1%	71.5%	1.6%	1.9%	13.2%	30.2%	40.4%	12.7%
	'06	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FERC	2008	671	71.1%	4.3%	13.6%	5.5%	5.5%	2.7%	10.3%	11.0%	76.0%	3.9%	9.5%	18.3%	21.8%	32.2%	14.3%
	'06	753	72.6%	5.8%	10.5%	5.4%	5.6%	3.9%	12.0%	11.4%	72.8%	6.0%	6.9%	14.9%	24.3%	37.1%	10.9%
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FTC	2008	560	67.7%	3.8%	14.3%	8.4%	5.9%	2.9%	8.2%	8.4%	80.5%	1.1%	4.1%	26.1%	28.8%	30.9%	9.1%
	'06	459	69.3%	4.8%	10.5%	10.7%	4.8%	2.2%	9.2%	8.1%	80.6%	2.0%	4.4%	27.2%	28.3%	32.2%	5.9%
	'04	616	66.2%	5.2%	10.6%	9.7%	8.3%	4.1%	8.9%	8.1%	78.9%	----	----	24.9%	27.5%	30.9%	6.5%
GSA	2008	3,396	67.7%	7.6%	18.9%	2.3%	3.5%	4.9%	13.2%	12.2%	69.6%	1.9%	4.2%	12.4%	30.4%	38.6%	12.5%
	'06	3,916	68.2%	7.4%	17.8%	2.8%	3.8%	4.8%	13.5%	12.4%	69.3%	2.8%	3.9%	13.2%	30.2%	40.9%	9.0%
	'04	2,869	70.8%	7.2%	16.4%	2.6%	3.0%	4.7%	12.5%	15.5%	67.3%	----	----	12.8%	29.3%	43.4%	9.5%
HHS	2008	22,730	67.7%	5.1%	19.2%	3.5%	4.5%	3.2%	9.1%	10.5%	77.2%	0.8%	3.1%	17.5%	30.0%	35.9%	12.6%
	'06	25,756	69.0%	5.2%	16.6%	4.3%	4.8%	3.2%	9.4%	10.6%	76.7%	0.9%	3.7%	18.6%	30.7%	35.8%	10.2%
	'04	4,653	68.7%	6.8%	15.9%	4.9%	3.7%	4.3%	11.0%	13.9%	70.8%	----	----	14.9%	29.1%	41.1%	11.5%
HUD	2008	3,467	68.2%	8.5%	16.8%	3.0%	3.5%	4.6%	15.3%	15.4%	64.7%	0.6%	1.6%	8.8%	26.0%	42.7%	20.3%
	'06	4,075	69.9%	9.0%	14.6%	3.0%	3.5%	5.2%	15.0%	15.6%	64.1%	0.3%	1.6%	9.4%	26.7%	46.3%	15.8%
	'04	5,343	72.7%	7.4%	13.4%	3.2%	3.3%	4.0%	13.0%	14.4%	68.6%	----	----	11.7%	27.6%	44.2%	13.4%
NARA	2008	1,370	69.6%	5.1%	18.2%	3.0%	4.2%	2.3%	10.9%	10.1%	76.6%	1.2%	3.4%	15.3%	29.7%	36.6%	13.7%
	'06	1,442	67.1%	5.6%	20.0%	3.2%	4.1%	3.3%	8.9%	10.5%	77.3%	1.7%	4.4%	16.6%	30.7%	37.4%	9.2%
	'04	1,415	67.0%	4.6%	19.1%	4.1%	5.2%	3.0%	9.5%	10.0%	77.5%	----	----	19.4%	27.3%	35.5%	8.9%
NASA	2008	4,375	74.9%	5.9%	11.9%	2.9%	4.5%	3.8%	10.8%	12.1%	73.3%	0.8%	2.0%	9.9%	38.4%	37.9%	11.1%
	'06	4,734	76.5%	5.2%	10.1%	4.3%	3.9%	3.5%	8.3%	11.2%	77.0%	1.5%	2.3%	12.3%	40.7%	34.1%	9.1%
	'04	4,766	75.2%	6.0%	10.8%	3.8%	4.2%	3.8%	9.7%	10.7%	75.8%	----	----	14.8%	39.8%	31.7%	10.4%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	# of Respondents*	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
NCUA	2008	588	76.9%	4.9%	11.9%	3.4%	2.9%	2.9%	9.4%	9.4%	78.4%	2.4%	3.4%	16.5%	37.6%	31.6%	8.5%
	'06	623	80.1%	2.6%	9.8%	4.7%	2.9%	1.9%	7.9%	9.0%	81.2%	2.1%	2.2%	20.2%	37.1%	32.3%	6.1%
	'04	538	77.7%	3.9%	7.8%	5.8%	4.8%	3.2%	5.9%	12.6%	78.3%	----	----	18.8%	39.5%	34.1%	4.5%
NLRB	2008	803	70.7%	8.7%	12.3%	4.4%	3.9%	5.9%	13.0%	15.1%	66.1%	0.7%	3.4%	16.3%	24.3%	39.5%	15.8%
	'06	963	73.7%	5.6%	12.2%	4.2%	4.4%	2.9%	12.3%	12.7%	72.2%	1.5%	5.0%	18.0%	25.5%	39.9%	10.2%
	'04	979	73.5%	4.7%	12.1%	5.8%	3.9%	2.2%	8.8%	13.6%	75.4%	----	----	18.1%	25.2%	37.9%	9.5%
NRC	2008	2,179	79.6%	4.8%	9.3%	3.9%	2.4%	3.3%	10.3%	10.3%	76.0%	3.0%	6.8%	13.4%	27.4%	35.9%	13.5%
	'06	1,692	77.4%	5.7%	10.4%	3.1%	3.5%	4.5%	9.7%	12.8%	73.1%	2.5%	5.1%	12.2%	31.0%	37.5%	11.7%
	'04	1,876	78.8%	5.3%	9.8%	3.0%	3.0%	3.1%	10.9%	10.8%	75.2%	----	----	12.7%	31.7%	36.4%	12.0%
NSF	2008	583	71.4%	5.5%	15.8%	3.6%	3.8%	2.7%	13.6%	12.7%	71.0%	0.5%	2.7%	14.8%	26.8%	37.0%	18.2%
	'06	596	71.5%	6.9%	14.4%	2.2%	5.0%	4.0%	12.9%	13.1%	70.0%	0.8%	1.3%	15.9%	26.2%	38.9%	16.8%
	'04	778	62.7%	5.5%	16.2%	5.5%	10.0%	4.2%	11.4%	11.7%	72.6%	----	----	17.1%	23.3%	38.0%	16.2%
OMB	2008	253	61.3%	3.6%	21.7%	8.7%	4.7%	3.6%	5.1%	4.7%	86.6%	2.8%	14.2%	37.9%	22.9%	16.2%	5.9%
	'06	250	56.0%	4.4%	19.2%	12.0%	8.4%	3.6%	8.0%	4.8%	83.6%	2.4%	11.2%	40.4%	20.4%	18.4%	7.2%
	'04	249	57.8%	6.0%	18.1%	8.4%	9.6%	4.4%	6.4%	8.4%	80.7%	----	----	36.1%	21.7%	22.5%	6.4%
OPM	2008	2,932	69.8%	5.2%	20.7%	1.4%	2.9%	3.1%	11.1%	11.1%	74.7%	2.3%	6.7%	16.7%	30.1%	35.5%	8.7%
	'06	3,012	67.6%	6.0%	20.3%	2.0%	4.1%	3.8%	11.5%	13.3%	71.4%	1.6%	4.4%	15.2%	32.9%	38.4%	7.5%
	'04	1,539	64.8%	5.8%	21.8%	2.6%	4.9%	4.1%	10.1%	12.6%	73.2%	----	----	19.2%	33.1%	35.6%	7.1%
PBGC	2008	515	61.6%	4.9%	26.0%	2.9%	4.7%	3.3%	9.5%	7.8%	79.4%	2.3%	2.3%	23.1%	32.0%	30.3%	9.9%
	'06	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
RRB	2008	570	82.1%	8.1%	7.0%	1.2%	1.6%	3.3%	19.6%	17.0%	60.0%	0.2%	0.7%	6.3%	30.4%	50.5%	11.9%
	'06	680	79.9%	8.1%	9.0%	1.3%	1.8%	3.1%	15.1%	19.3%	62.5%	0.3%	0.6%	8.5%	35.4%	48.4%	6.8%
	'04	700	80.3%	10.1%	6.3%	1.0%	2.3%	6.7%	12.6%	15.4%	65.3%	----	----	12.9%	33.0%	45.5%	7.7%
SBA	2008	1,618	69.8%	6.5%	18.3%	1.9%	3.5%	3.8%	14.7%	13.5%	68.0%	0.5%	1.2%	8.8%	27.5%	43.8%	18.2%
	'06	1,447	67.9%	5.0%	19.3%	4.0%	3.8%	3.3%	13.7%	17.3%	65.7%	0.3%	1.2%	9.8%	28.1%	46.3%	14.4%
	'04	1,661	66.8%	8.0%	16.6%	4.0%	4.6%	5.4%	13.5%	15.4%	65.7%	----	----	11.1%	27.6%	46.0%	14.4%
SEC	2008	1,605	72.5%	3.2%	9.5%	8.8%	5.9%	1.5%	5.9%	6.6%	86.0%	0.4%	4.5%	31.1%	32.1%	24.2%	7.6%
	'06	1,905	71.7%	2.8%	7.8%	12.1%	5.6%	1.8%	5.8%	5.7%	86.7%	1.7%	6.5%	33.2%	30.8%	21.9%	5.8%
	'04	2,166	74.6%	2.8%	6.5%	10.5%	5.7%	1.8%	4.9%	5.1%	88.1%	----	----	33.9%	28.2%	20.1%	5.0%
SSA	2008	5,959	76.7%	9.5%	9.9%	1.5%	2.3%	5.3%	15.4%	14.4%	64.9%	0.7%	4.0%	14.1%	24.5%	43.6%	13.0%
	'06	1,317	78.6%	10.5%	6.4%	2.7%	1.8%	6.2%	17.4%	15.9%	60.5%	1.7%	3.0%	13.4%	24.0%	48.3%	9.7%
	'04	1,172	79.1%	9.6%	6.1%	3.0%	2.2%	5.0%	17.8%	15.9%	61.3%	----	----	10.7%	24.3%	52.4%	7.8%
State	2008	1,720	72.8%	7.3%	11.2%	5.3%	3.4%	4.0%	14.2%	16.4%	65.5%	0.8%	4.0%	16.9%	28.8%	37.9%	11.5%
	'06	1,310	73.4%	10.8%	7.9%	5.0%	3.1%	7.5%	15.7%	17.8%	59.0%	0.5%	1.8%	11.9%	27.6%	47.5%	10.7%
	'04	1,272	75.3%	9.2%	6.9%	5.3%	3.3%	5.7%	16.7%	18.2%	59.4%	----	----	11.9%	29.2%	48.7%	8.0%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	# of Respondents*	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
<b>Treas</b>	<b>2008</b>	<b>8,656</b>	<b>73.0%</b>	<b>6.1%</b>	<b>14.1%</b>	<b>3.0%</b>	<b>3.7%</b>	<b>4.0%</b>	<b>11.5%</b>	<b>13.1%</b>	<b>71.4%</b>	<b>2.1%</b>	<b>3.3%</b>	<b>12.6%</b>	<b>32.9%</b>	<b>38.6%</b>	<b>10.4%</b>
	'06	7,042	74.9%	6.7%	12.1%	2.8%	3.4%	4.1%	12.2%	13.2%	70.5%	1.4%	2.7%	14.0%	34.0%	40.8%	7.1%
	'04	5,677	73.6%	6.2%	13.8%	3.2%	3.2%	3.8%	11.5%	13.3%	71.4%	----	----	16.2%	34.8%	39.9%	5.7%
<b>USDA</b>	<b>2008</b>	<b>13,692</b>	<b>71.9%</b>	<b>7.0%</b>	<b>14.7%</b>	<b>3.0%</b>	<b>3.4%</b>	<b>4.3%</b>	<b>12.1%</b>	<b>13.6%</b>	<b>70.0%</b>	<b>1.1%</b>	<b>3.4%</b>	<b>12.7%</b>	<b>29.2%</b>	<b>42.2%</b>	<b>11.4%</b>
	'06	13,601	73.2%	6.6%	13.8%	3.1%	3.4%	3.9%	11.8%	13.4%	70.9%	1.4%	2.9%	13.3%	31.5%	41.9%	9.1%
	'04	10,404	74.1%	6.7%	12.8%	2.7%	3.7%	4.3%	11.1%	13.6%	71.0%	----	----	13.3%	33.5%	41.2%	8.4%
<b>VA</b>	<b>2008</b>	<b>3,283</b>	<b>71.0%</b>	<b>7.2%</b>	<b>16.1%</b>	<b>2.0%</b>	<b>3.7%</b>	<b>4.4%</b>	<b>11.8%</b>	<b>12.8%</b>	<b>71.0%</b>	<b>0.7%</b>	<b>3.1%</b>	<b>12.8%</b>	<b>29.5%</b>	<b>41.9%</b>	<b>12.0%</b>
	'06	3,144	71.2%	7.5%	13.9%	3.6%	3.8%	5.1%	12.6%	14.3%	68.0%	0.7%	2.4%	11.8%	26.8%	47.5%	10.7%
	'04	3,344	72.9%	8.2%	12.4%	3.6%	2.9%	5.3%	13.1%	14.6%	67.1%	----	----	12.7%	26.6%	49.3%	8.5%
<b>Small Agencies</b>	<b>2008</b>	<b>3,227</b>	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'06	4,141	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	3,679	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DoD All</b>	<b>2008</b>	<b>43,444</b>	<b>63.1%</b>	<b>8.0%</b>	<b>22.3%</b>	<b>2.6%</b>	<b>4.1%</b>	<b>5.0%</b>	<b>13.4%</b>	<b>14.7%</b>	<b>67.0%</b>	<b>1.0%</b>	<b>2.1%</b>	<b>8.4%</b>	<b>31.1%</b>	<b>44.7%</b>	<b>12.7%</b>
	'06	50,740	64.9%	8.2%	19.9%	2.9%	4.2%	5.3%	13.3%	14.8%	66.6%	1.0%	2.1%	8.9%	33.5%	44.5%	9.9%
	'04	40,196	66.8%	7.5%	19.6%	2.6%	3.5%	4.8%	13.1%	15.2%	66.9%	----	----	8.8%	33.7%	45.1%	9.6%
<b>USACE</b>	<b>2008</b>	<b>5,035</b>	<b>66.7%</b>	<b>8.3%</b>	<b>18.6%</b>	<b>2.7%</b>	<b>3.6%</b>	<b>5.3%</b>	<b>14.2%</b>	<b>15.7%</b>	<b>64.8%</b>	<b>0.6%</b>	<b>2.7%</b>	<b>10.3%</b>	<b>27.9%</b>	<b>45.9%</b>	<b>12.6%</b>
	'06	5,154	67.8%	7.6%	17.6%	3.2%	3.8%	5.1%	13.6%	15.0%	66.2%	0.7%	3.5%	10.9%	31.6%	44.7%	8.6%
	'04	6,295	71.7%	7.3%	15.1%	2.8%	3.0%	4.7%	13.8%	15.1%	66.4%	----	----	10.5%	32.1%	45.6%	8.2%
<b>Air Force</b>	<b>2008</b>	<b>8,971</b>	<b>64.1%</b>	<b>7.7%</b>	<b>21.0%</b>	<b>2.9%</b>	<b>4.3%</b>	<b>5.0%</b>	<b>12.3%</b>	<b>14.1%</b>	<b>68.6%</b>	<b>0.6%</b>	<b>1.5%</b>	<b>8.5%</b>	<b>34.3%</b>	<b>42.6%</b>	<b>12.5%</b>
	'06	10,078	64.8%	8.3%	19.2%	3.1%	4.7%	5.5%	13.3%	13.9%	67.3%	0.7%	1.5%	9.4%	34.5%	42.8%	11.1%
	'04	8,696	65.5%	7.2%	20.9%	2.5%	3.8%	4.8%	12.6%	14.7%	67.9%	----	----	9.0%	34.9%	43.6%	10.1%
<b>Army</b>	<b>2008</b>	<b>11,658</b>	<b>58.9%</b>	<b>8.1%</b>	<b>26.3%</b>	<b>2.3%</b>	<b>4.3%</b>	<b>5.4%</b>	<b>12.7%</b>	<b>13.9%</b>	<b>68.0%</b>	<b>1.1%</b>	<b>2.2%</b>	<b>8.2%</b>	<b>30.9%</b>	<b>44.7%</b>	<b>12.9%</b>
	'06	13,746	62.2%	7.8%	22.8%	2.7%	4.5%	5.2%	12.3%	14.4%	68.1%	1.2%	2.2%	9.3%	34.1%	43.8%	9.4%
	'04	8,408	63.1%	8.6%	22.6%	2.5%	3.2%	5.5%	13.7%	15.6%	65.1%	----	----	7.9%	32.5%	47.1%	10.4%
<b>Navy</b>	<b>2008</b>	<b>9,578</b>	<b>65.5%</b>	<b>8.1%</b>	<b>20.0%</b>	<b>2.5%</b>	<b>3.9%</b>	<b>4.6%</b>	<b>14.3%</b>	<b>15.0%</b>	<b>66.1%</b>	<b>1.3%</b>	<b>2.3%</b>	<b>7.9%</b>	<b>32.0%</b>	<b>44.4%</b>	<b>12.0%</b>
	'06	12,620	66.6%	8.8%	17.7%	3.0%	3.8%	5.5%	13.8%	15.2%	65.5%	1.3%	2.0%	8.3%	33.7%	45.0%	9.7%
	'04	9,512	68.1%	7.3%	18.1%	2.9%	3.7%	4.4%	12.7%	15.1%	67.8%	----	----	8.6%	35.4%	43.1%	9.5%
<b>Marine Corps</b>	<b>2008</b>	<b>797</b>	<b>63.2%</b>	<b>8.9%</b>	<b>21.3%</b>	<b>3.0%</b>	<b>3.5%</b>	<b>4.3%</b>	<b>13.8%</b>	<b>14.6%</b>	<b>67.4%</b>	<b>0.8%</b>	<b>1.6%</b>	<b>6.4%</b>	<b>27.5%</b>	<b>49.9%</b>	<b>13.8%</b>
	'06	912	66.2%	7.2%	20.4%	2.3%	4.0%	4.8%	12.9%	15.0%	67.3%	0.1%	0.9%	6.6%	36.5%	45.4%	10.5%
	'04	765	67.6%	6.7%	18.9%	2.2%	4.5%	3.7%	14.5%	14.3%	67.5%	----	----	6.6%	32.4%	48.2%	11.3%
<b>Other DoD</b>	<b>2008</b>	<b>7,405</b>	<b>63.1%</b>	<b>7.5%</b>	<b>23.0%</b>	<b>2.5%</b>	<b>3.9%</b>	<b>4.5%</b>	<b>14.1%</b>	<b>15.4%</b>	<b>65.9%</b>	<b>1.4%</b>	<b>2.1%</b>	<b>8.3%</b>	<b>29.0%</b>	<b>46.0%</b>	<b>13.2%</b>
	'06	8,230	64.7%	8.1%	20.7%	2.5%	4.0%	5.1%	14.3%	15.7%	64.8%	1.2%	1.9%	7.4%	32.0%	47.0%	10.5%
	'04	6,520	66.8%	7.3%	20.4%	2.2%	3.3%	4.8%	12.9%	15.4%	67.0%	----	----	8.7%	33.0%	46.6%	9.3%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Pay Category							Time in Federal Government							Time with Current Agency						
		# of Respondents*	Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
<b>All Responses</b>	<b>2008</b>	<b>212,223</b>	<b>4.1%</b>	<b>4.9%</b>	<b>41.3%</b>	<b>39.8%</b>	<b>1.9%</b>	<b>0.4%</b>	<b>7.5%</b>	<b>1.1%</b>	<b>8.6%</b>	<b>7.0%</b>	<b>15.6%</b>	<b>8.4%</b>	<b>17.1%</b>	<b>42.2%</b>	<b>2.3%</b>	<b>13.5%</b>	<b>9.6%</b>	<b>19.5%</b>	<b>26.1%</b>	<b>29.0%</b>
	'06	221,479	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%	1.2%	8.1%	7.5%	12.2%	-----	-----	42.2%	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%
	'04	147,914	3.8%	4.7%	40.9%	44.4%	2.3%	0.3%	3.6%	0.9%	8.9%	6.0%	9.7%	-----	-----	43.2%	2.0%	15.0%	9.2%	13.1%	32.0%	28.8%
<b>AID</b>	<b>2008</b>	<b>831</b>	<b>0.2%</b>	<b>0.2%</b>	<b>14.8%</b>	<b>56.0%</b>	<b>8.3%</b>	<b>0.2%</b>	<b>20.2%</b>	<b>0.6%</b>	<b>3.2%</b>	<b>6.1%</b>	<b>18.5%</b>	<b>7.5%</b>	<b>19.0%</b>	<b>45.0%</b>	<b>1.3%</b>	<b>8.2%</b>	<b>12.9%</b>	<b>21.4%</b>	<b>26.4%</b>	<b>29.8%</b>
	'06	726	0.4%	0.6%	21.9%	59.1%	5.1%	0.0%	12.9%	0.8%	5.9%	7.2%	12.9%	-----	-----	43.1%	1.7%	14.5%	12.3%	14.7%	31.7%	25.2%
	'04	803	0.4%	1.0%	18.3%	56.9%	8.7%	0.6%	14.1%	0.4%	4.2%	3.7%	7.0%	-----	-----	49.4%	1.1%	10.3%	6.1%	10.6%	39.7%	32.1%
<b>BBG</b>	<b>2008</b>	<b>556</b>	<b>7.4%</b>	<b>1.1%</b>	<b>36.7%</b>	<b>50.5%</b>	<b>2.0%</b>	<b>0.0%</b>	<b>2.3%</b>	<b>0.5%</b>	<b>9.5%</b>	<b>4.0%</b>	<b>13.1%</b>	<b>4.1%</b>	<b>21.0%</b>	<b>47.7%</b>	<b>1.3%</b>	<b>13.7%</b>	<b>5.4%</b>	<b>15.6%</b>	<b>25.9%</b>	<b>38.1%</b>
	'06	570	6.5%	1.4%	39.5%	48.2%	2.3%	0.0%	2.1%	1.4%	5.1%	7.5%	10.5%	-----	-----	47.2%	3.3%	7.7%	9.8%	11.1%	32.6%	35.4%
	'04	543	6.4%	1.5%	40.0%	47.7%	1.1%	0.0%	3.3%	1.1%	9.4%	6.8%	5.2%	-----	-----	41.1%	1.8%	12.3%	9.2%	7.7%	40.3%	28.5%
<b>CSOSA</b>	<b>2008</b>	<b>604</b>	<b>0.0%</b>	<b>2.6%</b>	<b>65.4%</b>	<b>29.0%</b>	<b>1.2%</b>	<b>0.0%</b>	<b>1.8%</b>	<b>3.3%</b>	<b>18.7%</b>	<b>9.1%</b>	<b>30.6%</b>	<b>12.6%</b>	<b>10.4%</b>	<b>15.2%</b>	<b>4.8%</b>	<b>24.3%</b>	<b>13.2%</b>	<b>43.5%</b>	<b>11.1%</b>	<b>3.0%</b>
	'06	518	0.0%	2.9%	68.1%	28.0%	0.0%	1.0%	0.0%	4.2%	10.6%	16.8%	32.6%	-----	-----	14.9%	5.6%	18.0%	24.9%	41.1%	8.1%	2.3%
	'04	554	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>DHS</b>	<b>2008</b>	<b>9,550</b>	<b>3.5%</b>	<b>3.3%</b>	<b>40.4%</b>	<b>36.4%</b>	<b>2.3%</b>	<b>0.2%</b>	<b>13.9%</b>	<b>1.8%</b>	<b>12.5%</b>	<b>12.7%</b>	<b>26.2%</b>	<b>10.3%</b>	<b>12.7%</b>	<b>23.7%</b>	<b>3.1%</b>	<b>19.0%</b>	<b>20.3%</b>	<b>28.0%</b>	<b>17.5%</b>	<b>12.1%</b>
	'06	10,373	4.1%	2.8%	41.5%	47.5%	1.9%	0.2%	2.0%	1.4%	11.2%	13.0%	15.3%	-----	-----	29.4%	2.7%	24.3%	17.5%	16.1%	24.2%	15.1%
	'04	10,478	2.7%	3.8%	45.0%	45.3%	1.2%	0.1%	1.9%	1.2%	16.7%	5.9%	15.2%	-----	-----	29.0%	2.7%	36.1%	6.3%	15.4%	25.6%	13.9%
<b>DOC</b>	<b>2008</b>	<b>3,556</b>	<b>1.8%</b>	<b>3.5%</b>	<b>27.8%</b>	<b>53.8%</b>	<b>3.8%</b>	<b>0.6%</b>	<b>8.7%</b>	<b>1.3%</b>	<b>10.0%</b>	<b>5.8%</b>	<b>16.1%</b>	<b>10.0%</b>	<b>19.2%</b>	<b>37.7%</b>	<b>2.3%</b>	<b>14.6%</b>	<b>7.1%</b>	<b>19.3%</b>	<b>29.0%</b>	<b>27.7%</b>
	'06	5,204	1.5%	3.9%	30.3%	53.3%	3.2%	0.7%	7.1%	2.1%	7.4%	6.1%	15.5%	-----	-----	38.3%	3.1%	10.4%	7.8%	18.8%	29.8%	30.1%
	'04	4,021	1.1%	2.7%	28.9%	56.8%	3.8%	0.8%	6.0%	0.1%	7.7%	7.0%	12.6%	-----	-----	40.6%	0.3%	11.7%	9.3%	15.9%	31.7%	30.9%
<b>DOE</b>	<b>2008</b>	<b>6,093</b>	<b>4.6%</b>	<b>1.2%</b>	<b>26.8%</b>	<b>55.3%</b>	<b>2.7%</b>	<b>0.6%</b>	<b>8.9%</b>	<b>1.6%</b>	<b>9.2%</b>	<b>5.5%</b>	<b>15.5%</b>	<b>6.1%</b>	<b>19.0%</b>	<b>43.1%</b>	<b>2.5%</b>	<b>14.9%</b>	<b>7.8%</b>	<b>17.7%</b>	<b>32.5%</b>	<b>24.6%</b>
	'06	7,742	4.6%	1.3%	25.9%	58.2%	2.7%	0.4%	6.8%	1.5%	6.5%	8.2%	8.8%	-----	-----	44.9%	2.8%	10.2%	10.8%	11.0%	39.8%	25.4%
	'04	1,485	5.5%	1.0%	19.7%	55.0%	11.4%	0.5%	6.7%	0.3%	6.7%	5.9%	4.5%	-----	-----	54.5%	0.6%	10.8%	7.9%	8.5%	36.4%	35.8%
<b>DOI</b>	<b>2008</b>	<b>27,030</b>	<b>5.4%</b>	<b>7.7%</b>	<b>58.3%</b>	<b>26.2%</b>	<b>0.7%</b>	<b>0.1%</b>	<b>1.6%</b>	<b>0.7%</b>	<b>5.4%</b>	<b>5.8%</b>	<b>15.5%</b>	<b>8.7%</b>	<b>19.1%</b>	<b>44.8%</b>	<b>1.6%</b>	<b>10.8%</b>	<b>9.0%</b>	<b>20.4%</b>	<b>27.4%</b>	<b>30.8%</b>
	'06	25,507	5.2%	6.9%	60.4%	25.5%	0.5%	0.1%	1.4%	0.3%	5.1%	6.7%	12.8%	-----	-----	45.4%	0.9%	9.9%	10.6%	17.6%	29.9%	31.1%
	'04	5,187	4.4%	5.8%	51.5%	35.7%	1.1%	0.2%	1.4%	0.2%	5.9%	4.9%	8.3%	-----	-----	50.3%	0.7%	12.6%	9.0%	12.4%	31.1%	34.2%
<b>DOJ</b>	<b>2008</b>	<b>14,021</b>	<b>1.8%</b>	<b>2.4%</b>	<b>46.4%</b>	<b>37.6%</b>	<b>2.3%</b>	<b>1.2%</b>	<b>8.3%</b>	<b>1.1%</b>	<b>9.1%</b>	<b>8.4%</b>	<b>18.0%</b>	<b>12.0%</b>	<b>20.7%</b>	<b>30.7%</b>	<b>1.8%</b>	<b>13.6%</b>	<b>10.4%</b>	<b>21.2%</b>	<b>33.8%</b>	<b>19.2%</b>
	'06	10,967	2.5%	1.8%	37.0%	51.7%	2.5%	0.7%	3.9%	1.4%	9.0%	7.7%	16.7%	-----	-----	29.4%	2.2%	13.2%	10.5%	20.6%	35.6%	17.9%
	'04	7,701	2.5%	1.7%	37.4%	49.2%	2.9%	1.0%	5.3%	0.4%	7.9%	5.9%	15.6%	-----	-----	30.2%	0.9%	13.2%	9.0%	19.7%	39.9%	17.4%
<b>DOL</b>	<b>2008</b>	<b>4,110</b>	<b>0.1%</b>	<b>3.6%</b>	<b>45.1%</b>	<b>48.8%</b>	<b>1.9%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>0.8%</b>	<b>9.2%</b>	<b>5.8%</b>	<b>16.1%</b>	<b>8.2%</b>	<b>16.9%</b>	<b>42.9%</b>	<b>1.5%</b>	<b>13.4%</b>	<b>7.8%</b>	<b>21.4%</b>	<b>25.1%</b>	<b>30.9%</b>
	'06	4,538	0.2%	3.9%	46.5%	46.8%	2.0%	0.1%	0.6%	0.3%	6.5%	7.4%	14.3%	-----	-----	42.8%	0.6%	10.0%	10.8%	19.5%	28.0%	31.0%
	'04	4,082	0.2%	5.1%	49.2%	43.4%	1.5%	0.1%	0.5%	0.8%	9.9%	8.1%	11.5%	-----	-----	41.0%	1.2%	14.4%	11.8%	14.4%	28.1%	30.1%
<b>DOT</b>	<b>2008</b>	<b>6,354</b>	<b>2.2%</b>	<b>1.8%</b>	<b>28.3%</b>	<b>50.6%</b>	<b>3.2%</b>	<b>0.3%</b>	<b>13.7%</b>	<b>1.7%</b>	<b>9.7%</b>	<b>6.0%</b>	<b>16.9%</b>	<b>9.5%</b>	<b>17.7%</b>	<b>38.6%</b>	<b>2.8%</b>	<b>15.0%</b>	<b>8.3%</b>	<b>21.2%</b>	<b>28.4%</b>	<b>24.4%</b>
	'06	5,453	1.6%	2.5%	34.2%	51.5%	3.9%	0.3%	6.0%	1.3%	9.0%	10.3%	12.8%	-----	-----	39.3%	2.3%	14.5%	14.3%	17.1%	27.4%	24.3%
	'04	4,951	1.4%	2.3%	34.6%	52.4%	2.7%	0.1%	6.6%	0.3%	13.0%	7.3%	10.3%	-----	-----	40.4%	0.7%	19.3%	11.1%	13.7%	29.8%	25.3%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	# of Respondents*	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
Educ	2008	2,393	0.2%	1.0%	30.5%	63.6%	2.8%	0.2%	1.7%	2.1%	8.4%	7.3%	13.5%	8.9%	18.4%	41.3%	3.4%	14.6%	9.2%	18.0%	29.1%	25.8%
	'06	2,910	0.3%	1.5%	31.8%	61.3%	2.7%	0.1%	2.1%	1.2%	8.6%	4.9%	13.8%	----	----	40.5%	1.7%	13.9%	7.2%	18.7%	33.8%	24.7%
	'04	2,408	0.0%	2.7%	32.2%	60.8%	2.3%	0.3%	1.6%	2.0%	8.8%	7.5%	10.8%	----	----	40.8%	2.9%	13.3%	11.2%	15.7%	32.1%	24.9%
EEOC	2008	1,210	0.2%	9.8%	50.7%	38.2%	1.1%	0.0%	0.1%	0.5%	6.6%	2.1%	15.1%	6.7%	19.1%	49.8%	0.5%	10.6%	2.2%	26.6%	26.7%	33.4%
	'06	1,173	0.1%	7.4%	46.5%	43.9%	1.8%	0.1%	0.2%	0.1%	1.3%	4.5%	12.5%	----	----	49.9%	0.5%	2.0%	12.4%	20.0%	33.3%	31.7%
	'04	1,693	0.0%	8.3%	47.0%	42.6%	1.5%	0.1%	0.5%	0.9%	5.4%	8.7%	8.9%	----	----	41.7%	1.4%	11.3%	15.1%	12.1%	33.7%	26.4%
EPA	2008	6,986	0.1%	0.9%	27.0%	70.1%	1.6%	0.2%	0.2%	1.1%	6.2%	6.0%	12.1%	9.6%	20.3%	44.6%	1.8%	8.9%	7.4%	15.7%	34.4%	31.9%
	'06	9,115	0.1%	0.8%	27.3%	69.6%	1.7%	0.3%	0.2%	1.5%	7.6%	5.2%	12.2%	----	----	40.2%	2.1%	10.4%	6.7%	16.2%	37.6%	27.0%
	'04	6,895	0.1%	0.6%	26.1%	71.2%	1.7%	0.1%	0.2%	0.7%	6.9%	4.3%	12.7%	----	----	39.3%	1.1%	9.7%	5.9%	16.6%	41.5%	25.2%
FCC	2008	733	0.3%	1.4%	24.6%	71.2%	1.6%	0.7%	0.3%	0.8%	5.0%	2.7%	16.5%	13.1%	15.4%	46.4%	1.1%	7.6%	2.7%	23.2%	31.7%	33.7%
	'06	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FERC	2008	671	0.0%	0.4%	24.7%	68.1%	4.0%	1.2%	1.5%	1.2%	17.4%	10.1%	12.1%	5.4%	11.8%	42.0%	1.6%	23.0%	10.7%	11.3%	22.8%	30.6%
	'06	753	0.1%	0.8%	28.0%	64.1%	4.4%	0.9%	1.6%	3.1%	15.1%	6.8%	7.7%	----	----	44.4%	4.0%	18.5%	8.4%	9.4%	28.2%	31.6%
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
FTC	2008	560	0.4%	1.8%	23.2%	69.5%	5.0%	0.0%	0.2%	1.3%	17.5%	8.2%	18.9%	9.5%	11.8%	32.9%	3.4%	25.7%	7.1%	20.0%	18.0%	25.7%
	'06	459	0.0%	1.5%	24.8%	68.8%	4.6%	0.0%	0.2%	4.1%	11.8%	9.6%	19.4%	----	----	33.1%	6.5%	15.0%	13.9%	19.6%	19.0%	25.9%
	'04	616	0.0%	3.1%	27.3%	65.2%	4.1%	0.0%	0.3%	4.7%	14.6%	12.0%	12.8%	----	----	35.4%	6.3%	19.8%	14.0%	13.0%	18.2%	28.6%
GSA	2008	3,396	1.4%	2.1%	37.2%	56.6%	2.1%	0.1%	0.5%	0.7%	7.4%	5.7%	11.5%	4.7%	19.9%	50.2%	1.5%	14.0%	8.9%	17.2%	26.0%	32.4%
	'06	3,916	1.5%	2.1%	39.2%	55.0%	1.6%	0.1%	0.4%	0.8%	8.7%	6.4%	7.9%	----	----	47.0%	1.9%	14.4%	9.8%	12.3%	32.7%	28.8%
	'04	2,869	1.9%	2.8%	39.0%	53.7%	2.0%	0.0%	0.5%	0.5%	7.9%	4.8%	4.0%	----	----	49.7%	1.2%	14.1%	9.6%	7.0%	38.4%	29.7%
HHS	2008	22,730	2.0%	8.9%	38.6%	47.9%	0.9%	0.4%	1.2%	1.4%	10.9%	8.2%	20.6%	9.1%	18.1%	31.6%	2.7%	16.3%	10.5%	24.6%	26.2%	19.7%
	'06	25,756	1.7%	8.1%	39.6%	47.4%	0.9%	0.5%	1.7%	1.7%	10.6%	10.7%	16.7%	----	----	31.4%	2.9%	15.3%	13.9%	20.8%	28.0%	19.1%
	'04	4,653	1.9%	4.0%	35.1%	55.4%	2.0%	0.7%	0.9%	0.3%	9.9%	8.1%	10.8%	----	----	41.1%	1.0%	15.0%	12.3%	15.2%	30.2%	26.2%
HUD	2008	3,467	0.1%	1.4%	38.6%	58.6%	1.1%	0.0%	0.2%	0.3%	6.8%	3.5%	14.3%	4.7%	19.2%	51.1%	0.9%	10.7%	6.0%	20.5%	25.9%	36.0%
	'06	4,075	0.2%	1.2%	40.1%	57.3%	0.9%	0.0%	0.2%	0.4%	4.4%	6.4%	9.1%	----	----	46.9%	0.9%	7.7%	10.7%	12.8%	37.0%	30.9%
	'04	5,343	0.2%	2.1%	42.1%	54.5%	0.9%	0.0%	0.2%	1.1%	8.2%	5.5%	6.9%	----	----	43.2%	2.2%	14.7%	8.9%	7.4%	39.1%	27.8%
NARA	2008	1,370	0.6%	27.4%	45.8%	24.6%	1.1%	0.2%	0.3%	1.7%	7.1%	8.8%	20.4%	9.6%	17.9%	34.6%	2.3%	10.9%	12.8%	22.9%	25.6%	25.5%
	'06	1,442	0.5%	26.7%	45.7%	25.9%	0.7%	0.3%	0.2%	1.2%	11.8%	9.9%	13.8%	----	----	34.5%	2.0%	16.6%	13.0%	15.5%	27.7%	25.2%
	'04	1,415	0.6%	30.8%	44.5%	22.8%	0.6%	0.3%	0.4%	4.7%	16.3%	7.6%	11.2%	----	----	30.7%	8.1%	21.0%	10.7%	10.4%	28.4%	21.4%
NASA	2008	4,375	0.2%	0.8%	20.3%	73.3%	4.6%	0.7%	0.2%	0.3%	3.3%	4.9%	11.6%	5.4%	21.4%	53.0%	0.7%	7.1%	6.6%	13.9%	29.3%	42.4%
	'06	4,734	0.2%	1.4%	20.4%	72.6%	4.7%	0.5%	0.1%	0.7%	4.4%	4.9%	9.6%	----	----	45.6%	1.4%	6.7%	6.3%	11.4%	38.8%	35.4%
	'04	4,766	0.2%	1.6%	21.9%	71.1%	4.6%	0.5%	0.2%	0.2%	4.8%	6.7%	6.3%	----	----	45.4%	0.5%	7.3%	8.8%	7.8%	41.7%	33.9%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	# of Respondents*	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or equivalent	SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
<b>NCUA</b>	<b>2008</b>	<b>588</b>	<b>0.5%</b>	<b>1.2%</b>	<b>39.8%</b>	<b>26.7%</b>	<b>2.0%</b>	<b>0.2%</b>	<b>29.6%</b>	<b>2.4%</b>	<b>11.4%</b>	<b>4.3%</b>	<b>16.3%</b>	<b>8.5%</b>	<b>19.9%</b>	<b>37.2%</b>	<b>2.0%</b>	<b>14.3%</b>	<b>6.6%</b>	<b>19.7%</b>	<b>31.1%</b>	<b>26.2%</b>
	'06	623	1.4%	0.8%	40.3%	27.0%	1.9%	0.3%	28.3%	2.2%	6.7%	3.5%	18.6%	----	----	27.6%	3.1%	10.8%	3.7%	23.8%	40.9%	17.8%
	'04	538	1.3%	1.7%	41.8%	29.9%	1.7%	0.2%	23.5%	1.9%	2.2%	10.2%	13.0%	----	----	28.3%	2.8%	4.1%	13.2%	18.2%	45.5%	16.2%
<b>NLRB</b>	<b>2008</b>	<b>803</b>	<b>0.4%</b>	<b>7.0%</b>	<b>28.9%</b>	<b>56.2%</b>	<b>5.7%</b>	<b>0.2%</b>	<b>1.6%</b>	<b>0.4%</b>	<b>5.2%</b>	<b>5.4%</b>	<b>15.1%</b>	<b>7.0%</b>	<b>12.8%</b>	<b>54.2%</b>	<b>0.5%</b>	<b>7.1%</b>	<b>6.4%</b>	<b>19.6%</b>	<b>21.9%</b>	<b>44.6%</b>
	'06	963	0.5%	7.2%	29.1%	57.6%	3.5%	0.2%	1.9%	1.4%	8.3%	6.1%	13.8%	----	----	48.5%	1.8%	11.7%	8.1%	16.5%	21.7%	40.2%
	'04	979	0.3%	9.0%	28.1%	57.3%	2.8%	0.0%	2.6%	3.1%	9.1%	12.4%	7.4%	----	----	45.3%	4.7%	13.4%	14.4%	8.3%	20.9%	38.3%
<b>NRC</b>	<b>2008</b>	<b>2,179</b>	<b>0.0%</b>	<b>1.1%</b>	<b>17.5%</b>	<b>71.4%</b>	<b>5.0%</b>	<b>2.4%</b>	<b>2.6%</b>	<b>1.7%</b>	<b>19.6%</b>	<b>9.4%</b>	<b>15.2%</b>	<b>6.3%</b>	<b>14.4%</b>	<b>33.5%</b>	<b>2.9%</b>	<b>26.5%</b>	<b>11.3%</b>	<b>15.7%</b>	<b>19.6%</b>	<b>24.0%</b>
	'06	1,692	0.3%	1.1%	18.0%	71.7%	5.0%	1.5%	2.4%	2.4%	14.3%	9.2%	11.1%	----	----	39.7%	3.8%	19.7%	11.0%	12.4%	23.9%	29.1%
	'04	1,876	0.2%	1.2%	18.4%	71.2%	4.6%	2.3%	2.0%	4.1%	15.0%	5.2%	9.1%	----	----	39.2%	6.3%	18.9%	6.8%	9.8%	28.7%	29.5%
<b>NSF</b>	<b>2008</b>	<b>583</b>	<b>0.0%</b>	<b>0.5%</b>	<b>26.8%</b>	<b>42.9%</b>	<b>8.4%</b>	<b>5.7%</b>	<b>15.8%</b>	<b>0.3%</b>	<b>6.9%</b>	<b>6.3%</b>	<b>17.7%</b>	<b>10.3%</b>	<b>20.6%</b>	<b>37.9%</b>	<b>2.6%</b>	<b>18.0%</b>	<b>11.5%</b>	<b>22.8%</b>	<b>25.6%</b>	<b>19.6%</b>
	'06	596	0.3%	0.3%	27.9%	39.3%	8.2%	7.6%	16.4%	0.7%	6.4%	8.4%	15.1%	----	----	36.6%	2.5%	14.9%	13.1%	20.5%	28.5%	20.5%
	'04	778	0.3%	1.8%	30.4%	30.5%	8.4%	7.9%	20.8%	4.1%	15.7%	8.9%	10.4%	----	----	31.6%	6.6%	23.7%	12.6%	12.9%	25.4%	18.9%
<b>OMB</b>	<b>2008</b>	<b>253</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.7%</b>	<b>60.1%</b>	<b>14.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1.6%</b>	<b>19.0%</b>	<b>14.6%</b>	<b>18.6%</b>	<b>10.7%</b>	<b>10.3%</b>	<b>25.3%</b>	<b>4.7%</b>	<b>30.0%</b>	<b>13.4%</b>	<b>18.6%</b>	<b>17.4%</b>	<b>15.8%</b>
	'06	250	0.0%	0.0%	24.8%	62.4%	12.8%	0.0%	0.0%	3.2%	16.0%	10.8%	22.4%	----	----	30.0%	7.6%	22.8%	14.8%	23.6%	16.4%	14.8%
	'04	249	0.4%	0.0%	24.1%	61.4%	13.7%	0.0%	0.4%	0.8%	16.5%	14.9%	15.3%	----	----	31.3%	0.8%	27.3%	16.5%	17.7%	21.3%	16.5%
<b>OPM</b>	<b>2008</b>	<b>2,932</b>	<b>0.3%</b>	<b>5.5%</b>	<b>63.4%</b>	<b>29.3%</b>	<b>1.2%</b>	<b>0.0%</b>	<b>0.2%</b>	<b>1.1%</b>	<b>16.1%</b>	<b>6.8%</b>	<b>14.0%</b>	<b>5.6%</b>	<b>14.1%</b>	<b>42.4%</b>	<b>2.1%</b>	<b>35.0%</b>	<b>15.8%</b>	<b>14.3%</b>	<b>13.5%</b>	<b>19.3%</b>
	'06	3,012	0.2%	6.8%	59.5%	31.8%	1.3%	0.1%	0.3%	1.1%	8.5%	6.7%	11.3%	----	----	45.9%	2.8%	37.0%	8.8%	11.6%	19.2%	20.6%
	'04	1,539	0.5%	14.0%	44.2%	38.1%	2.3%	0.1%	0.7%	0.9%	8.6%	5.9%	8.3%	----	----	42.9%	1.4%	17.1%	11.8%	9.3%	30.7%	29.8%
<b>PBGC</b>	<b>2008</b>	<b>515</b>	<b>0.0%</b>	<b>1.0%</b>	<b>31.8%</b>	<b>62.5%</b>	<b>0.0%</b>	<b>3.5%</b>	<b>1.2%</b>	<b>1.6%</b>	<b>15.7%</b>	<b>8.0%</b>	<b>17.1%</b>	<b>10.9%</b>	<b>21.7%</b>	<b>25.0%</b>	<b>4.9%</b>	<b>22.5%</b>	<b>9.3%</b>	<b>15.3%</b>	<b>34.2%</b>	<b>13.8%</b>
	'06	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>RRB</b>	<b>2008</b>	<b>570</b>	<b>0.2%</b>	<b>3.5%</b>	<b>71.1%</b>	<b>23.9%</b>	<b>1.2%</b>	<b>0.0%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>1.6%</b>	<b>3.5%</b>	<b>2.3%</b>	<b>19.5%</b>	<b>72.8%</b>	<b>0.7%</b>	<b>1.6%</b>	<b>2.6%</b>	<b>7.9%</b>	<b>24.9%</b>	<b>62.3%</b>
	'06	680	0.6%	4.6%	73.4%	20.1%	1.0%	0.0%	0.3%	0.3%	0.9%	2.4%	2.4%	----	----	65.3%	1.2%	1.9%	5.7%	5.1%	31.2%	54.9%
	'04	700	0.3%	7.0%	72.5%	18.7%	1.0%	0.0%	0.4%	0.3%	2.0%	1.1%	2.4%	----	----	61.7%	0.4%	5.9%	3.4%	3.9%	35.9%	50.5%
<b>SBA</b>	<b>2008</b>	<b>1,618</b>	<b>0.2%</b>	<b>4.1%</b>	<b>47.2%</b>	<b>46.9%</b>	<b>1.4%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>1.8%</b>	<b>6.3%</b>	<b>2.7%</b>	<b>7.2%</b>	<b>9.3%</b>	<b>22.6%</b>	<b>50.1%</b>	<b>2.8%</b>	<b>10.8%</b>	<b>4.4%</b>	<b>12.2%</b>	<b>36.9%</b>	<b>32.8%</b>
	'06	1,447	0.3%	4.1%	47.2%	45.7%	2.1%	0.1%	0.5%	0.9%	2.4%	1.5%	10.0%	----	----	46.2%	1.8%	5.2%	2.8%	19.9%	43.3%	27.1%
	'04	1,661	0.1%	5.0%	52.3%	40.9%	1.4%	0.0%	0.2%	0.1%	1.3%	2.1%	10.7%	----	----	45.5%	0.6%	2.7%	4.9%	18.7%	46.5%	26.6%
<b>SEC</b>	<b>2008</b>	<b>1,605</b>	<b>0.4%</b>	<b>2.1%</b>	<b>14.4%</b>	<b>42.7%</b>	<b>1.7%</b>	<b>1.1%</b>	<b>37.6%</b>	<b>2.1%</b>	<b>7.9%</b>	<b>19.6%</b>	<b>21.3%</b>	<b>11.4%</b>	<b>16.3%</b>	<b>21.5%</b>	<b>2.7%</b>	<b>11.3%</b>	<b>23.2%</b>	<b>23.6%</b>	<b>24.9%</b>	<b>14.2%</b>
	'06	1,905	1.0%	1.8%	16.7%	47.8%	1.7%	1.0%	30.0%	1.6%	25.3%	8.8%	20.5%	----	----	19.8%	2.2%	31.7%	9.7%	23.1%	21.6%	11.8%
	'04	2,166	0.6%	2.4%	18.9%	50.1%	1.4%	0.7%	25.8%	####	16.1%	14.2%	16.0%	----	----	17.1%	####	18.8%	16.9%	16.8%	20.6%	10.3%
<b>SSA</b>	<b>2008</b>	<b>5,959</b>	<b>0.6%</b>	<b>4.7%</b>	<b>55.0%</b>	<b>36.8%</b>	<b>1.6%</b>	<b>0.1%</b>	<b>1.1%</b>	<b>0.5%</b>	<b>6.7%</b>	<b>5.9%</b>	<b>12.4%</b>	<b>8.6%</b>	<b>12.9%</b>	<b>53.1%</b>	<b>1.2%</b>	<b>8.3%</b>	<b>7.2%</b>	<b>14.5%</b>	<b>23.1%</b>	<b>45.6%</b>
	'06	1,317	0.4%	4.5%	47.1%	39.8%	7.3%	0.1%	0.9%	0.6%	6.6%	4.5%	8.0%	----	----	62.9%	1.4%	7.5%	6.1%	10.1%	19.0%	56.0%
	'04	1,172	0.3%	2.8%	47.5%	41.3%	7.0%	0.3%	0.7%	0.1%	7.1%	2.8%	7.3%	----	----	66.3%	0.1%	9.7%	4.2%	10.5%	16.1%	59.4%
<b>State</b>	<b>2008</b>	<b>1,720</b>	<b>1.5%</b>	<b>0.9%</b>	<b>22.1%</b>	<b>33.8%</b>	<b>15.3%</b>	<b>1.0%</b>	<b>25.5%</b>	<b>0.7%</b>	<b>9.0%</b>	<b>8.6%</b>	<b>17.5%</b>	<b>8.3%</b>	<b>15.2%</b>	<b>40.8%</b>	<b>1.2%</b>	<b>12.0%</b>	<b>10.8%</b>	<b>23.1%</b>	<b>22.0%</b>	<b>30.9%</b>
	'06	1,310	0.4%	0.4%	23.4%	37.5%	35.3%	0.2%	2.7%	0.5%	7.6%	5.1%	8.9%	----	----	53.8%	0.9%	10.4%	6.3%	13.7%	25.5%	43.3%
	'04	1,272	1.3%	1.0%	13.3%	30.4%	32.1%	1.6%	20.4%	0.2%	7.0%	4.0%	7.6%	----	----	54.2%	0.6%	9.7%	9.1%	8.5%	30.9%	41.3%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.

## 2008 Federal Human Capital Survey: Report on Demographic Questions by Agency (Unweighted)

Agency	Year	# of Respondents*	Pay Category							Time in Federal Government							Time with Current Agency					
			Federal Wage System	GS 1-6 or equivalent	GS 7-12 or equivalent	GS 13-15 or equivalent	SES or SL/ST	Other	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	
<b>Treas</b>	<b>2008</b>	<b>8,656</b>	<b>10.2%</b>	<b>4.0%</b>	<b>26.3%</b>	<b>34.9%</b>	<b>3.1%</b>	<b>0.5%</b>	<b>20.9%</b>	<b>0.6%</b>	<b>8.5%</b>	<b>5.4%</b>	<b>13.8%</b>	<b>7.6%</b>	<b>18.6%</b>	<b>45.5%</b>	<b>1.5%</b>	<b>13.5%</b>	<b>8.2%</b>	<b>19.4%</b>	<b>26.9%</b>	<b>30.5%</b>
	'06	7,042	7.2%	4.2%	27.3%	37.4%	3.9%	0.5%	19.4%	0.8%	6.6%	5.6%	10.6%	----	----	45.0%	1.9%	11.8%	8.9%	16.0%	31.6%	29.9%
	'04	5,677	4.7%	5.4%	32.2%	40.7%	4.2%	0.4%	12.4%	0.5%	6.3%	5.3%	8.7%	----	----	44.7%	1.4%	12.8%	10.2%	13.4%	32.1%	30.1%
<b>USDA</b>	<b>2008</b>	<b>13,692</b>	<b>0.8%</b>	<b>4.5%</b>	<b>63.9%</b>	<b>29.0%</b>	<b>1.2%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>0.8%</b>	<b>6.2%</b>	<b>6.2%</b>	<b>12.8%</b>	<b>7.8%</b>	<b>17.8%</b>	<b>48.5%</b>	<b>1.5%</b>	<b>9.7%</b>	<b>8.4%</b>	<b>15.9%</b>	<b>25.4%</b>	<b>39.1%</b>
	'06	13,601	0.6%	5.1%	63.9%	28.8%	1.1%	0.1%	0.4%	0.7%	7.1%	6.5%	9.7%	----	----	46.4%	1.5%	11.0%	9.0%	12.6%	29.2%	36.6%
	'04	10,404	0.6%	5.9%	58.7%	32.5%	1.3%	0.1%	0.8%	0.6%	7.3%	4.8%	8.0%	----	----	47.7%	1.0%	11.9%	7.5%	10.6%	31.0%	38.0%
<b>VA</b>	<b>2008</b>	<b>3,283</b>	<b>5.0%</b>	<b>7.4%</b>	<b>39.0%</b>	<b>39.2%</b>	<b>3.9%</b>	<b>1.1%</b>	<b>4.5%</b>	<b>1.3%</b>	<b>10.3%</b>	<b>7.0%</b>	<b>15.6%</b>	<b>9.0%</b>	<b>16.9%</b>	<b>39.9%</b>	<b>2.6%</b>	<b>15.7%</b>	<b>9.2%</b>	<b>20.9%</b>	<b>33.7%</b>	<b>28.0%</b>
	'06	3,144	6.5%	9.9%	41.2%	31.2%	4.3%	1.1%	5.9%	1.2%	8.4%	8.1%	12.2%	----	----	41.2%	2.2%	12.9%	11.5%	15.4%	26.7%	31.4%
	'04	3,344	5.1%	8.0%	43.2%	35.0%	3.2%	1.0%	4.4%	0.5%	9.2%	7.5%	9.4%	----	----	43.2%	0.9%	15.5%	10.6%	11.9%	28.3%	32.9%
<b>Small Agencies</b>	<b>2008</b>	<b>3,227</b>	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'06	4,141	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
	'04	3,679	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
<b>DoD All</b>	<b>2008</b>	<b>43,444</b>	<b>9.8%</b>	<b>5.7%</b>	<b>37.0%</b>	<b>29.9%</b>	<b>1.1%</b>	<b>0.2%</b>	<b>16.3%</b>	<b>1.1%</b>	<b>8.8%</b>	<b>7.1%</b>	<b>12.9%</b>	<b>7.3%</b>	<b>0.0%</b>	<b>49.3%</b>	<b>3.5%</b>	<b>13.2%</b>	<b>9.4%</b>	<b>16.9%</b>	<b>23.2%</b>	<b>33.8%</b>
	'06	50,740	10.7%	6.2%	44.6%	33.7%	1.0%	0.1%	3.6%	1.5%	8.6%	6.7%	9.5%	----	----	49.5%	3.3%	12.7%	9.3%	14.5%	26.6%	33.7%
	'04	40,196	9.4%	6.0%	46.2%	34.8%	0.9%	0.1%	2.5%	0.4%	8.3%	5.6%	7.9%	----	----	50.0%	2.0%	13.7%	9.3%	13.0%	29.8%	32.2%
<b>USACE</b>	<b>2008</b>	<b>5,035</b>	<b>6.3%</b>	<b>3.6%</b>	<b>38.1%</b>	<b>28.4%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>23.1%</b>	<b>0.3%</b>	<b>3.8%</b>	<b>4.9%</b>	<b>12.1%</b>	<b>7.1%</b>	<b>15.2%</b>	<b>56.7%</b>	<b>1.8%</b>	<b>8.4%</b>	<b>7.3%</b>	<b>16.2%</b>	<b>22.9%</b>	<b>43.2%</b>
	'06	5,154	7.1%	5.0%	48.1%	36.4%	0.3%	0.0%	3.0%	0.6%	4.8%	5.8%	9.0%	----	----	55.4%	1.5%	8.5%	8.4%	12.8%	26.0%	42.8%
	'04	6,295	8.4%	6.3%	51.4%	31.6%	0.2%	0.0%	2.1%	0.6%	6.5%	4.4%	6.5%	----	----	55.0%	1.4%	11.8%	7.2%	9.3%	29.3%	41.0%
<b>Air Force</b>	<b>2008</b>	<b>8,971</b>	<b>20.0%</b>	<b>6.2%</b>	<b>37.9%</b>	<b>19.9%</b>	<b>0.9%</b>	<b>0.2%</b>	<b>14.9%</b>	<b>1.0%</b>	<b>8.6%</b>	<b>8.7%</b>	<b>15.9%</b>	<b>9.3%</b>	<b>13.9%</b>	<b>42.7%</b>	<b>2.5%</b>	<b>11.9%</b>	<b>10.4%</b>	<b>19.0%</b>	<b>23.3%</b>	<b>32.9%</b>
	'06	10,078	22.0%	6.6%	45.6%	22.7%	0.8%	0.1%	2.1%	1.6%	9.3%	8.0%	12.4%	----	----	43.2%	3.1%	12.5%	10.2%	15.6%	25.6%	33.0%
	'04	8,696	19.8%	6.6%	48.2%	23.5%	0.6%	0.1%	1.3%	0.2%	11.0%	6.9%	10.3%	----	----	42.6%	1.9%	16.0%	10.4%	14.0%	27.6%	30.0%
<b>Army</b>	<b>2008</b>	<b>11,658</b>	<b>7.8%</b>	<b>5.4%</b>	<b>39.3%</b>	<b>32.1%</b>	<b>0.9%</b>	<b>0.1%</b>	<b>14.3%</b>	<b>1.6%</b>	<b>12.3%</b>	<b>9.3%</b>	<b>13.2%</b>	<b>7.0%</b>	<b>12.1%</b>	<b>44.5%</b>	<b>5.9%</b>	<b>18.0%</b>	<b>11.7%</b>	<b>16.7%</b>	<b>19.7%</b>	<b>27.9%</b>
	'06	13,746	8.2%	6.5%	47.5%	32.9%	0.8%	0.1%	4.1%	2.4%	12.1%	7.4%	10.2%	----	----	45.7%	5.4%	18.2%	10.0%	14.1%	23.2%	29.1%
	'04	8,408	6.4%	5.1%	46.4%	38.4%	0.8%	0.1%	2.8%	0.6%	9.1%	5.8%	7.9%	----	----	50.1%	3.6%	16.9%	10.1%	12.1%	27.4%	29.9%
<b>Navy</b>	<b>2008</b>	<b>9,578</b>	<b>8.8%</b>	<b>5.3%</b>	<b>33.9%</b>	<b>33.2%</b>	<b>1.1%</b>	<b>0.3%</b>	<b>17.4%</b>	<b>1.0%</b>	<b>8.2%</b>	<b>5.2%</b>	<b>12.3%</b>	<b>5.8%</b>	<b>13.6%</b>	<b>53.7%</b>	<b>2.9%</b>	<b>11.8%</b>	<b>7.7%</b>	<b>16.3%</b>	<b>22.7%</b>	<b>38.7%</b>
	'06	12,620	9.5%	5.8%	40.4%	37.4%	0.9%	0.3%	5.7%	1.2%	6.9%	6.5%	8.3%	----	----	54.4%	2.3%	9.8%	9.1%	14.2%	25.5%	39.1%
	'04	9,512	7.5%	5.8%	42.3%	38.7%	1.1%	0.3%	4.4%	0.2%	8.4%	5.4%	7.0%	----	----	52.8%	1.4%	12.3%	8.7%	13.1%	28.8%	35.8%
<b>Marine Corps</b>	<b>2008</b>	<b>797</b>	<b>12.5%</b>	<b>5.8%</b>	<b>44.2%</b>	<b>22.1%</b>	<b>0.9%</b>	<b>0.1%</b>	<b>14.4%</b>	<b>1.1%</b>	<b>12.4%</b>	<b>5.4%</b>	<b>12.4%</b>	<b>8.2%</b>	<b>11.9%</b>	<b>48.6%</b>	<b>2.8%</b>	<b>14.7%</b>	<b>7.7%</b>	<b>18.1%</b>	<b>24.7%</b>	<b>32.1%</b>
	'06	912	17.5%	6.7%	49.2%	24.4%	0.4%	0.0%	1.8%	2.0%	9.8%	5.9%	8.0%	----	----	46.8%	3.3%	13.6%	8.8%	13.4%	30.4%	30.6%
	'04	765	12.6%	8.4%	49.0%	27.2%	0.5%	0.0%	2.4%	0.1%	7.3%	5.1%	10.6%	----	----	43.6%	1.0%	11.7%	8.0%	17.7%	36.7%	24.9%
<b>Other DoD</b>	<b>2008</b>	<b>7,405</b>	<b>4.1%</b>	<b>7.4%</b>	<b>34.5%</b>	<b>36.3%</b>	<b>2.2%</b>	<b>0.2%</b>	<b>15.4%</b>	<b>1.1%</b>	<b>7.4%</b>	<b>5.7%</b>	<b>10.1%</b>	<b>7.2%</b>	<b>14.6%</b>	<b>53.9%</b>	<b>3.0%</b>	<b>12.0%</b>	<b>8.3%</b>	<b>15.5%</b>	<b>29.4%</b>	<b>31.8%</b>
	'06	8,230	4.5%	6.9%	42.2%	42.1%	2.3%	0.1%	1.8%	0.9%	6.6%	5.0%	7.6%	----	----	52.7%	2.4%	10.5%	8.0%	15.3%	35.0%	28.9%
	'04	6,520	3.1%	6.1%	43.9%	43.6%	1.9%	0.1%	1.3%	0.2%	5.5%	5.1%	6.9%	----	----	51.4%	1.5%	10.6%	9.8%	15.9%	37.0%	25.2%

Note: \*# of Respondents is the unweighted count of responses. All percents in this table are based on the unweighted count of responses.



United States  
Office of Personnel Management  
1900 E Street, NW  
Washington, DC 20415  
[www.fhcs.opm.gov](http://www.fhcs.opm.gov)