

2008 Federal Human Capital Survey: Report by Demographics

(51) My training needs are assessed.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,411	147,894	12.2%	11.2%	10.7%	41.2%	39.8%	40.7%	24.7%	24.9%	23.7%	15.0%	15.9%	16.8%	5.4%	6.5%	6.5%	1.6%	1.6%	1.5%
Work Location																					
Headquarters	82,916	86,478	51,143	13.0%	11.6%	10.6%	40.4%	39.5%	37.9%	24.6%	25.2%	25.0%	14.9%	16.1%	17.8%	5.5%	6.4%	7.1%	1.6%	1.3%	1.6%
Field	125,979	130,931	93,048	11.7%	11.1%	10.7%	41.7%	40.0%	41.6%	24.7%	24.8%	23.4%	14.9%	15.7%	16.5%	5.4%	6.6%	6.3%	1.6%	1.8%	1.5%
Supervisor Status																					
Non-Supervisor	116,259	118,182	74,549	11.4%	10.6%	10.0%	40.3%	39.3%	40.2%	25.5%	25.3%	23.8%	15.1%	15.7%	17.0%	5.7%	7.1%	7.1%	2.0%	2.0%	1.8%
Team Leader	28,853	31,768	20,113	12.2%	11.7%	11.6%	42.0%	39.4%	40.7%	23.5%	24.3%	23.7%	15.7%	17.3%	17.0%	5.7%	6.2%	6.0%	1.0%	1.2%	1.0%
Supervisor	37,702	39,851	28,515	13.5%	12.4%	11.5%	44.9%	42.6%	44.0%	23.4%	23.7%	23.4%	13.5%	15.3%	15.7%	3.9%	5.1%	4.7%	0.8%	0.8%	0.7%
Manager	21,186	22,462	17,117	16.1%	14.0%	14.6%	43.5%	41.6%	43.6%	21.9%	25.1%	22.5%	13.5%	14.4%	14.8%	4.4%	4.2%	4.0%	0.5%	0.6%	0.5%
Executive	4,881	5,135	3,906	20.7%	15.3%	16.8%	33.8%	38.1%	32.6%	22.2%	23.3%	27.7%	18.6%	16.4%	17.1%	3.8%	5.4%	4.2%	0.8%	1.5%	1.6%
Sex																					
Male	108,685	117,805	81,622	11.5%	10.4%	10.1%	41.3%	40.0%	40.6%	25.4%	25.8%	24.6%	14.6%	15.4%	16.7%	5.6%	6.9%	6.5%	1.5%	1.5%	1.5%
Female	100,246	99,716	62,575	13.1%	12.4%	11.6%	41.2%	39.7%	40.8%	23.6%	23.8%	22.6%	15.4%	16.4%	16.9%	5.1%	6.0%	6.6%	1.6%	1.8%	1.5%
Hispanic or Latino																					
Yes	14,271	13,628	8,465	13.7%	12.1%	12.5%	41.6%	40.2%	40.0%	24.2%	26.7%	22.5%	13.6%	12.5%	16.2%	5.4%	7.0%	7.2%	1.5%	1.5%	1.5%
No	194,599	203,777	135,487	12.0%	11.2%	10.6%	41.2%	39.8%	40.7%	24.7%	24.7%	23.9%	15.1%	16.2%	16.8%	5.4%	6.5%	6.5%	1.6%	1.6%	1.5%
Race																					
American Indian/ Alaska Native	8,129	6,150	---	12.1%	8.3%	---	39.3%	40.7%	---	24.9%	26.9%	---	14.7%	15.0%	---	6.5%	7.5%	---	2.6%	1.6%	---
Asian	8,412	8,607	---	14.1%	12.1%	---	45.4%	45.8%	---	26.5%	25.0%	---	7.9%	10.7%	---	4.5%	4.8%	---	1.5%	1.6%	---
Black or African American	32,716	32,862	---	13.9%	12.1%	---	44.3%	41.7%	---	22.0%	22.9%	---	13.5%	14.9%	---	4.8%	6.7%	---	1.5%	1.8%	---
Native Hawaiian/ Pacific Islander	1,472	1,487	---	11.7%	14.0%	---	36.8%	40.6%	---	30.5%	25.6%	---	16.6%	11.9%	---	3.4%	5.8%	---	1.0%	2.0%	---
White	146,245	156,713	---	11.6%	11.2%	---	40.6%	39.3%	---	25.0%	25.2%	---	15.8%	16.4%	---	5.4%	6.4%	---	1.6%	1.5%	---
Two or more races (Not Hispanic/Latino)	6,177	6,192	---	12.7%	8.4%	---	37.3%	35.2%	---	26.6%	23.1%	---	13.6%	20.9%	---	8.2%	9.7%	---	1.6%	2.8%	---
Age Group																					
<30 (25 and under)	8,857	8,794	5,461	15.8%	14.8%	14.5%	47.3%	43.6%	43.0%	17.9%	19.7%	18.6%	12.1%	14.8%	15.1%	5.1%	5.5%	7.6%	1.6%	1.6%	1.2%
(26-29)	2,298	2,477	---	18.4%	16.7%	---	50.1%	47.1%	---	17.4%	19.1%	---	9.1%	10.0%	---	4.0%	5.3%	---	1.1%	1.8%	---
30-39	29,383	31,360	20,920	12.7%	11.3%	10.8%	41.2%	42.2%	41.9%	22.4%	23.1%	21.4%	16.1%	16.1%	17.7%	6.1%	5.5%	6.6%	1.5%	1.8%	1.6%
40-49	64,116	70,121	47,042	11.9%	11.0%	10.3%	41.9%	39.0%	40.9%	24.0%	25.1%	22.9%	15.2%	16.4%	17.7%	5.6%	7.1%	6.8%	1.4%	1.4%	1.3%
50-59	82,010	87,040	57,866	11.2%	10.7%	10.3%	39.7%	38.4%	39.9%	26.4%	26.3%	25.3%	15.7%	16.1%	16.5%	5.2%	6.9%	6.4%	1.7%	1.7%	1.6%
60+	24,553	20,185	12,859	12.9%	11.9%	12.1%	40.8%	41.7%	39.7%	28.2%	25.4%	27.7%	11.8%	13.4%	13.4%	4.6%	5.9%	5.0%	1.7%	1.8%	2.1%

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

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	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,411	147,894	12.2%	11.2%	10.7%	41.2%	39.8%	40.7%	24.7%	24.9%	23.7%	15.0%	15.9%	16.8%	5.4%	6.5%	6.5%	1.6%	1.6%	1.5%
Pay Category																					
Federal Wage System	8,653	9,475	5,512	9.3%	7.6%	7.7%	43.8%	41.6%	42.1%	25.5%	25.2%	24.1%	13.4%	15.6%	16.2%	6.2%	8.0%	8.8%	1.7%	2.0%	1.1%
GS 1-6 or equivalent	10,339	10,822	6,705	15.0%	13.6%	10.9%	39.7%	38.8%	40.6%	24.9%	25.6%	21.4%	12.9%	12.7%	16.6%	5.3%	6.9%	8.3%	2.2%	2.4%	2.1%
GS 7-12 or equivalent	86,210	91,788	58,904	12.1%	11.1%	11.1%	41.6%	40.3%	41.0%	24.8%	24.7%	24.0%	14.9%	16.0%	16.3%	5.1%	6.4%	6.2%	1.5%	1.5%	1.5%
GS 13-15 or equivalent	83,227	91,612	64,037	12.3%	11.6%	10.4%	40.1%	39.0%	40.2%	24.3%	25.6%	24.2%	16.3%	17.0%	18.1%	5.6%	5.8%	5.8%	1.3%	1.2%	1.3%
Senior Executive Service	3,930	4,206	3,314	18.0%	15.8%	15.2%	33.9%	34.1%	29.9%	25.9%	27.3%	29.9%	16.8%	16.4%	18.3%	4.5%	5.5%	4.8%	0.9%	1.0%	1.9%
SL/ST	780	688	490	16.5%	17.0%	6.9%	56.1%	43.9%	58.9%	18.2%	18.3%	22.8%	5.6%	8.9%	9.0%	2.5%	11.2%	0.9%	1.1%	0.7%	1.5%
Other	15,761	8,187	5,204	11.4%	12.9%	12.0%	41.4%	41.4%	38.6%	23.9%	22.1%	22.8%	15.4%	15.5%	17.6%	5.9%	5.6%	6.9%	2.0%	2.4%	2.1%
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	15.9%	18.9%	15.4%	40.5%	45.1%	44.1%	28.0%	20.0%	25.1%	9.6%	9.6%	11.1%	2.9%	2.5%	1.3%	3.1%	3.7%	3.0%
1-3 years	17,927	17,544	12,895	16.3%	13.8%	12.9%	43.2%	43.4%	41.7%	21.8%	22.2%	19.7%	12.8%	13.8%	16.1%	4.5%	5.0%	7.8%	1.5%	1.8%	1.8%
4-5 years	14,598	16,228	8,711	12.7%	12.6%	11.4%	42.2%	39.1%	40.1%	23.9%	23.6%	21.7%	14.0%	16.0%	17.9%	5.8%	7.1%	6.7%	1.3%	1.7%	2.3%
6-10 years	32,655	26,505	13,913	11.7%	10.2%	10.5%	40.6%	38.7%	39.8%	23.9%	25.3%	23.6%	16.4%	16.4%	17.7%	5.8%	7.8%	7.2%	1.7%	1.6%	1.2%
11-20 years	53,231	62,903	44,997	11.5%	10.4%	9.7%	39.8%	38.4%	41.2%	24.7%	25.6%	24.2%	16.3%	17.3%	17.3%	6.1%	6.8%	6.1%	1.6%	1.5%	1.5%
(11 to 14 years)	17,502	---	---	10.9%	---	---	39.7%	---	---	25.9%	---	---	16.4%	---	---	5.9%	---	---	1.3%	---	---
(15 to 20 years)	35,729	---	---	11.8%	---	---	39.9%	---	---	24.0%	---	---	16.3%	---	---	6.2%	---	---	1.8%	---	---
> 20 years	88,272	91,709	62,352	11.2%	10.8%	10.6%	41.6%	40.2%	40.3%	26.0%	25.7%	25.3%	14.5%	15.5%	16.3%	5.1%	6.3%	6.2%	1.6%	1.5%	1.3%
Time w/ Current Agency																					
< 1 year	4,810	5,024	2,815	18.7%	19.1%	16.5%	40.8%	41.4%	43.4%	24.3%	22.7%	21.3%	9.3%	9.4%	11.4%	3.6%	4.1%	3.4%	3.2%	3.4%	4.1%
1-3 years	28,186	28,264	21,636	15.7%	12.8%	12.6%	42.4%	41.5%	41.2%	22.2%	23.6%	20.3%	13.2%	14.0%	16.3%	4.9%	6.2%	7.9%	1.6%	1.9%	1.7%
4-5 years	20,124	22,563	13,237	11.8%	11.7%	11.0%	41.3%	38.9%	39.1%	23.7%	24.1%	22.7%	15.0%	16.6%	18.5%	6.8%	7.0%	6.8%	1.4%	1.6%	1.9%
6-10 years	40,753	35,124	18,823	10.9%	10.2%	9.2%	41.4%	38.9%	40.5%	23.9%	24.6%	24.2%	16.5%	17.0%	18.2%	5.7%	7.7%	6.7%	1.5%	1.5%	1.2%
11-20 years	54,451	64,984	46,188	11.4%	10.2%	10.2%	39.5%	38.4%	40.6%	25.8%	25.7%	24.8%	16.0%	17.6%	16.7%	5.7%	6.7%	6.2%	1.7%	1.4%	1.6%
> 20 years	60,591	61,524	41,486	11.0%	11.0%	10.1%	42.1%	41.1%	41.0%	26.1%	25.7%	25.5%	14.6%	14.8%	16.4%	4.7%	5.8%	5.9%	1.4%	1.6%	1.1%
Leaving																					
No	143,373	150,493	101,435	14.3%	13.5%	12.5%	45.2%	43.4%	44.6%	23.7%	24.1%	23.2%	12.3%	13.5%	14.1%	3.1%	3.9%	4.2%	1.4%	1.5%	1.4%
Yes, to retire	13,492	14,409	9,504	11.0%	8.8%	7.9%	38.6%	40.1%	38.8%	28.4%	28.3%	29.0%	14.3%	14.6%	16.2%	6.0%	6.6%	6.1%	1.7%	1.5%	1.9%
Yes, to other job in Govt	37,418	35,603	22,691	6.9%	5.6%	6.7%	32.2%	30.7%	31.3%	26.4%	26.5%	23.7%	22.0%	22.6%	24.4%	11.0%	13.0%	12.2%	1.5%	1.6%	1.7%
Yes, to other job outside Govt	6,395	7,859	5,069	4.4%	5.2%	4.8%	27.5%	25.2%	24.9%	23.5%	23.6%	23.8%	26.5%	24.9%	28.4%	15.4%	18.4%	16.1%	2.7%	2.7%	2.1%
Yes, other	8,240	9,083	5,480	5.9%	4.4%	4.9%	27.5%	28.6%	27.9%	29.0%	27.7%	25.9%	21.9%	22.0%	23.9%	12.1%	14.5%	15.3%	3.6%	2.8%	2.1%
Retiring																					
Within 1 year	8,333	9,139	6,073	9.8%	10.0%	8.0%	36.6%	38.3%	38.2%	29.9%	28.7%	27.0%	14.9%	14.4%	17.3%	7.1%	7.1%	7.5%	1.8%	1.6%	2.1%
Between 1 and 3 years	24,421	25,217	16,417	10.8%	8.8%	8.9%	40.6%	40.5%	39.8%	27.5%	26.7%	27.1%	14.4%	15.4%	17.0%	4.9%	6.6%	6.1%	1.8%	2.1%	1.1%
Between 3 and 5 years	26,399	28,073	19,272	10.8%	10.2%	10.1%	41.3%	39.5%	40.6%	25.9%	26.4%	24.8%	14.3%	15.4%	16.5%	5.7%	7.2%	6.3%	2.0%	1.3%	1.7%
5 or more years	149,768	154,998	102,411	12.7%	11.9%	11.2%	41.5%	39.9%	41.0%	23.8%	24.2%	23.0%	15.1%	16.1%	16.9%	5.3%	6.4%	6.5%	1.5%	1.6%	1.5%

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

2008 Federal Human Capital Survey: Report by Demographics

(52) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,179	221,425	147,892	12.4%	11.5%	10.9%	42.0%	41.7%	41.3%	23.1%	23.7%	23.3%	12.9%	13.2%	15.0%	6.7%	7.5%	7.1%	2.8%	2.4%	2.4%
Work Location																					
Headquarters	82,918	86,482	51,141	14.0%	12.8%	11.9%	43.0%	43.0%	42.6%	21.0%	22.5%	21.3%	12.6%	12.6%	14.7%	6.2%	6.9%	7.1%	3.1%	2.0%	2.5%
Field	125,977	130,938	93,046	11.7%	10.9%	10.6%	41.6%	41.1%	40.9%	24.1%	24.3%	23.9%	13.0%	13.4%	15.1%	7.0%	7.7%	7.0%	2.7%	2.6%	2.4%
Supervisor Status																					
Non-Supervisor	116,259	118,183	74,548	11.0%	10.2%	9.7%	39.3%	39.6%	38.9%	24.7%	24.9%	24.8%	14.0%	13.7%	15.7%	7.6%	8.5%	7.8%	3.6%	3.1%	3.1%
Team Leader	28,853	31,774	20,113	11.8%	10.7%	11.4%	42.7%	40.6%	43.1%	22.9%	25.3%	22.0%	13.3%	14.6%	15.5%	6.9%	6.9%	6.5%	2.4%	1.9%	1.5%
Supervisor	37,700	39,857	28,513	14.8%	14.0%	13.5%	50.1%	48.1%	48.8%	19.8%	20.1%	19.7%	10.1%	11.7%	12.6%	4.3%	5.4%	4.8%	0.9%	0.8%	0.5%
Manager	21,186	22,463	17,117	22.1%	19.8%	20.1%	52.6%	53.2%	54.9%	14.7%	16.2%	14.4%	7.0%	7.5%	7.9%	2.7%	3.1%	2.4%	0.8%	0.2%	0.2%
Executive	4,882	5,135	3,906	28.1%	24.2%	26.8%	45.1%	48.6%	51.9%	15.1%	11.3%	11.7%	6.4%	9.5%	7.2%	4.8%	5.1%	1.7%	0.5%	1.3%	0.8%
Sex																					
Male	108,681	117,809	81,622	11.9%	10.8%	10.3%	42.6%	41.9%	40.9%	23.9%	24.4%	24.5%	12.8%	13.1%	15.1%	6.5%	7.6%	7.1%	2.3%	2.2%	2.1%
Female	100,247	99,723	62,575	13.2%	12.4%	11.7%	41.2%	41.4%	41.8%	22.0%	22.9%	21.7%	13.0%	13.3%	14.9%	7.1%	7.4%	7.0%	3.6%	2.7%	2.9%
Hispanic or Latino																					
Yes	14,269	13,630	8,465	13.8%	12.5%	12.3%	40.7%	40.9%	40.9%	22.6%	24.3%	24.0%	12.5%	12.5%	13.4%	7.1%	7.2%	7.3%	3.3%	2.7%	2.2%
No	194,598	203,787	135,487	12.3%	11.4%	10.8%	42.2%	41.8%	41.3%	23.1%	23.7%	23.2%	12.9%	13.2%	15.2%	6.7%	7.5%	7.0%	2.8%	2.4%	2.5%
Race																					
American Indian/ Alaska Native	8,129	6,150	---	11.1%	7.9%	---	38.1%	41.2%	---	26.5%	25.2%	---	12.6%	15.1%	---	9.5%	7.6%	---	2.1%	3.1%	---
Asian	8,412	8,609	---	12.9%	11.4%	---	46.1%	46.2%	---	26.1%	25.5%	---	8.5%	8.5%	---	3.8%	5.6%	---	2.5%	2.9%	---
Black or African American	32,717	32,870	---	13.5%	12.0%	---	43.5%	43.9%	---	23.0%	22.6%	---	10.3%	10.9%	---	6.9%	7.3%	---	2.8%	3.3%	---
Native Hawaiian/ Pacific Islander	1,472	1,487	---	15.3%	15.0%	---	32.8%	41.3%	---	29.0%	23.5%	---	15.6%	11.9%	---	4.6%	5.7%	---	2.7%	2.4%	---
White	146,242	156,717	---	12.2%	11.5%	---	42.2%	41.4%	---	22.6%	23.7%	---	13.7%	14.0%	---	6.6%	7.4%	---	2.8%	2.1%	---
Two or more races (Not Hispanic/Latino)	6,176	6,192	---	11.5%	10.3%	---	36.5%	33.9%	---	24.3%	26.2%	---	14.6%	12.9%	---	8.1%	13.6%	---	5.1%	3.1%	---
Age Group																					
<30 (25 and under)	8,857	8,794	5,461	13.3%	14.4%	14.9%	45.8%	44.5%	43.2%	20.2%	20.6%	21.1%	11.8%	12.2%	12.4%	5.3%	5.5%	5.9%	3.5%	2.9%	2.4%
(26-29)	2,298	2,477	---	15.9%	14.1%	---	48.4%	47.6%	---	18.2%	22.4%	---	9.3%	9.3%	---	4.3%	3.7%	---	3.9%	2.9%	---
30-39	6,559	6,317	---	12.4%	14.5%	---	44.9%	43.1%	---	20.9%	19.9%	---	12.7%	13.4%	---	5.7%	6.2%	---	3.4%	2.9%	---
40-49	29,383	31,366	20,919	12.3%	12.1%	10.6%	42.2%	41.8%	41.6%	22.3%	23.2%	22.3%	13.0%	13.4%	16.0%	7.0%	7.1%	7.0%	3.3%	2.5%	2.5%
50-59	64,114	70,123	47,041	12.4%	11.1%	10.4%	42.9%	42.3%	41.6%	22.0%	23.3%	22.8%	12.7%	13.3%	15.7%	7.4%	8.0%	7.4%	2.6%	2.2%	2.2%
60+	82,009	87,045	57,866	12.0%	10.9%	10.7%	41.3%	40.8%	40.6%	24.0%	24.8%	23.9%	13.6%	13.2%	14.8%	6.5%	7.9%	7.4%	2.6%	2.3%	2.6%
	24,551	20,188	12,860	13.8%	12.3%	12.6%	39.3%	41.4%	41.1%	26.2%	24.3%	25.7%	11.6%	13.0%	13.2%	5.8%	5.9%	4.6%	3.2%	3.2%	2.8%

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

2008 Federal Human Capital Survey: Report by Demographics

(52) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,179	221,425	147,892	12.4%	11.5%	10.9%	42.0%	41.7%	41.3%	23.1%	23.7%	23.3%	12.9%	13.2%	15.0%	6.7%	7.5%	7.1%	2.8%	2.4%	2.4%
Pay Category																					
Federal Wage System	8,647	9,477	5,512	8.6%	7.2%	7.5%	42.5%	39.3%	39.7%	26.4%	27.8%	25.8%	13.1%	14.0%	15.3%	6.7%	9.3%	9.4%	2.8%	2.4%	2.3%
GS 1-6 or equivalent	10,338	10,828	6,705	14.3%	13.0%	10.1%	37.5%	39.8%	36.6%	24.3%	25.4%	25.4%	12.7%	11.0%	14.9%	7.4%	7.8%	8.8%	3.8%	3.1%	4.1%
GS 7-12 or equivalent	86,209	91,789	58,904	11.7%	11.0%	10.8%	41.5%	41.7%	41.0%	24.0%	23.9%	24.1%	13.3%	13.3%	15.1%	6.3%	7.4%	6.5%	3.2%	2.7%	2.5%
GS 13-15 or equivalent	83,228	91,614	64,036	14.2%	13.4%	12.0%	45.0%	44.8%	44.5%	20.3%	20.9%	20.6%	12.2%	13.3%	14.8%	6.4%	6.4%	6.6%	2.0%	1.3%	1.5%
Senior Executive Service	3,931	4,206	3,314	30.4%	26.3%	23.8%	49.9%	50.3%	47.5%	10.6%	13.3%	18.4%	6.7%	6.0%	8.3%	2.2%	3.6%	1.3%	0.2%	0.6%	0.8%
SL/ST	780	688	490	10.9%	12.0%	7.6%	57.7%	37.6%	61.1%	14.9%	25.3%	16.7%	13.2%	12.5%	9.5%	2.8%	12.1%	5.1%	0.5%	0.6%	0.0%
Other	15,763	8,187	5,204	11.6%	11.5%	12.3%	39.8%	40.3%	37.8%	23.4%	27.4%	22.6%	13.1%	12.2%	16.1%	9.5%	5.9%	7.7%	2.6%	2.7%	3.4%
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	17.2%	19.2%	17.1%	41.8%	42.4%	45.3%	17.5%	24.5%	25.4%	11.9%	7.3%	6.5%	4.3%	2.6%	2.1%	7.3%	4.0%	3.6%
1-3 years	17,927	17,545	12,896	14.1%	13.1%	11.8%	44.5%	45.1%	37.8%	21.4%	20.8%	23.7%	11.5%	12.0%	14.9%	4.6%	5.7%	8.4%	3.8%	3.3%	3.3%
4-5 years	14,598	16,231	8,712	12.7%	12.0%	11.5%	41.1%	39.8%	42.3%	23.1%	23.3%	22.1%	12.9%	14.1%	14.7%	7.2%	7.9%	7.4%	2.9%	2.9%	2.0%
6-10 years	32,657	26,507	13,912	11.4%	10.8%	10.6%	41.3%	38.6%	40.6%	22.7%	25.5%	23.3%	14.0%	14.4%	16.2%	7.5%	8.8%	7.0%	3.1%	2.0%	2.4%
11-20 years	53,228	62,912	44,996	12.2%	10.6%	10.5%	41.0%	41.0%	41.6%	22.9%	24.7%	23.0%	14.1%	13.3%	15.4%	7.6%	8.2%	7.0%	2.2%	2.2%	2.5%
(11 to 14 years)	17,503	---	---	11.3%	---	---	40.1%	---	---	25.0%	---	---	13.2%	---	---	8.1%	---	---	2.3%	---	---
(15 to 20 years)	35,725	---	---	12.7%	---	---	41.5%	---	---	21.8%	---	---	14.5%	---	---	7.3%	---	---	2.1%	---	---
> 20 years	88,271	91,705	62,351	12.2%	11.4%	10.8%	42.5%	42.8%	42.2%	24.1%	23.4%	23.6%	12.1%	13.0%	14.7%	6.5%	7.1%	6.6%	2.6%	2.2%	2.1%
Time w/ Current Agency																					
< 1 year	4,810	5,025	2,815	19.6%	18.8%	17.9%	43.5%	41.7%	44.7%	17.8%	24.7%	23.2%	9.2%	7.9%	7.5%	4.3%	3.5%	3.3%	5.6%	3.4%	3.3%
1-3 years	28,186	28,265	21,638	14.1%	12.9%	12.0%	43.7%	42.9%	38.5%	21.7%	22.1%	23.4%	11.6%	12.1%	14.6%	5.4%	7.0%	8.3%	3.4%	3.0%	3.1%
4-5 years	20,124	22,566	13,237	12.2%	10.8%	11.2%	41.0%	40.1%	41.8%	23.2%	23.6%	22.8%	13.0%	14.7%	14.9%	7.9%	7.8%	7.4%	2.7%	2.9%	1.9%
6-10 years	40,753	35,127	18,823	10.6%	10.7%	9.5%	41.6%	39.6%	41.6%	22.8%	24.3%	22.8%	14.6%	14.7%	16.1%	7.6%	8.6%	7.4%	2.7%	2.0%	2.6%
11-20 years	54,451	64,988	46,188	12.2%	10.4%	10.2%	40.6%	41.4%	41.4%	23.5%	24.7%	23.6%	13.8%	13.2%	15.6%	7.4%	8.0%	6.8%	2.4%	2.2%	2.4%
> 20 years	60,587	61,524	41,484	12.3%	11.7%	11.0%	42.9%	43.3%	42.7%	24.3%	23.3%	23.3%	11.9%	12.8%	14.7%	6.0%	6.9%	6.4%	2.6%	2.0%	2.0%
Leaving																					
No	143,372	150,500	101,436	14.9%	13.7%	12.8%	45.8%	45.4%	45.2%	22.1%	22.7%	22.5%	10.3%	11.1%	12.7%	4.1%	4.9%	4.4%	2.8%	2.3%	2.3%
Yes, to retire	13,491	14,409	9,502	11.6%	9.5%	9.7%	39.0%	41.3%	38.5%	25.4%	25.3%	26.5%	13.1%	13.6%	15.1%	8.3%	8.1%	7.2%	2.5%	2.2%	3.0%
Yes, to other job in Govt	37,418	35,603	22,689	6.1%	6.2%	6.2%	33.7%	33.1%	32.1%	24.9%	25.8%	24.2%	19.5%	18.8%	21.4%	12.9%	13.3%	13.6%	2.9%	2.8%	2.5%
Yes, to other job outside Govt	6,395	7,860	5,069	4.8%	4.4%	5.0%	29.0%	27.8%	24.3%	22.5%	25.0%	25.4%	24.3%	21.4%	24.7%	15.7%	18.9%	17.6%	3.7%	2.4%	2.9%
Yes, other	8,240	9,086	5,480	5.4%	4.4%	4.1%	27.9%	27.2%	31.0%	28.8%	29.2%	25.2%	19.8%	18.6%	20.5%	14.7%	17.5%	16.0%	3.5%	3.2%	3.2%
Retiring																					
Within 1 year	8,333	9,139	6,072	10.8%	10.3%	8.9%	37.6%	38.8%	38.5%	27.4%	26.0%	26.6%	13.4%	13.3%	15.0%	8.3%	9.5%	8.5%	2.5%	2.1%	2.5%
Between 1 and 3 years	24,418	25,219	16,416	11.6%	9.9%	9.9%	39.8%	41.4%	42.2%	25.8%	24.8%	23.7%	13.4%	13.9%	15.7%	6.8%	7.4%	6.4%	2.6%	2.5%	2.1%
Between 3 and 5 years	26,400	28,080	19,272	12.2%	10.2%	10.5%	40.3%	42.0%	39.0%	24.7%	24.4%	25.4%	12.7%	13.1%	16.2%	7.3%	7.7%	6.2%	2.9%	2.6%	2.7%
5 or more years	149,767	154,999	102,411	12.7%	12.0%	11.2%	42.8%	41.9%	41.7%	22.3%	23.4%	22.7%	12.8%	13.1%	14.8%	6.6%	7.3%	7.1%	2.9%	2.4%	2.4%

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

2008 Federal Human Capital Survey: Report by Demographics

(53) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,194	221,426	147,890	23.0%	22.0%	22.1%	52.5%	52.3%	53.2%	12.8%	13.3%	12.9%	7.7%	7.8%	7.9%	3.6%	4.2%	3.5%	0.5%	0.4%	0.4%
Work Location																					
Headquarters	82,923	86,483	51,143	22.6%	21.8%	22.4%	51.8%	51.8%	51.2%	12.9%	13.7%	12.9%	8.1%	8.0%	8.6%	4.1%	4.2%	4.3%	0.6%	0.5%	0.6%
Field	125,988	130,939	93,042	23.1%	22.1%	22.0%	52.8%	52.5%	53.8%	12.8%	13.1%	12.9%	7.4%	7.6%	7.7%	3.3%	4.2%	3.2%	0.4%	0.4%	0.4%
Supervisor Status																					
Non-Supervisor	116,273	118,186	74,546	22.3%	21.3%	21.0%	50.9%	50.4%	51.7%	13.6%	14.3%	14.0%	8.5%	8.5%	8.9%	4.2%	5.0%	4.0%	0.5%	0.5%	0.5%
Team Leader	28,855	31,771	20,113	21.5%	20.9%	23.0%	53.7%	54.5%	55.7%	12.8%	13.3%	11.3%	8.3%	8.0%	6.6%	3.5%	3.0%	3.0%	0.3%	0.3%	0.4%
Supervisor	37,701	39,858	28,514	25.5%	24.8%	26.3%	56.7%	56.4%	57.0%	11.0%	10.1%	9.9%	4.8%	5.6%	5.1%	1.7%	2.9%	1.6%	0.3%	0.3%	0.1%
Manager	21,187	22,465	17,117	28.0%	26.0%	26.3%	56.3%	57.9%	58.8%	9.6%	9.7%	9.9%	4.0%	4.3%	3.8%	1.4%	1.9%	1.1%	0.7%	0.1%	0.1%
Executive	4,882	5,135	3,906	29.8%	28.9%	33.3%	53.4%	51.8%	53.5%	11.2%	11.7%	8.7%	4.1%	3.9%	3.6%	1.3%	2.4%	0.6%	0.2%	1.2%	0.3%
Sex																					
Male	108,694	117,809	81,617	22.5%	21.7%	22.1%	54.4%	54.2%	54.1%	12.7%	13.4%	13.1%	6.9%	6.8%	7.2%	3.2%	3.4%	3.2%	0.3%	0.4%	0.3%
Female	100,248	99,725	62,578	23.5%	22.5%	22.0%	49.9%	49.7%	52.1%	13.1%	13.2%	12.6%	8.7%	9.0%	8.8%	4.2%	5.2%	3.9%	0.7%	0.5%	0.6%
Hispanic or Latino																					
Yes	14,270	13,630	8,464	23.2%	22.9%	21.6%	49.7%	48.5%	52.2%	14.6%	15.0%	11.9%	8.0%	7.7%	8.8%	4.2%	5.4%	4.4%	0.4%	0.4%	1.0%
No	194,610	203,788	135,485	22.9%	21.9%	22.1%	52.7%	52.6%	53.3%	12.7%	13.2%	12.9%	7.6%	7.7%	7.8%	3.5%	4.1%	3.4%	0.5%	0.4%	0.4%
Race																					
American Indian/ Alaska Native	8,130	6,151	---	17.2%	21.0%	---	50.3%	43.6%	---	13.4%	15.7%	---	11.2%	12.6%	---	7.3%	6.6%	---	0.6%	0.5%	---
Asian	8,414	8,608	---	18.6%	18.4%	---	57.8%	53.0%	---	14.5%	16.1%	---	5.9%	7.9%	---	2.7%	4.1%	---	0.5%	0.4%	---
Black or African American	32,719	32,872	---	21.9%	20.9%	---	52.3%	50.7%	---	12.5%	14.0%	---	8.0%	8.8%	---	4.9%	4.8%	---	0.5%	0.8%	---
Native Hawaiian/ Pacific Islander	1,472	1,487	---	15.9%	19.5%	---	44.8%	54.1%	---	25.9%	16.6%	---	10.6%	6.2%	---	2.4%	3.2%	---	0.4%	0.4%	---
White	146,248	156,718	---	23.7%	22.9%	---	52.8%	52.9%	---	12.4%	12.6%	---	7.6%	7.3%	---	3.1%	3.9%	---	0.4%	0.3%	---
Two or more races (Not Hispanic/Latino)	6,178	6,192	---	22.9%	17.1%	---	49.3%	52.8%	---	13.7%	14.0%	---	8.4%	8.0%	---	4.0%	7.3%	---	1.7%	0.8%	---
Age Group																					
<30 (25 and under)	8,858	8,793	5,461	27.8%	26.4%	27.4%	53.1%	50.0%	52.8%	9.3%	12.9%	10.7%	6.5%	6.7%	6.7%	2.6%	3.3%	1.9%	0.7%	0.7%	0.4%
(26-29)	2,298	2,477	---	30.4%	30.0%	---	53.3%	51.6%	---	9.4%	10.8%	---	4.9%	4.2%	---	1.3%	2.3%	---	0.8%	1.1%	---
30-39	29,382	31,364	20,919	24.0%	22.0%	23.1%	52.3%	52.7%	53.3%	12.4%	12.8%	11.0%	7.7%	8.1%	8.4%	3.3%	4.0%	3.7%	0.3%	0.3%	0.6%
40-49	64,119	70,128	47,039	21.9%	21.7%	21.5%	53.5%	52.8%	53.7%	12.2%	12.7%	13.2%	7.7%	8.0%	7.9%	4.2%	4.6%	3.3%	0.4%	0.4%	0.5%
50-59	82,013	87,045	57,869	21.4%	21.5%	21.3%	52.2%	51.9%	53.0%	14.2%	14.2%	13.4%	8.1%	7.6%	8.1%	3.6%	4.3%	3.8%	0.6%	0.5%	0.4%
60+	24,557	20,187	12,857	26.4%	22.5%	23.4%	50.2%	52.6%	52.1%	13.1%	13.5%	14.1%	6.8%	7.6%	6.5%	2.9%	3.4%	3.5%	0.5%	0.5%	0.4%

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

2008 Federal Human Capital Survey: Report by Demographics

(53) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,194	221,426	147,890	23.0%	22.0%	22.1%	52.5%	52.3%	53.2%	12.8%	13.3%	12.9%	7.7%	7.8%	7.9%	3.6%	4.2%	3.5%	0.5%	0.4%	0.4%
Pay Category																					
Federal Wage System	8,655	9,477	5,511	20.3%	17.5%	18.1%	54.8%	54.2%	56.2%	13.5%	16.2%	13.5%	6.4%	7.1%	7.5%	4.8%	4.2%	4.5%	0.3%	0.7%	0.1%
GS 1-6 or equivalent	10,338	10,828	6,705	20.4%	20.7%	18.0%	52.1%	47.1%	50.7%	14.1%	16.3%	17.2%	8.4%	8.5%	9.5%	4.2%	6.6%	3.5%	0.8%	0.9%	1.1%
GS 7-12 or equivalent	86,211	91,790	58,903	22.8%	21.8%	22.1%	51.1%	51.7%	52.7%	13.6%	13.3%	12.9%	8.2%	8.5%	8.2%	3.9%	4.3%	3.7%	0.5%	0.4%	0.4%
GS 13-15 or equivalent	83,232	91,615	64,037	24.8%	24.4%	24.3%	54.0%	53.9%	54.0%	11.0%	11.6%	11.7%	7.2%	6.7%	6.8%	2.7%	3.2%	2.9%	0.4%	0.2%	0.3%
Senior Executive Service	3,931	4,206	3,314	36.1%	32.3%	32.1%	51.9%	54.2%	57.2%	7.8%	9.3%	6.9%	3.0%	3.0%	2.8%	1.0%	1.0%	0.4%	0.2%	0.2%	0.6%
SL/ST	780	688	490	44.1%	27.1%	39.8%	49.0%	37.7%	51.7%	2.5%	22.5%	4.8%	3.0%	11.0%	2.9%	1.2%	1.4%	0.7%	0.2%	0.3%	0.0%
Other	15,764	8,187	5,203	21.6%	22.5%	23.0%	53.8%	57.1%	53.7%	13.3%	11.1%	10.7%	7.6%	5.5%	8.6%	3.2%	3.4%	3.4%	0.6%	0.4%	0.6%
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	26.9%	32.2%	32.1%	51.0%	47.3%	44.7%	12.1%	13.2%	16.9%	7.5%	4.5%	4.1%	1.9%	2.1%	0.9%	0.5%	0.8%	1.2%
1-3 years	17,926	17,544	12,895	26.6%	25.6%	25.2%	53.7%	51.5%	53.1%	10.7%	13.2%	11.1%	6.2%	6.2%	7.5%	2.7%	3.1%	2.8%	0.2%	0.4%	0.4%
4-5 years	14,599	16,232	8,711	23.4%	22.0%	24.0%	53.2%	51.9%	51.3%	12.2%	13.0%	12.8%	6.8%	7.9%	7.6%	4.1%	4.9%	3.5%	0.3%	0.3%	0.8%
6-10 years	32,656	26,506	13,913	22.7%	21.1%	21.9%	52.1%	52.4%	54.3%	12.4%	13.0%	12.0%	8.0%	8.9%	7.7%	4.3%	4.2%	3.7%	0.5%	0.3%	0.4%
11-20 years	53,235	62,911	44,996	21.5%	21.1%	20.8%	51.9%	52.0%	52.9%	14.1%	13.4%	13.7%	8.3%	8.3%	8.4%	3.8%	4.7%	3.8%	0.5%	0.5%	0.4%
(11 to 14 years)	17,505	---	---	22.5%	---	---	52.5%	---	---	13.3%	---	---	7.7%	---	---	3.4%	---	---	0.5%	---	---
(15 to 20 years)	35,730	---	---	20.9%	---	---	51.5%	---	---	14.5%	---	---	8.6%	---	---	3.9%	---	---	0.5%	---	---
> 20 years	88,279	91,710	62,351	22.6%	21.5%	21.5%	52.5%	52.9%	53.8%	13.2%	13.6%	13.0%	7.8%	7.5%	7.8%	3.4%	4.1%	3.4%	0.5%	0.5%	0.4%
Time w/ Current Agency																					
< 1 year	4,809	5,025	2,815	27.6%	29.7%	27.8%	49.1%	47.1%	50.8%	13.4%	11.9%	14.3%	6.3%	6.6%	4.1%	2.8%	3.9%	1.9%	0.8%	0.8%	1.1%
1-3 years	28,185	28,265	21,637	26.2%	24.5%	24.4%	51.7%	50.5%	51.7%	11.8%	13.5%	11.8%	6.7%	7.5%	8.3%	3.4%	3.7%	3.5%	0.2%	0.4%	0.3%
4-5 years	20,125	22,566	13,236	22.1%	21.6%	22.0%	53.6%	50.9%	52.5%	12.2%	13.3%	12.7%	7.4%	8.7%	7.9%	4.3%	5.0%	3.9%	0.3%	0.4%	0.9%
6-10 years	40,756	35,125	18,823	21.7%	20.2%	20.6%	52.2%	52.1%	53.5%	13.0%	13.6%	13.5%	8.2%	8.7%	8.2%	4.4%	4.9%	3.7%	0.6%	0.5%	0.5%
11-20 years	54,459	64,990	46,188	21.5%	20.8%	20.9%	51.4%	52.6%	53.1%	14.3%	13.9%	13.7%	8.5%	7.8%	8.1%	3.6%	4.6%	3.8%	0.5%	0.3%	0.4%
> 20 years	60,593	61,526	41,484	23.0%	22.3%	22.1%	54.0%	54.2%	54.8%	12.2%	12.7%	12.3%	7.4%	7.0%	7.4%	2.9%	3.3%	3.0%	0.5%	0.5%	0.3%
Leaving																					
No	143,378	150,500	101,434	25.7%	24.9%	24.7%	53.5%	53.8%	54.4%	11.8%	12.2%	11.8%	6.2%	6.3%	6.4%	2.3%	2.4%	2.3%	0.5%	0.4%	0.3%
Yes, to retire	13,495	14,410	9,502	21.5%	20.3%	18.4%	52.3%	51.2%	55.1%	14.7%	14.1%	14.7%	7.5%	8.0%	7.6%	3.5%	6.0%	3.5%	0.5%	0.5%	0.7%
Yes, to other job in Govt	37,420	35,603	22,690	15.6%	14.4%	15.7%	49.7%	48.4%	49.0%	15.8%	15.6%	14.9%	11.5%	12.4%	12.5%	7.1%	8.7%	7.1%	0.4%	0.5%	0.7%
Yes, to other job outside Govt	6,395	7,860	5,069	15.9%	16.0%	16.9%	51.4%	49.6%	49.3%	12.6%	15.6%	14.3%	11.9%	9.2%	11.5%	7.8%	9.0%	7.8%	0.3%	0.6%	0.2%
Yes, other	8,242	9,085	5,479	14.9%	11.8%	13.5%	48.7%	46.1%	49.6%	15.3%	19.5%	18.7%	13.0%	12.4%	11.3%	7.2%	9.6%	5.6%	0.8%	0.6%	1.4%
Retiring																					
Within 1 year	8,334	9,139	6,072	21.3%	21.6%	18.2%	52.7%	50.2%	58.2%	13.8%	14.4%	11.4%	7.3%	7.2%	7.4%	4.2%	5.9%	4.0%	0.7%	0.7%	0.8%
Between 1 and 3 years	24,423	25,219	16,416	21.4%	20.9%	20.5%	52.7%	52.3%	51.7%	14.4%	14.6%	16.3%	7.2%	7.7%	8.0%	3.9%	4.1%	3.0%	0.4%	0.4%	0.4%
Between 3 and 5 years	26,403	28,079	19,273	23.5%	20.3%	21.0%	50.7%	54.1%	54.2%	13.5%	13.6%	12.8%	8.6%	7.9%	7.8%	3.1%	3.8%	3.8%	0.6%	0.4%	0.3%
5 or more years	149,774	155,003	102,408	23.2%	22.5%	22.7%	52.7%	52.1%	53.0%	12.5%	13.0%	12.5%	7.6%	7.8%	7.9%	3.6%	4.2%	3.4%	0.5%	0.4%	0.4%

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

2008 Federal Human Capital Survey: Report by Demographics

(54) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,405	147,889	31.5%	30.8%	29.4%	55.8%	55.2%	56.3%	8.2%	8.6%	8.2%	2.6%	2.9%	3.2%	1.2%	1.8%	1.9%	0.8%	0.8%	1.1%
Work Location																					
Headquarters	82,924	86,479	51,142	34.1%	33.9%	33.3%	55.7%	54.2%	56.1%	6.8%	7.8%	6.1%	1.9%	2.1%	2.4%	0.9%	1.2%	1.1%	0.6%	0.7%	1.0%
Field	125,978	130,935	93,048	30.2%	29.3%	28.1%	55.9%	55.7%	56.3%	8.9%	9.0%	8.9%	2.9%	3.2%	3.4%	1.4%	2.0%	2.1%	0.8%	0.9%	1.1%
Supervisor Status																					
Non-Supervisor	116,265	118,177	74,549	29.7%	29.1%	27.4%	56.7%	55.9%	57.4%	8.8%	9.2%	8.7%	2.5%	2.9%	3.3%	1.3%	1.9%	1.9%	1.0%	1.0%	1.3%
Team Leader	28,855	31,773	20,114	32.4%	31.4%	31.6%	54.8%	55.1%	54.9%	7.8%	7.7%	7.7%	3.1%	3.2%	3.1%	1.3%	1.9%	2.0%	0.5%	0.7%	0.7%
Supervisor	37,700	39,858	28,517	34.4%	33.8%	33.1%	54.9%	54.5%	53.7%	7.4%	7.4%	7.4%	2.1%	2.4%	3.3%	1.0%	1.5%	2.0%	0.3%	0.4%	0.6%
Manager	21,187	22,461	17,116	39.4%	38.1%	38.5%	52.4%	51.2%	52.1%	5.5%	7.4%	5.8%	2.0%	2.4%	2.6%	0.7%	0.9%	0.7%	0.1%	0.1%	0.2%
Executive	4,882	5,134	3,906	41.7%	47.1%	52.2%	49.1%	45.3%	43.0%	4.0%	5.5%	2.9%	4.2%	0.7%	1.0%	0.6%	0.9%	0.5%	0.4%	0.5%	0.3%
Sex																					
Male	108,683	117,793	81,621	30.7%	29.9%	28.9%	55.8%	54.7%	55.0%	8.7%	9.8%	9.3%	2.9%	2.9%	3.7%	1.3%	2.0%	2.2%	0.6%	0.6%	1.0%
Female	100,249	99,722	62,574	32.6%	31.8%	29.8%	55.9%	55.9%	58.0%	7.5%	7.1%	6.9%	2.1%	2.8%	2.5%	1.1%	1.4%	1.5%	0.9%	1.0%	1.2%
Hispanic or Latino																					
Yes	14,270	13,628	8,467	31.3%	30.8%	28.6%	54.9%	53.2%	55.2%	8.9%	8.8%	9.5%	2.5%	3.6%	2.6%	1.6%	2.7%	2.3%	0.8%	1.0%	1.7%
No	194,604	203,774	135,482	31.5%	30.7%	29.4%	55.9%	55.4%	56.4%	8.1%	8.6%	8.1%	2.6%	2.8%	3.3%	1.2%	1.7%	1.8%	0.7%	0.8%	1.0%
Race																					
American Indian/ Alaska Native	8,130	6,151	---	23.4%	21.0%	---	56.4%	55.4%	---	10.8%	13.6%	---	4.9%	4.9%	---	2.3%	3.9%	---	2.1%	1.2%	---
Asian	8,413	8,605	---	27.3%	27.6%	---	60.3%	58.6%	---	9.2%	10.2%	---	1.7%	2.1%	---	0.7%	0.9%	---	0.8%	0.6%	---
Black or African American	32,720	32,861	---	31.6%	27.6%	---	56.7%	57.1%	---	7.5%	9.9%	---	2.1%	2.9%	---	1.3%	1.3%	---	0.9%	1.2%	---
Native Hawaiian/ Pacific Islander	1,472	1,488	---	19.4%	31.4%	---	55.0%	50.8%	---	15.7%	10.8%	---	7.9%	4.7%	---	1.2%	1.6%	---	0.7%	0.8%	---
White	146,240	156,711	---	32.4%	32.4%	---	55.5%	54.5%	---	7.8%	7.9%	---	2.6%	2.7%	---	1.1%	1.7%	---	0.6%	0.7%	---
Two or more races (Not Hispanic/Latino)	6,178	6,192	---	30.2%	25.4%	---	53.6%	55.0%	---	10.8%	11.0%	---	2.5%	3.3%	---	1.6%	4.1%	---	1.3%	1.3%	---
Age Group																					
<30 (25 and under)	8,857	8,794	5,461	36.2%	35.4%	38.2%	52.1%	50.3%	47.5%	6.9%	8.6%	6.9%	2.8%	2.7%	4.0%	1.0%	1.8%	2.2%	1.0%	1.3%	1.2%
(26-29)	2,297	2,477	---	38.6%	37.6%	---	48.0%	49.2%	---	7.6%	7.0%	---	2.3%	2.8%	---	1.3%	0.9%	---	2.1%	2.4%	---
30-39	6,560	6,317	---	35.4%	34.4%	---	53.5%	50.7%	---	6.6%	9.2%	---	2.9%	2.6%	---	0.9%	2.2%	---	0.6%	0.8%	---
40-49	29,382	31,367	20,917	32.9%	32.1%	31.1%	54.9%	55.1%	54.8%	7.3%	7.0%	7.5%	3.2%	3.1%	3.4%	1.1%	2.0%	2.0%	0.5%	0.7%	1.2%
50-59	64,115	70,123	47,039	31.0%	30.9%	28.9%	56.0%	55.1%	56.7%	8.2%	8.6%	8.3%	2.6%	2.8%	3.3%	1.5%	2.0%	1.8%	0.7%	0.7%	0.9%
60+	82,009	87,034	57,867	30.3%	29.5%	28.2%	57.0%	55.7%	57.4%	8.4%	9.5%	8.4%	2.3%	2.9%	2.9%	1.1%	1.6%	1.9%	0.8%	0.9%	1.1%
	24,555	20,179	12,861	31.4%	29.7%	27.7%	55.4%	57.1%	57.2%	9.4%	8.2%	9.5%	2.1%	2.8%	3.3%	0.8%	1.5%	1.4%	0.9%	0.8%	1.0%

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

2008 Federal Human Capital Survey: Report by Demographics

(54) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,405	147,889	31.5%	30.8%	29.4%	55.8%	55.2%	56.3%	8.2%	8.6%	8.2%	2.6%	2.9%	3.2%	1.2%	1.8%	1.9%	0.8%	0.8%	1.1%
Pay Category																					
Federal Wage System	8,652	9,465	5,509	19.7%	15.2%	14.6%	54.1%	50.3%	53.5%	15.7%	20.1%	19.0%	6.5%	7.4%	7.8%	2.8%	4.6%	3.6%	1.2%	2.4%	1.5%
GS 1-6 or equivalent	10,338	10,825	6,706	26.0%	25.4%	19.3%	55.1%	53.9%	55.6%	12.6%	13.6%	13.0%	2.7%	3.5%	6.0%	1.8%	2.0%	3.6%	1.8%	1.6%	2.5%
GS 7-12 or equivalent	86,205	91,791	58,904	31.3%	30.7%	29.2%	57.3%	57.4%	58.3%	7.7%	7.6%	7.5%	2.1%	2.4%	2.6%	1.0%	1.3%	1.4%	0.6%	0.6%	0.9%
GS 13-15 or equivalent	83,231	91,614	64,036	38.2%	38.3%	36.8%	54.8%	54.2%	55.2%	4.6%	4.5%	4.9%	1.4%	1.6%	1.8%	0.7%	1.1%	1.1%	0.3%	0.3%	0.3%
Senior Executive Service	3,931	4,205	3,314	51.7%	51.6%	52.5%	44.1%	43.2%	43.5%	2.8%	3.8%	2.5%	0.9%	0.8%	0.8%	0.3%	0.4%	0.4%	0.2%	0.1%	0.2%
SL/ST	780	688	490	49.9%	42.3%	37.0%	38.2%	51.3%	51.4%	11.0%	5.9%	11.4%	0.2%	0.1%	0.1%	0.6%	0.3%	0.0%	0.1%	0.1%	0.1%
Other	15,763	8,187	5,203	27.6%	30.9%	32.0%	55.1%	56.5%	49.9%	9.7%	8.6%	7.4%	4.4%	2.1%	3.7%	2.0%	1.4%	4.6%	1.2%	0.5%	2.5%
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	38.8%	40.0%	37.8%	48.7%	49.3%	46.8%	7.9%	7.1%	11.4%	3.0%	1.3%	1.6%	0.8%	0.9%	1.2%	0.7%	1.5%	1.2%
1-3 years	17,926	17,543	12,894	33.4%	34.8%	30.9%	55.0%	50.8%	46.1%	7.6%	8.3%	10.4%	2.2%	3.2%	6.0%	1.1%	2.1%	4.3%	0.6%	0.9%	2.3%
4-5 years	14,599	16,227	8,708	32.4%	30.0%	31.7%	54.4%	53.4%	53.0%	8.1%	9.2%	8.7%	2.8%	3.7%	3.9%	1.6%	2.8%	1.5%	0.7%	0.9%	1.1%
6-10 years	32,653	26,506	13,915	30.6%	30.3%	29.6%	56.1%	55.2%	55.4%	7.9%	8.8%	8.3%	3.2%	3.3%	4.2%	1.2%	1.6%	1.9%	1.1%	0.7%	0.7%
11-20 years	53,232	62,913	44,995	30.3%	29.9%	28.8%	56.7%	56.2%	58.6%	8.2%	8.5%	8.0%	2.8%	2.7%	2.4%	1.4%	1.9%	1.5%	0.6%	0.8%	0.8%
(11 to 14 years)	17,502	---	---	30.9%	---	---	56.6%	---	---	7.7%	---	---	3.1%	---	---	1.2%	---	---	0.5%	---	---
(15 to 20 years)	35,730	---	---	30.1%	---	---	56.7%	---	---	8.5%	---	---	2.6%	---	---	1.5%	---	---	0.6%	---	---
> 20 years	88,276	91,697	62,353	31.4%	30.1%	28.5%	56.1%	56.6%	59.2%	8.5%	8.7%	7.5%	2.2%	2.5%	2.5%	1.1%	1.4%	1.3%	0.8%	0.7%	0.9%
Time w/ Current Agency																					
< 1 year	4,810	5,024	2,815	37.9%	38.1%	35.8%	49.2%	49.6%	49.6%	8.8%	8.5%	11.1%	2.4%	1.3%	1.5%	0.6%	1.3%	0.9%	1.1%	1.2%	1.1%
1-3 years	28,184	28,264	21,635	33.1%	32.9%	30.6%	54.8%	52.8%	49.0%	7.8%	8.1%	9.6%	2.3%	3.3%	5.3%	1.4%	2.0%	3.7%	0.6%	0.8%	1.9%
4-5 years	20,125	22,562	13,235	31.2%	29.5%	30.5%	56.0%	53.5%	55.7%	7.7%	9.1%	8.4%	2.7%	3.8%	3.2%	1.8%	2.9%	1.4%	0.6%	1.1%	0.9%
6-10 years	40,752	35,127	18,823	30.1%	30.0%	29.7%	56.8%	55.5%	57.0%	7.7%	9.4%	7.8%	3.2%	3.1%	3.3%	1.2%	1.5%	1.4%	1.1%	0.6%	0.7%
11-20 years	54,455	64,989	46,188	30.6%	29.9%	28.6%	56.1%	56.5%	58.8%	8.8%	8.4%	7.9%	2.8%	2.7%	2.4%	1.1%	1.8%	1.6%	0.6%	0.8%	0.8%
> 20 years	60,590	61,516	41,486	31.7%	30.6%	28.2%	56.2%	56.7%	59.3%	8.3%	8.5%	7.6%	2.0%	2.4%	2.6%	1.0%	1.2%	1.3%	0.7%	0.7%	1.0%
Leaving																					
No	143,371	150,496	101,432	34.1%	33.4%	31.9%	55.1%	54.3%	56.1%	7.4%	8.0%	7.6%	2.1%	2.4%	2.5%	0.7%	1.2%	1.1%	0.6%	0.8%	0.9%
Yes, to retire	13,494	14,405	9,503	28.2%	26.4%	24.5%	56.1%	58.1%	59.5%	10.3%	9.9%	9.4%	2.9%	2.9%	2.9%	1.2%	2.0%	2.4%	1.3%	0.7%	1.3%
Yes, to other job in Govt	37,420	35,601	22,691	25.6%	25.2%	24.6%	58.2%	59.3%	58.4%	9.4%	8.7%	8.0%	3.7%	3.4%	4.3%	2.2%	2.7%	3.6%	0.9%	0.7%	1.1%
Yes, to other job outside Govt	6,395	7,857	5,069	26.3%	25.8%	22.2%	55.1%	53.5%	51.5%	9.2%	9.4%	10.7%	5.7%	5.5%	8.1%	2.8%	5.1%	6.1%	0.9%	0.7%	1.4%
Yes, other	8,241	9,084	5,480	21.1%	19.6%	19.1%	58.0%	52.9%	51.8%	12.1%	16.0%	16.2%	3.7%	6.1%	6.4%	3.5%	4.2%	3.6%	1.7%	1.2%	2.8%
Retiring																					
Within 1 year	8,333	9,137	6,073	27.2%	28.1%	24.8%	57.5%	55.5%	60.2%	10.1%	9.9%	8.1%	2.4%	3.0%	3.6%	1.4%	2.4%	2.0%	1.4%	1.0%	1.3%
Between 1 and 3 years	24,421	25,212	16,414	28.2%	26.7%	26.1%	57.3%	58.7%	58.0%	9.8%	9.2%	10.5%	2.5%	2.7%	2.8%	1.1%	1.8%	1.4%	1.1%	1.0%	1.2%
Between 3 and 5 years	26,401	28,075	19,276	29.5%	27.5%	26.7%	56.2%	56.7%	59.5%	10.2%	9.8%	8.3%	2.3%	3.2%	2.9%	1.0%	2.1%	1.4%	0.8%	0.8%	1.1%
5 or more years	149,769	154,998	102,406	32.4%	32.0%	30.5%	55.5%	54.5%	55.5%	7.6%	8.3%	7.9%	2.6%	2.8%	3.2%	1.2%	1.6%	1.9%	0.7%	0.8%	1.0%

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

2008 Federal Human Capital Survey: Report by Demographics

(55) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,436	147,896	13.0%	12.8%	12.3%	40.4%	40.9%	39.8%	22.8%	21.8%	22.1%	17.4%	17.5%	19.3%	6.5%	7.0%	6.5%
Work Location																		
Headquarters	82,922	86,489	51,142	14.5%	14.3%	13.8%	41.3%	42.5%	40.6%	22.4%	20.6%	21.2%	16.1%	16.3%	18.2%	5.7%	6.2%	6.3%
Field	125,987	130,951	93,054	12.2%	12.1%	11.9%	39.9%	40.2%	39.5%	22.9%	22.3%	22.4%	18.0%	18.1%	19.6%	6.9%	7.3%	6.6%
Supervisor Status																		
Non-Supervisor	116,267	118,195	74,553	10.5%	10.6%	10.2%	38.0%	39.1%	37.8%	25.6%	23.9%	24.6%	18.7%	18.6%	20.1%	7.2%	7.8%	7.3%
Team Leader	28,853	31,774	20,114	13.2%	13.4%	14.1%	43.1%	42.3%	43.2%	19.7%	20.5%	18.1%	17.6%	16.6%	19.1%	6.3%	7.2%	5.5%
Supervisor	37,702	39,862	28,518	17.5%	15.9%	16.4%	47.2%	45.9%	44.2%	17.0%	17.3%	17.1%	13.5%	16.1%	17.4%	4.8%	4.8%	4.8%
Manager	21,187	22,464	17,118	25.7%	25.4%	26.5%	45.3%	46.5%	45.6%	14.0%	13.3%	12.5%	12.0%	11.6%	12.1%	3.0%	3.2%	3.3%
Executive	4,882	5,135	3,905	36.0%	30.9%	38.2%	35.8%	41.4%	40.2%	16.2%	10.0%	9.4%	9.4%	13.5%	9.2%	2.6%	4.2%	3.0%
Sex																		
Male	108,690	117,819	81,625	13.1%	12.9%	12.8%	41.6%	41.3%	39.7%	22.3%	22.0%	22.1%	16.3%	16.7%	18.7%	6.7%	7.1%	6.7%
Female	100,248	99,723	62,576	12.9%	12.7%	11.7%	38.7%	40.5%	39.9%	23.4%	21.5%	22.1%	18.8%	18.5%	20.0%	6.2%	6.8%	6.3%
Hispanic or Latino																		
Yes	14,270	13,631	8,466	14.1%	13.6%	12.6%	41.0%	40.3%	41.6%	23.1%	23.6%	22.2%	15.3%	15.6%	16.9%	6.4%	6.9%	6.7%
No	194,608	203,798	135,490	12.9%	12.7%	12.3%	40.3%	41.0%	39.7%	22.7%	21.6%	22.1%	17.6%	17.7%	19.4%	6.5%	7.0%	6.5%
Race																		
American Indian/Alaska Native	8,130	6,151	---	12.2%	10.7%	---	41.8%	44.7%	---	21.4%	19.7%	---	15.7%	18.1%	---	9.0%	6.7%	---
Asian	8,412	8,611	---	13.4%	13.4%	---	49.3%	45.0%	---	22.1%	24.3%	---	12.0%	12.7%	---	3.2%	4.6%	---
Black or African American	32,719	32,871	---	13.8%	12.5%	---	40.9%	40.5%	---	21.9%	22.6%	---	16.8%	17.5%	---	6.6%	6.9%	---
Native Hawaiian/Pacific Islander	1,472	1,488	---	12.5%	19.9%	---	44.7%	42.2%	---	24.8%	20.4%	---	15.0%	10.5%	---	3.0%	7.0%	---
White	146,247	156,720	---	12.9%	12.9%	---	40.2%	41.2%	---	22.7%	21.2%	---	17.8%	17.7%	---	6.4%	7.0%	---
Two or more races (Not Hispanic/Latino)	6,177	6,193	---	9.6%	10.6%	---	33.4%	30.4%	---	27.0%	25.6%	---	20.4%	22.5%	---	9.7%	10.9%	---
Age Group																		
<30 (25 and under)	8,858	8,794	5,461	11.6%	12.7%	11.7%	43.8%	42.2%	41.8%	25.6%	24.3%	23.4%	13.3%	16.2%	16.8%	5.7%	4.6%	6.3%
(25 and under)	2,298	2,477	---	15.1%	12.0%	---	42.9%	44.7%	---	24.8%	23.6%	---	12.6%	14.9%	---	4.5%	4.8%	---
(26-29)	6,560	6,317	---	10.4%	13.0%	---	44.1%	41.1%	---	25.8%	24.6%	---	13.5%	16.8%	---	6.1%	4.5%	---
30-39	29,380	31,369	20,918	12.1%	10.7%	11.0%	41.2%	42.5%	41.1%	22.9%	23.5%	23.0%	18.0%	16.9%	18.5%	5.9%	6.5%	6.3%
40-49	64,113	70,129	47,040	12.7%	12.3%	12.4%	41.7%	42.3%	39.8%	21.9%	20.6%	21.8%	17.0%	17.6%	19.5%	6.7%	7.2%	6.5%
50-59	82,014	87,047	57,870	13.1%	13.5%	12.0%	38.4%	39.1%	39.3%	22.9%	21.8%	21.8%	18.6%	18.1%	20.1%	7.1%	7.5%	6.8%
60+	24,558	20,184	12,862	15.9%	15.8%	16.6%	39.7%	39.6%	37.8%	23.0%	20.9%	22.3%	16.0%	16.8%	17.6%	5.4%	6.8%	5.7%

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

2008 Federal Human Capital Survey: Report by Demographics

(55) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,436	147,896	13.0%	12.8%	12.3%	40.4%	40.9%	39.8%	22.8%	21.8%	22.1%	17.4%	17.5%	19.3%	6.5%	7.0%	6.5%
Pay Category																		
Federal Wage System	8,649	9,482	5,511	11.2%	10.9%	10.7%	41.2%	40.7%	39.8%	25.1%	23.4%	22.8%	17.2%	17.5%	19.8%	5.3%	7.5%	6.8%
GS 1-6 or equivalent	10,339	10,823	6,706	13.6%	13.1%	10.0%	34.8%	39.8%	34.1%	25.9%	23.0%	25.8%	19.4%	16.1%	20.7%	6.3%	8.0%	9.4%
GS 7-12 or equivalent	86,210	91,795	58,907	11.6%	11.7%	11.2%	40.1%	40.9%	40.2%	24.7%	22.7%	23.2%	17.5%	18.1%	19.4%	6.1%	6.6%	6.1%
GS 13-15 or equivalent	83,232	91,619	64,037	15.7%	15.4%	15.5%	43.6%	43.8%	41.5%	18.1%	19.0%	19.3%	16.3%	15.8%	17.9%	6.2%	6.1%	5.9%
Senior Executive Service	3,931	4,206	3,314	39.4%	36.5%	33.1%	39.1%	40.7%	37.1%	8.7%	9.6%	12.8%	9.1%	9.0%	8.6%	3.7%	4.2%	8.4%
SL/ST	780	688	490	16.7%	14.5%	23.5%	38.4%	22.9%	33.3%	4.3%	19.4%	7.6%	21.1%	25.5%	30.9%	19.5%	17.7%	4.7%
Other	15,765	8,187	5,204	11.8%	12.7%	12.0%	38.2%	38.5%	40.2%	22.6%	23.1%	19.5%	17.8%	18.3%	20.6%	9.5%	7.4%	7.6%
Time in Federal Government																		
< 1 year	2,253	2,614	1,316	13.4%	19.6%	14.2%	36.0%	47.0%	41.3%	38.6%	20.1%	33.8%	8.6%	10.7%	8.9%	3.5%	2.5%	1.8%
1-3 years	17,927	17,546	12,895	13.2%	12.9%	11.6%	44.0%	42.5%	37.1%	24.2%	23.3%	23.8%	13.8%	15.0%	20.1%	4.8%	6.2%	7.4%
4-5 years	14,598	16,231	8,711	12.0%	11.5%	11.7%	42.0%	40.1%	41.5%	22.4%	22.2%	22.4%	17.3%	19.2%	18.9%	6.4%	7.0%	5.5%
6-10 years	32,653	26,509	13,914	11.6%	11.6%	12.0%	38.6%	40.2%	39.5%	22.7%	22.7%	21.9%	20.0%	18.6%	19.4%	7.3%	7.0%	7.2%
11-20 years	53,232	62,918	44,995	12.8%	12.3%	11.8%	39.4%	40.1%	39.7%	22.6%	22.0%	22.2%	18.4%	18.0%	19.7%	6.7%	7.5%	6.7%
(11 to 14 years)	17,504	---	---	12.3%	---	---	39.0%	---	---	23.7%	---	---	18.7%	---	---	6.3%	---	---
(15 to 20 years)	35,728	---	---	13.1%	---	---	39.7%	---	---	22.0%	---	---	18.2%	---	---	7.0%	---	---
> 20 years	88,280	91,708	62,356	14.0%	13.6%	13.3%	40.5%	41.3%	40.5%	21.9%	20.8%	21.2%	17.0%	17.3%	18.9%	6.7%	7.0%	6.2%
Time w/ Current Agency																		
< 1 year	4,810	5,023	2,815	16.8%	17.7%	18.2%	40.5%	45.1%	43.1%	30.1%	23.1%	25.1%	9.2%	10.5%	10.5%	3.4%	3.7%	3.2%
1-3 years	28,186	28,266	21,638	13.7%	12.7%	12.3%	42.1%	41.4%	37.7%	24.3%	23.0%	23.3%	14.5%	15.8%	19.5%	5.3%	7.1%	7.1%
4-5 years	20,123	22,567	13,236	11.5%	11.4%	11.1%	40.8%	39.3%	40.5%	21.8%	22.3%	23.0%	18.5%	20.1%	19.2%	7.4%	6.9%	6.3%
6-10 years	40,752	35,128	18,824	10.8%	11.5%	11.1%	39.0%	40.5%	40.6%	22.7%	23.0%	21.5%	20.3%	18.2%	19.8%	7.2%	6.9%	6.9%
11-20 years	54,455	64,997	46,188	12.9%	12.4%	11.9%	39.3%	40.6%	39.5%	23.1%	21.6%	22.1%	18.0%	17.9%	19.8%	6.8%	7.5%	6.6%
> 20 years	60,594	61,525	41,488	14.5%	14.2%	13.5%	41.2%	41.6%	40.7%	21.0%	20.1%	20.9%	16.8%	17.2%	18.8%	6.5%	6.9%	6.0%
Leaving																		
No	143,373	150,513	101,438	15.8%	15.5%	14.9%	45.5%	46.2%	45.0%	21.9%	20.6%	21.3%	13.1%	13.6%	15.3%	3.6%	4.2%	3.6%
Yes, to retire	13,496	14,409	9,503	12.9%	12.4%	10.9%	37.5%	36.6%	38.0%	22.3%	23.7%	23.1%	19.3%	18.3%	21.1%	8.0%	9.0%	6.8%
Yes, to other job in Govt	37,418	35,602	22,690	5.1%	5.6%	5.7%	28.2%	28.9%	27.0%	26.3%	24.6%	23.8%	27.8%	28.1%	30.2%	12.6%	12.8%	13.2%
Yes, to other job outside Govt	6,395	7,859	5,069	5.1%	4.1%	4.1%	24.8%	24.8%	20.6%	21.5%	21.9%	24.0%	33.1%	30.6%	31.8%	15.5%	18.5%	19.4%
Yes, other	8,242	9,085	5,482	5.5%	4.0%	4.7%	22.3%	22.6%	22.7%	23.3%	27.7%	25.7%	29.7%	28.3%	29.4%	19.3%	17.4%	17.4%
Retiring																		
Within 1 year	8,334	9,142	6,072	13.3%	11.9%	11.4%	35.3%	36.0%	38.2%	22.0%	23.3%	21.5%	20.2%	18.0%	19.8%	9.1%	10.7%	9.1%
Between 1 and 3 years	24,422	25,216	16,416	14.0%	13.2%	12.0%	38.2%	38.4%	37.8%	22.6%	22.1%	23.3%	18.1%	18.9%	20.8%	7.1%	7.4%	6.0%
Between 3 and 5 years	26,403	28,077	19,275	13.1%	12.3%	12.7%	38.3%	40.4%	38.7%	22.8%	20.6%	22.0%	17.9%	19.3%	21.0%	7.9%	7.4%	5.7%
5 or more years	149,767	155,013	102,412	12.8%	12.9%	12.4%	41.2%	41.7%	40.4%	22.8%	21.8%	22.0%	17.0%	17.0%	18.7%	6.1%	6.7%	6.5%

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

2008 Federal Human Capital Survey: Report by Demographics

(56) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,433	147,896	10.3%	10.0%	9.4%	37.8%	36.6%	36.2%	24.4%	24.2%	23.5%	19.5%	20.7%	22.2%	7.9%	8.5%	8.7%
Work Location																		
Headquarters	82,924	86,492	51,145	11.4%	11.1%	10.3%	38.5%	38.1%	37.0%	23.9%	23.4%	23.2%	18.9%	19.4%	21.3%	7.2%	8.0%	8.2%
Field	125,987	130,947	93,052	9.8%	9.5%	9.1%	37.5%	36.0%	35.9%	24.7%	24.5%	23.7%	19.8%	21.3%	22.5%	8.2%	8.8%	8.8%
Supervisor Status																		
Non-Supervisor	116,269	118,190	74,553	8.7%	8.7%	8.1%	36.0%	35.0%	35.0%	26.0%	25.4%	24.7%	20.6%	21.6%	22.9%	8.7%	9.4%	9.3%
Team Leader	28,855	31,774	20,114	9.4%	8.4%	9.2%	37.5%	36.4%	36.5%	24.4%	24.7%	22.9%	20.2%	22.3%	22.8%	8.5%	8.3%	8.5%
Supervisor	37,702	39,861	28,518	12.9%	11.8%	12.2%	44.3%	42.0%	40.9%	20.6%	21.6%	20.4%	16.9%	18.0%	19.9%	5.2%	6.7%	6.6%
Manager	21,188	22,465	17,118	21.1%	21.7%	21.0%	45.1%	43.4%	44.6%	17.3%	17.2%	16.6%	12.4%	13.6%	13.6%	4.1%	4.1%	4.2%
Executive	4,882	5,135	3,906	32.4%	25.1%	32.6%	37.1%	44.3%	41.2%	15.2%	12.3%	12.7%	12.7%	14.3%	10.3%	2.6%	4.0%	3.3%
Sex																		
Male	108,690	117,816	81,624	10.3%	9.8%	9.3%	37.8%	36.4%	35.6%	24.9%	24.7%	24.8%	19.0%	20.2%	21.4%	8.0%	8.9%	8.9%
Female	100,249	99,726	62,578	10.3%	10.2%	9.4%	37.9%	37.0%	37.0%	23.8%	23.5%	21.9%	20.3%	21.3%	23.2%	7.8%	8.0%	8.5%
Hispanic or Latino																		
Yes	14,268	13,629	8,466	11.5%	10.3%	10.3%	39.2%	37.8%	38.5%	24.4%	25.5%	23.8%	17.8%	18.0%	18.6%	7.0%	8.4%	8.7%
No	194,612	203,796	135,490	10.2%	9.9%	9.3%	37.7%	36.6%	36.1%	24.5%	24.0%	23.5%	19.7%	21.0%	22.5%	8.0%	8.5%	8.7%
Race																		
American Indian/Alaska Native	8,130	6,150	---	9.0%	7.4%	---	38.1%	36.0%	---	22.8%	27.2%	---	21.2%	21.0%	---	8.9%	8.5%	---
Asian	8,413	8,611	---	11.5%	10.0%	---	44.5%	43.4%	---	26.5%	25.4%	---	13.3%	15.8%	---	4.2%	5.4%	---
Black or African American	32,720	32,868	---	11.8%	10.7%	---	41.6%	39.5%	---	22.7%	25.3%	---	16.5%	17.5%	---	7.4%	7.0%	---
Native Hawaiian/Pacific Islander	1,472	1,488	---	10.7%	13.9%	---	35.0%	36.4%	---	30.6%	27.4%	---	18.1%	13.7%	---	5.6%	8.6%	---
White	146,248	156,721	---	10.0%	10.0%	---	37.2%	35.9%	---	24.2%	23.5%	---	20.6%	21.7%	---	8.1%	8.8%	---
Two or more races (Not Hispanic/Latino)	6,177	6,194	---	7.6%	7.3%	---	30.7%	30.5%	---	29.2%	27.0%	---	21.4%	23.4%	---	11.1%	11.7%	---
Age Group																		
<30 (25 and under)	8,858	8,793	5,461	10.5%	10.5%	9.6%	43.0%	40.4%	40.2%	22.3%	23.5%	20.4%	17.5%	19.4%	20.1%	6.7%	6.3%	9.6%
(25 and under)	2,298	2,477	---	12.9%	11.8%	---	42.3%	41.9%	---	23.1%	23.8%	---	16.5%	17.8%	---	5.3%	4.6%	---
(26-29)	6,560	6,316	---	9.6%	9.9%	---	43.2%	39.7%	---	22.1%	23.3%	---	17.8%	20.1%	---	7.2%	6.9%	---
30-39	29,382	31,367	20,919	9.7%	8.5%	8.7%	37.5%	36.8%	36.2%	24.4%	25.8%	22.9%	20.5%	20.6%	23.3%	7.9%	8.3%	8.9%
40-49	64,113	70,130	47,040	10.2%	9.2%	9.2%	37.8%	36.8%	35.7%	23.9%	23.9%	23.6%	19.7%	21.4%	22.0%	8.4%	8.7%	9.4%
50-59	82,015	87,047	57,870	9.9%	10.6%	9.2%	36.9%	35.7%	35.8%	25.3%	24.1%	24.3%	19.7%	20.6%	22.2%	8.2%	9.1%	8.5%
60+	24,557	20,186	12,862	12.7%	12.5%	12.0%	38.2%	37.6%	37.6%	24.8%	22.8%	22.9%	18.2%	19.8%	21.6%	6.2%	7.3%	5.9%

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

2008 Federal Human Capital Survey: Report by Demographics

(56) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,433	147,896	10.3%	10.0%	9.4%	37.8%	36.6%	36.2%	24.4%	24.2%	23.5%	19.5%	20.7%	22.2%	7.9%	8.5%	8.7%
Pay Category																		
Federal Wage System	8,650	9,480	5,510	9.0%	7.9%	7.6%	35.5%	34.3%	32.1%	24.9%	26.0%	27.1%	23.0%	21.5%	23.6%	7.5%	10.3%	9.5%
GS 1-6 or equivalent	10,340	10,825	6,706	11.5%	11.0%	9.0%	36.1%	35.5%	33.7%	25.5%	27.2%	23.1%	19.9%	17.7%	23.6%	7.1%	8.6%	10.6%
GS 7-12 or equivalent	86,210	91,799	58,907	9.2%	9.4%	8.8%	37.5%	36.7%	36.8%	26.6%	24.7%	24.1%	19.3%	21.1%	21.9%	7.5%	8.1%	8.5%
GS 13-15 or equivalent	83,234	91,615	64,039	12.2%	11.5%	10.8%	40.4%	38.7%	37.9%	21.4%	22.1%	22.1%	18.4%	19.9%	21.2%	7.7%	7.8%	7.9%
Senior Executive Service	3,931	4,206	3,314	34.4%	29.4%	29.3%	39.8%	42.9%	38.0%	12.8%	13.6%	13.7%	9.2%	10.5%	15.4%	3.7%	3.6%	3.7%
SL/ST	780	688	490	9.1%	7.2%	11.8%	55.7%	37.4%	31.0%	8.9%	12.5%	26.0%	14.0%	19.4%	26.1%	12.2%	23.5%	5.1%
Other	15,763	8,187	5,204	9.6%	8.5%	9.2%	35.5%	35.3%	33.2%	22.7%	24.5%	22.9%	21.0%	23.3%	24.9%	11.2%	8.3%	9.7%
Time in Federal Government																		
< 1 year	2,253	2,614	1,316	14.1%	18.3%	14.3%	36.9%	44.2%	43.9%	29.5%	22.8%	29.6%	14.0%	11.3%	9.7%	5.5%	3.4%	2.5%
1-3 years	17,926	17,542	12,895	11.9%	11.3%	10.2%	42.4%	41.4%	35.2%	21.7%	22.4%	22.9%	18.5%	18.7%	22.1%	5.4%	6.3%	9.7%
4-5 years	14,599	16,232	8,711	9.3%	8.6%	9.4%	38.9%	36.0%	36.3%	24.9%	25.2%	24.2%	19.2%	21.1%	21.8%	7.6%	9.0%	8.2%
6-10 years	32,655	26,508	13,914	9.9%	8.3%	8.1%	36.2%	34.7%	37.6%	24.6%	25.9%	22.9%	20.7%	21.8%	21.8%	8.6%	9.4%	9.5%
11-20 years	53,232	62,917	44,995	9.5%	9.5%	8.5%	36.5%	35.1%	35.6%	24.9%	24.7%	23.3%	20.3%	21.6%	23.9%	8.8%	9.0%	8.7%
(11 to 14 years)	17,505	---	---	9.7%	---	---	36.5%	---	---	24.6%	---	---	21.1%	---	---	8.2%	---	---
(15 to 20 years)	35,727	---	---	9.4%	---	---	36.6%	---	---	25.0%	---	---	19.8%	---	---	9.2%	---	---
> 20 years	88,281	91,712	62,357	10.6%	10.5%	10.0%	37.7%	36.9%	36.5%	24.6%	23.4%	23.9%	19.1%	20.6%	21.2%	7.9%	8.6%	8.3%
Time w/ Current Agency																		
< 1 year	4,810	5,023	2,815	17.7%	17.8%	17.7%	41.0%	43.7%	43.4%	23.3%	23.6%	23.0%	12.8%	10.7%	11.7%	5.1%	4.2%	4.3%
1-3 years	28,185	28,263	21,638	11.9%	10.9%	10.5%	40.7%	39.3%	34.8%	22.6%	23.0%	22.8%	18.9%	19.4%	22.5%	5.9%	7.4%	9.5%
4-5 years	20,124	22,568	13,236	9.2%	8.2%	8.4%	37.5%	35.6%	37.0%	24.6%	25.1%	24.4%	20.1%	21.8%	22.0%	8.6%	9.3%	8.1%
6-10 years	40,755	35,129	18,824	9.1%	8.3%	7.1%	36.2%	34.9%	38.1%	25.1%	25.9%	23.6%	20.9%	21.6%	21.7%	8.7%	9.3%	9.5%
11-20 years	54,455	64,995	46,189	9.4%	9.5%	8.8%	36.6%	35.0%	35.1%	25.3%	24.8%	23.4%	19.7%	21.6%	23.7%	9.0%	9.0%	9.0%
> 20 years	60,593	61,527	41,488	10.7%	10.9%	10.1%	38.2%	37.6%	36.8%	24.3%	22.7%	23.9%	19.3%	20.5%	21.3%	7.5%	8.3%	7.9%
Leaving																		
No	143,375	150,508	101,438	12.5%	12.1%	11.4%	42.7%	41.9%	41.1%	24.1%	23.4%	23.2%	15.9%	17.0%	18.6%	4.8%	5.5%	5.6%
Yes, to retire	13,496	14,410	9,504	9.8%	8.2%	8.6%	35.9%	34.6%	34.1%	25.1%	23.5%	24.9%	19.8%	24.2%	24.6%	9.4%	9.4%	7.9%
Yes, to other job in Govt	37,420	35,606	22,691	4.4%	4.6%	4.2%	25.9%	23.4%	23.7%	25.4%	26.7%	23.7%	29.1%	30.2%	31.9%	15.2%	15.0%	16.4%
Yes, to other job outside Govt	6,395	7,858	5,069	3.6%	3.0%	2.5%	20.5%	21.0%	20.6%	23.5%	22.5%	21.8%	34.3%	30.7%	33.8%	18.1%	22.9%	21.3%
Yes, other	8,241	9,085	5,480	4.3%	3.5%	2.7%	22.4%	18.6%	20.2%	25.8%	28.2%	26.9%	28.7%	30.4%	30.0%	18.7%	19.4%	20.1%
Retiring																		
Within 1 year	8,334	9,142	6,073	9.5%	8.9%	8.8%	35.8%	33.9%	33.3%	24.1%	23.5%	22.7%	20.4%	23.0%	24.9%	10.2%	10.8%	10.3%
Between 1 and 3 years	24,423	25,215	16,416	10.8%	9.3%	8.7%	34.6%	36.1%	36.0%	25.8%	22.8%	24.9%	20.6%	23.2%	22.8%	8.3%	8.6%	7.5%
Between 3 and 5 years	26,405	28,078	19,275	9.4%	9.6%	9.4%	37.9%	36.2%	34.7%	24.3%	24.5%	24.9%	19.3%	20.8%	23.1%	9.0%	8.9%	7.9%
5 or more years	149,767	155,012	102,412	10.4%	10.2%	9.5%	38.4%	37.0%	36.7%	24.3%	24.3%	23.2%	19.4%	20.2%	21.8%	7.6%	8.3%	8.9%

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

2008 Federal Human Capital Survey: Report by Demographics

(57) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,420	147,895	13.6%	13.0%	13.0%	36.7%	35.6%	36.0%	22.8%	23.4%	22.6%	17.9%	18.4%	19.1%	9.0%	9.6%	9.3%
Work Location																		
Headquarters	82,920	86,487	51,144	15.4%	14.3%	15.5%	37.1%	37.2%	37.5%	22.3%	23.5%	21.8%	16.9%	16.6%	16.9%	8.4%	8.3%	8.3%
Field	125,986	130,936	93,052	12.7%	12.3%	12.1%	36.5%	34.9%	35.5%	23.0%	23.3%	22.8%	18.4%	19.3%	19.8%	9.3%	10.2%	9.7%
Supervisor Status																		
Non-Supervisor	116,263	118,189	74,552	12.5%	12.0%	11.7%	35.0%	34.0%	35.3%	23.7%	24.1%	23.2%	19.0%	19.4%	19.6%	9.8%	10.6%	10.1%
Team Leader	28,856	31,776	20,114	12.4%	12.2%	13.8%	38.1%	37.9%	35.6%	21.7%	22.1%	22.3%	18.1%	18.4%	19.5%	9.6%	9.3%	8.7%
Supervisor	37,703	39,854	28,518	15.9%	14.4%	14.8%	41.3%	39.3%	39.6%	21.4%	22.5%	20.8%	15.5%	16.4%	17.6%	6.0%	7.4%	7.2%
Manager	21,188	22,462	17,118	21.4%	20.7%	21.3%	41.9%	39.6%	42.0%	18.5%	22.0%	18.3%	12.9%	13.3%	13.6%	5.4%	4.4%	4.7%
Executive	4,882	5,135	3,906	31.4%	25.7%	33.6%	32.0%	36.5%	37.6%	23.4%	17.9%	14.4%	8.4%	12.5%	10.1%	4.8%	7.4%	4.2%
Sex																		
Male	108,687	117,810	81,622	13.1%	12.2%	12.2%	37.4%	36.1%	36.3%	23.8%	24.8%	23.9%	16.9%	17.4%	18.5%	8.7%	9.5%	9.1%
Female	100,249	99,719	62,578	14.3%	13.9%	13.9%	35.7%	35.0%	35.6%	21.4%	21.5%	20.9%	19.3%	19.8%	20.0%	9.3%	9.7%	9.7%
Hispanic or Latino																		
Yes	14,270	13,626	8,466	13.7%	12.9%	12.9%	35.0%	32.8%	33.4%	23.5%	25.4%	23.1%	18.9%	19.3%	21.1%	8.8%	9.5%	9.4%
No	194,608	203,789	135,489	13.6%	13.0%	13.0%	36.8%	35.9%	36.2%	22.7%	23.2%	22.5%	17.8%	18.4%	19.0%	9.0%	9.6%	9.3%
Race																		
American Indian/Alaska Native	8,130	6,150	---	12.5%	9.0%	---	32.7%	31.4%	---	22.2%	27.2%	---	21.1%	21.5%	---	11.6%	10.8%	---
Asian	8,415	8,606	---	12.5%	12.4%	---	42.7%	38.8%	---	25.1%	27.0%	---	12.7%	15.9%	---	7.0%	5.8%	---
Black or African American	32,719	32,867	---	14.0%	12.8%	---	36.9%	34.3%	---	22.4%	21.9%	---	17.1%	20.2%	---	9.6%	10.9%	---
Native Hawaiian/Pacific Islander	1,472	1,488	---	16.0%	19.7%	---	27.2%	32.0%	---	31.2%	24.2%	---	19.5%	13.1%	---	6.0%	11.0%	---
White	146,246	156,721	---	13.7%	13.2%	---	37.2%	36.4%	---	22.2%	23.1%	---	18.2%	17.9%	---	8.6%	9.3%	---
Two or more races (Not Hispanic/Latino)	6,175	6,193	---	11.5%	11.3%	---	29.6%	27.2%	---	26.7%	26.0%	---	17.3%	21.0%	---	14.8%	14.4%	---
Age Group																		
<30 (25 and under)	8,857	8,792	5,461	13.4%	13.0%	13.1%	39.3%	36.1%	34.9%	21.3%	23.7%	22.3%	17.8%	17.6%	19.9%	8.3%	9.6%	9.8%
(25 and under)	2,298	2,477	---	15.0%	11.6%	---	40.6%	40.3%	---	19.6%	24.6%	---	17.3%	15.0%	---	7.4%	8.4%	---
(26-29)	6,559	6,315	---	12.8%	13.5%	---	38.9%	34.4%	---	21.8%	23.3%	---	17.9%	18.7%	---	8.6%	10.1%	---
30-39	29,379	31,368	20,918	12.1%	11.3%	11.8%	36.4%	35.7%	36.1%	23.0%	24.4%	21.6%	18.7%	19.0%	20.1%	9.7%	9.6%	10.3%
40-49	64,118	70,125	47,041	13.8%	12.7%	13.1%	36.8%	36.0%	35.9%	22.2%	22.9%	22.1%	17.7%	18.8%	19.1%	9.5%	9.5%	9.9%
50-59	82,015	87,041	57,869	13.2%	13.1%	12.8%	36.1%	35.4%	35.9%	23.3%	23.2%	23.3%	18.6%	18.4%	19.0%	8.9%	9.9%	9.0%
60+	24,553	20,183	12,862	17.0%	16.3%	15.5%	37.1%	34.9%	37.1%	23.5%	23.7%	23.3%	15.3%	16.5%	17.5%	7.2%	8.7%	6.6%

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

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(57) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,420	147,895	13.6%	13.0%	13.0%	36.7%	35.6%	36.0%	22.8%	23.4%	22.6%	17.9%	18.4%	19.1%	9.0%	9.6%	9.3%
Pay Category																		
Federal Wage System	8,648	9,477	5,510	9.9%	8.2%	9.8%	35.4%	33.4%	31.7%	24.2%	26.1%	24.1%	20.4%	20.2%	22.0%	10.1%	12.0%	12.3%
GS 1-6 or equivalent	10,340	10,821	6,706	14.6%	13.6%	11.2%	32.4%	32.0%	30.3%	20.8%	21.4%	23.5%	20.1%	19.3%	22.1%	12.1%	13.8%	12.9%
GS 7-12 or equivalent	86,209	91,791	58,906	12.6%	12.2%	12.2%	35.7%	35.7%	36.3%	24.6%	23.6%	23.2%	18.4%	19.1%	19.4%	8.7%	9.4%	9.0%
GS 13-15 or equivalent	83,232	91,616	64,039	16.5%	15.8%	16.1%	41.2%	40.4%	40.0%	20.4%	22.0%	21.1%	15.3%	15.2%	15.7%	6.6%	6.6%	7.1%
Senior Executive Service	3,931	4,206	3,314	32.4%	29.8%	29.1%	38.4%	38.3%	36.4%	14.1%	16.0%	12.9%	11.0%	10.4%	12.7%	4.1%	5.5%	9.0%
SL/ST	780	688	490	13.5%	9.4%	14.4%	62.6%	16.6%	31.0%	6.9%	47.1%	23.5%	5.2%	15.5%	27.6%	11.8%	11.4%	3.5%
Other	15,763	8,187	5,204	11.9%	13.6%	11.3%	33.6%	29.5%	30.7%	22.6%	26.9%	21.1%	19.5%	21.1%	24.1%	12.3%	9.0%	12.8%
Time in Federal Government																		
< 1 year	2,253	2,613	1,316	17.5%	19.8%	19.1%	33.9%	43.7%	37.3%	25.4%	23.8%	34.3%	18.0%	9.7%	6.5%	5.2%	2.9%	2.8%
1-3 years	17,926	17,545	12,895	15.0%	14.4%	12.3%	40.2%	37.5%	34.9%	22.6%	23.9%	23.7%	15.2%	16.5%	17.6%	7.1%	7.7%	11.4%
4-5 years	14,599	16,229	8,711	12.1%	12.2%	12.5%	35.5%	33.3%	36.6%	23.3%	23.1%	22.6%	19.5%	20.4%	19.0%	9.6%	11.1%	9.3%
6-10 years	32,653	26,508	13,912	12.4%	10.8%	12.3%	35.3%	33.9%	35.7%	21.6%	25.2%	21.7%	19.8%	18.6%	20.5%	10.9%	11.5%	9.7%
11-20 years	53,234	62,914	44,995	13.2%	12.1%	12.3%	35.4%	34.7%	36.3%	23.6%	23.0%	22.0%	18.7%	19.6%	19.9%	9.1%	10.5%	9.6%
(11 to 14 years)	17,504	---	---	11.9%	---	---	36.8%	---	---	24.1%	---	---	18.4%	---	---	8.7%	---	---
(15 to 20 years)	35,730	---	---	13.9%	---	---	34.6%	---	---	23.2%	---	---	18.9%	---	---	9.3%	---	---
> 20 years	88,278	91,701	62,358	14.2%	13.8%	13.9%	37.5%	36.7%	36.0%	22.7%	22.9%	22.8%	17.0%	17.9%	18.9%	8.6%	8.8%	8.4%
Time w/ Current Agency																		
< 1 year	4,810	5,023	2,815	20.1%	19.6%	19.4%	35.0%	40.3%	38.0%	26.6%	27.6%	30.2%	13.5%	9.3%	9.0%	4.8%	3.1%	3.4%
1-3 years	28,185	28,267	21,636	14.8%	14.5%	13.2%	38.6%	35.7%	34.6%	23.1%	23.8%	22.7%	15.3%	17.3%	18.6%	8.3%	8.7%	10.8%
4-5 years	20,124	22,564	13,236	12.4%	11.3%	12.5%	34.3%	33.6%	36.3%	23.6%	24.1%	22.6%	20.0%	20.2%	19.0%	9.7%	10.7%	9.7%
6-10 years	40,753	35,131	18,823	12.0%	11.4%	12.3%	35.7%	34.0%	36.2%	21.7%	23.6%	21.5%	20.0%	19.2%	20.3%	10.6%	11.7%	9.6%
11-20 years	54,456	64,986	46,189	13.0%	11.9%	12.1%	35.9%	35.1%	36.4%	23.1%	23.0%	22.1%	18.7%	19.7%	20.0%	9.2%	10.2%	9.5%
> 20 years	60,592	61,520	41,489	14.4%	14.0%	13.9%	38.2%	37.5%	36.1%	22.3%	22.5%	23.1%	16.9%	17.5%	18.7%	8.2%	8.4%	8.2%
Leaving																		
No	143,374	150,497	101,436	16.6%	15.6%	15.6%	41.8%	40.4%	40.6%	21.7%	22.7%	22.1%	14.5%	15.3%	16.0%	5.4%	6.0%	5.7%
Yes, to retire	13,493	14,406	9,504	13.1%	12.5%	11.3%	35.4%	34.1%	34.8%	23.3%	23.9%	23.8%	17.7%	18.7%	21.7%	10.5%	10.7%	8.4%
Yes, to other job in Govt	37,420	35,604	22,692	5.5%	6.0%	6.3%	24.0%	23.6%	23.2%	26.4%	25.3%	24.1%	27.2%	27.8%	27.9%	17.0%	17.4%	18.5%
Yes, to other job outside Govt	6,395	7,860	5,068	4.3%	4.3%	3.8%	20.2%	19.8%	21.7%	22.0%	22.7%	22.0%	33.0%	27.5%	28.5%	20.5%	25.8%	24.0%
Yes, other	8,242	9,087	5,481	5.6%	4.1%	4.5%	19.7%	20.3%	22.6%	24.8%	27.7%	23.9%	25.1%	25.3%	26.6%	24.8%	22.6%	22.4%
Retiring																		
Within 1 year	8,332	9,139	6,073	12.3%	14.1%	12.2%	35.9%	33.1%	34.6%	22.4%	22.7%	21.8%	18.8%	17.8%	20.2%	10.6%	12.3%	11.2%
Between 1 and 3 years	24,421	25,217	16,415	14.2%	12.3%	12.1%	35.4%	34.6%	35.6%	23.9%	25.4%	23.3%	17.6%	18.3%	21.0%	8.9%	9.4%	7.9%
Between 3 and 5 years	26,403	28,074	19,275	13.2%	12.3%	13.2%	36.8%	36.2%	35.1%	23.9%	22.3%	23.4%	16.9%	19.3%	19.5%	9.2%	9.9%	8.9%
5 or more years	149,769	155,005	102,412	13.7%	13.1%	13.1%	36.9%	35.9%	36.2%	22.5%	23.3%	22.4%	18.1%	18.3%	18.8%	8.9%	9.4%	9.5%

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

2008 Federal Human Capital Survey: Report by Demographics

(58) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,429	147,892	9.4%	8.7%	8.3%	32.9%	32.2%	31.6%	28.8%	29.1%	28.9%	18.7%	19.6%	20.6%	10.2%	10.4%	10.5%
Work Location																		
Headquarters	82,920	86,489	51,145	10.9%	9.9%	9.7%	34.4%	34.5%	33.0%	28.2%	28.8%	28.3%	18.0%	17.6%	19.6%	8.4%	9.2%	9.4%
Field	125,981	130,949	93,047	8.6%	8.1%	7.8%	32.2%	31.2%	31.2%	29.1%	29.2%	29.2%	19.1%	20.5%	21.0%	11.0%	11.0%	10.9%
Supervisor Status																		
Non-Supervisor	116,266	118,191	74,549	8.4%	8.0%	7.5%	31.1%	30.5%	30.4%	30.1%	30.4%	30.4%	19.5%	20.0%	20.6%	10.9%	11.0%	11.2%
Team Leader	28,855	31,774	20,114	8.3%	7.4%	8.6%	32.8%	32.4%	32.1%	28.6%	29.2%	27.6%	19.2%	19.9%	21.6%	11.1%	11.0%	10.1%
Supervisor	37,699	39,860	28,517	10.9%	9.7%	9.4%	38.9%	36.2%	35.7%	26.0%	26.2%	25.4%	16.5%	18.9%	20.8%	7.6%	9.0%	8.7%
Manager	21,186	22,465	17,118	16.3%	15.5%	15.1%	40.6%	40.8%	39.9%	21.6%	21.9%	21.5%	15.2%	16.0%	16.8%	6.4%	5.8%	6.7%
Executive	4,882	5,135	3,906	29.0%	21.1%	27.2%	32.5%	39.9%	40.2%	24.7%	16.9%	16.5%	9.4%	14.7%	11.2%	4.5%	7.5%	4.9%
Sex																		
Male	108,686	117,814	81,623	9.4%	8.4%	8.2%	33.0%	31.9%	31.1%	28.4%	28.7%	28.2%	18.6%	19.6%	21.3%	10.5%	11.3%	11.2%
Female	100,247	99,724	62,574	9.3%	9.0%	8.3%	32.8%	32.7%	32.3%	29.3%	29.6%	30.0%	18.9%	19.5%	19.7%	9.7%	9.2%	9.6%
Hispanic or Latino																		
Yes	14,268	13,630	8,466	10.5%	9.5%	9.8%	34.2%	33.3%	32.6%	29.5%	28.8%	27.7%	16.3%	18.0%	19.6%	9.5%	10.5%	10.3%
No	194,606	203,793	135,485	9.3%	8.6%	8.2%	32.8%	32.2%	31.6%	28.7%	29.1%	29.0%	19.0%	19.7%	20.7%	10.2%	10.4%	10.6%
Race																		
American Indian/Alaska Native	8,130	6,149	---	8.7%	5.9%	---	31.0%	31.1%	---	26.9%	30.6%	---	21.5%	20.3%	---	11.9%	12.1%	---
Asian	8,413	8,609	---	10.0%	9.0%	---	39.3%	35.5%	---	30.7%	35.2%	---	13.6%	12.0%	---	6.4%	8.3%	---
Black or African American	32,718	32,870	---	10.8%	9.2%	---	34.2%	32.6%	---	29.4%	31.1%	---	16.5%	18.1%	---	9.0%	8.9%	---
Native Hawaiian/Pacific Islander	1,472	1,487	---	9.2%	13.9%	---	29.1%	35.6%	---	34.8%	26.3%	---	16.1%	15.1%	---	10.8%	9.0%	---
White	146,245	156,722	---	9.1%	8.7%	---	33.0%	32.2%	---	28.1%	28.1%	---	19.6%	20.3%	---	10.2%	10.6%	---
Two or more races (Not Hispanic/Latino)	6,176	6,194	---	7.5%	6.4%	---	25.9%	27.4%	---	32.5%	29.7%	---	19.0%	22.9%	---	15.1%	13.7%	---
Age Group																		
<30 (25 and under)	8,857	8,794	5,461	10.8%	11.0%	9.6%	38.8%	36.9%	36.3%	26.5%	30.3%	28.9%	16.6%	14.6%	15.9%	7.3%	7.2%	9.3%
(25 and under)	2,298	2,477	---	15.2%	11.6%	---	41.9%	40.9%	---	21.8%	29.8%	---	15.2%	12.3%	---	5.9%	5.4%	---
(26-29)	6,559	6,317	---	9.3%	10.7%	---	37.7%	35.2%	---	28.1%	30.5%	---	17.0%	15.6%	---	7.8%	7.9%	---
30-39	29,381	31,367	20,916	8.8%	7.6%	8.1%	33.4%	33.7%	31.4%	29.1%	30.2%	28.5%	18.4%	18.1%	21.5%	10.4%	10.3%	10.4%
40-49	64,111	70,129	47,038	9.3%	8.0%	8.2%	33.7%	32.8%	31.8%	28.1%	27.9%	28.0%	18.0%	20.5%	20.8%	10.9%	10.7%	11.2%
50-59	82,012	87,041	57,869	8.6%	8.9%	7.9%	30.8%	30.3%	30.7%	29.7%	29.3%	29.7%	20.4%	20.6%	21.1%	10.5%	10.9%	10.6%
60+	24,556	20,185	12,863	12.0%	10.8%	9.9%	33.3%	32.1%	33.1%	29.0%	29.2%	30.5%	17.4%	18.2%	18.5%	8.3%	9.7%	8.0%

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

2008 Federal Human Capital Survey: Report by Demographics

(58) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,429	147,892	9.4%	8.7%	8.3%	32.9%	32.2%	31.6%	28.8%	29.1%	28.9%	18.7%	19.6%	20.6%	10.2%	10.4%	10.5%
Pay Category																		
Federal Wage System	8,649	9,480	5,510	7.9%	6.2%	6.2%	31.4%	30.6%	29.0%	28.8%	30.0%	29.6%	19.8%	20.9%	22.4%	12.1%	12.2%	12.8%
GS 1-6 or equivalent	10,339	10,822	6,706	11.4%	10.8%	9.2%	32.0%	35.6%	29.2%	28.1%	27.3%	29.8%	18.8%	16.2%	20.2%	9.7%	10.0%	11.5%
GS 7-12 or equivalent	86,210	91,795	58,904	8.7%	8.4%	7.7%	32.8%	31.9%	32.8%	30.7%	30.6%	29.7%	18.6%	19.6%	19.9%	9.2%	9.6%	9.9%
GS 13-15 or equivalent	83,229	91,618	64,037	10.2%	9.2%	9.1%	35.2%	33.5%	31.5%	26.2%	27.0%	27.2%	18.6%	20.1%	21.8%	9.8%	10.2%	10.4%
Senior Executive Service	3,931	4,206	3,314	29.2%	23.9%	24.3%	38.7%	42.8%	36.7%	15.3%	15.4%	17.1%	11.2%	11.3%	11.8%	5.6%	6.6%	10.1%
SL/ST	780	688	490	8.5%	6.8%	9.4%	36.7%	22.5%	42.2%	21.4%	26.3%	19.2%	21.1%	32.7%	22.9%	12.4%	11.7%	6.3%
Other	15,761	8,187	5,204	8.3%	9.3%	9.1%	29.4%	30.6%	27.8%	28.4%	29.8%	29.7%	19.3%	19.0%	21.5%	14.6%	11.3%	11.8%
Time in Federal Government																		
< 1 year	2,253	2,614	1,316	14.8%	19.3%	13.8%	39.6%	42.9%	44.0%	26.3%	26.5%	32.3%	15.1%	8.3%	6.3%	4.2%	3.0%	3.7%
1-3 years	17,926	17,543	12,893	12.4%	11.4%	9.5%	38.7%	38.5%	33.8%	27.1%	28.2%	28.2%	15.8%	14.2%	17.3%	6.0%	7.6%	11.2%
4-5 years	14,598	16,231	8,710	9.0%	8.7%	9.4%	35.0%	31.7%	32.9%	27.7%	28.7%	27.9%	17.9%	19.8%	20.5%	10.4%	11.2%	9.3%
6-10 years	32,654	26,507	13,912	8.2%	7.4%	8.0%	33.4%	30.6%	32.9%	28.1%	31.3%	27.2%	19.2%	19.2%	20.6%	11.1%	11.5%	11.2%
11-20 years	53,231	62,918	44,995	9.0%	8.4%	7.7%	31.0%	30.6%	31.0%	29.5%	29.3%	29.1%	19.6%	20.6%	21.6%	10.9%	11.0%	10.6%
(11 to 14 years)	17,503	---	---	8.9%	---	---	31.9%	---	---	30.0%	---	---	19.1%	---	---	10.2%	---	---
(15 to 20 years)	35,728	---	---	9.0%	---	---	30.5%	---	---	29.2%	---	---	19.9%	---	---	11.3%	---	---
> 20 years	88,275	91,709	62,357	9.1%	8.1%	8.0%	31.3%	31.8%	30.4%	29.6%	28.6%	29.7%	19.3%	21.0%	21.4%	10.8%	10.6%	10.5%
Time w/ Current Agency																		
< 1 year	4,810	5,023	2,815	18.2%	17.4%	16.4%	38.3%	40.8%	42.3%	27.1%	29.8%	28.3%	11.9%	8.0%	8.7%	4.5%	4.0%	4.3%
1-3 years	28,184	28,266	21,635	11.8%	11.0%	9.9%	37.0%	36.1%	33.0%	28.0%	28.3%	27.9%	16.3%	15.9%	18.4%	6.9%	8.7%	10.7%
4-5 years	20,125	22,566	13,235	8.8%	7.7%	7.7%	32.9%	30.8%	33.5%	27.7%	29.7%	29.1%	19.3%	20.3%	20.3%	11.4%	11.5%	9.4%
6-10 years	40,755	35,129	18,823	7.5%	7.7%	6.8%	32.7%	31.2%	32.4%	29.2%	30.9%	28.6%	18.7%	19.1%	20.8%	11.8%	11.1%	11.4%
11-20 years	54,451	64,994	46,189	9.0%	7.7%	7.8%	31.1%	30.6%	30.2%	29.0%	29.2%	29.2%	20.1%	21.4%	21.9%	10.8%	11.2%	10.9%
> 20 years	60,591	61,524	41,488	8.8%	8.3%	8.0%	31.5%	32.0%	30.1%	29.5%	28.0%	29.7%	19.7%	21.2%	21.8%	10.5%	10.5%	10.4%
Leaving																		
No	143,369	150,505	101,433	11.5%	10.6%	10.2%	37.6%	37.4%	36.4%	28.8%	28.5%	29.0%	15.5%	16.7%	17.6%	6.6%	6.9%	6.8%
Yes, to retire	13,495	14,411	9,504	8.3%	6.7%	6.2%	31.0%	27.8%	28.0%	27.7%	29.6%	30.2%	20.5%	21.4%	24.7%	12.6%	14.5%	10.9%
Yes, to other job in Govt	37,419	35,607	22,690	3.6%	4.2%	3.7%	21.8%	19.8%	19.5%	29.7%	31.4%	28.6%	27.0%	27.1%	28.3%	18.0%	17.5%	19.9%
Yes, to other job outside Govt	6,395	7,859	5,069	3.3%	2.9%	2.1%	16.3%	16.6%	15.2%	25.7%	27.6%	25.7%	31.3%	27.2%	29.8%	23.3%	25.7%	27.1%
Yes, other	8,242	9,085	5,482	3.9%	2.7%	2.7%	16.9%	15.7%	19.1%	28.4%	30.9%	29.3%	26.5%	28.7%	27.0%	24.3%	22.0%	21.9%
Retiring																		
Within 1 year	8,334	9,141	6,073	7.5%	7.7%	7.0%	31.9%	27.2%	26.6%	26.1%	27.0%	28.1%	20.6%	21.5%	24.2%	13.9%	16.5%	14.2%
Between 1 and 3 years	24,421	25,214	16,416	9.9%	7.0%	7.2%	27.9%	29.6%	30.4%	30.0%	30.4%	29.3%	20.9%	21.0%	23.3%	11.2%	12.0%	9.8%
Between 3 and 5 years	26,404	28,076	19,275	9.2%	7.6%	7.3%	30.1%	30.9%	28.5%	29.5%	29.2%	30.5%	20.4%	21.1%	23.7%	10.9%	11.3%	10.0%
5 or more years	149,763	155,012	102,408	9.4%	9.2%	8.6%	34.1%	33.1%	32.6%	28.7%	29.0%	28.7%	18.1%	19.0%	19.6%	9.7%	9.7%	10.5%

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

2008 Federal Human Capital Survey: Report by Demographics

(59) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,886	9.5%	8.5%	8.0%	29.5%	28.0%	27.4%	28.2%	29.1%	28.3%	19.5%	20.8%	22.4%	13.3%	13.6%	13.9%
Work Location																		
Headquarters	82,920	86,483	51,143	10.4%	9.5%	9.4%	29.3%	28.8%	27.1%	28.1%	29.2%	28.8%	19.2%	19.7%	21.7%	13.1%	12.9%	13.0%
Field	125,983	130,937	93,043	9.1%	8.0%	7.5%	29.6%	27.7%	27.4%	28.3%	29.1%	28.2%	19.7%	21.3%	22.7%	13.4%	13.9%	14.1%
Supervisor Status																		
Non-Supervisor	116,263	118,181	74,549	8.2%	7.3%	6.9%	26.8%	25.9%	26.0%	29.1%	29.5%	28.6%	21.2%	22.2%	23.2%	14.7%	15.1%	15.3%
Team Leader	28,853	31,775	20,112	7.9%	7.8%	8.1%	30.7%	28.7%	27.0%	27.9%	29.4%	28.7%	18.9%	20.7%	23.6%	14.5%	13.4%	12.5%
Supervisor	37,704	39,855	28,515	12.3%	9.8%	10.3%	36.9%	33.7%	33.1%	26.5%	28.4%	27.3%	16.2%	17.9%	18.9%	8.1%	10.2%	10.4%
Manager	21,187	22,464	17,116	18.1%	17.1%	17.6%	38.7%	36.1%	38.4%	23.6%	27.2%	23.9%	12.2%	13.3%	13.7%	7.3%	6.2%	6.3%
Executive	4,882	5,134	3,906	30.2%	23.5%	29.6%	33.3%	33.3%	34.2%	24.8%	23.0%	26.1%	7.5%	10.9%	6.6%	4.2%	9.3%	3.4%
Sex																		
Male	108,689	117,810	81,616	9.5%	8.1%	8.0%	29.4%	28.8%	27.7%	29.6%	29.7%	28.9%	18.6%	19.6%	21.7%	13.0%	13.8%	13.7%
Female	100,245	99,716	62,574	9.5%	9.0%	8.0%	29.6%	26.9%	26.9%	26.5%	28.3%	27.5%	20.8%	22.4%	23.4%	13.7%	13.4%	14.1%
Hispanic or Latino																		
Yes	14,270	13,630	8,464	11.4%	9.4%	10.0%	31.9%	28.7%	26.9%	26.3%	28.1%	26.6%	18.1%	18.8%	22.4%	12.2%	15.0%	14.1%
No	194,604	203,782	135,482	9.3%	8.4%	7.8%	29.2%	27.9%	27.4%	28.4%	29.2%	28.4%	19.7%	21.0%	22.4%	13.4%	13.5%	13.9%
Race																		
American Indian/Alaska Native	8,130	6,148	---	12.3%	7.3%	---	24.8%	29.9%	---	29.5%	25.2%	---	19.3%	21.7%	---	14.1%	15.9%	---
Asian	8,414	8,606	---	11.3%	9.2%	---	36.0%	34.4%	---	29.1%	34.0%	---	14.7%	13.8%	---	8.8%	8.8%	---
Black or African American	32,719	32,868	---	9.4%	9.1%	---	29.7%	27.2%	---	25.0%	25.7%	---	20.9%	23.0%	---	15.1%	15.1%	---
Native Hawaiian/Pacific Islander	1,472	1,488	---	9.6%	13.0%	---	34.0%	26.4%	---	31.0%	35.2%	---	12.0%	12.9%	---	13.5%	12.5%	---
White	146,244	156,713	---	9.3%	8.4%	---	29.3%	28.0%	---	29.1%	29.6%	---	19.5%	20.7%	---	12.9%	13.2%	---
Two or more races (Not Hispanic/Latino)	6,177	6,194	---	8.5%	6.9%	---	25.1%	21.7%	---	27.3%	29.7%	---	23.4%	23.1%	---	15.7%	18.5%	---
Age Group																		
<30 (25 and under)	8,857	8,792	5,460	11.5%	10.4%	12.5%	35.6%	32.0%	30.4%	27.2%	28.1%	25.4%	15.4%	17.8%	18.9%	10.2%	11.7%	12.8%
(25 and under)	2,298	2,477	---	14.5%	11.8%	---	35.3%	32.7%	---	26.0%	28.1%	---	13.3%	16.4%	---	10.9%	10.9%	---
(26-29)	6,559	6,315	---	10.5%	9.8%	---	35.8%	31.7%	---	27.6%	28.1%	---	16.1%	18.4%	---	10.0%	12.1%	---
30-39	29,381	31,366	20,916	9.6%	8.5%	7.8%	32.4%	29.2%	30.0%	24.7%	27.8%	25.2%	18.7%	20.2%	22.6%	14.7%	14.3%	14.4%
40-49	64,116	70,129	47,038	9.4%	8.2%	8.0%	30.2%	28.5%	27.3%	26.9%	27.8%	27.1%	19.7%	21.4%	23.2%	13.8%	14.1%	14.4%
50-59	82,007	87,037	57,867	9.0%	8.1%	7.5%	26.9%	26.8%	25.9%	29.8%	30.3%	29.5%	20.9%	21.2%	23.1%	13.5%	13.6%	14.0%
60+	24,558	20,184	12,861	9.9%	9.4%	7.9%	27.3%	26.4%	27.3%	33.3%	32.4%	36.3%	18.6%	19.8%	17.7%	10.9%	11.9%	10.8%

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

2008 Federal Human Capital Survey: Report by Demographics

(59) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,886	9.5%	8.5%	8.0%	29.5%	28.0%	27.4%	28.2%	29.1%	28.3%	19.5%	20.8%	22.4%	13.3%	13.6%	13.9%
Pay Category																		
Federal Wage System	8,646	9,478	5,509	7.1%	6.1%	6.1%	29.5%	27.9%	26.4%	28.9%	27.7%	27.0%	18.5%	22.4%	23.5%	15.9%	16.0%	17.0%
GS 1-6 or equivalent	10,340	10,820	6,706	11.6%	8.4%	7.2%	23.6%	24.3%	19.8%	23.4%	27.2%	24.8%	24.3%	21.5%	25.4%	17.2%	18.6%	22.8%
GS 7-12 or equivalent	86,211	91,793	58,902	8.3%	7.7%	7.1%	28.9%	27.5%	27.3%	28.7%	28.5%	28.0%	20.5%	22.4%	23.9%	13.6%	14.0%	13.7%
GS 13-15 or equivalent	83,231	91,614	64,037	11.2%	10.6%	10.1%	32.5%	31.8%	30.9%	29.3%	30.7%	29.9%	16.7%	17.3%	18.7%	10.3%	9.6%	10.5%
Senior Executive Service	3,931	4,205	3,314	31.9%	27.8%	26.0%	32.8%	34.8%	30.5%	23.2%	24.6%	29.3%	8.2%	7.3%	9.0%	3.8%	5.4%	5.2%
SL/ST	780	688	490	13.4%	8.4%	11.5%	48.7%	15.5%	40.5%	14.2%	47.0%	31.4%	20.7%	22.5%	12.8%	3.0%	6.6%	3.8%
Other	15,761	8,187	5,203	8.8%	8.7%	9.0%	28.9%	27.3%	26.1%	28.1%	32.9%	31.7%	19.5%	18.6%	21.0%	14.6%	12.5%	12.2%
Time in Federal Government																		
< 1 year	2,253	2,613	1,316	14.3%	17.2%	19.5%	35.1%	36.5%	25.1%	28.7%	29.2%	43.0%	15.2%	12.1%	8.6%	6.7%	5.0%	3.8%
1-3 years	17,926	17,543	12,893	11.6%	10.1%	8.7%	33.5%	30.4%	29.3%	28.8%	29.3%	26.7%	16.0%	18.7%	20.3%	10.1%	11.5%	15.0%
4-5 years	14,598	16,231	8,708	9.9%	8.5%	8.6%	31.2%	27.8%	28.3%	27.9%	25.9%	25.6%	19.5%	21.9%	25.0%	11.5%	16.0%	12.4%
6-10 years	32,653	26,507	13,914	9.4%	7.8%	8.1%	28.7%	28.9%	27.0%	25.5%	27.8%	27.3%	21.1%	20.7%	22.3%	15.3%	14.7%	15.4%
11-20 years	53,233	62,910	44,990	8.9%	8.4%	7.8%	28.9%	26.2%	27.3%	26.9%	29.4%	27.0%	20.4%	21.4%	23.3%	14.8%	14.5%	14.6%
(11 to 14 years)	17,504	---	---	8.3%	---	---	31.5%	---	---	25.7%	---	---	21.6%	---	---	12.9%	---	---
(15 to 20 years)	35,729	---	---	9.3%	---	---	27.5%	---	---	27.5%	---	---	19.8%	---	---	15.9%	---	---
> 20 years	88,277	91,705	62,356	8.9%	7.9%	7.6%	28.3%	27.9%	26.7%	30.3%	30.2%	30.6%	19.5%	21.0%	22.3%	13.1%	12.9%	12.9%
Time w/ Current Agency																		
< 1 year	4,810	5,022	2,815	16.7%	15.7%	17.0%	35.1%	33.6%	29.6%	27.8%	31.6%	34.3%	13.6%	12.3%	12.5%	6.7%	6.8%	6.7%
1-3 years	28,185	28,263	21,636	11.7%	9.8%	9.2%	32.5%	29.1%	28.3%	28.0%	29.4%	26.8%	16.9%	19.4%	20.7%	11.0%	12.3%	15.0%
4-5 years	20,124	22,565	13,233	10.0%	7.4%	7.2%	28.5%	27.0%	26.5%	28.0%	26.4%	27.4%	20.4%	22.7%	25.4%	13.0%	16.4%	13.4%
6-10 years	40,753	35,128	18,823	8.4%	7.8%	7.0%	28.5%	28.2%	26.6%	25.6%	28.0%	27.1%	21.5%	20.8%	23.1%	16.0%	15.1%	16.2%
11-20 years	54,454	64,989	46,184	8.3%	7.8%	7.5%	28.5%	26.1%	26.9%	28.0%	29.5%	27.8%	20.5%	22.0%	23.4%	14.8%	14.6%	14.4%
> 20 years	60,592	61,521	41,487	8.9%	8.4%	7.8%	29.0%	29.0%	27.8%	30.8%	30.3%	30.8%	19.1%	20.3%	21.7%	12.2%	11.9%	12.0%
Leaving																		
No	143,371	150,497	101,432	12.0%	10.8%	10.1%	34.8%	33.4%	32.8%	29.2%	30.1%	29.8%	15.9%	17.8%	18.9%	8.1%	7.9%	8.4%
Yes, to retire	13,494	14,407	9,502	8.4%	6.1%	5.8%	26.3%	26.5%	25.1%	33.0%	33.8%	36.1%	19.1%	18.7%	20.7%	13.2%	14.9%	12.3%
Yes, to other job in Govt	37,420	35,604	22,690	2.7%	2.7%	2.8%	16.1%	13.3%	12.3%	24.2%	24.5%	21.5%	29.8%	31.0%	34.0%	27.3%	28.5%	29.4%
Yes, to other job outside Govt	6,395	7,859	5,069	2.4%	2.2%	1.6%	11.9%	12.2%	11.7%	22.6%	23.4%	23.5%	32.9%	27.4%	31.1%	30.2%	34.7%	32.1%
Yes, other	8,241	9,084	5,479	3.1%	1.7%	2.5%	14.8%	12.1%	12.6%	26.8%	29.2%	24.2%	26.8%	26.8%	29.8%	28.7%	30.2%	30.8%
Retiring																		
Within 1 year	8,334	9,138	6,072	8.0%	7.2%	7.1%	26.2%	26.8%	24.2%	33.9%	31.2%	33.2%	17.4%	19.0%	18.9%	14.5%	15.7%	16.7%
Between 1 and 3 years	24,421	25,218	16,415	8.7%	6.9%	7.2%	26.1%	27.4%	25.5%	32.8%	33.5%	33.8%	19.8%	19.6%	21.6%	12.6%	12.6%	11.9%
Between 3 and 5 years	26,402	28,075	19,275	7.6%	6.7%	6.9%	28.1%	26.9%	26.4%	30.5%	30.6%	31.4%	19.8%	22.3%	22.4%	14.1%	13.5%	13.0%
5 or more years	149,766	155,002	102,404	10.0%	9.0%	8.3%	30.3%	28.4%	28.0%	27.0%	28.2%	26.9%	19.5%	20.8%	22.7%	13.2%	13.6%	14.1%

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

2008 Federal Human Capital Survey: Report by Demographics

(60) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,417	147,894	12.8%	12.1%	11.9%	42.5%	41.6%	43.5%	24.5%	24.5%	24.0%	14.3%	15.3%	15.3%	5.9%	6.5%	5.3%
Work Location																		
Headquarters	82,920	86,483	51,144	13.8%	13.5%	12.8%	42.1%	41.0%	42.9%	24.3%	25.2%	24.6%	14.1%	14.1%	14.1%	5.7%	6.2%	5.5%
Field	125,984	130,939	93,051	12.3%	11.4%	11.6%	42.7%	41.9%	43.7%	24.6%	24.1%	23.8%	14.4%	15.9%	15.7%	6.0%	6.7%	5.2%
Supervisor Status																		
Non-Supervisor	116,264	118,180	74,552	11.6%	11.2%	11.1%	41.1%	40.6%	42.4%	25.2%	25.0%	24.3%	15.6%	15.9%	16.1%	6.4%	7.3%	6.1%
Team Leader	28,856	31,775	20,114	12.9%	12.4%	12.2%	44.0%	41.6%	45.3%	23.4%	24.2%	23.9%	13.2%	16.3%	14.7%	6.5%	5.5%	4.0%
Supervisor	37,699	39,861	28,516	14.7%	12.7%	13.6%	46.0%	45.4%	45.7%	23.9%	23.1%	23.6%	11.8%	13.5%	13.4%	3.7%	5.3%	3.7%
Manager	21,187	22,461	17,118	18.5%	17.3%	18.1%	45.7%	45.1%	47.4%	22.3%	22.8%	21.1%	10.0%	11.0%	10.8%	3.6%	3.8%	2.6%
Executive	4,882	5,135	3,906	26.9%	22.6%	25.2%	43.0%	38.8%	42.0%	20.9%	20.9%	22.7%	6.3%	11.1%	8.3%	2.9%	6.7%	1.8%
Sex																		
Male	108,682	117,808	81,623	12.5%	11.6%	11.7%	42.3%	41.6%	43.2%	25.6%	25.1%	24.6%	13.8%	15.3%	15.1%	5.9%	6.4%	5.4%
Female	100,248	99,718	62,576	13.2%	12.6%	12.2%	42.8%	41.7%	43.9%	23.1%	23.6%	23.2%	15.0%	15.4%	15.5%	6.0%	6.6%	5.2%
Hispanic or Latino																		
Yes	14,269	13,626	8,466	14.2%	12.2%	12.7%	41.4%	41.5%	42.0%	24.2%	24.2%	23.3%	14.7%	15.1%	15.8%	5.5%	7.0%	6.3%
No	194,604	203,786	135,488	12.6%	12.1%	11.9%	42.6%	41.6%	43.6%	24.5%	24.5%	24.1%	14.2%	15.4%	15.3%	5.9%	6.5%	5.2%
Race																		
American Indian/Alaska Native	8,130	6,149	---	12.2%	9.6%	---	40.2%	41.6%	---	23.6%	23.9%	---	16.4%	16.6%	---	7.6%	8.3%	---
Asian	8,410	8,608	---	12.9%	12.5%	---	45.5%	43.5%	---	25.0%	25.6%	---	12.0%	14.0%	---	4.6%	4.5%	---
Black or African American	32,720	32,868	---	14.7%	13.2%	---	44.6%	41.5%	---	20.0%	22.8%	---	14.5%	14.9%	---	6.3%	7.6%	---
Native Hawaiian/Pacific Islander	1,472	1,487	---	11.1%	13.2%	---	40.9%	42.1%	---	23.4%	23.3%	---	14.5%	14.0%	---	10.1%	7.4%	---
White	146,243	156,715	---	12.4%	12.0%	---	42.5%	42.0%	---	25.2%	24.4%	---	14.3%	15.6%	---	5.7%	6.1%	---
Two or more races (Not Hispanic/Latino)	6,177	6,194	---	12.2%	10.3%	---	36.0%	32.6%	---	27.1%	30.6%	---	17.4%	15.4%	---	7.3%	11.0%	---
Age Group																		
<30 (25 and under)	8,856	8,794	5,461	16.1%	14.7%	14.1%	45.7%	42.9%	45.5%	20.5%	21.9%	19.7%	12.8%	14.4%	15.8%	4.9%	6.1%	4.9%
(26-29)	2,297	2,477	---	19.2%	17.0%	---	45.6%	43.9%	---	22.0%	21.3%	---	9.0%	12.6%	---	4.1%	5.1%	---
30-39	6,559	6,317	---	15.0%	13.8%	---	45.8%	42.4%	---	20.0%	22.1%	---	14.1%	15.2%	---	5.2%	6.5%	---
40-49	29,382	31,364	20,918	13.1%	12.2%	11.8%	42.8%	43.3%	44.6%	22.7%	23.3%	21.7%	15.0%	15.0%	16.4%	6.5%	6.2%	5.4%
50-59	64,112	70,127	47,040	12.6%	11.4%	11.7%	43.1%	41.1%	43.3%	23.5%	24.2%	23.6%	14.5%	16.7%	15.8%	6.3%	6.6%	5.6%
60+	82,010	87,041	57,868	11.5%	11.7%	11.5%	41.4%	40.8%	42.6%	26.7%	25.7%	25.8%	14.6%	14.9%	14.8%	5.8%	6.8%	5.3%
60+	24,556	20,183	12,863	15.1%	13.8%	14.0%	42.5%	42.6%	44.8%	25.5%	24.2%	24.5%	12.3%	13.7%	13.0%	4.7%	5.7%	3.7%

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

2008 Federal Human Capital Survey: Report by Demographics

(60) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,417	147,894	12.8%	12.1%	11.9%	42.5%	41.6%	43.5%	24.5%	24.5%	24.0%	14.3%	15.3%	15.3%	5.9%	6.5%	5.3%
Pay Category																		
Federal Wage System	8,644	9,479	5,510	10.6%	9.1%	10.0%	42.5%	42.0%	42.3%	27.0%	26.4%	25.0%	11.9%	15.4%	16.9%	7.9%	7.1%	5.7%
GS 1-6 or equivalent	10,338	10,822	6,706	14.7%	12.5%	10.9%	36.9%	39.1%	43.4%	25.0%	23.7%	22.8%	16.8%	15.6%	15.8%	6.6%	9.1%	7.1%
GS 7-12 or equivalent	86,207	91,790	58,907	11.7%	11.4%	11.4%	43.0%	41.2%	43.2%	23.8%	24.1%	23.5%	15.5%	16.5%	16.2%	6.0%	6.8%	5.7%
GS 13-15 or equivalent	83,232	91,612	64,038	14.1%	13.9%	13.2%	44.2%	43.3%	44.7%	24.8%	24.4%	24.8%	12.5%	13.6%	13.2%	4.3%	4.8%	4.1%
Senior Executive Service	3,931	4,206	3,314	26.7%	24.5%	21.7%	39.1%	40.6%	40.3%	22.4%	23.8%	27.4%	9.0%	7.2%	9.1%	2.9%	3.9%	1.6%
SL/ST	780	688	490	14.8%	8.1%	12.5%	45.6%	51.2%	55.4%	25.8%	18.8%	26.3%	12.0%	16.5%	4.4%	1.9%	5.5%	1.3%
Other	15,766	8,187	5,203	13.3%	13.3%	14.0%	41.5%	42.3%	41.7%	24.7%	25.5%	25.3%	13.0%	13.0%	14.6%	7.5%	5.8%	4.4%
Time in Federal Government																		
< 1 year	2,253	2,613	1,316	16.1%	19.7%	21.2%	41.8%	46.2%	37.6%	19.4%	18.5%	28.8%	17.3%	11.9%	10.0%	5.4%	3.6%	2.3%
1-3 years	17,926	17,544	12,896	15.1%	15.1%	13.6%	45.1%	42.6%	43.6%	23.0%	22.9%	20.5%	12.2%	13.5%	16.8%	4.6%	6.0%	5.4%
4-5 years	14,598	16,230	8,710	12.4%	12.4%	11.5%	45.1%	41.5%	45.7%	21.7%	22.3%	22.5%	14.8%	17.1%	15.9%	6.0%	6.7%	4.5%
6-10 years	32,653	26,505	13,914	12.8%	10.9%	12.1%	40.7%	41.1%	42.9%	23.6%	24.7%	22.9%	16.3%	16.1%	15.5%	6.7%	7.2%	6.6%
11-20 years	53,228	62,911	44,994	12.6%	11.3%	11.3%	40.8%	40.6%	43.2%	25.0%	25.1%	24.2%	15.4%	16.0%	16.0%	6.1%	7.0%	5.3%
(11 to 14 years)	17,501	---	---	12.5%	---	---	41.3%	---	---	25.0%	---	---	15.0%	---	---	6.1%	---	---
(15 to 20 years)	35,727	---	---	12.7%	---	---	40.5%	---	---	25.0%	---	---	15.6%	---	---	6.1%	---	---
> 20 years	88,278	91,706	62,356	12.1%	11.8%	11.7%	43.1%	42.1%	43.4%	26.0%	25.2%	25.6%	13.0%	14.9%	14.1%	5.8%	6.1%	5.1%
Time w/ Current Agency																		
< 1 year	4,810	5,021	2,815	19.4%	18.5%	18.8%	40.6%	43.5%	37.7%	19.5%	20.7%	27.9%	15.1%	12.7%	11.7%	5.4%	4.6%	3.9%
1-3 years	28,184	28,266	21,638	14.8%	14.2%	13.4%	43.7%	41.3%	41.9%	22.5%	22.7%	21.3%	13.4%	14.5%	17.2%	5.5%	7.3%	6.2%
4-5 years	20,125	22,563	13,236	12.2%	11.4%	10.9%	43.0%	40.6%	43.9%	22.8%	23.7%	24.1%	15.4%	17.2%	15.5%	6.6%	7.1%	5.5%
6-10 years	40,750	35,124	18,823	12.0%	11.1%	11.2%	41.0%	41.1%	43.0%	24.2%	24.4%	23.3%	16.0%	16.0%	16.4%	6.8%	7.5%	6.0%
11-20 years	54,452	64,993	46,188	12.3%	11.0%	11.5%	41.6%	40.8%	43.2%	25.5%	25.7%	24.8%	14.7%	16.0%	15.5%	5.9%	6.5%	5.0%
> 20 years	60,592	61,523	41,487	12.0%	12.1%	11.5%	43.9%	43.2%	45.4%	26.4%	25.1%	25.2%	12.5%	14.2%	13.2%	5.2%	5.4%	4.6%
Leaving																		
No	143,371	150,500	101,435	15.1%	14.5%	14.1%	46.9%	46.0%	47.5%	22.6%	23.0%	22.5%	11.9%	12.5%	12.8%	3.5%	4.0%	3.1%
Yes, to retire	13,493	14,405	9,504	11.9%	10.1%	9.1%	40.0%	41.5%	42.9%	29.6%	26.3%	29.5%	12.9%	14.7%	13.5%	5.6%	7.4%	4.9%
Yes, to other job in Govt	37,419	35,602	22,692	6.3%	5.9%	6.9%	32.4%	30.2%	32.9%	27.5%	27.3%	25.7%	21.6%	23.9%	23.2%	12.2%	12.7%	11.4%
Yes, to other job outside Govt	6,395	7,859	5,069	6.8%	5.6%	4.3%	28.3%	27.7%	31.6%	28.4%	26.8%	29.9%	22.9%	24.7%	22.8%	13.6%	15.3%	11.6%
Yes, other	8,240	9,085	5,480	7.0%	5.2%	4.9%	26.8%	25.6%	30.0%	32.8%	31.9%	29.7%	19.2%	22.4%	22.4%	14.2%	14.8%	13.0%
Retiring																		
Within 1 year	8,332	9,138	6,073	11.5%	11.2%	9.7%	40.8%	40.2%	44.5%	28.6%	26.7%	25.7%	13.0%	13.8%	14.2%	6.1%	8.1%	5.9%
Between 1 and 3 years	24,421	25,214	16,416	11.7%	10.9%	10.4%	41.3%	41.4%	42.9%	28.5%	27.1%	28.0%	13.7%	14.5%	13.6%	4.8%	6.1%	5.1%
Between 3 and 5 years	26,401	28,076	19,276	11.6%	10.5%	11.7%	43.0%	42.4%	43.7%	26.1%	25.9%	25.0%	13.2%	14.7%	15.1%	6.1%	6.5%	4.6%
5 or more years	149,766	155,003	102,410	13.2%	12.5%	12.3%	42.7%	41.6%	43.5%	23.5%	23.7%	23.2%	14.6%	15.6%	15.6%	6.0%	6.5%	5.4%

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

2008 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,891	21.0%	20.9%	20.8%	47.5%	46.6%	46.8%	17.5%	17.6%	17.8%	9.8%	10.2%	10.2%	4.3%	4.6%	4.4%
Work Location																		
Headquarters	82,919	86,485	51,144	21.6%	21.3%	21.2%	46.8%	46.2%	45.2%	17.8%	17.3%	18.1%	9.6%	10.3%	11.1%	4.2%	4.8%	4.4%
Field	125,982	130,936	93,048	20.7%	20.7%	20.6%	47.8%	46.8%	47.2%	17.3%	17.7%	17.8%	9.9%	10.2%	10.0%	4.3%	4.6%	4.4%
Supervisor Status																		
Non-Supervisor	116,264	118,186	74,551	18.9%	19.4%	18.9%	46.9%	45.6%	46.3%	18.6%	18.7%	18.9%	10.7%	11.0%	11.0%	4.8%	5.3%	4.9%
Team Leader	28,854	31,775	20,112	20.3%	21.1%	22.5%	49.5%	48.1%	47.8%	17.5%	17.2%	17.1%	8.6%	9.6%	8.9%	4.2%	4.0%	3.7%
Supervisor	37,701	39,858	28,517	25.0%	22.0%	23.5%	48.9%	50.3%	48.6%	14.8%	15.5%	15.5%	8.5%	8.6%	9.4%	2.8%	3.6%	3.1%
Manager	21,186	22,465	17,118	31.8%	31.6%	33.2%	47.0%	46.0%	46.5%	11.9%	13.4%	11.5%	6.9%	6.4%	6.8%	2.5%	2.6%	2.1%
Executive	4,882	5,135	3,906	45.4%	39.5%	47.1%	39.2%	40.2%	37.9%	9.3%	8.7%	8.4%	3.7%	9.0%	4.8%	2.5%	2.7%	1.8%
Sex																		
Male	108,685	117,809	81,623	21.1%	20.7%	21.0%	47.3%	46.7%	46.5%	17.4%	17.8%	18.0%	10.0%	10.5%	10.1%	4.2%	4.3%	4.3%
Female	100,246	99,712	62,573	20.8%	21.3%	20.4%	47.7%	46.5%	47.1%	17.6%	17.3%	17.7%	9.5%	9.8%	10.4%	4.4%	5.1%	4.5%
Hispanic or Latino																		
Yes	14,267	13,631	8,463	24.3%	23.4%	22.8%	45.7%	46.2%	46.1%	17.5%	16.6%	18.0%	8.8%	9.3%	9.1%	3.7%	4.5%	4.0%
No	194,604	203,776	135,487	20.7%	20.7%	20.6%	47.6%	46.7%	46.8%	17.5%	17.7%	17.8%	9.9%	10.3%	10.3%	4.4%	4.7%	4.4%
Race																		
American Indian/Alaska Native	8,130	6,150	---	24.1%	19.2%	---	44.4%	45.9%	---	17.0%	19.3%	---	10.0%	11.4%	---	4.6%	4.2%	---
Asian	8,415	8,609	---	18.6%	19.8%	---	53.2%	50.2%	---	17.8%	19.2%	---	8.1%	7.3%	---	2.2%	3.5%	---
Black or African American	32,717	32,863	---	21.0%	21.5%	---	48.3%	44.7%	---	17.5%	18.2%	---	8.8%	10.1%	---	4.3%	5.5%	---
Native Hawaiian/Pacific Islander	1,471	1,488	---	21.7%	22.8%	---	44.4%	49.6%	---	25.4%	16.8%	---	6.1%	7.0%	---	2.4%	3.8%	---
White	146,246	156,711	---	21.2%	21.1%	---	47.3%	47.1%	---	17.2%	16.9%	---	9.9%	10.4%	---	4.3%	4.5%	---
Two or more races (Not Hispanic/Latino)	6,175	6,194	---	16.7%	17.2%	---	44.6%	40.5%	---	19.2%	25.0%	---	13.2%	12.2%	---	6.3%	5.0%	---
Age Group																		
<30 (25 and under)	8,857	8,793	5,459	19.0%	19.6%	19.4%	48.6%	46.0%	47.3%	19.2%	18.9%	17.2%	8.8%	11.2%	11.3%	4.4%	4.4%	4.8%
(25 and under)	2,298	2,476	---	20.8%	19.6%	---	50.0%	47.8%	---	16.6%	16.5%	---	8.1%	11.8%	---	4.5%	4.2%	---
(26-29)	6,559	6,317	---	18.4%	19.5%	---	48.1%	45.2%	---	20.1%	19.9%	---	9.1%	10.9%	---	4.3%	4.4%	---
30-39	29,382	31,362	20,916	19.3%	19.2%	18.8%	46.9%	48.4%	46.9%	18.7%	17.8%	18.8%	10.9%	9.9%	11.2%	4.2%	4.7%	4.3%
40-49	64,117	70,127	47,039	20.8%	19.9%	20.2%	48.1%	47.1%	47.4%	16.9%	17.6%	17.6%	9.6%	10.6%	10.3%	4.6%	4.7%	4.5%
50-59	82,007	87,038	57,869	20.9%	21.7%	20.9%	46.6%	45.4%	46.3%	18.2%	18.0%	18.0%	10.0%	10.2%	10.4%	4.2%	4.7%	4.4%
60+	24,555	20,185	12,863	25.8%	25.7%	27.1%	48.8%	46.5%	45.9%	13.6%	14.9%	16.3%	8.2%	8.9%	6.6%	3.5%	4.0%	4.1%

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

2008 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,416	147,891	21.0%	20.9%	20.8%	47.5%	46.6%	46.8%	17.5%	17.6%	17.8%	9.8%	10.2%	10.2%	4.3%	4.6%	4.4%
Pay Category																		
Federal Wage System	8,644	9,474	5,510	18.2%	19.5%	20.5%	48.9%	45.7%	45.6%	19.8%	20.3%	18.7%	9.2%	10.4%	11.3%	3.9%	4.1%	4.0%
GS 1-6 or equivalent	10,340	10,823	6,705	20.8%	21.9%	18.5%	43.8%	43.9%	42.8%	20.3%	18.4%	22.5%	10.3%	9.6%	9.7%	4.8%	6.2%	6.5%
GS 7-12 or equivalent	86,209	91,788	58,903	20.0%	20.0%	19.3%	47.9%	46.8%	48.3%	18.1%	17.9%	17.6%	9.7%	10.5%	10.6%	4.2%	4.7%	4.2%
GS 13-15 or equivalent	83,231	91,617	64,038	23.5%	22.4%	23.2%	48.2%	48.6%	47.1%	15.2%	15.7%	16.0%	9.4%	9.5%	9.8%	3.9%	3.7%	4.0%
Senior Executive Service	3,931	4,206	3,314	46.1%	44.3%	42.3%	38.7%	39.0%	34.5%	8.9%	9.0%	10.2%	4.3%	5.4%	5.8%	2.0%	2.3%	7.2%
SL/ST	780	688	490	30.5%	23.0%	37.2%	51.6%	51.3%	37.4%	4.2%	7.5%	18.7%	11.8%	16.6%	4.9%	1.9%	1.6%	1.7%
Other	15,764	8,187	5,204	19.8%	22.5%	23.8%	46.3%	46.9%	41.6%	16.9%	17.3%	20.8%	11.3%	9.0%	9.6%	5.7%	4.3%	4.2%
Time in Federal Government																		
< 1 year	2,253	2,614	1,315	24.7%	31.0%	35.6%	44.7%	50.4%	41.2%	24.2%	12.1%	17.3%	3.8%	4.8%	3.2%	2.6%	1.8%	2.7%
1-3 years	17,927	17,541	12,890	23.1%	23.1%	21.1%	49.0%	46.6%	44.2%	16.2%	16.2%	19.4%	9.0%	10.0%	10.1%	2.7%	4.1%	5.2%
4-5 years	14,598	16,229	8,710	21.5%	20.7%	22.6%	46.4%	46.6%	48.2%	17.7%	16.3%	16.0%	10.4%	11.1%	9.8%	4.0%	5.3%	3.4%
6-10 years	32,656	26,507	13,915	18.7%	20.4%	20.9%	47.1%	46.6%	45.6%	18.9%	18.0%	18.1%	10.8%	10.4%	10.8%	4.5%	4.6%	4.7%
11-20 years	53,233	62,912	44,995	20.6%	19.3%	19.3%	47.7%	46.4%	47.7%	16.9%	18.6%	18.1%	9.9%	10.8%	10.7%	4.9%	4.9%	4.2%
(11 to 14 years)	17,505	---	---	19.9%	---	---	48.7%	---	---	16.8%	---	---	10.0%	---	---	4.6%	---	---
(15 to 20 years)	35,728	---	---	20.9%	---	---	47.1%	---	---	17.0%	---	---	9.9%	---	---	5.1%	---	---
> 20 years	88,271	91,703	62,357	21.3%	21.3%	21.2%	47.4%	46.6%	47.0%	17.2%	17.7%	17.3%	9.6%	9.8%	10.0%	4.5%	4.6%	4.4%
Time w/ Current Agency																		
< 1 year	4,810	5,022	2,813	27.7%	27.5%	30.7%	42.1%	47.8%	44.2%	21.6%	15.0%	14.8%	5.0%	6.2%	6.8%	3.5%	3.4%	3.5%
1-3 years	28,185	28,263	21,634	22.7%	22.2%	21.3%	47.8%	45.3%	43.6%	16.7%	16.9%	18.6%	9.2%	10.3%	11.0%	3.6%	5.3%	5.5%
4-5 years	20,124	22,565	13,235	20.8%	19.2%	20.7%	46.4%	46.8%	47.3%	17.1%	17.2%	18.2%	10.9%	11.5%	9.6%	4.7%	5.3%	4.2%
6-10 years	40,755	35,128	18,824	17.8%	20.0%	18.9%	47.7%	46.8%	47.7%	19.6%	17.9%	17.8%	10.6%	11.0%	10.9%	4.3%	4.3%	4.6%
11-20 years	54,455	64,989	46,189	20.6%	19.4%	19.7%	48.1%	46.5%	47.5%	16.6%	18.8%	18.3%	9.9%	10.5%	10.3%	4.8%	4.8%	4.2%
> 20 years	60,585	61,521	41,488	22.0%	22.3%	21.9%	47.7%	47.2%	47.7%	16.7%	17.1%	16.8%	9.5%	9.2%	9.7%	4.1%	4.2%	3.9%
Leaving																		
No	143,373	150,494	101,435	26.3%	26.3%	25.9%	52.7%	51.7%	52.3%	14.6%	14.5%	14.8%	5.0%	5.8%	5.5%	1.4%	1.8%	1.5%
Yes, to retire	13,490	14,408	9,504	20.0%	17.8%	17.5%	44.1%	44.8%	43.1%	17.7%	18.4%	21.4%	11.5%	11.6%	12.7%	6.6%	7.4%	5.3%
Yes, to other job in Govt	37,420	35,604	22,689	6.4%	6.6%	7.1%	35.7%	35.0%	33.3%	25.6%	26.1%	25.0%	21.6%	21.8%	23.6%	10.7%	10.5%	11.0%
Yes, to other job outside Govt	6,395	7,860	5,069	4.8%	4.9%	3.7%	27.6%	29.3%	27.3%	26.3%	24.2%	28.7%	26.7%	24.6%	21.8%	14.5%	16.9%	18.6%
Yes, other	8,241	9,086	5,480	8.0%	6.0%	6.8%	29.3%	26.4%	28.5%	24.6%	29.4%	27.3%	24.3%	23.8%	24.2%	13.8%	14.5%	13.3%
Retiring																		
Within 1 year	8,331	9,141	6,074	20.4%	19.1%	18.8%	42.7%	41.4%	40.8%	18.1%	17.8%	20.3%	11.5%	12.2%	12.3%	7.3%	9.5%	7.8%
Between 1 and 3 years	24,419	25,216	16,415	20.6%	20.2%	19.2%	46.6%	45.6%	46.2%	17.6%	18.0%	19.2%	10.1%	11.2%	11.6%	5.2%	5.0%	3.8%
Between 3 and 5 years	26,402	28,072	19,275	19.5%	19.7%	21.3%	47.4%	46.6%	47.4%	17.8%	18.4%	16.8%	10.1%	10.8%	10.4%	5.2%	4.6%	4.1%
5 or more years	149,770	155,001	102,407	21.3%	21.3%	21.0%	47.8%	47.1%	47.1%	17.4%	17.4%	17.7%	9.6%	9.9%	9.9%	3.9%	4.3%	4.3%

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

2008 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,428	147,893	15.1%	15.4%	15.7%	45.3%	45.9%	46.2%	17.4%	17.9%	16.7%	15.8%	15.0%	15.6%	6.4%	5.8%	5.8%
Work Location																		
Headquarters	82,919	86,485	51,145	15.9%	16.2%	17.1%	44.6%	45.2%	46.4%	17.5%	19.0%	16.1%	15.8%	14.4%	15.0%	6.2%	5.3%	5.4%
Field	125,977	130,946	93,050	14.7%	15.0%	15.2%	45.6%	46.3%	46.2%	17.3%	17.4%	16.8%	15.8%	15.3%	15.8%	6.5%	6.1%	6.0%
Supervisor Status																		
Non-Supervisor	116,260	118,191	74,553	13.6%	14.4%	14.5%	44.5%	45.2%	45.6%	18.3%	18.5%	17.3%	16.5%	15.7%	16.3%	7.0%	6.2%	6.3%
Team Leader	28,854	31,775	20,113	15.3%	14.9%	15.7%	46.0%	46.1%	47.2%	16.7%	18.1%	16.4%	15.7%	15.8%	15.0%	6.2%	5.2%	5.8%
Supervisor	37,700	39,862	28,516	18.3%	16.8%	19.4%	47.8%	48.6%	48.2%	15.9%	16.3%	14.3%	13.6%	12.4%	14.0%	4.3%	5.9%	4.0%
Manager	21,187	22,466	17,117	22.9%	22.1%	25.0%	47.7%	48.4%	48.3%	12.6%	15.0%	12.3%	12.6%	11.1%	11.2%	4.3%	3.4%	3.2%
Executive	4,882	5,134	3,906	23.6%	25.1%	26.0%	36.3%	46.4%	41.1%	16.4%	11.9%	12.6%	18.3%	10.8%	15.5%	5.4%	5.7%	4.8%
Sex																		
Male	108,682	117,812	81,623	14.9%	14.6%	15.7%	45.1%	46.4%	46.2%	18.5%	18.8%	17.3%	15.4%	14.6%	15.3%	6.1%	5.7%	5.5%
Female	100,245	99,724	62,575	15.3%	16.4%	15.6%	45.6%	45.4%	46.2%	15.9%	16.7%	15.9%	16.4%	15.5%	16.1%	6.8%	6.0%	6.2%
Hispanic or Latino																		
Yes	14,267	13,628	8,466	16.0%	16.2%	17.4%	43.6%	45.0%	44.4%	19.1%	17.7%	17.5%	15.0%	14.9%	15.0%	6.3%	6.2%	5.8%
No	194,601	203,795	135,487	15.0%	15.3%	15.5%	45.5%	46.1%	46.4%	17.2%	17.9%	16.6%	15.9%	15.0%	15.7%	6.4%	5.8%	5.9%
Race																		
American Indian/Alaska Native	8,130	6,149	---	16.3%	14.6%	---	39.9%	44.5%	---	18.8%	20.0%	---	18.9%	15.0%	---	6.1%	5.9%	---
Asian	8,412	8,608	---	12.9%	11.3%	---	43.2%	43.7%	---	21.8%	25.7%	---	17.3%	13.2%	---	4.7%	6.1%	---
Black or African American	32,718	32,869	---	14.2%	14.5%	---	42.6%	40.3%	---	16.4%	19.6%	---	18.9%	17.2%	---	8.0%	8.4%	---
Native Hawaiian/Pacific Islander	1,472	1,488	---	14.7%	15.3%	---	31.3%	38.6%	---	21.4%	23.7%	---	22.4%	16.9%	---	10.1%	5.5%	---
White	146,241	156,719	---	15.6%	16.1%	---	47.2%	48.0%	---	16.7%	16.6%	---	14.7%	14.3%	---	5.9%	5.0%	---
Two or more races (Not Hispanic/Latino)	6,177	6,194	---	11.2%	10.2%	---	39.3%	37.3%	---	24.5%	24.1%	---	16.4%	19.2%	---	8.6%	9.1%	---
Age Group																		
<30 (25 and under)	8,857	8,794	5,461	14.0%	15.3%	15.3%	44.2%	45.4%	44.4%	18.0%	19.9%	17.9%	15.4%	13.2%	14.6%	8.4%	6.3%	7.8%
(26-29)	2,298	2,477	---	15.3%	14.8%	---	42.7%	44.2%	---	17.4%	20.4%	---	15.2%	12.9%	---	9.4%	7.7%	---
30-39	6,559	6,317	---	13.6%	15.5%	---	44.7%	45.9%	---	18.2%	19.7%	---	15.4%	13.3%	---	8.1%	5.7%	---
40-49	29,378	31,368	20,918	14.6%	14.1%	15.8%	45.5%	47.5%	45.0%	16.6%	17.4%	17.5%	16.3%	15.8%	15.3%	7.0%	5.2%	6.4%
50-59	64,111	70,132	47,040	14.5%	15.3%	15.8%	45.8%	46.7%	46.1%	17.2%	17.3%	16.9%	15.7%	14.7%	15.1%	6.7%	5.9%	6.2%
60+	82,010	87,040	57,868	15.4%	15.4%	15.0%	44.5%	44.6%	46.7%	18.1%	18.5%	16.3%	16.2%	15.4%	16.8%	5.8%	6.1%	5.3%
60+	24,556	20,184	12,863	17.5%	18.0%	18.6%	46.7%	45.9%	48.1%	16.4%	16.9%	15.0%	14.4%	14.0%	13.7%	5.1%	5.2%	4.6%

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

2008 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,428	147,893	15.1%	15.4%	15.7%	45.3%	45.9%	46.2%	17.4%	17.9%	16.7%	15.8%	15.0%	15.6%	6.4%	5.8%	5.8%
Pay Category																		
Federal Wage System	8,646	9,477	5,510	14.4%	13.4%	15.0%	43.1%	42.4%	45.0%	18.5%	19.9%	17.2%	17.0%	16.3%	16.5%	6.9%	8.0%	6.4%
GS 1-6 or equivalent	10,336	10,820	6,703	7.9%	8.5%	7.0%	31.0%	32.7%	31.1%	21.1%	21.7%	20.8%	25.1%	24.8%	27.7%	15.0%	12.2%	13.5%
GS 7-12 or equivalent	86,207	91,797	58,907	13.5%	14.1%	13.8%	46.1%	46.4%	47.1%	17.9%	18.8%	17.7%	16.9%	15.5%	15.8%	5.6%	5.4%	5.5%
GS 13-15 or equivalent	83,230	91,620	64,039	21.7%	21.4%	22.1%	51.8%	53.1%	51.6%	14.2%	14.2%	13.7%	9.2%	8.6%	9.5%	3.1%	2.6%	3.1%
Senior Executive Service	3,931	4,205	3,314	27.4%	28.7%	26.0%	41.6%	44.0%	40.8%	11.7%	12.0%	13.9%	14.0%	10.9%	14.1%	5.4%	4.4%	5.2%
SL/ST	780	688	490	17.3%	19.8%	14.6%	51.5%	49.0%	51.8%	13.2%	7.5%	8.7%	14.7%	13.2%	23.2%	3.2%	10.6%	1.7%
Other	15,762	8,187	5,204	12.5%	14.7%	18.6%	39.9%	41.8%	42.6%	19.4%	18.8%	13.7%	18.1%	18.2%	18.4%	10.1%	6.5%	6.7%
Time in Federal Government																		
< 1 year	2,253	2,614	1,316	14.8%	16.3%	15.1%	34.6%	42.4%	42.2%	30.2%	19.6%	24.1%	16.4%	16.1%	13.1%	4.1%	5.6%	5.5%
1-3 years	17,923	17,544	12,893	12.2%	14.2%	13.0%	45.5%	43.2%	41.7%	17.7%	19.1%	19.1%	17.0%	17.2%	18.0%	7.6%	6.3%	8.2%
4-5 years	14,598	16,233	8,711	13.6%	13.6%	14.0%	43.8%	43.7%	46.9%	19.7%	18.9%	15.2%	15.7%	16.9%	17.7%	7.2%	6.9%	6.2%
6-10 years	32,655	26,504	13,914	13.6%	14.2%	15.2%	44.4%	46.8%	43.7%	17.6%	18.0%	19.9%	18.0%	15.1%	15.3%	6.5%	6.0%	5.8%
11-20 years	53,222	62,919	44,994	16.1%	15.6%	15.5%	45.2%	47.0%	47.5%	16.3%	17.5%	16.1%	16.4%	14.2%	15.4%	6.1%	5.6%	5.6%
(11 to 14 years)	17,497	---	---	15.4%	---	---	46.3%	---	---	17.3%	---	---	14.5%	---	---	6.4%	---	---
(15 to 20 years)	35,725	---	---	16.5%	---	---	44.5%	---	---	15.7%	---	---	17.4%	---	---	5.9%	---	---
> 20 years	88,279	91,706	62,357	16.5%	16.3%	17.3%	46.6%	46.4%	47.5%	16.8%	17.4%	15.5%	14.1%	14.3%	14.6%	6.1%	5.6%	5.1%
Time w/ Current Agency																		
< 1 year	4,810	5,022	2,815	16.0%	14.9%	16.9%	40.0%	44.8%	44.3%	24.8%	19.7%	20.0%	14.1%	15.2%	13.6%	5.2%	5.4%	5.3%
1-3 years	28,181	28,266	21,636	13.2%	14.2%	14.1%	45.0%	43.3%	43.0%	17.9%	19.2%	18.5%	16.3%	16.5%	17.0%	7.6%	6.8%	7.4%
4-5 years	20,124	22,569	13,235	14.2%	13.4%	13.5%	43.1%	44.2%	45.6%	19.7%	18.9%	16.5%	15.9%	16.2%	18.0%	7.2%	7.2%	6.4%
6-10 years	40,755	35,127	18,823	13.8%	14.9%	14.6%	44.3%	47.0%	45.2%	17.1%	18.1%	18.4%	18.6%	14.6%	16.0%	6.1%	5.4%	5.8%
11-20 years	54,447	64,995	46,189	15.8%	15.7%	16.2%	45.9%	46.8%	47.6%	16.5%	17.5%	15.8%	15.7%	14.6%	15.1%	6.0%	5.5%	5.3%
> 20 years	60,592	61,521	41,488	16.9%	16.8%	17.6%	47.3%	47.0%	48.0%	16.2%	16.7%	15.2%	13.6%	14.2%	14.1%	6.0%	5.3%	5.1%
Leaving																		
No	143,368	150,506	101,437	17.7%	18.0%	18.1%	49.0%	49.1%	49.3%	15.9%	16.6%	15.7%	13.5%	12.7%	13.4%	3.9%	3.6%	3.5%
Yes, to retire	13,493	14,408	9,504	16.7%	16.6%	16.9%	45.6%	46.8%	49.4%	18.8%	17.4%	15.0%	12.6%	13.1%	13.6%	6.4%	6.1%	5.1%
Yes, to other job in Govt	37,414	35,606	22,690	7.6%	8.0%	9.3%	37.1%	38.9%	37.5%	21.2%	20.9%	19.4%	22.2%	21.3%	22.2%	11.9%	10.9%	11.7%
Yes, to other job outside Govt	6,395	7,860	5,069	6.0%	5.8%	6.9%	29.2%	30.8%	29.8%	18.3%	21.8%	21.3%	26.6%	24.0%	24.7%	19.8%	17.7%	17.3%
Yes, other	8,241	9,086	5,480	8.2%	6.9%	6.5%	28.7%	33.1%	39.2%	24.0%	24.7%	20.7%	24.7%	22.5%	21.6%	14.5%	12.7%	12.0%
Retiring																		
Within 1 year	8,332	9,141	6,073	17.7%	17.8%	17.5%	47.0%	46.3%	49.6%	16.7%	17.6%	14.2%	12.8%	11.2%	12.5%	5.8%	7.1%	6.2%
Between 1 and 3 years	24,421	25,215	16,415	17.9%	16.2%	15.8%	45.4%	47.4%	47.8%	17.4%	17.2%	15.9%	14.0%	14.1%	15.5%	5.1%	5.1%	5.0%
Between 3 and 5 years	26,405	28,075	19,276	14.9%	14.9%	17.1%	44.7%	46.3%	47.3%	17.5%	18.4%	15.4%	16.6%	15.0%	16.2%	6.4%	5.5%	4.0%
5 or more years	149,758	155,012	102,409	14.6%	15.2%	15.4%	45.3%	45.7%	45.7%	17.4%	17.9%	17.1%	16.1%	15.3%	15.7%	6.6%	5.9%	6.2%

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

2008 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,428	147,891	14.2%	13.4%	13.6%	43.3%	42.7%	43.1%	22.2%	22.4%	21.8%	13.6%	14.6%	14.8%	6.7%	6.8%	6.7%
Work Location																		
Headquarters	82,923	86,486	51,145	15.4%	14.6%	15.3%	44.5%	43.7%	43.0%	21.4%	21.8%	20.8%	12.7%	13.4%	14.6%	6.0%	6.4%	6.4%
Field	125,982	130,945	93,046	13.5%	12.9%	13.1%	42.7%	42.3%	43.1%	22.7%	22.7%	22.2%	14.0%	15.1%	14.8%	7.1%	7.1%	6.8%
Supervisor Status																		
Non-Supervisor	116,266	118,189	74,550	13.0%	12.7%	12.6%	42.0%	41.4%	42.4%	23.4%	23.2%	22.8%	14.2%	15.1%	14.9%	7.4%	7.6%	7.3%
Team Leader	28,855	31,776	20,112	12.2%	12.0%	13.7%	44.5%	42.5%	43.7%	22.6%	23.9%	21.4%	14.4%	15.2%	15.6%	6.3%	6.4%	5.6%
Supervisor	37,703	39,860	28,517	17.0%	13.9%	15.7%	46.7%	47.6%	45.9%	19.7%	19.7%	19.0%	11.5%	13.9%	13.8%	5.2%	5.0%	5.6%
Manager	21,186	22,464	17,118	23.6%	21.5%	23.5%	46.2%	46.9%	46.7%	16.0%	16.8%	14.9%	10.3%	10.5%	11.2%	4.0%	4.3%	3.7%
Executive	4,882	5,135	3,906	30.7%	29.6%	35.4%	46.0%	43.1%	43.7%	14.6%	13.7%	11.0%	5.9%	9.5%	7.4%	2.7%	4.2%	2.5%
Sex																		
Male	108,688	117,817	81,621	13.9%	12.9%	13.3%	43.0%	42.1%	42.8%	22.4%	22.5%	21.9%	13.8%	15.4%	15.0%	6.9%	7.0%	6.9%
Female	100,247	99,721	62,575	14.4%	14.0%	14.0%	43.8%	43.6%	43.5%	22.0%	22.2%	21.7%	13.3%	13.6%	14.5%	6.4%	6.7%	6.3%
Hispanic or Latino																		
Yes	14,268	13,630	8,465	16.5%	15.8%	16.9%	42.3%	42.7%	42.1%	24.2%	21.9%	19.9%	10.8%	13.0%	14.0%	6.2%	6.6%	7.1%
No	194,607	203,795	135,485	13.9%	13.2%	13.4%	43.4%	42.8%	43.2%	22.1%	22.4%	21.9%	13.9%	14.8%	14.8%	6.7%	6.9%	6.6%
Race																		
American Indian/Alaska Native	8,130	6,148	---	13.2%	10.5%	---	40.5%	43.1%	---	21.3%	25.8%	---	17.0%	14.2%	---	8.0%	6.5%	---
Asian	8,414	8,609	---	13.7%	13.1%	---	49.9%	47.9%	---	22.9%	22.7%	---	10.0%	11.3%	---	3.6%	5.0%	---
Black or African American	32,717	32,872	---	14.7%	13.3%	---	45.1%	42.9%	---	21.7%	24.5%	---	12.1%	12.6%	---	6.3%	6.7%	---
Native Hawaiian/Pacific Islander	1,472	1,488	---	12.6%	16.5%	---	43.0%	43.9%	---	26.3%	21.2%	---	13.8%	12.4%	---	4.3%	6.0%	---
White	146,245	156,722	---	14.2%	13.7%	---	43.1%	42.8%	---	21.9%	21.5%	---	14.0%	15.1%	---	6.7%	6.9%	---
Two or more races (Not Hispanic/Latino)	6,177	6,193	---	12.6%	11.1%	---	37.2%	34.7%	---	26.0%	27.5%	---	14.9%	17.9%	---	9.2%	8.8%	---
Age Group																		
<30 (25 and under)	8,856	8,792	5,461	13.8%	14.7%	15.4%	46.7%	47.4%	44.5%	21.3%	20.3%	20.6%	12.9%	12.4%	13.5%	5.3%	5.2%	6.0%
(26-29)	2,297	2,477	---	16.8%	17.2%	---	47.5%	49.1%	---	20.3%	19.2%	---	10.4%	10.0%	---	5.0%	4.5%	---
30-39	6,559	6,315	---	12.8%	13.6%	---	46.4%	46.7%	---	21.7%	20.8%	---	13.7%	13.4%	---	5.4%	5.5%	---
40-49	29,381	31,368	20,918	13.7%	12.7%	13.0%	43.7%	44.3%	44.1%	22.5%	23.7%	22.1%	13.8%	13.1%	14.8%	6.3%	6.2%	6.0%
50-59	64,114	70,132	47,040	13.7%	12.8%	13.5%	44.5%	42.4%	43.2%	21.1%	22.4%	21.9%	13.3%	15.3%	14.4%	7.3%	7.0%	6.9%
60+	82,011	87,042	57,867	14.0%	13.3%	13.0%	41.2%	41.6%	42.2%	23.3%	22.6%	22.1%	14.4%	15.1%	15.6%	7.0%	7.4%	7.1%
60+	24,559	20,186	12,861	16.8%	16.6%	17.4%	44.0%	42.3%	44.2%	22.6%	20.4%	20.3%	11.5%	14.6%	12.8%	5.1%	6.1%	5.3%

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

2008 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,186	221,428	147,891	14.2%	13.4%	13.6%	43.3%	42.7%	43.1%	22.2%	22.4%	21.8%	13.6%	14.6%	14.8%	6.7%	6.8%	6.7%
Pay Category																		
Federal Wage System	8,653	9,482	5,511	11.6%	11.4%	11.4%	42.4%	40.3%	42.3%	25.2%	26.1%	23.1%	14.3%	14.2%	15.9%	6.4%	8.1%	7.4%
GS 1-6 or equivalent	10,339	10,819	6,705	15.0%	14.6%	12.6%	40.6%	42.4%	37.9%	22.0%	23.2%	26.1%	14.3%	13.1%	13.9%	8.1%	6.8%	9.5%
GS 7-12 or equivalent	86,205	91,794	58,903	13.3%	12.7%	12.8%	43.5%	43.1%	44.2%	23.4%	23.2%	22.1%	13.5%	14.4%	14.7%	6.3%	6.5%	6.2%
GS 13-15 or equivalent	83,233	91,619	64,039	16.1%	14.7%	15.6%	44.8%	44.8%	43.7%	19.9%	19.9%	19.8%	13.0%	14.5%	14.6%	6.2%	6.1%	6.2%
Senior Executive Service	3,931	4,206	3,314	36.9%	33.5%	31.8%	41.9%	42.5%	40.3%	10.7%	11.5%	12.1%	7.3%	9.4%	7.0%	3.1%	3.0%	8.9%
SL/ST	780	688	490	18.1%	11.0%	15.6%	53.8%	46.4%	58.5%	13.4%	16.9%	10.2%	13.0%	24.0%	12.6%	1.7%	1.7%	3.1%
Other	15,761	8,187	5,203	12.7%	14.8%	15.2%	41.4%	39.1%	40.7%	22.2%	21.9%	21.0%	14.5%	17.2%	17.1%	9.2%	7.1%	6.0%
Time in Federal Government																		
< 1 year	2,253	2,614	1,316	20.6%	24.7%	25.6%	50.2%	52.9%	47.2%	21.7%	15.0%	21.2%	5.6%	5.4%	3.5%	1.9%	2.0%	2.5%
1-3 years	17,924	17,541	12,895	16.1%	16.6%	15.5%	48.9%	46.7%	42.1%	20.6%	19.6%	21.1%	10.3%	11.8%	14.3%	4.1%	5.3%	7.0%
4-5 years	14,599	16,231	8,709	14.6%	13.3%	15.1%	43.7%	43.3%	45.9%	22.3%	21.5%	19.7%	13.4%	15.2%	14.0%	6.0%	6.7%	5.2%
6-10 years	32,656	26,509	13,912	13.0%	12.6%	13.3%	43.1%	42.6%	44.0%	22.2%	23.4%	21.9%	14.8%	14.5%	13.9%	6.9%	7.0%	6.9%
11-20 years	53,231	62,920	44,994	13.8%	12.1%	12.7%	41.7%	41.9%	42.6%	22.9%	23.8%	23.2%	14.3%	15.2%	15.0%	7.3%	7.0%	6.5%
(11 to 14 years)	17,502	---	---	13.6%	---	---	42.3%	---	---	23.0%	---	---	14.7%	---	---	6.5%	---	---
(15 to 20 years)	35,729	---	---	14.0%	---	---	41.3%	---	---	22.8%	---	---	14.2%	---	---	7.7%	---	---
> 20 years	88,277	91,707	62,356	13.9%	13.2%	13.3%	42.3%	41.6%	43.0%	22.4%	22.4%	21.3%	14.0%	15.3%	15.3%	7.4%	7.4%	7.0%
Time w/ Current Agency																		
< 1 year	4,810	5,024	2,815	22.3%	21.9%	24.0%	46.1%	50.5%	47.3%	21.4%	18.1%	18.9%	6.8%	6.0%	6.4%	3.5%	3.5%	3.4%
1-3 years	28,182	28,262	21,637	16.3%	16.2%	15.6%	46.5%	44.1%	41.7%	21.2%	20.5%	21.2%	10.9%	12.8%	14.0%	5.1%	6.4%	7.4%
4-5 years	20,125	22,567	13,235	13.7%	12.1%	13.7%	42.5%	43.1%	44.6%	22.0%	22.3%	21.5%	15.1%	15.1%	14.3%	6.7%	7.3%	6.0%
6-10 years	40,754	35,128	18,823	11.9%	12.5%	12.5%	42.7%	42.5%	43.3%	23.1%	23.0%	22.1%	15.1%	15.4%	14.8%	7.2%	6.6%	7.2%
11-20 years	54,456	64,996	46,188	13.6%	11.6%	12.5%	42.0%	41.7%	42.8%	23.0%	24.1%	22.8%	14.0%	15.5%	15.4%	7.4%	7.1%	6.5%
> 20 years	60,591	61,525	41,486	14.3%	13.9%	13.3%	43.0%	42.2%	43.5%	21.7%	21.9%	21.4%	13.9%	15.0%	15.2%	7.0%	7.1%	6.6%
Leaving																		
No	143,375	150,506	101,435	17.9%	16.9%	17.2%	49.6%	49.1%	49.9%	20.4%	20.4%	20.0%	8.9%	10.0%	9.8%	3.2%	3.6%	3.1%
Yes, to retire	13,493	14,409	9,504	12.5%	11.3%	9.8%	38.6%	38.1%	38.3%	23.1%	21.9%	23.5%	15.7%	18.1%	20.0%	10.1%	10.6%	8.4%
Yes, to other job in Govt	37,418	35,604	22,690	4.0%	4.2%	4.6%	29.1%	27.9%	27.0%	27.5%	28.1%	26.6%	25.5%	26.3%	26.5%	13.9%	13.5%	15.4%
Yes, to other job outside Govt	6,395	7,860	5,068	3.3%	2.7%	2.2%	20.3%	21.2%	18.3%	24.4%	24.9%	26.8%	31.9%	31.0%	32.5%	20.2%	20.2%	20.2%
Yes, other	8,240	9,086	5,481	5.2%	3.4%	4.7%	21.8%	21.0%	21.7%	28.4%	31.0%	27.5%	25.0%	26.7%	28.3%	19.6%	17.9%	17.8%
Retiring																		
Within 1 year	8,333	9,141	6,073	11.9%	12.9%	11.0%	39.4%	34.5%	35.7%	20.8%	22.1%	22.4%	16.7%	17.5%	19.0%	11.1%	12.9%	11.9%
Between 1 and 3 years	24,422	25,216	16,415	13.1%	11.9%	12.0%	40.7%	40.6%	41.6%	22.9%	22.5%	21.4%	14.5%	16.8%	18.6%	8.8%	8.2%	6.4%
Between 3 and 5 years	26,404	28,078	19,275	13.0%	11.7%	13.2%	40.2%	41.5%	41.4%	24.9%	23.5%	23.3%	14.2%	16.2%	15.6%	7.6%	7.0%	6.4%
5 or more years	149,767	155,007	102,409	14.6%	14.0%	14.1%	44.3%	43.7%	44.0%	21.8%	22.2%	21.6%	13.2%	13.9%	13.8%	6.0%	6.3%	6.5%

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

2008 Federal Human Capital Survey: Report by Demographics

(64) How satisfied are you with retirement benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,167	221,397	147,882	14.2%	14.6%	14.9%	46.6%	46.2%	50.3%	19.4%	19.4%	22.3%	9.4%	9.1%	9.9%	3.1%	3.3%	2.6%	7.3%	7.4%	---
Work Location																					
Headquarters	82,915	86,477	51,140	15.3%	16.3%	17.0%	47.5%	46.4%	50.5%	18.5%	19.2%	21.3%	8.0%	8.1%	8.9%	2.5%	2.6%	2.3%	8.1%	7.4%	---
Field	125,972	130,923	93,043	13.6%	13.8%	14.2%	46.2%	46.0%	50.3%	19.8%	19.5%	22.6%	10.1%	9.6%	10.2%	3.4%	3.6%	2.7%	6.9%	7.4%	---
Supervisor Status																					
Non-Supervisor	116,256	118,176	74,545	13.1%	13.7%	13.7%	46.1%	45.5%	50.7%	20.5%	20.2%	23.1%	8.9%	8.8%	9.8%	3.2%	3.3%	2.8%	8.2%	8.4%	---
Team Leader	28,851	31,767	20,114	14.1%	13.1%	15.1%	47.4%	47.2%	48.7%	18.3%	19.0%	23.5%	10.8%	10.7%	10.3%	2.6%	3.7%	2.4%	6.8%	6.4%	---
Supervisor	37,698	39,857	28,515	15.8%	15.8%	18.2%	48.3%	48.4%	51.2%	17.6%	18.0%	18.0%	10.3%	9.5%	10.3%	3.1%	2.7%	2.3%	4.9%	5.5%	---
Manager	21,187	22,462	17,116	20.4%	23.1%	23.4%	47.7%	45.8%	50.9%	15.0%	16.5%	14.9%	10.1%	8.2%	9.1%	2.8%	2.5%	1.7%	4.0%	3.9%	---
Executive	4,882	5,134	3,906	25.3%	32.2%	32.9%	40.6%	42.5%	48.3%	18.0%	11.5%	11.8%	7.0%	7.8%	5.9%	5.9%	3.6%	1.1%	3.2%	2.3%	---
Sex																					
Male	108,675	117,802	81,613	13.4%	14.1%	14.5%	45.8%	45.7%	49.8%	20.1%	20.2%	21.9%	11.1%	10.1%	10.8%	3.7%	4.0%	3.0%	5.9%	5.8%	---
Female	100,241	99,707	62,574	15.3%	15.2%	15.2%	47.8%	46.8%	51.1%	18.4%	18.4%	22.9%	7.2%	7.8%	8.7%	2.3%	2.3%	2.1%	9.1%	9.6%	---
Hispanic or Latino																					
Yes	14,265	13,626	8,465	13.9%	13.8%	15.7%	43.7%	43.9%	48.3%	19.9%	20.1%	23.0%	10.0%	9.4%	10.1%	3.9%	4.3%	2.9%	8.6%	8.5%	---
No	194,596	203,770	135,477	14.2%	14.7%	14.8%	46.9%	46.4%	50.5%	19.3%	19.4%	22.2%	9.4%	9.1%	9.9%	3.0%	3.2%	2.6%	7.2%	7.3%	---
Race																					
American Indian/ Alaska Native	8,129	6,150	---	12.0%	12.2%	---	39.3%	45.6%	---	22.5%	23.2%	---	10.5%	8.8%	---	6.2%	2.9%	---	9.5%	7.3%	---
Asian	8,413	8,605	---	12.8%	12.0%	---	46.4%	45.7%	---	22.4%	24.4%	---	8.0%	7.2%	---	1.8%	2.1%	---	8.5%	8.6%	---
Black or African American	32,709	32,860	---	13.0%	13.7%	---	46.5%	44.3%	---	20.8%	21.5%	---	6.9%	7.5%	---	3.7%	3.1%	---	9.2%	9.8%	---
Native Hawaiian/ Pacific Islander	1,472	1,487	---	13.9%	9.7%	---	41.6%	39.8%	---	24.3%	25.8%	---	12.5%	9.2%	---	3.3%	3.2%	---	4.4%	12.3%	---
White	146,241	156,708	---	15.0%	15.4%	---	47.5%	47.4%	---	18.2%	18.2%	---	10.0%	9.4%	---	2.9%	3.2%	---	6.5%	6.4%	---
Two or more races (Not Hispanic/Latino)	6,176	6,191	---	10.9%	10.6%	---	40.1%	37.7%	---	23.9%	23.2%	---	10.1%	11.4%	---	3.6%	6.2%	---	11.4%	11.1%	---
Age Group																					
<30 (25 and under)	8,857	8,791	5,461	16.9%	16.3%	18.0%	50.3%	48.7%	52.4%	15.6%	16.8%	20.6%	5.6%	6.8%	7.3%	2.3%	2.3%	1.7%	9.2%	9.1%	---
(26-29)	2,298	2,476	---	19.9%	18.2%	---	46.2%	51.0%	---	18.8%	17.2%	---	5.1%	4.5%	---	0.7%	1.0%	---	9.2%	8.1%	---
30-39	29,382	31,365	20,917	13.2%	11.9%	13.7%	49.1%	49.1%	52.1%	18.2%	19.0%	22.6%	9.5%	8.8%	8.9%	3.0%	3.3%	2.7%	7.1%	7.9%	---
40-49	64,113	70,120	47,036	11.5%	12.5%	13.1%	46.9%	46.2%	50.7%	21.3%	21.1%	23.1%	9.9%	9.3%	10.2%	2.9%	3.2%	2.9%	7.5%	7.7%	---
50-59	82,001	87,031	57,863	15.6%	16.7%	16.1%	44.3%	44.7%	49.2%	19.8%	18.9%	22.0%	9.7%	9.3%	10.3%	3.5%	3.6%	2.5%	7.1%	6.9%	---
60+	24,551	20,181	12,860	17.4%	18.0%	16.9%	47.3%	44.8%	49.2%	16.8%	18.3%	21.1%	9.4%	9.9%	10.6%	2.9%	2.7%	2.2%	6.1%	6.3%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(64) How satisfied are you with retirement benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,167	221,397	147,882	14.2%	14.6%	14.9%	46.6%	46.2%	50.3%	19.4%	19.4%	22.3%	9.4%	9.1%	9.9%	3.1%	3.3%	2.6%	7.3%	7.4%	---
Pay Category																					
Federal Wage System	8,642	9,472	5,505	9.9%	9.2%	9.9%	42.3%	43.5%	45.0%	24.5%	23.7%	25.3%	12.7%	11.8%	16.4%	4.2%	5.9%	3.5%	6.4%	5.8%	---
GS 1-6 or equivalent	10,338	10,819	6,705	12.8%	11.5%	10.2%	40.8%	41.5%	47.9%	23.4%	23.7%	27.4%	7.8%	7.7%	10.5%	4.7%	4.8%	4.0%	10.4%	10.9%	---
GS 7-12 or equivalent	86,202	91,781	58,901	13.1%	13.1%	13.6%	47.1%	46.5%	50.8%	20.1%	20.0%	23.1%	8.9%	9.4%	10.0%	2.9%	3.0%	2.5%	7.9%	7.9%	---
GS 13-15 or equivalent	83,232	91,615	64,039	17.8%	19.6%	19.6%	49.3%	49.1%	53.2%	15.4%	15.5%	17.4%	9.6%	8.3%	7.7%	2.4%	2.3%	2.1%	5.5%	5.2%	---
Senior Executive Service	3,931	4,205	3,314	31.5%	35.2%	32.2%	44.8%	46.0%	45.0%	10.5%	9.6%	15.9%	7.9%	5.6%	6.1%	1.9%	1.8%	0.9%	3.3%	1.8%	---
SL/ST	780	688	489	16.2%	19.7%	18.1%	60.7%	53.0%	56.9%	14.7%	5.4%	16.9%	4.4%	12.5%	6.2%	1.5%	0.4%	2.0%	2.6%	9.0%	---
Other	15,763	8,187	5,202	13.6%	17.4%	17.5%	45.7%	42.2%	44.9%	19.4%	19.9%	24.6%	10.5%	8.1%	10.5%	3.5%	3.9%	2.5%	7.4%	8.5%	---
Time in Federal Government																					
< 1 year	2,253	2,611	1,316	17.1%	19.8%	29.1%	44.1%	50.7%	37.5%	18.8%	15.9%	24.1%	8.2%	4.5%	6.3%	1.9%	1.2%	2.9%	9.9%	7.8%	---
1-3 years	17,923	17,539	12,894	13.2%	12.3%	12.9%	51.3%	48.1%	51.5%	19.9%	21.2%	23.6%	6.4%	7.8%	8.6%	2.1%	2.5%	3.4%	7.1%	8.2%	---
4-5 years	14,600	16,232	8,710	12.0%	11.2%	12.5%	46.5%	47.5%	52.7%	23.1%	20.8%	22.7%	8.2%	8.3%	10.0%	2.5%	3.6%	2.2%	7.7%	8.7%	---
6-10 years	32,650	26,505	13,911	11.8%	11.3%	12.0%	45.9%	46.9%	50.9%	21.3%	21.2%	24.4%	9.8%	9.1%	10.0%	3.6%	4.2%	2.6%	7.7%	7.2%	---
11-20 years	53,226	62,907	44,992	10.5%	10.8%	11.7%	46.0%	44.4%	48.9%	20.2%	22.0%	24.3%	11.5%	11.1%	12.0%	3.8%	3.9%	3.2%	8.0%	7.9%	---
(11 to 14 years)	17,500	---	---	10.6%	---	---	46.7%	---	---	20.7%	---	---	11.3%	---	---	3.1%	---	---	7.7%	---	---
(15 to 20 years)	35,726	---	---	10.4%	---	---	45.5%	---	---	20.0%	---	---	11.7%	---	---	4.2%	---	---	8.2%	---	---
> 20 years	88,271	91,696	62,350	18.5%	19.9%	19.3%	46.1%	46.0%	50.8%	16.9%	16.2%	19.4%	9.2%	8.6%	8.7%	2.9%	2.8%	1.9%	6.4%	6.5%	---
Time w/ Current Agency																					
< 1 year	4,810	5,021	2,815	18.6%	17.4%	20.1%	45.5%	49.7%	47.0%	18.8%	16.4%	21.9%	6.9%	6.6%	8.4%	1.9%	1.9%	2.6%	8.2%	8.0%	---
1-3 years	28,182	28,260	21,636	13.8%	12.7%	13.9%	49.7%	47.2%	51.5%	20.3%	20.5%	23.0%	6.8%	8.0%	8.7%	2.2%	2.8%	2.9%	7.2%	8.9%	---
4-5 years	20,126	22,566	13,235	12.6%	12.2%	12.3%	45.9%	46.2%	50.3%	22.0%	21.6%	24.0%	9.0%	8.8%	11.2%	2.8%	3.4%	2.3%	7.7%	7.8%	---
6-10 years	40,749	35,122	18,822	11.5%	11.8%	12.2%	46.0%	46.1%	50.5%	20.9%	21.6%	24.5%	9.8%	9.1%	10.1%	3.6%	4.2%	2.7%	8.1%	7.2%	---
11-20 years	54,446	64,985	46,183	11.9%	11.9%	13.2%	45.8%	44.6%	49.1%	19.7%	20.9%	23.4%	11.6%	11.2%	11.2%	3.7%	3.8%	3.1%	7.2%	7.5%	---
> 20 years	60,589	61,517	41,484	18.7%	20.9%	19.7%	46.4%	46.6%	51.2%	16.3%	15.4%	18.5%	9.2%	8.2%	8.7%	2.9%	2.6%	1.9%	6.4%	6.3%	---
Leaving																					
No	143,361	150,485	101,428	15.5%	15.7%	15.9%	48.1%	48.0%	52.1%	18.6%	18.5%	21.1%	8.4%	8.3%	8.9%	2.4%	2.3%	1.9%	7.0%	7.1%	---
Yes, to retire	13,492	14,404	9,502	20.9%	23.3%	21.1%	45.7%	44.7%	45.9%	14.2%	15.0%	20.7%	10.3%	8.2%	10.0%	3.1%	4.9%	2.3%	5.9%	4.0%	---
Yes, to other job in Govt	37,418	35,598	22,689	9.9%	10.1%	11.6%	43.7%	42.8%	48.3%	22.1%	22.8%	24.6%	11.9%	10.9%	11.6%	4.1%	4.7%	3.9%	8.3%	8.7%	---
Yes, to other job outside Govt	6,394	7,859	5,068	7.0%	7.3%	8.0%	41.0%	38.4%	42.0%	22.3%	21.8%	27.2%	13.2%	13.7%	15.3%	8.7%	10.5%	7.5%	7.8%	8.2%	---
Yes, other	8,240	9,088	5,481	7.3%	7.4%	6.8%	39.5%	37.4%	41.4%	26.0%	25.3%	30.9%	12.1%	13.7%	15.6%	6.5%	5.7%	5.2%	8.7%	10.5%	---
Retiring																					
Within 1 year	8,331	9,140	6,070	21.6%	24.7%	23.0%	46.9%	43.1%	47.1%	13.7%	15.7%	18.0%	9.9%	7.6%	9.1%	3.9%	4.5%	2.7%	3.9%	4.4%	---
Between 1 and 3 years	24,415	25,211	16,416	19.5%	18.7%	18.4%	45.0%	46.7%	48.4%	16.4%	16.4%	19.8%	9.6%	9.6%	11.3%	3.7%	2.9%	2.0%	5.8%	5.6%	---
Between 3 and 5 years	26,401	28,069	19,273	16.3%	17.3%	17.3%	46.9%	45.1%	50.7%	17.3%	17.7%	19.7%	9.1%	10.2%	10.1%	2.7%	3.6%	2.3%	7.8%	6.1%	---
5 or more years	149,760	154,992	102,404	12.8%	13.1%	13.6%	46.8%	46.4%	50.7%	20.4%	20.3%	23.3%	9.4%	9.0%	9.7%	3.0%	3.2%	2.7%	7.6%	8.0%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(65) How satisfied are you with health insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,210	221,433	147,894	14.7%	13.1%	12.0%	47.3%	44.9%	43.9%	17.2%	16.6%	19.6%	11.7%	15.1%	18.4%	4.1%	5.5%	6.1%	5.0%	4.8%	---
Work Location																					
Headquarters	82,924	86,485	51,144	15.8%	14.9%	14.3%	48.2%	46.7%	46.2%	16.5%	16.3%	19.2%	10.2%	12.7%	16.0%	3.5%	3.9%	4.3%	5.8%	5.5%	---
Field	126,000	130,951	93,052	14.1%	12.2%	11.3%	46.8%	44.0%	43.2%	17.7%	16.7%	19.8%	12.4%	16.2%	19.1%	4.4%	6.3%	6.6%	4.6%	4.5%	---
Supervisor Status																					
Non-Supervisor	116,279	118,193	74,551	14.1%	12.7%	11.7%	47.1%	44.0%	44.0%	17.5%	17.0%	19.7%	11.8%	15.3%	18.2%	4.1%	5.7%	6.4%	5.4%	5.2%	---
Team Leader	28,856	31,774	20,113	14.6%	11.7%	11.5%	46.9%	46.3%	42.7%	17.4%	15.9%	20.7%	11.7%	15.6%	19.4%	4.9%	6.2%	5.7%	4.5%	4.3%	---
Supervisor	37,703	39,858	28,518	15.5%	13.3%	12.8%	48.8%	45.7%	44.8%	16.0%	16.3%	18.7%	11.7%	15.0%	18.1%	3.6%	5.0%	5.6%	4.3%	4.6%	---
Manager	21,188	22,465	17,119	18.4%	17.5%	15.4%	48.3%	47.3%	45.5%	15.9%	15.4%	17.4%	10.4%	13.3%	17.6%	3.4%	3.5%	4.1%	3.7%	3.0%	---
Executive	4,882	5,134	3,906	23.6%	29.4%	21.8%	41.4%	47.1%	50.7%	21.2%	11.8%	13.5%	9.1%	7.3%	12.1%	1.4%	2.3%	1.9%	3.2%	2.0%	---
Sex																					
Male	108,699	117,821	81,627	13.5%	12.0%	11.3%	46.1%	43.6%	42.9%	18.8%	18.0%	20.3%	12.7%	16.0%	18.8%	4.5%	6.1%	6.8%	4.4%	4.4%	---
Female	100,254	99,719	62,573	16.3%	14.3%	12.9%	48.8%	46.5%	45.3%	15.2%	14.8%	18.9%	10.3%	14.0%	17.8%	3.5%	4.8%	5.2%	5.8%	5.5%	---
Hispanic or Latino																					
Yes	14,271	13,631	8,467	14.4%	13.9%	13.2%	44.1%	40.6%	41.5%	18.2%	18.4%	20.5%	12.6%	14.5%	19.1%	5.1%	8.1%	5.6%	5.6%	4.5%	---
No	194,619	203,792	135,488	14.7%	13.0%	11.9%	47.6%	45.2%	44.1%	17.2%	16.4%	19.6%	11.6%	15.2%	18.3%	4.0%	5.3%	6.1%	4.9%	4.9%	---
Race																					
American Indian/ Alaska Native	8,130	6,150	---	11.0%	13.2%	---	41.8%	42.0%	---	25.1%	19.1%	---	8.0%	14.2%	---	6.8%	5.6%	---	7.3%	5.9%	---
Asian	8,415	8,608	---	12.8%	10.0%	---	43.5%	43.8%	---	23.2%	21.4%	---	11.7%	14.0%	---	3.8%	4.9%	---	5.0%	5.9%	---
Black or African American	32,722	32,870	---	13.7%	12.4%	---	49.8%	45.6%	---	15.9%	16.2%	---	10.3%	14.4%	---	4.2%	5.2%	---	6.1%	6.1%	---
Native Hawaiian/ Pacific Islander	1,472	1,487	---	14.0%	13.1%	---	37.0%	39.3%	---	20.5%	19.5%	---	12.0%	13.6%	---	8.8%	7.4%	---	7.7%	7.2%	---
White	146,257	156,724	---	15.4%	13.6%	---	47.6%	45.3%	---	16.6%	15.9%	---	12.1%	15.4%	---	3.8%	5.3%	---	4.5%	4.5%	---
Two or more races (Not Hispanic/Latino)	6,178	6,192	---	12.6%	8.8%	---	43.3%	39.4%	---	19.6%	19.8%	---	12.7%	18.9%	---	6.5%	8.6%	---	5.3%	4.5%	---
Age Group																					
<30 (25 and under)	8,858	8,794	5,461	18.8%	14.6%	13.0%	49.5%	44.9%	43.2%	15.4%	17.3%	18.5%	9.2%	14.3%	18.9%	3.0%	5.7%	6.4%	4.0%	3.2%	---
(26-29)	2,298	2,477	---	22.3%	16.0%	---	48.7%	46.5%	---	14.0%	14.2%	---	8.7%	14.7%	---	2.1%	4.0%	---	4.2%	4.6%	---
30-39	29,383	31,367	20,919	14.1%	11.2%	11.1%	46.8%	44.4%	42.9%	15.9%	15.9%	18.7%	14.0%	17.3%	20.0%	5.8%	7.4%	7.4%	3.2%	3.8%	---
40-49	64,120	70,125	47,037	12.0%	11.3%	10.3%	47.0%	43.1%	42.8%	18.0%	17.6%	20.1%	12.5%	16.2%	19.9%	4.8%	6.3%	7.0%	5.7%	5.6%	---
50-59	82,018	87,046	57,871	15.0%	14.0%	13.0%	46.8%	45.8%	44.2%	18.0%	16.5%	20.0%	11.4%	14.0%	17.5%	3.3%	4.9%	5.3%	5.5%	4.8%	---
60+	24,561	20,190	12,862	19.9%	17.7%	16.0%	48.9%	48.2%	50.1%	15.9%	14.2%	18.8%	7.9%	12.2%	12.2%	2.7%	2.1%	2.9%	4.7%	5.5%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(65) How satisfied are you with health insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,210	221,433	147,894	14.7%	13.1%	12.0%	47.3%	44.9%	43.9%	17.2%	16.6%	19.6%	11.7%	15.1%	18.4%	4.1%	5.5%	6.1%	5.0%	4.8%	---
Pay Category																					
Federal Wage System	8,655	9,481	5,509	10.3%	8.8%	8.3%	42.4%	39.6%	35.5%	20.3%	19.9%	21.7%	15.6%	18.1%	23.0%	7.2%	9.4%	11.5%	4.2%	4.3%	---
GS 1-6 or equivalent	10,340	10,822	6,706	13.6%	12.4%	11.1%	40.9%	38.2%	41.2%	21.2%	19.6%	23.1%	9.9%	14.6%	18.2%	5.5%	6.8%	6.3%	8.8%	8.5%	---
GS 7-12 or equivalent	86,213	91,799	58,904	13.8%	12.1%	11.1%	47.0%	44.8%	43.3%	17.5%	16.7%	20.0%	12.4%	15.8%	19.2%	4.1%	5.5%	6.3%	5.3%	5.1%	---
GS 13-15 or equivalent	83,235	91,618	64,040	18.0%	15.9%	14.4%	51.2%	49.0%	48.7%	15.0%	14.8%	17.0%	9.9%	13.6%	15.7%	2.5%	3.5%	4.1%	3.5%	3.3%	---
Senior Executive Service	3,931	4,205	3,314	29.7%	29.3%	21.8%	47.9%	48.8%	47.3%	10.9%	10.7%	17.8%	6.9%	7.7%	11.4%	1.4%	1.8%	1.7%	3.3%	1.8%	---
SL/ST	780	688	490	16.3%	19.7%	15.7%	56.6%	46.3%	54.1%	14.7%	7.3%	23.8%	3.5%	8.0%	5.7%	7.9%	18.0%	0.6%	1.1%	0.8%	---
Other	15,768	8,187	5,204	13.8%	15.4%	13.7%	47.6%	47.1%	43.6%	16.5%	15.1%	19.1%	12.2%	14.2%	18.8%	4.6%	5.0%	4.9%	5.2%	3.2%	---
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	19.0%	16.0%	9.9%	39.4%	41.6%	41.1%	23.9%	16.4%	28.4%	7.7%	11.4%	14.0%	1.8%	6.0%	6.6%	8.2%	8.6%	---
1-3 years	17,928	17,543	12,892	13.2%	11.8%	10.9%	46.8%	40.1%	38.8%	19.3%	19.1%	24.7%	10.3%	15.8%	17.9%	3.1%	5.2%	7.8%	7.3%	8.0%	---
4-5 years	14,599	16,232	8,711	12.7%	11.1%	10.0%	45.6%	39.6%	40.4%	19.1%	18.0%	22.8%	10.8%	16.4%	20.2%	4.5%	6.6%	6.7%	7.4%	8.2%	---
6-10 years	32,658	26,506	13,913	12.6%	11.0%	11.0%	44.3%	41.8%	41.7%	18.3%	17.7%	21.8%	12.7%	16.6%	18.9%	5.3%	6.6%	6.6%	6.9%	6.2%	---
11-20 years	53,238	62,917	44,997	12.8%	11.6%	11.3%	47.7%	45.7%	44.8%	17.3%	16.9%	18.5%	13.2%	15.3%	19.2%	4.4%	6.0%	6.2%	4.6%	4.5%	---
(11 to 14 years)	17,506	---	---	12.3%	---	---	45.8%	---	---	18.7%	---	---	13.4%	---	---	4.9%	---	---	4.9%	---	---
(15 to 20 years)	35,732	---	---	13.2%	---	---	48.6%	---	---	16.5%	---	---	13.1%	---	---	4.2%	---	---	4.4%	---	---
> 20 years	88,285	91,712	62,357	17.7%	15.5%	13.7%	49.3%	48.2%	46.5%	15.3%	14.9%	17.3%	11.1%	14.1%	17.4%	3.7%	4.6%	5.1%	2.9%	2.6%	---
Time w/ Current Agency																					
< 1 year	4,810	5,024	2,814	19.0%	14.8%	11.8%	42.5%	40.4%	43.2%	20.0%	19.3%	23.8%	8.7%	12.5%	15.9%	2.0%	4.7%	5.3%	7.8%	8.2%	---
1-3 years	28,186	28,263	21,636	13.6%	12.2%	11.6%	46.3%	41.1%	41.2%	19.2%	18.1%	22.8%	10.3%	15.0%	17.5%	3.3%	5.2%	6.9%	7.4%	8.4%	---
4-5 years	20,126	22,567	13,235	12.9%	11.8%	9.3%	45.2%	41.0%	40.6%	18.4%	17.6%	22.9%	12.0%	16.3%	21.2%	4.8%	6.2%	6.0%	6.8%	7.1%	---
6-10 years	40,758	35,125	18,823	12.7%	11.1%	10.8%	45.8%	42.5%	43.3%	17.4%	17.7%	21.3%	12.3%	16.7%	18.0%	5.5%	6.5%	6.6%	6.4%	5.4%	---
11-20 years	54,460	64,997	46,190	13.9%	12.5%	12.4%	48.2%	46.2%	45.3%	17.4%	16.3%	17.6%	12.5%	15.4%	18.8%	4.1%	5.8%	6.0%	3.9%	3.8%	---
> 20 years	60,596	61,529	41,490	17.9%	15.5%	13.6%	49.6%	49.3%	46.3%	15.0%	14.5%	17.1%	11.5%	13.7%	17.9%	3.6%	4.8%	5.2%	2.4%	2.1%	---
Leaving																					
No	143,390	150,506	101,436	15.7%	13.9%	12.8%	48.1%	46.4%	44.6%	17.0%	16.0%	19.2%	11.2%	14.4%	18.0%	3.3%	4.8%	5.4%	4.7%	4.5%	---
Yes, to retire	13,496	14,409	9,504	20.2%	17.6%	15.7%	50.4%	47.9%	48.1%	14.1%	14.9%	17.7%	8.7%	11.9%	15.2%	3.8%	4.6%	3.3%	2.8%	3.1%	---
Yes, to other job in Govt	37,420	35,602	22,691	11.4%	9.8%	9.2%	46.0%	40.6%	43.1%	17.8%	19.2%	20.3%	12.8%	17.6%	19.7%	5.8%	6.4%	7.6%	6.2%	6.4%	---
Yes, to other job outside Govt	6,395	7,860	5,069	9.6%	7.8%	9.2%	41.5%	39.5%	36.3%	19.7%	14.5%	19.3%	16.0%	20.1%	23.2%	8.4%	12.7%	12.1%	4.9%	5.3%	---
Yes, other	8,242	9,088	5,480	9.0%	8.8%	6.9%	37.4%	37.0%	36.3%	22.1%	20.5%	27.7%	16.0%	16.9%	19.9%	8.4%	9.8%	9.2%	7.2%	7.1%	---
Retiring																					
Within 1 year	8,334	9,142	6,073	20.1%	18.0%	17.1%	51.1%	49.5%	48.8%	13.6%	15.7%	16.7%	9.2%	9.5%	12.9%	3.0%	4.1%	4.5%	3.0%	3.2%	---
Between 1 and 3 years	24,426	25,218	16,417	19.0%	16.1%	14.0%	49.3%	49.2%	47.7%	15.8%	14.0%	18.8%	9.5%	13.6%	15.4%	3.1%	3.5%	4.1%	3.3%	3.5%	---
Between 3 and 5 years	26,406	28,080	19,273	15.3%	14.1%	14.0%	47.9%	46.9%	45.7%	17.5%	15.3%	17.0%	10.5%	14.0%	18.0%	3.5%	5.4%	5.3%	5.3%	4.2%	---
5 or more years	149,779	155,007	102,411	13.7%	12.2%	11.1%	46.7%	43.7%	43.0%	17.6%	17.2%	20.4%	12.3%	15.8%	19.1%	4.4%	5.9%	6.5%	5.3%	5.2%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(66) How satisfied are you with life insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,199	221,429	147,894	12.2%	11.9%	11.8%	48.0%	47.8%	50.2%	21.7%	22.1%	28.0%	7.0%	7.0%	7.6%	2.5%	2.5%	2.3%	8.6%	8.7%	---
Work Location																					
Headquarters	82,923	86,484	51,142	12.8%	12.9%	12.4%	47.5%	47.9%	49.6%	21.2%	21.1%	28.8%	6.0%	6.1%	7.2%	2.1%	1.9%	1.9%	10.4%	10.0%	---
Field	125,994	130,949	93,052	11.9%	11.5%	11.6%	48.2%	47.7%	50.4%	22.0%	22.6%	27.7%	7.4%	7.4%	7.8%	2.7%	2.7%	2.4%	7.6%	8.1%	---
Supervisor Status																					
Non-Supervisor	116,276	118,191	74,551	12.0%	11.5%	11.7%	47.5%	47.0%	50.6%	22.1%	22.8%	28.0%	6.8%	6.7%	7.3%	2.6%	2.4%	2.4%	8.9%	9.5%	---
Team Leader	28,854	31,773	20,113	11.3%	11.3%	11.2%	48.2%	49.1%	49.2%	22.3%	21.5%	29.5%	7.1%	7.6%	8.1%	2.5%	2.8%	1.9%	8.7%	7.7%	---
Supervisor	37,703	39,862	28,518	12.4%	12.1%	12.5%	51.2%	50.2%	50.3%	20.3%	20.6%	26.0%	7.1%	7.7%	8.8%	2.2%	2.6%	2.5%	6.9%	6.8%	---
Manager	21,188	22,465	17,117	15.6%	15.9%	14.3%	47.8%	48.7%	50.1%	19.3%	19.8%	24.6%	7.5%	7.1%	8.8%	2.7%	2.1%	2.1%	7.1%	6.4%	---
Executive	4,882	5,134	3,906	17.7%	22.0%	17.2%	37.6%	44.1%	46.2%	21.9%	17.2%	26.6%	8.5%	7.1%	7.9%	1.4%	1.4%	2.0%	12.9%	8.3%	---
Sex																					
Male	108,694	117,816	81,626	10.9%	10.7%	10.6%	46.6%	46.4%	48.6%	23.7%	23.7%	29.0%	7.9%	8.3%	9.0%	3.1%	3.2%	2.9%	7.7%	7.7%	---
Female	100,252	99,721	62,573	13.9%	13.5%	13.4%	49.8%	49.7%	52.4%	19.2%	20.0%	26.7%	5.7%	5.3%	5.9%	1.8%	1.6%	1.5%	9.6%	9.9%	---
Hispanic or Latino																					
Yes	14,270	13,631	8,466	13.1%	12.5%	12.4%	45.2%	45.0%	49.2%	21.0%	23.3%	26.1%	8.9%	8.0%	9.4%	3.2%	3.7%	2.8%	8.6%	7.6%	---
No	194,615	203,790	135,488	12.1%	11.9%	11.8%	48.3%	48.1%	50.3%	21.8%	22.0%	28.1%	6.8%	6.9%	7.5%	2.5%	2.4%	2.2%	8.5%	8.8%	---
Race																					
American Indian/ Alaska Native	8,130	6,151	---	10.8%	13.6%	---	46.1%	48.1%	---	25.7%	23.6%	---	6.4%	6.6%	---	3.3%	2.3%	---	7.7%	5.7%	---
Asian	8,414	8,609	---	9.5%	8.8%	---	42.1%	42.7%	---	27.1%	27.6%	---	7.7%	7.8%	---	1.6%	2.6%	---	12.0%	10.5%	---
Black or African American	32,719	32,869	---	13.2%	13.6%	---	52.9%	50.9%	---	19.0%	19.6%	---	5.3%	6.3%	---	2.8%	2.1%	---	7.0%	7.6%	---
Native Hawaiian/ Pacific Islander	1,472	1,488	---	13.2%	8.9%	---	45.8%	39.7%	---	22.6%	28.4%	---	6.4%	6.6%	---	7.0%	3.7%	---	5.0%	12.7%	---
White	146,255	156,718	---	12.4%	12.0%	---	47.6%	47.8%	---	21.7%	21.9%	---	7.2%	7.0%	---	2.4%	2.3%	---	8.7%	8.9%	---
Two or more races (Not Hispanic/Latino)	6,178	6,194	---	10.8%	7.7%	---	45.7%	44.2%	---	23.2%	26.1%	---	7.9%	8.7%	---	3.1%	5.9%	---	9.3%	7.4%	---
Age Group																					
<30 (25 and under)	8,857	8,793	5,461	14.5%	13.0%	14.8%	52.1%	49.3%	48.4%	17.2%	20.4%	29.8%	4.0%	3.7%	5.6%	1.7%	1.9%	1.5%	10.5%	11.7%	---
(26-29)	2,297	2,476	---	18.1%	15.7%	---	48.3%	50.5%	---	18.6%	16.4%	---	3.8%	2.6%	---	1.0%	1.3%	---	10.3%	13.5%	---
30-39	29,384	31,369	20,917	12.4%	11.0%	12.3%	48.1%	48.7%	52.4%	20.3%	21.2%	25.8%	7.7%	6.8%	7.0%	3.0%	3.0%	2.5%	8.5%	9.4%	---
40-49	64,119	70,123	47,038	10.4%	11.0%	10.8%	49.6%	47.6%	50.4%	22.4%	23.3%	28.7%	7.1%	7.3%	7.8%	2.6%	2.5%	2.4%	8.0%	8.4%	---
50-59	82,016	87,042	57,871	12.3%	12.8%	12.1%	46.2%	47.3%	49.5%	22.9%	22.3%	28.2%	7.0%	7.0%	8.0%	2.5%	2.4%	2.2%	9.1%	8.1%	---
60+	24,557	20,190	12,863	15.7%	13.0%	12.4%	46.5%	48.3%	50.0%	21.1%	19.6%	27.4%	7.2%	8.4%	8.3%	2.4%	2.1%	1.9%	7.1%	8.7%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(66) How satisfied are you with life insurance benefits?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,199	221,429	147,894	12.2%	11.9%	11.8%	48.0%	47.8%	50.2%	21.7%	22.1%	28.0%	7.0%	7.0%	7.6%	2.5%	2.5%	2.3%	8.6%	8.7%	---
Pay Category																					
Federal Wage System	8,654	9,479	5,511	9.7%	8.5%	8.9%	45.2%	47.6%	49.0%	27.3%	25.7%	29.1%	9.1%	8.9%	9.4%	3.8%	3.6%	3.6%	4.8%	5.8%	---
GS 1-6 or equivalent	10,339	10,821	6,706	13.0%	13.1%	13.0%	45.7%	45.1%	50.0%	23.2%	23.3%	28.9%	5.4%	5.5%	6.6%	4.0%	2.7%	1.6%	8.7%	10.3%	---
GS 7-12 or equivalent	86,212	91,795	58,904	12.2%	11.7%	11.6%	49.0%	49.3%	51.7%	21.3%	21.5%	27.2%	6.9%	6.7%	7.3%	2.2%	2.3%	2.2%	8.4%	8.5%	---
GS 13-15 or equivalent	83,234	91,618	64,041	13.0%	12.6%	12.4%	47.4%	46.9%	48.2%	20.1%	21.4%	28.9%	7.2%	7.8%	8.2%	2.1%	2.2%	2.3%	10.2%	9.1%	---
Senior Executive Service	3,931	4,205	3,314	20.7%	20.9%	17.1%	42.9%	43.0%	44.5%	18.3%	18.8%	30.1%	5.9%	6.5%	6.6%	1.6%	1.3%	1.7%	10.6%	9.4%	---
SL/ST	779	688	490	13.4%	23.6%	15.4%	46.5%	50.5%	56.4%	24.3%	15.0%	23.2%	3.8%	7.5%	4.5%	0.7%	0.6%	0.4%	11.3%	2.9%	---
Other	15,765	8,187	5,201	10.9%	14.3%	12.9%	49.4%	44.4%	48.8%	22.5%	23.3%	27.2%	6.8%	5.4%	8.3%	2.8%	2.8%	2.8%	7.7%	9.9%	---
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	18.7%	17.8%	14.0%	47.0%	47.7%	42.6%	17.9%	19.1%	35.0%	7.2%	3.8%	4.9%	1.1%	1.5%	3.5%	8.1%	10.1%	---
1-3 years	17,927	17,540	12,896	12.1%	11.8%	12.2%	49.0%	47.9%	50.6%	22.1%	23.7%	29.6%	5.4%	5.1%	5.5%	2.1%	2.0%	2.2%	9.4%	9.4%	---
4-5 years	14,600	16,233	8,710	10.3%	10.9%	11.7%	47.6%	47.1%	49.2%	23.7%	23.7%	29.2%	6.9%	5.6%	7.7%	2.0%	3.0%	2.1%	9.5%	9.7%	---
6-10 years	32,658	26,506	13,913	11.2%	11.3%	11.3%	48.7%	48.5%	51.5%	22.4%	21.5%	27.0%	6.6%	7.3%	7.8%	2.4%	2.8%	2.4%	8.6%	8.5%	---
11-20 years	53,235	62,917	44,995	11.1%	10.7%	11.0%	48.3%	48.7%	51.3%	22.3%	22.3%	27.5%	7.8%	7.4%	7.8%	2.8%	2.6%	2.4%	7.8%	8.3%	---
(11 to 14 years)	17,506	---	---	10.5%	---	---	48.9%	---	---	22.5%	---	---	7.9%	---	---	3.1%	---	---	7.2%	---	---
(15 to 20 years)	35,729	---	---	11.4%	---	---	48.0%	---	---	22.1%	---	---	7.8%	---	---	2.6%	---	---	8.1%	---	---
> 20 years	88,282	91,713	62,355	13.7%	13.1%	12.5%	47.3%	47.1%	49.2%	20.7%	21.3%	27.8%	7.1%	7.7%	8.3%	2.8%	2.3%	2.2%	8.5%	8.5%	---
Time w/ Current Agency																					
< 1 year	4,810	5,024	2,815	17.7%	16.2%	14.1%	48.7%	47.2%	46.3%	18.6%	19.2%	30.0%	5.5%	6.7%	6.7%	1.6%	1.9%	2.9%	8.0%	8.8%	---
1-3 years	28,186	28,259	21,639	12.3%	12.0%	12.9%	48.8%	47.0%	51.6%	22.3%	23.0%	27.5%	5.6%	5.5%	5.9%	2.0%	2.3%	2.1%	8.9%	10.2%	---
4-5 years	20,125	22,565	13,234	11.1%	11.4%	10.4%	47.6%	47.9%	49.2%	23.0%	23.4%	29.6%	6.7%	6.1%	8.7%	2.5%	2.5%	2.2%	9.1%	8.7%	---
6-10 years	40,758	35,127	18,824	10.8%	10.9%	10.5%	49.1%	48.5%	52.1%	22.3%	22.1%	28.1%	6.7%	7.5%	6.9%	2.5%	2.9%	2.4%	8.7%	8.0%	---
11-20 years	54,458	64,999	46,187	11.6%	11.1%	12.0%	48.4%	48.4%	51.0%	21.8%	22.4%	27.0%	7.8%	7.4%	7.9%	2.9%	2.5%	2.2%	7.6%	8.4%	---
> 20 years	60,594	61,528	41,488	13.6%	13.2%	12.0%	46.3%	47.4%	48.0%	20.9%	21.0%	28.8%	7.6%	7.7%	8.8%	2.8%	2.4%	2.3%	8.9%	8.5%	---
Leaving																					
No	143,385	150,506	101,438	13.2%	13.1%	12.6%	48.5%	49.4%	50.8%	21.3%	21.2%	27.4%	6.6%	6.4%	7.2%	2.1%	1.8%	1.9%	8.3%	8.1%	---
Yes, to retire	13,494	14,407	9,503	14.5%	13.9%	12.7%	48.8%	45.6%	47.6%	19.0%	21.7%	29.3%	7.4%	7.6%	8.4%	3.2%	2.9%	1.9%	7.2%	8.3%	---
Yes, to other job in Govt	37,419	35,605	22,688	9.6%	8.7%	10.5%	49.2%	45.5%	51.0%	22.1%	24.3%	27.7%	7.2%	7.9%	7.9%	3.0%	3.5%	2.8%	8.9%	10.1%	---
Yes, to other job outside Govt	6,395	7,860	5,069	7.0%	7.0%	7.2%	39.8%	41.7%	46.6%	26.4%	22.8%	30.5%	11.2%	11.0%	10.9%	5.8%	6.0%	4.7%	9.9%	11.5%	---
Yes, other	8,242	9,085	5,481	8.0%	7.6%	6.6%	38.4%	39.7%	43.8%	28.5%	27.6%	35.0%	8.5%	9.0%	10.9%	5.2%	5.4%	3.8%	11.5%	10.8%	---
Retiring																					
Within 1 year	8,332	9,141	6,072	15.0%	14.2%	14.1%	47.0%	45.7%	48.7%	20.6%	22.0%	28.0%	8.3%	8.6%	6.5%	2.2%	2.8%	2.7%	6.9%	6.7%	---
Between 1 and 3 years	24,424	25,216	16,416	14.6%	12.6%	11.6%	46.5%	47.2%	49.1%	20.8%	21.2%	27.5%	6.9%	7.5%	9.9%	2.6%	2.2%	1.8%	8.7%	9.2%	---
Between 3 and 5 years	26,403	28,080	19,276	12.7%	11.7%	12.7%	47.7%	47.6%	49.3%	21.6%	21.9%	27.7%	6.8%	8.0%	7.9%	2.8%	2.2%	2.4%	8.4%	8.7%	---
5 or more years	149,779	155,008	102,409	11.7%	11.8%	11.6%	48.3%	48.1%	50.6%	22.0%	22.2%	28.1%	7.0%	6.7%	7.4%	2.5%	2.5%	2.2%	8.6%	8.7%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(67) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,350	147,868	6.4%	5.7%	5.6%	25.6%	24.2%	27.3%	28.4%	30.2%	55.5%	6.7%	7.0%	8.0%	2.9%	2.9%	3.6%	30.0%	29.9%	---
Work Location																					
Headquarters	82,914	86,463	51,138	7.2%	7.1%	6.2%	26.6%	25.1%	27.5%	26.2%	29.0%	55.1%	6.0%	6.1%	7.8%	2.7%	2.3%	3.4%	31.3%	30.3%	---
Field	125,976	130,896	93,033	6.0%	5.1%	5.3%	25.2%	23.8%	27.3%	29.5%	30.8%	55.6%	7.0%	7.4%	8.1%	3.1%	3.2%	3.7%	29.3%	29.7%	---
Supervisor Status																					
Non-Supervisor	116,254	118,149	74,541	6.3%	5.5%	5.6%	25.0%	23.4%	27.1%	28.5%	30.2%	56.2%	6.4%	6.7%	7.3%	2.9%	2.8%	3.8%	31.0%	31.5%	---
Team Leader	28,852	31,767	20,109	6.1%	5.1%	5.0%	26.0%	24.9%	27.2%	27.0%	29.9%	55.1%	7.2%	7.3%	9.3%	3.3%	3.7%	3.4%	30.4%	29.0%	---
Supervisor	37,700	39,847	28,514	6.1%	6.0%	5.8%	27.7%	25.8%	28.5%	29.7%	30.5%	53.0%	7.0%	8.1%	9.3%	2.6%	2.9%	3.4%	27.0%	26.6%	---
Manager	21,186	22,452	17,112	8.1%	8.8%	6.9%	27.3%	27.2%	28.8%	28.6%	30.8%	51.6%	7.7%	6.8%	9.6%	3.2%	2.3%	3.0%	25.1%	24.2%	---
Executive	4,882	5,134	3,906	10.8%	10.6%	9.9%	28.0%	30.0%	31.0%	27.8%	30.2%	47.3%	5.0%	6.9%	9.7%	1.8%	2.7%	2.2%	26.6%	19.5%	---
Sex																					
Male	108,676	117,777	81,606	6.0%	5.2%	5.3%	25.9%	24.9%	27.3%	30.1%	31.6%	53.6%	8.0%	8.3%	9.5%	3.5%	3.8%	4.3%	26.5%	26.3%	---
Female	100,241	99,681	62,568	6.9%	6.4%	5.8%	25.3%	23.4%	27.4%	26.2%	28.5%	58.0%	4.8%	5.3%	6.0%	2.2%	1.8%	2.7%	34.6%	34.6%	---
Hispanic or Latino																					
Yes	14,269	13,616	8,465	8.1%	7.0%	7.6%	28.0%	24.6%	30.2%	27.2%	30.8%	49.7%	8.4%	8.1%	9.0%	3.3%	3.5%	3.5%	24.9%	26.1%	---
No	194,588	203,729	135,466	6.2%	5.6%	5.4%	25.4%	24.2%	27.1%	28.5%	30.2%	55.9%	6.5%	6.9%	7.9%	2.9%	2.9%	3.6%	30.5%	30.2%	---
Race																					
American Indian/ Alaska Native	8,130	6,146	---	6.5%	6.5%	---	24.2%	26.6%	---	36.1%	32.0%	---	5.3%	6.9%	---	3.7%	2.6%	---	24.2%	25.4%	---
Asian	8,411	8,606	---	5.9%	5.1%	---	26.9%	22.6%	---	28.6%	35.3%	---	6.5%	6.5%	---	1.9%	2.2%	---	30.3%	28.3%	---
Black or African American	32,716	32,848	---	7.8%	6.6%	---	30.5%	26.9%	---	27.0%	29.3%	---	5.2%	4.7%	---	3.5%	2.5%	---	26.0%	30.0%	---
Native Hawaiian/ Pacific Islander	1,472	1,488	---	6.9%	4.8%	---	28.4%	23.8%	---	30.7%	32.5%	---	5.4%	6.1%	---	3.2%	2.8%	---	25.4%	29.9%	---
White	146,235	156,673	---	6.1%	5.6%	---	24.6%	23.8%	---	28.6%	30.1%	---	7.1%	7.4%	---	2.8%	3.0%	---	31.0%	30.1%	---
Two or more races (Not Hispanic/Latino)	6,177	6,191	---	7.1%	4.6%	---	20.0%	20.5%	---	28.2%	29.0%	---	7.5%	8.4%	---	3.9%	6.0%	---	33.3%	31.5%	---
Age Group																					
<30 (25 and under)	8,858	8,793	5,460	10.3%	7.7%	8.8%	33.7%	31.5%	34.1%	19.2%	22.6%	49.9%	3.6%	3.9%	4.9%	1.8%	2.2%	2.4%	31.4%	32.1%	---
(26-29)	2,298	2,477	---	13.5%	10.1%	---	36.1%	34.1%	---	17.9%	21.5%	---	2.4%	3.5%	---	0.8%	1.4%	---	29.2%	29.5%	---
30-39	6,560	6,316	---	9.2%	6.7%	---	32.9%	30.4%	---	19.6%	23.1%	---	4.0%	4.1%	---	2.1%	2.6%	---	32.1%	33.3%	---
40-49	29,382	31,355	20,915	7.1%	5.3%	6.6%	29.1%	28.3%	28.6%	24.3%	26.8%	54.6%	7.0%	6.0%	6.4%	3.2%	3.0%	3.8%	29.2%	30.6%	---
50-59	64,109	70,102	47,029	5.4%	5.2%	5.1%	26.2%	23.3%	27.7%	28.5%	31.2%	55.6%	6.6%	6.9%	8.1%	3.2%	3.1%	3.5%	30.0%	30.3%	---
60+	82,003	87,018	57,860	5.5%	6.0%	5.1%	22.6%	22.5%	25.7%	30.9%	31.5%	56.5%	6.9%	7.6%	8.8%	2.6%	3.0%	3.8%	31.4%	29.3%	---
60+	24,554	20,177	12,862	8.3%	5.9%	5.7%	23.5%	21.7%	26.5%	32.3%	33.3%	55.3%	7.1%	8.6%	8.9%	3.2%	2.5%	3.7%	25.6%	27.9%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(67) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,350	147,868	6.4%	5.7%	5.6%	25.6%	24.2%	27.3%	28.4%	30.2%	55.5%	6.7%	7.0%	8.0%	2.9%	2.9%	3.6%	30.0%	29.9%	---
Pay Category																					
Federal Wage System	8,643	9,470	5,506	6.7%	3.9%	4.1%	25.2%	27.3%	25.5%	33.4%	33.5%	52.2%	10.1%	10.2%	12.9%	3.9%	4.8%	5.3%	20.7%	20.3%	---
GS 1-6 or equivalent	10,338	10,811	6,704	8.7%	6.7%	6.0%	27.9%	23.0%	27.8%	28.0%	31.8%	56.6%	4.9%	7.0%	5.9%	4.1%	3.4%	3.7%	26.4%	28.1%	---
GS 7-12 or equivalent	86,206	91,768	58,891	6.1%	5.3%	5.4%	25.9%	24.1%	27.1%	29.0%	30.1%	56.5%	6.3%	6.4%	7.6%	2.5%	2.7%	3.4%	30.0%	31.3%	---
GS 13-15 or equivalent	83,229	91,601	64,037	6.2%	6.4%	6.0%	24.9%	24.6%	28.1%	26.1%	28.5%	54.1%	6.7%	7.5%	8.3%	2.7%	2.5%	3.5%	33.4%	30.6%	---
Senior Executive Service	3,931	4,205	3,314	12.2%	10.8%	8.6%	27.3%	26.9%	30.8%	23.9%	31.1%	48.2%	6.3%	6.4%	9.4%	2.7%	1.8%	3.0%	27.7%	22.9%	---
SL/ST	780	688	490	4.8%	11.7%	3.7%	24.9%	21.9%	33.4%	40.7%	46.5%	56.4%	10.3%	3.1%	5.1%	0.7%	1.2%	1.4%	18.6%	15.7%	---
Other	15,760	8,187	5,200	5.4%	7.2%	5.6%	24.6%	22.5%	26.8%	27.4%	29.7%	56.2%	6.7%	5.2%	7.4%	3.5%	4.0%	4.1%	32.5%	31.4%	---
Time in Federal Government																					
< 1 year	2,253	2,613	1,316	11.3%	11.4%	5.2%	29.9%	30.4%	32.3%	23.6%	26.1%	53.8%	6.6%	3.0%	5.0%	1.0%	2.7%	3.6%	27.6%	26.4%	---
1-3 years	17,926	17,542	12,892	8.3%	7.0%	6.9%	32.2%	28.0%	29.5%	24.8%	28.6%	52.9%	5.0%	6.6%	6.7%	2.3%	2.1%	4.0%	27.4%	27.6%	---
4-5 years	14,599	16,224	8,707	6.1%	4.9%	5.5%	30.0%	27.4%	30.3%	27.1%	27.7%	52.9%	6.8%	6.4%	7.6%	2.3%	3.3%	3.7%	27.6%	30.1%	---
6-10 years	32,654	26,497	13,910	5.8%	5.2%	6.2%	25.3%	25.1%	27.6%	28.1%	28.4%	53.5%	7.0%	8.0%	8.5%	3.3%	3.8%	4.1%	30.4%	29.5%	---
11-20 years	53,222	62,887	44,991	5.3%	5.0%	5.2%	24.5%	23.1%	27.0%	30.0%	31.3%	56.2%	7.5%	6.6%	7.9%	3.5%	2.9%	3.6%	29.3%	31.1%	---
(11 to 14 years)	17,501	---	---	5.8%	---	---	25.6%	---	---	29.1%	---	---	8.3%	---	---	3.3%	---	---	28.0%	---	---
(15 to 20 years)	35,721	---	---	5.0%	---	---	23.9%	---	---	30.5%	---	---	7.2%	---	---	3.6%	---	---	30.0%	---	---
> 20 years	88,270	91,681	62,345	6.6%	6.0%	5.2%	23.2%	22.4%	26.0%	29.2%	31.5%	56.9%	6.4%	7.4%	8.5%	2.8%	2.8%	3.4%	31.7%	29.9%	---
Time w/ Current Agency																					
< 1 year	4,810	5,022	2,814	12.0%	9.9%	7.2%	31.0%	28.3%	31.6%	24.3%	30.1%	50.6%	6.0%	5.5%	7.3%	1.3%	2.0%	3.4%	25.3%	24.1%	---
1-3 years	28,184	28,260	21,633	7.8%	7.0%	7.1%	31.2%	27.0%	30.1%	25.7%	28.6%	52.4%	5.4%	6.5%	6.5%	2.3%	2.2%	3.8%	27.6%	28.7%	---
4-5 years	20,124	22,553	13,230	6.4%	4.9%	4.6%	27.5%	26.9%	27.7%	27.7%	28.9%	55.8%	7.0%	6.0%	8.4%	2.8%	3.2%	3.5%	28.6%	30.1%	---
6-10 years	40,756	35,113	18,821	5.5%	5.0%	5.6%	25.5%	24.1%	27.6%	28.7%	29.5%	55.2%	6.6%	7.9%	7.6%	3.1%	3.9%	3.9%	30.6%	29.6%	---
11-20 years	54,445	64,969	46,182	5.6%	5.1%	5.3%	23.9%	23.2%	27.0%	30.3%	31.0%	55.9%	7.3%	6.9%	8.1%	3.4%	2.9%	3.6%	29.5%	30.9%	---
> 20 years	60,584	61,507	41,483	6.1%	6.0%	4.9%	22.5%	22.0%	24.8%	29.0%	31.5%	57.7%	6.9%	7.4%	9.1%	3.0%	2.7%	3.5%	32.6%	30.3%	---
Leaving																					
No	143,367	150,448	101,422	6.9%	6.3%	5.9%	26.2%	24.9%	27.4%	28.3%	30.1%	55.8%	6.5%	6.7%	7.6%	2.4%	2.2%	3.2%	29.6%	29.8%	---
Yes, to retire	13,491	14,401	9,499	6.7%	6.8%	5.7%	24.1%	22.1%	26.1%	31.1%	33.5%	55.8%	5.8%	7.7%	9.2%	3.5%	3.4%	3.2%	28.9%	26.4%	---
Yes, to other job in Govt	37,414	35,590	22,686	5.2%	4.0%	5.6%	26.3%	23.9%	28.3%	27.1%	29.6%	53.2%	6.8%	7.2%	8.5%	3.4%	3.9%	4.4%	31.1%	31.3%	---
Yes, to other job outside Govt	6,394	7,860	5,068	4.2%	2.4%	3.1%	20.0%	21.8%	26.0%	28.6%	28.9%	52.5%	8.3%	9.7%	11.6%	7.1%	8.1%	6.7%	31.7%	29.1%	---
Yes, other	8,242	9,087	5,479	3.3%	4.2%	1.7%	20.0%	19.2%	23.8%	31.5%	30.9%	61.6%	8.4%	8.2%	7.3%	5.5%	5.8%	5.5%	31.3%	31.7%	---
Retiring																					
Within 1 year	8,332	9,137	6,071	6.5%	7.2%	6.0%	24.0%	22.6%	29.5%	31.0%	31.8%	51.4%	5.6%	8.1%	9.6%	3.3%	3.5%	3.5%	29.5%	26.8%	---
Between 1 and 3 years	24,421	25,206	16,414	7.4%	5.6%	4.6%	21.0%	22.6%	26.2%	32.9%	32.3%	55.9%	5.8%	7.5%	9.6%	2.5%	2.7%	3.7%	30.4%	29.4%	---
Between 3 and 5 years	26,399	28,063	19,273	5.9%	5.9%	5.3%	24.2%	23.3%	26.2%	29.8%	32.0%	55.7%	7.2%	8.3%	9.0%	3.2%	2.9%	3.7%	29.7%	27.6%	---
5 or more years	149,760	154,962	102,391	6.3%	5.7%	5.7%	26.6%	24.7%	27.6%	27.4%	29.6%	55.6%	6.8%	6.6%	7.5%	2.9%	2.9%	3.6%	30.0%	30.5%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(68) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,365	147,825	9.6%	8.9%	6.8%	25.2%	22.9%	22.7%	27.0%	29.0%	64.5%	2.5%	2.6%	3.3%	1.2%	1.3%	2.8%	34.5%	35.3%	---
Work Location																					
Headquarters	82,921	86,469	51,135	10.2%	9.6%	7.4%	26.3%	23.3%	23.5%	24.7%	28.6%	62.9%	2.4%	2.4%	3.2%	0.9%	1.1%	2.9%	35.6%	34.9%	---
Field	125,968	130,907	92,995	9.3%	8.5%	6.6%	24.6%	22.7%	22.4%	28.2%	29.2%	65.0%	2.6%	2.7%	3.3%	1.3%	1.3%	2.7%	34.1%	35.5%	---
Supervisor Status																					
Non-Supervisor	116,252	118,162	74,519	9.0%	8.1%	6.3%	24.0%	22.4%	22.8%	27.7%	29.2%	64.8%	2.4%	2.4%	3.1%	1.1%	1.2%	3.0%	35.8%	36.6%	---
Team Leader	28,854	31,760	20,098	9.4%	9.1%	7.4%	27.2%	22.8%	20.8%	24.6%	28.5%	65.5%	3.1%	3.2%	3.7%	1.3%	1.4%	2.6%	34.5%	35.0%	---
Supervisor	37,700	39,851	28,506	10.4%	9.7%	7.3%	27.1%	24.6%	24.4%	28.1%	29.1%	62.7%	2.6%	2.8%	3.6%	1.1%	1.5%	2.0%	30.8%	32.3%	---
Manager	21,187	22,459	17,110	13.1%	12.4%	8.8%	27.3%	24.9%	24.7%	25.5%	28.8%	60.6%	2.6%	2.6%	4.0%	1.1%	0.9%	2.1%	30.5%	30.5%	---
Executive	4,881	5,134	3,906	18.6%	19.1%	14.0%	27.9%	24.7%	27.7%	24.9%	28.7%	52.9%	1.9%	3.3%	3.2%	0.9%	0.9%	2.2%	26.0%	23.3%	---
Sex																					
Male	108,675	117,795	81,572	9.1%	8.3%	6.4%	25.1%	22.7%	22.8%	28.5%	30.8%	63.6%	3.0%	3.1%	3.9%	1.4%	1.6%	3.2%	32.8%	33.5%	---
Female	100,243	99,678	62,558	10.2%	9.5%	7.2%	25.1%	23.2%	22.5%	25.1%	26.8%	65.7%	1.9%	2.0%	2.4%	0.8%	0.8%	2.2%	36.9%	37.7%	---
Hispanic or Latino																					
Yes	14,267	13,625	8,456	9.4%	8.1%	6.8%	24.1%	21.2%	23.5%	27.5%	31.0%	63.4%	4.0%	3.3%	3.4%	1.5%	1.8%	2.8%	33.5%	34.7%	---
No	194,590	203,737	135,434	9.6%	8.9%	6.8%	25.2%	23.0%	22.6%	27.0%	28.9%	64.6%	2.4%	2.6%	3.3%	1.1%	1.2%	2.8%	34.7%	35.4%	---
Race																					
American Indian/ Alaska Native	8,129	6,149	---	6.4%	5.2%	---	21.9%	22.6%	---	34.7%	32.3%	---	2.7%	2.6%	---	1.2%	1.7%	---	33.0%	35.6%	---
Asian	8,412	8,601	---	8.5%	8.5%	---	31.5%	26.8%	---	25.7%	31.6%	---	2.9%	3.0%	---	0.6%	0.9%	---	30.9%	29.1%	---
Black or African American	32,714	32,862	---	8.3%	7.1%	---	25.5%	22.0%	---	29.5%	30.9%	---	2.2%	2.5%	---	1.5%	1.0%	---	33.1%	36.6%	---
Native Hawaiian/ Pacific Islander	1,472	1,487	---	7.4%	5.9%	---	27.9%	16.5%	---	31.7%	36.9%	---	2.4%	2.2%	---	5.6%	0.7%	---	25.0%	37.9%	---
White	146,235	156,680	---	10.3%	9.6%	---	25.0%	23.1%	---	26.3%	28.1%	---	2.4%	2.5%	---	1.0%	1.3%	---	34.9%	35.3%	---
Two or more races (Not Hispanic/Latino)	6,177	6,191	---	9.0%	7.4%	---	16.2%	20.4%	---	25.0%	29.7%	---	4.9%	4.2%	---	1.5%	2.0%	---	43.4%	36.2%	---
Age Group																					
<30 (25 and under)	8,858	8,792	5,459	10.0%	8.0%	9.2%	28.4%	28.2%	25.5%	19.1%	22.4%	59.4%	1.4%	2.1%	3.2%	0.7%	0.7%	2.7%	40.5%	38.6%	---
(26-29)	2,298	2,476	---	12.8%	7.9%	---	26.9%	28.2%	---	19.1%	22.5%	---	1.1%	3.4%	---	0.4%	0.2%	---	39.7%	37.8%	---
30-39	6,560	6,316	---	9.0%	8.1%	---	28.9%	28.2%	---	19.0%	22.3%	---	1.5%	1.5%	---	0.8%	0.9%	---	40.8%	39.0%	---
40-49	29,382	31,361	20,908	9.5%	8.8%	7.7%	29.1%	26.0%	25.1%	23.4%	25.5%	61.7%	3.0%	2.6%	2.7%	1.5%	1.4%	2.9%	33.5%	35.7%	---
50-59	64,112	70,111	47,011	9.1%	9.1%	6.7%	26.8%	23.3%	23.2%	26.5%	28.7%	64.0%	2.4%	2.7%	3.4%	1.2%	1.3%	2.8%	34.0%	34.9%	---
60+	82,000	87,014	57,844	9.6%	8.9%	6.3%	22.1%	20.9%	21.2%	30.0%	31.4%	66.2%	2.7%	2.5%	3.5%	1.1%	1.3%	2.8%	34.5%	35.0%	---
60+	24,553	20,178	12,862	10.9%	8.1%	6.1%	21.9%	20.1%	20.7%	29.6%	32.1%	67.7%	2.2%	3.1%	3.2%	0.8%	1.3%	2.4%	34.7%	35.2%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(68) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,365	147,825	9.6%	8.9%	6.8%	25.2%	22.9%	22.7%	27.0%	29.0%	64.5%	2.5%	2.6%	3.3%	1.2%	1.3%	2.8%	34.5%	35.3%	---
Pay Category																					
Federal Wage System	8,643	9,471	5,502	5.3%	3.9%	3.4%	21.7%	17.9%	18.2%	35.4%	38.0%	70.1%	3.5%	3.7%	4.4%	2.3%	2.0%	3.9%	31.7%	34.5%	---
GS 1-6 or equivalent	10,339	10,809	6,700	7.2%	6.9%	5.4%	21.0%	20.8%	22.0%	32.0%	34.4%	67.5%	1.5%	2.4%	2.5%	1.6%	1.4%	2.6%	36.6%	34.2%	---
GS 7-12 or equivalent	86,204	91,765	58,864	8.0%	7.6%	5.9%	23.9%	21.7%	21.6%	28.7%	29.6%	66.7%	2.3%	2.4%	3.0%	0.9%	1.1%	2.7%	36.2%	37.6%	---
GS 13-15 or equivalent	83,232	91,609	64,032	14.4%	13.2%	9.3%	29.4%	27.1%	26.2%	20.9%	23.6%	58.0%	2.6%	2.6%	3.9%	0.9%	1.3%	2.6%	31.9%	32.2%	---
Senior Executive Service	3,930	4,205	3,314	22.9%	19.9%	13.1%	31.7%	25.9%	27.3%	18.2%	26.4%	54.8%	1.9%	2.6%	2.8%	1.0%	0.9%	2.0%	24.2%	24.3%	---
SL/ST	780	688	490	24.0%	10.6%	6.4%	12.5%	33.1%	23.8%	15.6%	35.2%	65.8%	9.8%	7.7%	2.6%	0.3%	0.3%	1.4%	37.8%	13.1%	---
Other	15,759	8,187	5,198	9.2%	11.5%	9.3%	26.8%	24.5%	22.9%	25.0%	28.1%	62.3%	2.9%	2.3%	2.7%	1.4%	1.4%	2.9%	34.7%	32.2%	---
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	10.5%	10.0%	9.4%	27.1%	27.5%	27.9%	25.3%	24.1%	56.2%	1.2%	1.3%	2.4%	0.5%	0.5%	4.1%	35.2%	36.6%	---
1-3 years	17,927	17,542	12,883	9.0%	9.1%	7.9%	28.6%	26.9%	26.4%	23.7%	26.9%	60.0%	2.0%	2.3%	2.5%	0.7%	0.8%	3.2%	36.0%	34.0%	---
4-5 years	14,600	16,221	8,707	8.7%	8.6%	6.7%	29.9%	26.6%	28.0%	25.9%	27.3%	59.6%	2.4%	2.8%	3.1%	1.3%	1.2%	2.6%	31.9%	33.5%	---
6-10 years	32,653	26,501	13,901	8.3%	7.6%	6.2%	25.8%	24.5%	25.1%	27.2%	28.1%	62.4%	2.6%	2.5%	3.2%	1.0%	1.5%	3.0%	35.1%	35.8%	---
11-20 years	53,223	62,891	44,974	9.1%	8.4%	7.0%	25.1%	22.3%	21.8%	27.9%	29.8%	65.4%	2.7%	2.6%	3.3%	1.4%	1.7%	2.6%	33.7%	35.3%	---
(11 to 14 years)	17,502	---	---	9.0%	---	---	25.7%	---	---	28.2%	---	---	3.0%	---	---	1.2%	---	---	32.9%	---	---
(15 to 20 years)	35,721	---	---	9.1%	---	---	24.8%	---	---	27.7%	---	---	2.6%	---	---	1.6%	---	---	34.2%	---	---
> 20 years	88,268	91,688	62,338	10.9%	9.5%	6.3%	22.5%	20.4%	20.1%	27.8%	30.2%	67.2%	2.6%	2.8%	3.6%	1.2%	1.1%	2.7%	35.0%	36.0%	---
Time w/ Current Agency																					
< 1 year	4,810	5,024	2,813	11.1%	9.0%	7.3%	26.0%	25.7%	26.9%	26.9%	29.4%	59.6%	1.3%	1.5%	2.8%	0.6%	1.7%	3.4%	34.1%	32.7%	---
1-3 years	28,186	28,260	21,618	9.4%	9.3%	7.7%	27.9%	25.9%	26.1%	24.8%	27.4%	60.6%	2.3%	2.3%	2.6%	0.8%	1.0%	3.1%	34.8%	34.3%	---
4-5 years	20,125	22,552	13,228	9.1%	8.9%	6.3%	28.3%	25.1%	25.1%	26.1%	28.5%	61.8%	2.5%	2.8%	3.7%	1.5%	1.3%	3.1%	32.5%	33.4%	---
6-10 years	40,754	35,116	18,813	8.1%	7.2%	6.2%	25.7%	23.6%	22.8%	27.3%	28.8%	64.9%	2.5%	2.6%	3.2%	1.3%	1.5%	2.9%	35.1%	36.3%	---
11-20 years	54,440	64,978	46,168	9.4%	8.6%	7.1%	24.1%	21.9%	21.1%	28.5%	29.8%	66.2%	2.7%	2.7%	3.3%	1.3%	1.5%	2.4%	33.9%	35.5%	---
> 20 years	60,586	61,511	41,479	11.1%	9.8%	6.1%	22.4%	20.3%	20.6%	27.2%	29.7%	66.8%	2.6%	2.7%	3.8%	1.1%	1.1%	2.8%	35.5%	36.3%	---
Leaving																					
No	143,357	150,452	101,390	10.4%	9.6%	7.3%	25.7%	23.7%	23.3%	26.9%	28.8%	63.9%	2.3%	2.4%	3.0%	0.9%	0.9%	2.4%	33.9%	34.6%	---
Yes, to retire	13,494	14,407	9,499	9.8%	8.6%	5.8%	20.5%	19.3%	18.5%	31.6%	34.1%	70.7%	1.9%	2.4%	3.2%	1.2%	2.3%	1.8%	34.9%	33.3%	---
Yes, to other job in Govt	37,418	35,599	22,680	7.6%	6.8%	5.9%	25.7%	21.3%	21.9%	25.7%	28.4%	64.7%	3.0%	3.4%	3.9%	1.6%	1.9%	3.7%	36.4%	38.3%	---
Yes, to other job outside Govt	6,395	7,858	5,068	7.8%	7.5%	5.7%	24.6%	24.7%	23.2%	26.0%	27.1%	60.3%	3.7%	3.7%	6.4%	2.5%	2.8%	4.4%	35.4%	34.3%	---
Yes, other	8,242	9,086	5,477	5.7%	6.3%	2.9%	21.0%	19.1%	20.5%	29.1%	31.0%	69.2%	4.3%	3.1%	2.7%	2.8%	2.2%	4.7%	37.1%	38.3%	---
Retiring																					
Within 1 year	8,333	9,141	6,070	9.4%	8.9%	6.8%	21.0%	19.0%	20.4%	30.9%	34.2%	67.3%	1.6%	2.1%	3.2%	1.1%	1.6%	2.2%	35.9%	34.2%	---
Between 1 and 3 years	24,418	25,210	16,412	11.2%	8.6%	5.8%	21.4%	21.2%	19.4%	30.8%	29.9%	69.1%	2.1%	3.1%	3.8%	1.1%	1.7%	1.9%	33.5%	35.5%	---
Between 3 and 5 years	26,399	28,068	19,268	9.2%	8.5%	6.6%	22.1%	21.2%	21.2%	27.8%	31.5%	65.9%	2.5%	2.7%	3.6%	1.0%	1.2%	2.7%	37.3%	34.9%	---
5 or more years	149,759	154,966	102,357	9.4%	9.0%	6.9%	26.3%	23.6%	23.5%	26.2%	28.3%	63.6%	2.6%	2.6%	3.1%	1.2%	1.2%	2.9%	34.2%	35.4%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(69) How satisfied are you with paid vacation time?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,343	147,887	35.3%	35.7%	32.3%	52.4%	52.7%	55.7%	7.7%	7.4%	7.4%	3.6%	3.1%	3.6%	1.0%	1.1%	1.1%
Work Location																		
Headquarters	82,920	86,465	51,141	35.4%	35.9%	32.6%	52.2%	51.9%	54.6%	7.8%	7.8%	8.1%	3.5%	3.4%	3.7%	1.1%	0.9%	1.0%
Field	125,967	130,886	93,048	35.2%	35.7%	32.2%	52.5%	53.0%	56.0%	7.6%	7.3%	7.1%	3.7%	2.9%	3.6%	1.0%	1.1%	1.1%
Supervisor Status																		
Non-Supervisor	116,255	118,149	74,547	33.5%	33.9%	31.1%	53.1%	53.6%	56.3%	8.4%	8.1%	7.9%	3.9%	3.2%	3.6%	1.0%	1.1%	1.1%
Team Leader	28,854	31,757	20,114	35.0%	36.0%	32.1%	53.4%	53.4%	56.0%	7.1%	6.8%	6.9%	3.5%	2.7%	3.8%	1.1%	1.1%	1.2%
Supervisor	37,702	39,840	28,517	40.2%	39.2%	36.5%	49.9%	50.8%	54.1%	6.1%	5.7%	5.7%	2.8%	3.4%	2.9%	1.0%	1.0%	0.8%
Manager	21,183	22,456	17,117	43.9%	44.8%	41.7%	47.6%	46.2%	49.7%	4.8%	5.8%	5.0%	2.9%	2.4%	3.0%	0.8%	0.8%	0.6%
Executive	4,882	5,134	3,906	43.0%	52.3%	42.5%	46.3%	39.4%	46.8%	8.4%	4.8%	5.4%	1.7%	2.3%	3.6%	0.6%	1.1%	1.8%
Sex																		
Male	108,677	117,775	81,620	34.4%	34.0%	31.3%	53.7%	53.9%	56.3%	7.5%	7.8%	7.5%	3.4%	3.1%	3.6%	1.0%	1.2%	1.2%
Female	100,239	99,677	62,572	36.5%	38.0%	33.5%	50.7%	51.0%	54.9%	7.9%	7.0%	7.2%	3.9%	3.0%	3.6%	1.0%	0.9%	0.9%
Hispanic or Latino																		
Yes	14,268	13,625	8,465	32.5%	31.9%	30.1%	51.2%	52.7%	56.4%	9.8%	10.5%	8.7%	5.1%	3.7%	4.0%	1.3%	1.3%	0.9%
No	194,588	203,713	135,483	35.6%	36.1%	32.5%	52.5%	52.7%	55.6%	7.5%	7.2%	7.2%	3.5%	3.0%	3.6%	1.0%	1.0%	1.1%
Race																		
American Indian/ Alaska Native	8,128	6,145	---	26.9%	29.2%	---	50.6%	53.1%	---	13.2%	10.9%	---	6.2%	5.2%	---	3.0%	1.6%	---
Asian	8,415	8,609	---	31.0%	29.0%	---	56.7%	56.4%	---	8.5%	9.6%	---	3.0%	4.0%	---	0.8%	1.0%	---
Black or African American	32,715	32,855	---	35.0%	33.7%	---	50.9%	53.5%	---	9.4%	9.1%	---	3.5%	2.4%	---	1.2%	1.3%	---
Native Hawaiian/ Pacific Islander	1,472	1,484	---	37.3%	33.7%	---	38.1%	51.6%	---	18.5%	9.9%	---	4.3%	3.9%	---	1.8%	0.9%	---
White	146,232	156,668	---	36.4%	37.5%	---	52.5%	52.2%	---	6.6%	6.3%	---	3.7%	3.0%	---	0.9%	0.9%	---
Two or more races (Not Hispanic/Latino)	6,176	6,194	---	30.7%	26.8%	---	54.4%	53.6%	---	10.2%	12.8%	---	3.3%	4.6%	---	1.5%	2.1%	---
Age Group																		
<30 (25 and under)	8,857	8,789	5,461	33.0%	31.1%	28.2%	51.6%	52.7%	55.7%	8.8%	10.5%	10.0%	5.2%	4.5%	4.9%	1.3%	1.2%	1.3%
(26-29)	2,298	2,475	---	35.5%	29.9%	---	44.7%	54.9%	---	13.9%	10.0%	---	3.9%	2.8%	---	2.1%	2.4%	---
30-39	6,559	6,314	---	32.2%	31.6%	---	54.0%	51.8%	---	7.0%	10.8%	---	5.7%	5.2%	---	1.1%	0.7%	---
40-49	29,382	31,356	20,915	30.4%	30.7%	30.6%	54.7%	54.7%	56.7%	8.7%	9.1%	7.2%	4.8%	3.9%	4.1%	1.5%	1.6%	1.3%
50-59	64,109	70,095	47,038	33.9%	34.5%	31.2%	53.6%	53.1%	56.5%	7.7%	7.5%	7.5%	3.7%	3.7%	3.8%	1.2%	1.2%	1.0%
60+	81,996	87,008	57,869	37.2%	39.0%	34.1%	51.5%	51.1%	54.6%	7.4%	6.7%	7.0%	3.1%	2.4%	3.2%	0.8%	0.8%	1.1%
60+	24,558	20,183	12,861	42.3%	39.7%	34.3%	48.5%	53.4%	55.1%	6.4%	5.1%	7.2%	2.4%	1.3%	2.8%	0.4%	0.5%	0.6%

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

2008 Federal Human Capital Survey: Report by Demographics

(69) How satisfied are you with paid vacation time?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,171	221,343	147,887	35.3%	35.7%	32.3%	52.4%	52.7%	55.7%	7.7%	7.4%	7.4%	3.6%	3.1%	3.6%	1.0%	1.1%	1.1%
Pay Category																		
Federal Wage System	8,640	9,461	5,511	31.8%	30.0%	30.7%	55.6%	56.6%	57.3%	9.0%	9.4%	8.2%	2.9%	2.7%	2.3%	0.8%	1.3%	1.4%
GS 1-6 or equivalent	10,338	10,814	6,702	31.4%	31.3%	26.3%	50.9%	53.1%	56.4%	11.7%	11.0%	10.3%	4.2%	3.3%	5.2%	1.8%	1.2%	1.7%
GS 7-12 or equivalent	86,206	91,756	58,902	33.8%	35.0%	31.2%	53.5%	53.5%	57.3%	7.9%	7.4%	7.1%	3.9%	3.2%	3.5%	0.9%	1.0%	0.9%
GS 13-15 or equivalent	83,228	91,604	64,041	40.5%	40.8%	36.4%	50.2%	50.6%	53.2%	5.3%	5.2%	6.0%	3.5%	2.8%	3.5%	0.6%	0.6%	0.8%
Senior Executive Service	3,931	4,205	3,314	53.3%	56.7%	40.9%	41.4%	36.8%	41.7%	3.2%	3.9%	7.9%	1.6%	2.0%	8.0%	0.6%	0.6%	1.6%
SL/ST	779	688	490	55.9%	39.6%	40.9%	31.4%	56.5%	43.9%	11.5%	2.7%	6.3%	1.1%	1.0%	2.3%	0.1%	0.3%	6.6%
Other	15,763	8,187	5,201	33.3%	39.2%	34.7%	53.5%	47.6%	51.1%	8.1%	8.0%	8.8%	3.3%	3.0%	3.8%	1.8%	2.1%	1.5%
Time in Federal Government																		
< 1 year	2,253	2,614	1,316	25.0%	28.3%	18.9%	49.5%	51.9%	51.1%	12.5%	10.9%	19.2%	10.8%	6.1%	7.1%	2.3%	2.9%	3.8%
1-3 years	17,927	17,537	12,894	25.1%	22.8%	21.9%	52.9%	54.4%	56.9%	10.9%	12.2%	10.2%	8.9%	7.9%	8.1%	2.2%	2.7%	3.0%
4-5 years	14,599	16,218	8,710	27.6%	28.3%	25.8%	57.6%	56.1%	58.0%	8.4%	10.4%	8.8%	4.8%	3.8%	5.7%	1.6%	1.4%	1.7%
6-10 years	32,652	26,502	13,913	30.9%	30.3%	27.1%	54.9%	56.0%	59.0%	8.8%	8.5%	8.6%	4.3%	4.4%	4.4%	1.2%	0.9%	0.8%
11-20 years	53,225	62,892	44,990	35.9%	36.2%	32.8%	52.8%	54.2%	56.7%	7.8%	6.5%	6.9%	2.8%	2.3%	2.9%	0.7%	0.8%	0.7%
(11 to 14 years)	17,500	---	---	29.6%	---	---	56.8%	---	---	8.4%	---	---	4.4%	---	---	0.8%	---	---
(15 to 20 years)	35,725	---	---	39.4%	---	---	50.6%	---	---	7.5%	---	---	1.9%	---	---	0.7%	---	---
> 20 years	88,267	91,672	62,356	42.6%	43.6%	38.7%	49.6%	48.9%	53.0%	5.7%	5.4%	5.8%	1.6%	1.5%	1.9%	0.5%	0.6%	0.6%
Time w/ Current Agency																		
< 1 year	4,810	5,020	2,815	33.1%	32.5%	27.6%	47.2%	52.5%	54.0%	11.8%	8.7%	11.6%	6.4%	4.9%	4.8%	1.6%	1.4%	2.0%
1-3 years	28,185	28,258	21,635	28.9%	26.7%	24.5%	52.5%	54.0%	57.8%	9.7%	11.2%	9.2%	7.0%	6.1%	6.2%	1.9%	2.1%	2.3%
4-5 years	20,123	22,552	13,234	29.5%	30.2%	27.1%	56.0%	55.4%	57.7%	8.0%	9.6%	8.9%	5.1%	3.4%	5.1%	1.5%	1.4%	1.2%
6-10 years	40,753	35,120	18,823	31.9%	33.0%	30.7%	54.7%	54.8%	56.8%	8.6%	7.5%	8.1%	3.8%	3.9%	3.6%	1.0%	0.8%	0.8%
11-20 years	54,447	64,960	46,185	37.9%	37.3%	34.1%	51.7%	53.5%	55.9%	7.4%	6.4%	6.5%	2.4%	2.0%	2.8%	0.7%	0.8%	0.7%
> 20 years	60,584	61,506	41,488	42.1%	44.0%	39.4%	50.2%	48.6%	52.6%	5.4%	5.1%	5.5%	1.7%	1.6%	1.8%	0.5%	0.7%	0.7%
Leaving																		
No	143,363	150,438	101,433	37.7%	38.2%	34.8%	51.7%	52.5%	55.0%	6.9%	6.2%	6.4%	3.0%	2.4%	3.1%	0.7%	0.7%	0.7%
Yes, to retire	13,492	14,407	9,502	40.2%	41.2%	34.9%	50.1%	50.0%	55.4%	7.0%	6.3%	7.2%	1.9%	1.6%	2.2%	0.7%	0.9%	0.3%
Yes, to other job in Govt	37,415	35,591	22,688	28.8%	29.2%	26.7%	55.1%	53.7%	57.8%	9.5%	10.5%	9.1%	5.0%	5.0%	4.5%	1.5%	1.6%	1.8%
Yes, to other job outside Govt	6,395	7,857	5,069	21.1%	23.1%	19.8%	56.4%	55.0%	57.7%	9.4%	12.1%	11.6%	9.4%	7.1%	7.9%	3.6%	2.8%	3.0%
Yes, other	8,241	9,086	5,481	25.2%	24.1%	19.3%	52.5%	53.7%	57.7%	12.7%	14.2%	13.7%	7.2%	5.3%	6.2%	2.3%	2.7%	3.0%
Retiring																		
Within 1 year	8,331	9,138	6,073	41.0%	42.8%	35.3%	48.9%	47.3%	57.4%	7.1%	7.1%	5.4%	2.0%	1.9%	1.2%	0.9%	0.9%	0.7%
Between 1 and 3 years	24,424	25,207	16,414	39.0%	39.6%	34.5%	51.6%	53.1%	55.0%	7.3%	5.2%	7.9%	1.5%	1.3%	2.0%	0.6%	0.8%	0.6%
Between 3 and 5 years	26,399	28,059	19,276	39.5%	38.8%	37.1%	51.6%	50.7%	53.6%	6.1%	7.0%	6.0%	2.0%	3.0%	2.6%	0.8%	0.5%	0.7%
5 or more years	149,756	154,953	102,404	33.9%	34.4%	31.1%	52.8%	53.1%	56.1%	8.0%	7.9%	7.6%	4.3%	3.4%	4.1%	1.1%	1.2%	1.2%

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

2008 Federal Human Capital Survey: Report by Demographics

(70) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,193	221,429	147,886	34.5%	36.0%	33.5%	49.8%	49.9%	52.4%	9.4%	8.6%	8.9%	4.5%	3.8%	3.7%	1.8%	1.8%	1.4%
Work Location																		
Headquarters	82,920	86,489	51,141	35.0%	36.2%	32.8%	49.6%	49.3%	52.3%	8.9%	9.4%	9.9%	4.6%	3.6%	3.6%	1.9%	1.5%	1.4%
Field	125,989	130,944	93,046	34.2%	35.9%	33.8%	49.9%	50.1%	52.5%	9.7%	8.2%	8.6%	4.4%	3.9%	3.8%	1.8%	1.9%	1.3%
Supervisor Status																		
Non-Supervisor	116,270	118,188	74,547	32.4%	33.9%	32.1%	50.2%	50.3%	52.9%	10.4%	9.4%	9.6%	5.0%	4.3%	4.0%	2.0%	2.0%	1.5%
Team Leader	28,855	31,775	20,111	35.0%	36.8%	34.3%	50.1%	50.6%	52.3%	8.8%	7.9%	8.4%	4.3%	3.3%	3.8%	1.8%	1.4%	1.2%
Supervisor	37,700	39,860	28,517	39.3%	40.0%	38.2%	49.2%	49.7%	51.9%	7.4%	6.3%	6.5%	2.9%	2.7%	2.4%	1.2%	1.3%	1.0%
Manager	21,188	22,464	17,119	44.0%	45.3%	43.1%	46.2%	45.6%	48.5%	5.8%	6.4%	6.0%	2.5%	2.0%	2.0%	1.5%	0.7%	0.5%
Executive	4,882	5,135	3,906	41.6%	49.3%	42.8%	47.1%	41.1%	46.6%	8.4%	5.8%	7.7%	2.1%	2.4%	2.3%	0.9%	1.4%	0.6%
Sex																		
Male	108,690	117,820	81,618	34.3%	35.2%	33.2%	51.5%	51.7%	53.8%	9.5%	8.9%	9.3%	3.2%	2.8%	2.6%	1.5%	1.4%	1.1%
Female	100,250	99,718	62,574	34.7%	37.0%	34.0%	47.6%	47.6%	50.6%	9.3%	8.0%	8.5%	6.1%	5.1%	5.2%	2.3%	2.3%	1.7%
Hispanic or Latino																		
Yes	14,270	13,631	8,467	32.3%	32.1%	32.1%	47.5%	49.2%	51.6%	12.2%	10.9%	10.1%	5.6%	5.8%	4.8%	2.5%	2.0%	1.4%
No	194,609	203,791	135,481	34.7%	36.3%	33.7%	50.0%	50.0%	52.5%	9.2%	8.3%	8.8%	4.4%	3.6%	3.7%	1.8%	1.7%	1.4%
Race																		
American Indian/Alaska Native	8,130	6,149	---	27.8%	32.4%	---	49.4%	52.7%	---	14.9%	9.7%	---	4.9%	3.9%	---	2.9%	1.3%	---
Asian	8,413	8,609	---	30.3%	27.8%	---	54.1%	55.4%	---	10.3%	11.8%	---	3.9%	3.3%	---	1.5%	1.7%	---
Black or African American	32,719	32,871	---	33.8%	33.9%	---	48.5%	51.0%	---	10.6%	9.1%	---	5.3%	3.8%	---	1.9%	2.3%	---
Native Hawaiian/Pacific Islander	1,472	1,488	---	37.0%	37.0%	---	40.6%	46.5%	---	15.3%	10.7%	---	4.2%	2.6%	---	2.9%	3.3%	---
White	146,251	156,718	---	35.5%	37.6%	---	50.2%	49.5%	---	8.4%	7.7%	---	4.2%	3.6%	---	1.6%	1.6%	---
Two or more races (Not Hispanic/Latino)	6,176	6,194	---	29.8%	29.9%	---	48.4%	45.6%	---	12.6%	14.6%	---	5.9%	7.8%	---	3.3%	2.1%	---
Age Group																		
<30 (25 and under)	8,858	8,793	5,461	33.2%	31.3%	32.3%	45.6%	50.2%	47.0%	10.6%	10.1%	11.1%	7.2%	6.2%	6.9%	3.5%	2.2%	2.8%
(25 and under)	2,298	2,477	---	36.8%	31.2%	---	40.6%	53.2%	---	12.9%	10.2%	---	6.9%	3.5%	---	2.9%	2.0%	---
(26-29)	6,560	6,316	---	31.9%	31.3%	---	47.3%	49.0%	---	9.8%	10.0%	---	7.3%	7.3%	---	3.7%	2.3%	---
30-39	29,384	31,366	20,917	29.7%	31.7%	31.6%	50.2%	49.8%	51.6%	9.7%	9.6%	8.3%	7.0%	5.8%	6.0%	3.3%	3.1%	2.5%
40-49	64,116	70,131	47,038	33.2%	34.6%	32.3%	51.8%	50.8%	54.0%	9.0%	8.6%	8.6%	4.2%	4.0%	3.6%	1.9%	2.0%	1.4%
50-59	82,013	87,042	57,866	36.3%	39.0%	35.1%	49.6%	48.9%	52.3%	9.3%	8.1%	9.1%	3.8%	2.8%	2.8%	1.1%	1.1%	0.7%
60+	24,557	20,186	12,861	40.4%	39.6%	36.1%	46.7%	50.6%	51.5%	10.2%	7.4%	9.5%	1.9%	1.7%	2.0%	0.8%	0.7%	0.9%

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

2008 Federal Human Capital Survey: Report by Demographics

(70) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,193	221,429	147,886	34.5%	36.0%	33.5%	49.8%	49.9%	52.4%	9.4%	8.6%	8.9%	4.5%	3.8%	3.7%	1.8%	1.8%	1.4%
Pay Category																		
Federal Wage System	8,652	9,479	5,506	32.1%	31.1%	31.3%	53.4%	52.8%	54.5%	9.6%	10.8%	10.5%	3.5%	3.7%	2.8%	1.4%	1.7%	1.0%
GS 1-6 or equivalent	10,338	10,823	6,705	28.9%	31.3%	27.1%	48.2%	49.9%	53.4%	14.5%	10.4%	11.1%	6.2%	5.7%	6.0%	2.2%	2.7%	2.4%
GS 7-12 or equivalent	86,211	91,792	58,903	33.8%	35.5%	32.9%	50.4%	50.6%	53.3%	9.4%	8.6%	8.8%	4.6%	3.7%	3.8%	1.7%	1.6%	1.3%
GS 13-15 or equivalent	83,234	91,619	64,040	39.2%	40.9%	37.4%	48.6%	48.7%	51.1%	7.3%	6.6%	7.6%	3.3%	2.7%	2.7%	1.6%	1.2%	1.2%
Senior Executive Service	3,931	4,206	3,314	51.2%	53.3%	42.0%	40.7%	38.7%	40.2%	4.6%	5.6%	14.9%	2.2%	1.5%	2.2%	1.3%	0.9%	0.7%
SL/ST	780	688	490	34.5%	40.4%	43.4%	53.0%	54.1%	49.8%	11.4%	3.9%	4.6%	0.8%	1.0%	1.7%	0.2%	0.5%	0.5%
Other	15,763	8,187	5,202	31.7%	36.5%	35.5%	48.8%	46.8%	47.5%	10.4%	8.7%	10.2%	6.2%	4.8%	5.4%	2.9%	3.1%	1.5%
Time in Federal Government																		
< 1 year	2,253	2,614	1,316	28.3%	30.4%	25.6%	48.5%	53.5%	49.1%	13.6%	11.3%	20.4%	7.8%	2.9%	2.6%	1.7%	1.9%	2.4%
1-3 years	17,928	17,542	12,894	24.8%	24.8%	24.3%	52.5%	54.0%	52.5%	14.2%	12.1%	12.5%	5.6%	6.3%	7.2%	2.9%	2.9%	3.4%
4-5 years	14,597	16,233	8,709	27.3%	28.8%	26.7%	51.7%	50.7%	54.8%	10.5%	12.1%	11.6%	7.5%	5.6%	5.5%	3.0%	2.8%	1.5%
6-10 years	32,657	26,506	13,913	29.9%	31.4%	30.0%	51.0%	51.9%	54.6%	10.2%	10.3%	9.8%	6.3%	4.7%	4.0%	2.6%	1.7%	1.5%
11-20 years	53,231	62,916	44,995	35.1%	35.9%	34.1%	49.9%	50.6%	53.3%	9.4%	7.7%	7.8%	4.0%	3.8%	3.6%	1.6%	1.9%	1.2%
(11 to 14 years)	17,503	---	---	30.7%	---	---	52.6%	---	---	10.7%	---	---	4.6%	---	---	1.4%	---	---
(15 to 20 years)	35,728	---	---	37.6%	---	---	48.5%	---	---	8.6%	---	---	3.7%	---	---	1.7%	---	---
> 20 years	88,280	91,711	62,352	41.3%	43.2%	39.1%	47.9%	47.1%	50.6%	7.1%	6.4%	7.5%	2.7%	2.3%	2.1%	1.0%	1.0%	0.7%
Time w/ Current Agency																		
< 1 year	4,810	5,024	2,813	33.4%	34.1%	30.5%	46.9%	50.5%	50.9%	12.2%	10.2%	12.9%	5.5%	3.7%	3.5%	1.9%	1.4%	2.2%
1-3 years	28,187	28,262	21,636	28.3%	28.0%	26.5%	51.4%	52.4%	53.5%	12.6%	11.8%	11.2%	5.0%	5.2%	6.0%	2.6%	2.4%	2.7%
4-5 years	20,122	22,568	13,234	29.5%	30.7%	28.2%	50.5%	50.8%	53.8%	9.6%	10.7%	11.8%	7.5%	5.0%	4.8%	2.9%	2.7%	1.5%
6-10 years	40,756	35,124	18,824	30.7%	33.7%	32.3%	51.7%	51.0%	53.6%	10.0%	9.2%	9.2%	5.6%	4.7%	3.7%	2.0%	1.4%	1.2%
11-20 years	54,454	64,994	46,187	36.9%	36.7%	35.4%	49.0%	50.5%	52.6%	9.2%	7.4%	7.5%	3.4%	3.4%	3.4%	1.5%	1.9%	1.1%
> 20 years	60,595	61,527	41,486	41.2%	43.9%	39.9%	48.0%	46.6%	50.3%	6.9%	6.2%	7.3%	2.8%	2.2%	2.0%	1.0%	1.0%	0.6%
Leaving																		
No	143,380	150,503	101,437	36.8%	38.4%	36.2%	49.4%	49.7%	52.0%	8.5%	7.5%	7.9%	3.8%	3.0%	3.1%	1.4%	1.4%	0.9%
Yes, to retire	13,494	14,409	9,499	39.9%	42.0%	35.9%	47.7%	48.3%	53.4%	8.1%	6.4%	8.2%	3.0%	2.6%	1.7%	1.3%	0.7%	0.7%
Yes, to other job in Govt	37,417	35,605	22,688	27.7%	29.4%	27.8%	52.7%	50.6%	53.5%	10.7%	11.2%	10.6%	6.2%	6.5%	5.6%	2.7%	2.4%	2.5%
Yes, to other job outside Govt	6,395	7,858	5,068	24.1%	24.6%	21.5%	48.9%	50.6%	54.4%	14.3%	13.5%	13.4%	7.9%	6.1%	6.7%	4.8%	5.1%	3.9%
Yes, other	8,242	9,088	5,481	23.5%	23.3%	19.6%	47.5%	51.3%	53.5%	17.2%	14.6%	15.4%	8.6%	6.4%	7.6%	3.1%	4.4%	3.9%
Retiring																		
Within 1 year	8,333	9,139	6,071	40.1%	43.1%	38.5%	47.3%	45.7%	50.8%	7.8%	7.1%	7.1%	3.1%	3.4%	2.6%	1.7%	0.8%	1.1%
Between 1 and 3 years	24,422	25,216	16,413	37.9%	39.3%	35.6%	49.3%	50.9%	51.9%	9.3%	7.2%	9.1%	2.5%	1.8%	2.8%	0.9%	0.9%	0.6%
Between 3 and 5 years	26,405	28,074	19,275	37.3%	37.9%	38.9%	49.3%	49.5%	50.0%	9.2%	7.9%	8.2%	3.0%	3.6%	2.1%	1.2%	1.0%	0.8%
5 or more years	149,771	155,014	102,408	33.3%	34.9%	32.2%	50.0%	50.0%	53.0%	9.6%	8.9%	9.1%	5.0%	4.1%	4.2%	2.1%	2.1%	1.6%

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

2008 Federal Human Capital Survey: Report by Demographics

(71) How satisfied are you with child care subsidies?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,172	221,385	147,827	2.7%	2.1%	3.6%	6.4%	6.0%	10.7%	23.0%	24.5%	77.9%	2.4%	2.4%	3.3%	1.8%	2.0%	4.5%	63.7%	62.9%	---
Work Location																					
Headquarters	82,913	86,468	51,134	3.3%	2.2%	3.7%	6.4%	5.9%	10.7%	21.2%	24.2%	77.2%	2.2%	2.3%	3.1%	1.5%	1.7%	5.2%	65.4%	63.7%	---
Field	125,978	130,926	92,998	2.5%	2.1%	3.6%	6.4%	6.1%	10.7%	23.8%	24.6%	78.1%	2.5%	2.5%	3.4%	2.0%	2.2%	4.3%	62.8%	62.5%	---
Supervisor Status																					
Non-Supervisor	116,258	118,165	74,520	2.7%	2.2%	3.7%	6.2%	6.0%	10.7%	22.8%	24.1%	77.8%	2.4%	2.4%	3.1%	1.8%	2.2%	4.7%	64.1%	63.2%	---
Team Leader	28,852	31,769	20,101	2.2%	2.0%	3.0%	7.4%	5.8%	10.4%	21.4%	24.3%	78.0%	2.4%	2.4%	4.1%	2.4%	1.8%	4.5%	64.2%	63.6%	---
Supervisor	37,698	39,856	28,506	3.5%	1.9%	3.8%	6.9%	6.6%	11.2%	25.0%	25.6%	77.8%	2.4%	2.6%	3.4%	1.8%	1.8%	3.9%	60.4%	61.5%	---
Manager	21,188	22,458	17,110	2.8%	2.3%	4.3%	5.7%	6.0%	10.8%	24.0%	27.1%	78.7%	2.0%	2.4%	3.0%	1.3%	1.5%	3.1%	64.2%	60.8%	---
Executive	4,882	5,135	3,906	3.1%	3.5%	5.3%	5.4%	7.6%	10.2%	26.9%	24.6%	79.1%	4.4%	1.5%	2.5%	0.6%	1.7%	2.9%	59.5%	61.0%	---
Sex																					
Male	108,673	117,797	81,578	2.8%	2.1%	3.6%	6.9%	6.7%	11.0%	24.9%	26.3%	77.9%	2.4%	2.4%	3.0%	1.8%	2.0%	4.4%	61.2%	60.6%	---
Female	100,246	99,696	62,555	2.7%	2.2%	3.6%	5.8%	5.2%	10.2%	20.4%	22.2%	77.9%	2.5%	2.5%	3.7%	1.8%	2.1%	4.6%	66.9%	65.8%	---
Hispanic or Latino																					
Yes	14,265	13,628	8,460	4.6%	3.4%	5.3%	8.5%	8.0%	12.5%	24.4%	27.2%	73.0%	3.7%	3.1%	4.0%	2.9%	3.2%	5.2%	55.9%	55.2%	---
No	194,593	203,752	135,433	2.6%	2.0%	3.5%	6.2%	5.8%	10.6%	22.8%	24.3%	78.3%	2.3%	2.4%	3.3%	1.7%	1.9%	4.4%	64.4%	63.6%	---
Race																					
American Indian/ Alaska Native	8,128	6,146	---	6.0%	1.8%	---	8.4%	9.6%	---	27.4%	26.1%	---	4.4%	3.6%	---	3.0%	2.7%	---	50.8%	56.2%	---
Asian	8,411	8,603	---	2.1%	3.0%	---	10.0%	8.7%	---	22.3%	29.4%	---	2.8%	2.5%	---	1.6%	1.4%	---	61.2%	54.9%	---
Black or African American	32,713	32,864	---	5.0%	3.5%	---	8.7%	9.6%	---	25.3%	25.3%	---	2.3%	2.7%	---	1.6%	2.0%	---	57.1%	56.9%	---
Native Hawaiian/ Pacific Islander	1,472	1,488	---	3.5%	3.6%	---	8.6%	9.3%	---	29.0%	26.2%	---	3.7%	2.8%	---	2.8%	1.5%	---	52.4%	56.5%	---
White	146,242	156,696	---	2.0%	1.7%	---	5.6%	4.7%	---	22.4%	24.1%	---	2.3%	2.2%	---	1.7%	2.0%	---	66.0%	65.3%	---
Two or more races (Not Hispanic/Latino)	6,178	6,193	---	3.6%	2.7%	---	4.3%	5.0%	---	21.2%	22.6%	---	2.2%	3.0%	---	3.3%	3.0%	---	65.4%	63.7%	---
Age Group																					
<30 (25 and under)	8,858	8,793	5,458	4.3%	3.9%	4.2%	8.1%	7.4%	12.5%	16.1%	18.4%	71.6%	3.7%	3.5%	5.3%	3.6%	3.1%	6.4%	64.3%	63.7%	---
(26-29)	2,298	2,477	---	7.9%	1.7%	---	7.6%	9.5%	---	17.2%	17.0%	---	1.5%	2.1%	---	2.1%	2.6%	---	63.7%	67.1%	---
30-39	6,560	6,316	---	3.0%	4.8%	---	8.3%	6.5%	---	15.7%	19.0%	---	4.5%	4.1%	---	4.1%	3.4%	---	64.5%	62.2%	---
40-49	29,382	31,363	20,908	3.0%	2.8%	5.3%	8.2%	7.1%	12.0%	20.6%	22.7%	69.0%	4.8%	4.9%	6.4%	4.8%	4.3%	7.3%	58.5%	58.3%	---
50-59	64,110	70,111	47,017	2.9%	2.1%	3.6%	6.9%	6.2%	11.1%	22.7%	23.9%	77.2%	3.0%	2.8%	3.7%	1.8%	2.2%	4.4%	62.7%	62.9%	---
60+	82,005	87,027	57,843	1.9%	1.8%	3.0%	5.4%	5.3%	9.6%	24.5%	26.2%	82.1%	1.0%	1.2%	1.9%	0.6%	1.1%	3.5%	66.6%	64.4%	---
60+	24,550	20,183	12,859	3.5%	1.4%	2.5%	4.4%	5.2%	10.5%	26.6%	27.6%	83.0%	0.5%	0.7%	1.2%	0.3%	0.3%	2.8%	64.7%	64.8%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(71) How satisfied are you with child care subsidies?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,172	221,385	147,827	2.7%	2.1%	3.6%	6.4%	6.0%	10.7%	23.0%	24.5%	77.9%	2.4%	2.4%	3.3%	1.8%	2.0%	4.5%	63.7%	62.9%	---
Pay Category																					
Federal Wage System	8,639	9,473	5,498	3.8%	2.0%	3.2%	10.5%	10.0%	14.0%	29.7%	30.1%	74.7%	2.4%	2.7%	3.6%	2.3%	2.3%	4.5%	51.4%	52.9%	---
GS 1-6 or equivalent	10,339	10,815	6,702	6.3%	3.5%	4.5%	7.4%	8.2%	12.3%	24.6%	28.3%	77.2%	2.0%	2.6%	2.7%	1.4%	2.8%	3.3%	58.2%	54.6%	---
GS 7-12 or equivalent	86,205	91,777	58,870	2.5%	2.2%	3.8%	7.0%	5.9%	10.6%	23.4%	24.7%	77.8%	2.5%	2.5%	3.4%	1.9%	2.0%	4.5%	62.8%	62.7%	---
GS 13-15 or equivalent	83,233	91,610	64,030	1.9%	1.7%	3.1%	4.5%	4.8%	9.5%	20.3%	22.2%	79.4%	2.2%	2.2%	3.2%	1.6%	1.6%	4.8%	69.5%	67.5%	---
Senior Executive Service	3,931	4,206	3,314	3.3%	3.8%	5.5%	5.1%	5.2%	11.0%	21.6%	26.1%	77.9%	1.4%	1.5%	2.3%	0.6%	0.8%	3.2%	68.0%	62.6%	---
SL/ST	780	688	490	1.2%	0.6%	2.4%	2.7%	1.8%	6.4%	18.2%	29.2%	79.7%	0.6%	0.9%	2.5%	0.2%	1.4%	9.0%	77.1%	66.2%	---
Other	15,761	8,187	5,197	2.0%	1.9%	3.7%	5.0%	4.3%	9.9%	21.3%	19.2%	76.9%	3.1%	2.6%	4.1%	2.4%	1.8%	5.3%	66.2%	70.3%	---
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	5.6%	3.3%	1.8%	7.2%	8.4%	12.8%	19.8%	20.9%	75.2%	0.8%	2.0%	2.8%	2.3%	1.0%	7.5%	64.2%	64.5%	---
1-3 years	17,927	17,543	12,880	3.3%	3.0%	3.9%	8.3%	6.0%	10.4%	20.1%	23.7%	77.0%	3.2%	2.6%	3.5%	1.8%	2.0%	5.2%	63.3%	62.6%	---
4-5 years	14,598	16,226	8,706	3.1%	2.4%	2.8%	6.9%	6.3%	12.4%	22.4%	22.3%	75.9%	2.6%	3.3%	4.1%	2.7%	2.8%	4.6%	62.4%	62.8%	---
6-10 years	32,653	26,500	13,905	2.6%	2.1%	4.5%	6.9%	6.1%	11.7%	21.5%	23.6%	74.1%	3.4%	3.0%	3.7%	3.3%	3.3%	6.0%	62.3%	62.0%	---
11-20 years	53,225	62,902	44,978	2.5%	1.9%	4.1%	6.0%	6.8%	10.8%	22.9%	24.5%	76.4%	3.1%	2.9%	4.1%	2.1%	2.2%	4.7%	63.5%	61.7%	---
(11 to 14 years)	17,501	---	---	1.9%	---	---	6.3%	---	---	23.2%	---	---	3.6%	---	---	2.9%	---	---	62.2%	---	---
(15 to 20 years)	35,724	---	---	2.8%	---	---	5.8%	---	---	22.7%	---	---	2.8%	---	---	1.6%	---	---	64.2%	---	---
> 20 years	88,273	91,695	62,335	2.6%	1.9%	3.1%	5.7%	5.2%	10.0%	24.9%	25.9%	81.1%	1.3%	1.6%	2.3%	0.8%	1.3%	3.5%	64.7%	64.0%	---
Time w/ Current Agency																					
< 1 year	4,810	5,019	2,813	7.3%	3.2%	2.8%	8.0%	7.7%	13.3%	23.9%	25.1%	74.9%	1.1%	1.7%	3.3%	1.7%	1.9%	5.7%	58.0%	60.5%	---
1-3 years	28,186	28,261	21,616	3.5%	3.2%	4.2%	8.3%	6.1%	11.0%	20.9%	23.8%	76.5%	3.1%	2.7%	3.5%	2.0%	2.0%	4.8%	62.2%	62.3%	---
4-5 years	20,124	22,561	13,227	2.9%	2.6%	3.0%	6.3%	5.9%	12.2%	22.6%	23.1%	76.2%	2.6%	3.0%	3.9%	2.7%	2.2%	4.7%	62.9%	63.2%	---
6-10 years	40,751	35,121	18,815	2.3%	1.7%	4.0%	6.5%	6.6%	11.2%	22.0%	24.0%	75.6%	3.0%	2.8%	3.5%	2.7%	2.9%	5.7%	63.5%	62.0%	---
11-20 years	54,447	64,981	46,171	2.4%	1.8%	4.1%	5.8%	6.4%	10.4%	23.4%	24.9%	77.4%	2.8%	2.7%	3.8%	1.8%	2.2%	4.4%	63.8%	62.1%	---
> 20 years	60,587	61,517	41,480	2.3%	1.8%	2.8%	5.6%	5.2%	9.7%	24.7%	25.5%	81.8%	1.3%	1.6%	2.3%	0.8%	1.4%	3.4%	65.4%	64.6%	---
Leaving																					
No	143,365	150,474	101,394	3.0%	2.4%	4.0%	6.9%	6.4%	11.2%	23.6%	25.0%	78.0%	2.2%	2.2%	2.9%	1.5%	1.6%	4.0%	62.8%	62.3%	---
Yes, to retire	13,492	14,406	9,500	3.0%	1.6%	2.9%	5.3%	5.4%	9.7%	25.7%	29.0%	81.5%	1.2%	1.7%	2.4%	0.6%	0.6%	3.6%	64.2%	61.7%	---
Yes, to other job in Govt	37,418	35,598	22,677	2.1%	1.7%	3.2%	5.9%	5.6%	10.3%	20.7%	21.5%	76.5%	3.0%	3.0%	4.5%	2.8%	3.1%	5.6%	65.5%	65.1%	---
Yes, to other job outside Govt	6,395	7,857	5,068	1.5%	1.2%	2.2%	3.9%	2.9%	7.3%	16.9%	21.2%	75.4%	3.5%	3.4%	7.1%	5.5%	5.7%	8.0%	68.7%	65.6%	---
Yes, other	8,240	9,087	5,478	1.0%	0.9%	1.4%	4.3%	4.8%	8.7%	23.0%	24.3%	78.8%	3.3%	3.8%	4.9%	2.7%	3.3%	6.2%	65.7%	62.9%	---
Retiring																					
Within 1 year	8,333	9,140	6,073	2.8%	1.8%	2.2%	5.2%	5.4%	10.1%	25.3%	27.0%	79.6%	1.3%	1.6%	3.2%	0.5%	1.0%	4.8%	65.0%	63.2%	---
Between 1 and 3 years	24,419	25,216	16,407	2.6%	1.3%	2.7%	4.5%	5.5%	9.3%	25.3%	25.6%	83.2%	1.0%	1.1%	1.6%	0.8%	0.8%	3.1%	65.9%	65.7%	---
Between 3 and 5 years	26,401	28,069	19,269	2.1%	1.3%	2.9%	4.9%	5.4%	9.5%	25.6%	28.5%	83.0%	1.0%	1.3%	1.7%	0.7%	0.9%	2.8%	65.7%	62.6%	---
5 or more years	149,763	154,977	102,363	2.9%	2.4%	3.9%	7.0%	6.2%	11.1%	22.1%	23.6%	76.3%	2.9%	2.8%	3.8%	2.2%	2.4%	4.9%	62.9%	62.5%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(72) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,431	147,865	6.1%	5.8%	7.1%	22.4%	21.7%	27.4%	24.4%	25.7%	55.4%	4.8%	5.0%	6.7%	2.6%	2.8%	3.5%	39.7%	39.1%	---
Work Location																					
Headquarters	82,917	86,485	51,139	7.2%	6.9%	8.3%	23.7%	22.7%	28.5%	22.9%	24.8%	54.3%	3.6%	4.2%	5.6%	2.1%	2.2%	3.3%	40.4%	39.2%	---
Field	125,988	130,950	93,028	5.6%	5.4%	6.7%	21.8%	21.2%	27.0%	25.2%	26.0%	55.7%	5.4%	5.3%	7.0%	2.8%	3.0%	3.6%	39.3%	39.1%	---
Supervisor Status																					
Non-Supervisor	116,264	118,194	74,537	5.9%	5.7%	7.0%	21.9%	20.9%	27.5%	24.6%	25.6%	55.5%	4.7%	4.6%	6.3%	2.4%	2.9%	3.7%	40.4%	40.3%	---
Team Leader	28,855	31,774	20,111	5.8%	5.0%	6.4%	20.5%	20.8%	25.2%	23.4%	26.0%	57.3%	5.5%	5.7%	7.7%	3.6%	2.6%	3.4%	41.3%	40.0%	---
Supervisor	37,702	39,859	28,512	6.5%	6.1%	7.7%	25.8%	24.8%	29.6%	24.3%	25.2%	52.9%	4.6%	5.6%	7.0%	2.1%	2.9%	2.8%	36.6%	35.4%	---
Manager	21,188	22,463	17,114	7.9%	7.9%	9.7%	25.0%	25.0%	31.2%	24.8%	26.6%	49.2%	4.5%	5.1%	7.5%	2.6%	2.0%	2.3%	35.2%	33.4%	---
Executive	4,882	5,135	3,906	10.6%	12.8%	13.0%	27.7%	26.3%	29.6%	27.5%	24.7%	49.1%	3.4%	3.9%	6.0%	1.8%	1.9%	2.3%	29.0%	30.5%	---
Sex																					
Male	108,691	117,814	81,607	5.5%	5.1%	6.5%	21.3%	21.2%	26.5%	26.0%	26.9%	56.7%	4.8%	4.9%	6.5%	2.6%	2.8%	3.8%	39.7%	39.2%	---
Female	100,247	99,726	62,564	7.0%	6.7%	7.8%	23.8%	22.3%	28.6%	22.3%	24.1%	53.6%	4.8%	5.1%	6.9%	2.5%	2.7%	3.1%	39.6%	39.0%	---
Hispanic or Latino																					
Yes	14,270	13,631	8,465	7.0%	6.1%	9.5%	23.4%	21.8%	27.3%	24.4%	27.8%	52.7%	5.8%	5.6%	6.7%	3.3%	3.9%	3.8%	36.1%	34.9%	---
No	194,605	203,793	135,463	6.1%	5.8%	6.9%	22.3%	21.7%	27.4%	24.4%	25.5%	55.6%	4.7%	4.9%	6.6%	2.5%	2.6%	3.5%	40.0%	39.5%	---
Race																					
American Indian/ Alaska Native	8,130	6,151	---	8.2%	5.2%	---	20.2%	26.2%	---	28.2%	25.7%	---	7.8%	5.5%	---	4.1%	4.7%	---	31.5%	32.8%	---
Asian	8,410	8,606	---	5.2%	4.2%	---	28.9%	22.0%	---	24.3%	33.2%	---	3.8%	3.9%	---	2.6%	2.4%	---	35.2%	34.3%	---
Black or African American	32,718	32,872	---	9.4%	7.8%	---	26.8%	26.6%	---	24.0%	24.9%	---	3.5%	3.6%	---	2.0%	2.2%	---	34.4%	35.0%	---
Native Hawaiian/ Pacific Islander	1,472	1,488	---	5.9%	6.0%	---	22.9%	22.0%	---	30.5%	26.3%	---	3.4%	4.1%	---	7.6%	2.1%	---	29.7%	39.5%	---
White	146,247	156,722	---	5.4%	5.5%	---	21.2%	20.7%	---	24.5%	25.2%	---	5.0%	5.3%	---	2.5%	2.7%	---	41.4%	40.6%	---
Two or more races (Not Hispanic/Latino)	6,178	6,194	---	6.7%	5.2%	---	17.3%	13.2%	---	22.2%	30.7%	---	6.2%	5.8%	---	3.4%	5.2%	---	44.3%	39.7%	---
Age Group																					
<30 (25 and under)	8,858	8,794	5,461	7.6%	6.6%	9.8%	22.6%	20.6%	26.6%	17.3%	22.4%	54.1%	4.4%	4.9%	5.7%	2.5%	2.8%	3.8%	45.6%	42.7%	---
(26-29)	2,298	2,477	---	12.0%	5.4%	---	22.2%	23.0%	---	17.3%	21.7%	---	4.5%	3.9%	---	1.4%	1.1%	---	42.7%	44.9%	---
30-39	6,560	6,317	---	6.1%	7.1%	---	22.7%	19.5%	---	17.3%	22.7%	---	4.3%	5.4%	---	2.9%	3.5%	---	46.6%	41.8%	---
40-49	29,384	31,370	20,913	6.3%	5.8%	8.0%	22.6%	21.2%	26.3%	22.4%	24.6%	54.6%	6.3%	5.2%	6.7%	4.2%	3.6%	4.5%	38.2%	39.6%	---
50-59	64,112	70,129	47,034	6.2%	6.0%	6.9%	22.6%	21.5%	27.5%	23.9%	25.5%	54.6%	5.5%	5.9%	7.2%	2.9%	2.9%	3.7%	38.8%	38.3%	---
60+	82,010	87,042	57,852	5.6%	5.7%	6.7%	22.3%	21.9%	27.2%	26.2%	26.6%	56.1%	4.2%	4.3%	6.8%	1.9%	2.5%	3.2%	39.8%	38.9%	---
60+	24,558	20,187	12,863	6.6%	5.3%	6.2%	21.6%	23.2%	30.1%	27.8%	26.4%	57.4%	2.9%	3.9%	4.1%	1.1%	1.5%	2.3%	40.1%	39.6%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(72) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,431	147,865	6.1%	5.8%	7.1%	22.4%	21.7%	27.4%	24.4%	25.7%	55.4%	4.8%	5.0%	6.7%	2.6%	2.8%	3.5%	39.7%	39.1%	---
Pay Category																					
Federal Wage System	8,652	9,479	5,505	5.5%	3.9%	5.1%	22.2%	21.7%	26.5%	29.9%	30.4%	58.3%	4.5%	5.1%	6.3%	2.8%	2.4%	3.9%	35.0%	36.4%	---
GS 1-6 or equivalent	10,340	10,821	6,704	9.0%	6.7%	7.6%	21.2%	24.2%	25.9%	25.4%	26.4%	56.9%	4.2%	4.1%	5.5%	1.7%	3.2%	4.1%	38.5%	35.4%	---
GS 7-12 or equivalent	86,206	91,800	58,887	6.0%	5.8%	7.0%	23.3%	21.5%	28.0%	24.6%	25.4%	55.1%	5.0%	4.8%	6.4%	2.6%	2.9%	3.4%	38.6%	39.6%	---
GS 13-15 or equivalent	83,233	91,617	64,035	6.2%	6.4%	7.4%	22.5%	22.5%	28.0%	22.5%	24.5%	54.7%	4.8%	5.1%	6.5%	2.3%	2.3%	3.3%	41.8%	39.3%	---
Senior Executive Service	3,931	4,206	3,314	12.0%	11.6%	12.1%	25.3%	26.2%	27.0%	23.5%	25.6%	51.5%	4.3%	3.8%	6.0%	1.3%	1.2%	3.3%	33.6%	31.5%	---
SL/ST	780	688	490	3.6%	12.7%	4.9%	14.4%	16.1%	20.5%	10.6%	28.9%	61.0%	10.7%	1.8%	10.4%	1.0%	0.8%	3.2%	59.8%	39.7%	---
Other	15,762	8,187	5,202	4.6%	4.4%	7.4%	19.5%	18.0%	22.6%	24.1%	24.9%	54.4%	4.8%	6.7%	11.7%	3.8%	2.4%	4.0%	43.2%	43.5%	---
Time in Federal Government																					
< 1 year	2,253	2,614	1,316	8.8%	6.4%	9.8%	18.7%	24.6%	18.8%	15.8%	19.6%	63.7%	7.4%	1.9%	3.4%	1.1%	0.7%	4.4%	48.3%	46.8%	---
1-3 years	17,926	17,543	12,889	6.3%	5.1%	6.5%	22.9%	20.5%	23.8%	21.0%	24.7%	58.4%	4.8%	4.2%	6.4%	2.1%	2.4%	4.9%	42.8%	43.2%	---
4-5 years	14,599	16,229	8,709	5.7%	4.6%	6.3%	20.4%	18.9%	26.9%	23.8%	24.0%	56.8%	5.0%	5.3%	6.6%	2.7%	4.1%	3.4%	42.4%	43.2%	---
6-10 years	32,655	26,507	13,907	5.6%	5.4%	7.5%	21.1%	19.9%	27.2%	24.1%	24.5%	54.7%	5.4%	4.7%	6.5%	3.2%	3.1%	4.1%	40.7%	42.5%	---
11-20 years	53,231	62,919	44,988	5.8%	5.9%	7.2%	22.1%	22.0%	27.5%	24.9%	25.9%	54.4%	5.5%	5.7%	7.4%	2.8%	3.3%	3.5%	38.9%	37.2%	---
(11 to 14 years)	17,505	---	---	4.7%	---	---	21.7%	---	---	26.0%	---	---	6.7%	---	---	2.6%	---	---	38.3%	---	---
(15 to 20 years)	35,726	---	---	6.4%	---	---	22.3%	---	---	24.4%	---	---	4.9%	---	---	2.9%	---	---	39.2%	---	---
> 20 years	88,276	91,712	62,348	6.5%	6.4%	7.1%	23.8%	23.1%	28.9%	25.9%	26.9%	54.8%	3.9%	4.8%	6.2%	2.3%	2.1%	2.9%	37.6%	36.7%	---
Time w/ Current Agency																					
< 1 year	4,810	5,024	2,814	12.2%	7.6%	9.7%	20.7%	22.7%	27.6%	19.6%	24.2%	55.3%	5.5%	2.4%	3.9%	1.4%	2.4%	3.6%	40.6%	40.8%	---
1-3 years	28,185	28,262	21,628	6.4%	6.0%	7.0%	23.1%	20.6%	25.9%	22.0%	24.0%	56.5%	4.7%	4.2%	6.3%	2.2%	2.8%	4.3%	41.6%	42.4%	---
4-5 years	20,125	22,567	13,233	6.2%	5.0%	5.9%	21.1%	18.7%	27.1%	23.0%	24.8%	56.5%	5.2%	5.6%	7.4%	2.9%	3.4%	3.1%	41.7%	42.6%	---
6-10 years	40,756	35,128	18,820	5.5%	5.3%	7.1%	21.7%	21.1%	27.0%	24.4%	25.1%	55.0%	5.1%	4.9%	6.7%	3.3%	3.0%	4.2%	40.1%	40.5%	---
11-20 years	54,455	64,996	46,179	5.9%	5.9%	7.6%	22.0%	22.5%	27.8%	25.9%	26.1%	54.3%	5.2%	5.7%	7.0%	2.6%	2.9%	3.4%	38.5%	36.9%	---
> 20 years	60,591	61,526	41,486	5.9%	6.1%	6.8%	23.6%	23.2%	28.3%	26.0%	27.1%	55.5%	4.1%	4.6%	6.5%	2.1%	2.2%	2.9%	38.2%	36.8%	---
Leaving																					
No	143,377	150,506	101,422	7.0%	6.6%	7.9%	23.9%	22.8%	29.2%	24.4%	25.7%	54.4%	3.9%	4.3%	5.7%	1.7%	1.8%	2.7%	39.0%	38.9%	---
Yes, to retire	13,493	14,409	9,502	6.0%	5.2%	5.8%	24.0%	24.2%	27.2%	28.7%	26.7%	58.9%	3.3%	4.7%	5.5%	2.6%	3.2%	2.5%	35.4%	36.0%	---
Yes, to other job in Govt	37,418	35,604	22,683	4.2%	4.2%	5.5%	18.8%	18.9%	23.7%	23.4%	25.0%	55.8%	7.7%	6.3%	9.6%	4.1%	4.7%	5.4%	41.8%	40.9%	---
Yes, to other job outside Govt	6,394	7,859	5,067	2.5%	2.9%	3.6%	14.4%	14.5%	17.3%	24.2%	26.5%	58.2%	7.8%	7.5%	12.2%	6.6%	6.9%	8.6%	44.5%	41.6%	---
Yes, other	8,240	9,088	5,478	2.3%	3.6%	3.9%	15.5%	16.4%	19.8%	24.5%	24.9%	61.2%	7.6%	9.2%	7.9%	6.8%	6.9%	7.2%	43.2%	39.0%	---
Retiring																					
Within 1 year	8,332	9,141	6,073	5.4%	5.3%	7.3%	21.6%	23.4%	26.7%	29.5%	25.9%	56.8%	3.6%	4.6%	6.1%	2.3%	3.1%	3.0%	37.5%	37.6%	---
Between 1 and 3 years	24,424	25,218	16,412	5.9%	4.7%	5.9%	21.7%	22.9%	27.1%	27.5%	26.9%	58.5%	3.6%	4.2%	5.8%	2.1%	2.3%	2.7%	39.2%	38.9%	---
Between 3 and 5 years	26,404	28,079	19,275	6.2%	5.1%	6.5%	22.5%	22.4%	29.2%	26.5%	29.0%	55.3%	4.2%	5.3%	6.2%	2.2%	2.3%	2.9%	38.5%	35.8%	---
5 or more years	149,767	155,007	102,385	6.2%	6.1%	7.3%	22.5%	21.3%	27.2%	23.4%	24.9%	54.9%	5.1%	5.0%	6.8%	2.7%	2.9%	3.7%	40.0%	39.8%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(73) How satisfied are you with telework/telecommuting?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,408	147,841	6.5%	5.5%	6.0%	16.1%	16.3%	18.7%	20.3%	21.9%	56.9%	7.0%	6.5%	10.1%	6.7%	6.1%	8.3%	43.3%	43.7%	---
Work Location																					
Headquarters	82,919	86,483	51,136	7.9%	6.6%	7.0%	17.4%	16.8%	18.3%	17.8%	21.0%	51.1%	7.7%	7.4%	12.6%	7.8%	7.2%	11.0%	41.4%	40.9%	---
Field	125,986	130,935	93,008	5.8%	5.0%	5.6%	15.5%	16.0%	18.8%	21.6%	22.4%	58.7%	6.6%	6.1%	9.3%	6.2%	5.6%	7.5%	44.3%	45.0%	---
Supervisor Status																					
Non-Supervisor	116,266	118,186	74,530	6.9%	5.6%	6.1%	15.7%	16.0%	18.6%	20.0%	21.5%	57.7%	6.7%	6.0%	9.4%	6.6%	6.0%	8.3%	44.1%	44.9%	---
Team Leader	28,855	31,771	20,103	5.2%	5.5%	5.7%	16.1%	15.7%	18.6%	18.5%	21.9%	54.8%	7.5%	7.2%	11.6%	8.2%	6.7%	9.3%	44.4%	43.0%	---
Supervisor	37,701	39,856	28,506	6.4%	4.4%	5.3%	17.2%	18.0%	19.9%	23.3%	22.2%	56.3%	7.3%	7.6%	11.1%	5.8%	6.4%	7.4%	39.9%	41.3%	---
Manager	21,186	22,460	17,111	6.2%	5.6%	5.9%	16.3%	15.6%	18.6%	21.9%	25.7%	56.7%	7.9%	7.4%	12.3%	6.7%	5.2%	6.5%	41.1%	40.5%	---
Executive	4,882	5,135	3,906	9.4%	10.2%	10.3%	21.2%	23.2%	21.6%	25.7%	21.5%	52.5%	7.0%	9.2%	10.5%	3.3%	5.1%	5.1%	33.4%	30.8%	---
Sex																					
Male	108,688	117,810	81,582	5.7%	4.9%	5.1%	15.8%	16.2%	17.9%	21.7%	23.4%	58.6%	7.1%	6.7%	10.1%	6.7%	6.2%	8.3%	43.0%	42.6%	---
Female	100,247	99,707	62,566	7.7%	6.3%	7.1%	16.5%	16.3%	19.8%	18.6%	20.1%	54.7%	6.8%	6.3%	10.1%	6.7%	5.9%	8.4%	43.8%	45.2%	---
Hispanic or Latino																					
Yes	14,269	13,626	8,461	8.2%	5.2%	7.0%	19.4%	19.9%	21.0%	22.6%	25.3%	58.1%	5.3%	5.6%	7.6%	4.8%	5.3%	6.2%	39.6%	38.6%	---
No	194,607	203,778	135,445	6.4%	5.5%	5.9%	15.8%	15.9%	18.5%	20.1%	21.7%	56.8%	7.1%	6.6%	10.3%	6.9%	6.2%	8.5%	43.7%	44.2%	---
Race																					
American Indian/ Alaska Native	8,130	6,151	---	8.7%	4.1%	---	19.0%	21.3%	---	25.1%	25.3%	---	8.7%	6.4%	---	5.3%	5.7%	---	33.2%	37.2%	---
Asian	8,412	8,606	---	6.8%	6.5%	---	22.8%	20.6%	---	19.9%	24.0%	---	4.6%	7.0%	---	4.8%	4.2%	---	41.0%	37.7%	---
Black or African American	32,717	32,870	---	8.5%	6.5%	---	21.1%	21.4%	---	22.3%	22.8%	---	5.4%	4.9%	---	4.8%	5.1%	---	37.8%	39.3%	---
Native Hawaiian/ Pacific Islander	1,472	1,488	---	5.1%	3.5%	---	24.1%	19.9%	---	24.6%	27.8%	---	4.4%	6.7%	---	9.4%	4.2%	---	32.4%	37.8%	---
White	146,245	156,703	---	5.9%	5.3%	---	14.5%	14.5%	---	19.5%	21.3%	---	7.6%	6.9%	---	7.3%	6.5%	---	45.2%	45.4%	---
Two or more races (Not Hispanic/Latino)	6,178	6,191	---	6.5%	5.0%	---	12.2%	13.3%	---	20.2%	23.2%	---	6.4%	5.7%	---	7.1%	8.1%	---	47.5%	44.7%	---
Age Group																					
<30 (25 and under)	8,858	8,794	5,456	7.1%	7.0%	7.0%	17.6%	17.1%	22.1%	15.0%	19.0%	55.3%	6.0%	5.1%	7.7%	6.2%	4.5%	8.0%	48.1%	47.3%	---
(26-29)	2,298	2,477	---	11.1%	5.0%	---	18.9%	19.8%	---	16.3%	20.8%	---	4.1%	4.4%	---	4.8%	3.3%	---	44.7%	46.7%	---
30-39	6,560	6,317	---	5.7%	7.9%	---	17.1%	15.9%	---	14.5%	18.2%	---	6.6%	5.5%	---	6.7%	5.0%	---	49.3%	47.6%	---
40-49	29,384	31,362	20,912	6.3%	5.3%	6.2%	15.7%	14.6%	17.7%	18.8%	21.4%	57.1%	6.8%	6.3%	9.7%	7.9%	6.4%	9.3%	44.5%	46.0%	---
50-59	64,114	70,125	47,015	6.8%	5.2%	6.0%	15.8%	15.7%	17.9%	20.2%	21.0%	56.1%	7.4%	7.1%	11.0%	7.6%	6.8%	9.0%	42.1%	44.2%	---
60+	82,007	87,031	57,853	6.1%	5.6%	5.6%	15.9%	16.7%	19.1%	20.8%	23.1%	57.2%	7.2%	6.4%	10.3%	6.3%	6.1%	7.8%	43.6%	42.2%	---
60+	24,556	20,186	12,863	7.0%	5.3%	6.4%	17.2%	19.1%	20.7%	24.6%	23.8%	59.7%	5.7%	6.3%	7.7%	4.3%	4.0%	5.5%	41.1%	41.5%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(73) How satisfied are you with telework/telecommuting?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,408	147,841	6.5%	5.5%	6.0%	16.1%	16.3%	18.7%	20.3%	21.9%	56.9%	7.0%	6.5%	10.1%	6.7%	6.1%	8.3%	43.3%	43.7%	---
Pay Category																					
Federal Wage System	8,651	9,476	5,504	3.6%	2.9%	3.1%	18.9%	16.8%	21.3%	28.5%	31.2%	65.5%	3.8%	3.9%	5.2%	3.6%	2.6%	4.8%	41.5%	42.6%	---
GS 1-6 or equivalent	10,340	10,815	6,699	7.0%	5.3%	5.0%	17.1%	20.8%	20.8%	22.4%	25.2%	63.8%	6.2%	3.2%	5.7%	2.5%	3.4%	4.7%	44.8%	42.2%	---
GS 7-12 or equivalent	86,208	91,796	58,874	5.4%	4.7%	5.8%	15.6%	15.2%	17.9%	20.8%	22.1%	58.6%	6.0%	5.9%	9.7%	6.6%	5.7%	8.1%	45.5%	46.4%	---
GS 13-15 or equivalent	83,231	91,610	64,034	10.0%	7.8%	7.8%	17.3%	16.8%	19.1%	16.6%	17.9%	48.1%	9.8%	9.8%	13.7%	9.6%	9.4%	11.3%	36.6%	38.3%	---
Senior Executive Service	3,931	4,206	3,314	11.4%	8.6%	9.0%	23.2%	22.8%	21.4%	21.6%	24.6%	53.0%	8.7%	8.1%	10.0%	4.1%	4.0%	6.6%	31.0%	31.9%	---
SL/ST	780	688	490	10.9%	14.4%	4.1%	7.0%	18.0%	20.8%	6.7%	12.8%	58.3%	13.6%	12.7%	12.7%	3.6%	1.8%	4.2%	58.2%	40.2%	---
Other	15,761	8,187	5,200	4.1%	5.9%	4.6%	12.4%	16.0%	17.3%	19.8%	20.9%	58.2%	6.9%	7.4%	11.8%	6.7%	5.2%	8.1%	50.0%	44.6%	---
Time in Federal Government																					
< 1 year	2,253	2,613	1,316	9.2%	6.6%	5.8%	17.0%	18.4%	25.3%	14.2%	16.5%	59.1%	8.4%	3.5%	5.1%	3.2%	3.4%	4.7%	47.9%	51.6%	---
1-3 years	17,928	17,540	12,883	6.4%	5.7%	5.4%	16.6%	16.9%	16.9%	18.9%	21.8%	62.8%	5.9%	5.2%	7.4%	5.4%	4.3%	7.5%	46.8%	46.1%	---
4-5 years	14,599	16,229	8,707	6.1%	5.1%	6.1%	15.8%	14.9%	20.8%	18.5%	21.2%	54.9%	6.7%	6.4%	10.3%	6.5%	6.7%	8.0%	46.4%	45.6%	---
6-10 years	32,657	26,498	13,906	5.6%	4.5%	5.7%	14.7%	15.7%	18.1%	20.2%	20.9%	57.3%	6.9%	6.2%	10.2%	7.0%	6.5%	8.7%	45.6%	46.2%	---
11-20 years	53,230	62,913	44,977	6.4%	5.9%	6.3%	15.7%	16.1%	18.1%	20.1%	21.7%	56.1%	7.5%	7.0%	10.7%	7.3%	6.9%	8.9%	43.0%	42.5%	---
(11 to 14 years)	17,503	---	---	5.5%	---	---	16.4%	---	---	20.3%	---	---	7.6%	---	---	7.8%	---	---	42.4%	---	---
(15 to 20 years)	35,727	---	---	6.9%	---	---	15.3%	---	---	20.0%	---	---	7.5%	---	---	7.0%	---	---	43.3%	---	---
> 20 years	88,273	91,708	62,344	7.1%	5.6%	6.0%	16.8%	16.6%	19.6%	21.7%	23.0%	55.7%	7.0%	6.8%	10.6%	6.9%	5.9%	8.1%	40.5%	42.2%	---
Time w/ Current Agency																					
< 1 year	4,810	5,022	2,815	11.4%	6.3%	6.0%	16.0%	16.9%	25.3%	18.4%	21.0%	55.7%	7.1%	4.0%	6.7%	4.5%	4.3%	6.3%	42.6%	47.5%	---
1-3 years	28,187	28,261	21,622	7.1%	5.7%	5.9%	16.9%	16.4%	17.5%	19.6%	21.5%	60.4%	6.3%	5.7%	8.2%	6.0%	5.4%	8.0%	44.0%	45.2%	---
4-5 years	20,125	22,564	13,226	6.7%	5.4%	5.6%	15.4%	14.7%	20.3%	18.3%	21.5%	54.5%	6.8%	6.9%	10.7%	7.2%	6.5%	8.9%	45.7%	45.1%	---
6-10 years	40,756	35,123	18,819	5.5%	5.0%	5.3%	15.7%	15.8%	17.8%	19.8%	20.8%	56.9%	7.1%	6.4%	11.0%	7.2%	7.0%	9.0%	44.7%	45.0%	---
11-20 years	54,453	64,990	46,170	6.3%	5.7%	6.5%	15.4%	16.1%	18.1%	20.9%	22.3%	56.1%	7.7%	6.9%	10.8%	7.4%	6.7%	8.5%	42.4%	42.3%	---
> 20 years	60,588	61,522	41,483	6.5%	5.4%	5.8%	16.8%	17.3%	19.7%	21.9%	22.9%	56.2%	6.7%	6.7%	10.3%	6.3%	5.4%	7.9%	41.9%	42.4%	---
Leaving																					
No	143,376	150,493	101,403	7.4%	6.3%	6.7%	17.4%	17.8%	20.2%	20.9%	22.6%	57.6%	6.2%	5.6%	9.0%	4.7%	4.3%	6.5%	43.3%	43.4%	---
Yes, to retire	13,491	14,407	9,502	6.8%	5.8%	5.4%	17.4%	17.3%	19.5%	22.5%	22.7%	58.6%	8.0%	7.4%	9.2%	5.5%	7.1%	7.3%	39.9%	39.7%	---
Yes, to other job in Govt	37,419	35,600	22,679	4.3%	3.1%	4.5%	12.3%	11.8%	14.6%	17.9%	20.0%	53.5%	8.7%	8.2%	13.9%	12.6%	10.8%	13.5%	44.1%	46.2%	---
Yes, to other job outside Govt	6,395	7,857	5,067	3.1%	2.9%	3.6%	12.0%	11.0%	10.8%	15.5%	16.8%	53.7%	10.7%	9.7%	15.3%	15.0%	13.8%	16.7%	43.7%	45.8%	---
Yes, other	8,241	9,088	5,478	3.2%	2.4%	3.0%	11.3%	11.5%	15.5%	21.2%	21.8%	58.3%	8.3%	11.6%	10.4%	11.4%	9.5%	12.8%	44.6%	43.3%	---
Retiring																					
Within 1 year	8,332	9,138	6,072	7.1%	6.2%	6.1%	17.6%	16.3%	19.7%	22.5%	21.1%	57.3%	6.2%	7.3%	9.2%	6.3%	7.6%	7.7%	40.3%	41.4%	---
Between 1 and 3 years	24,422	25,216	16,412	6.4%	4.6%	4.7%	15.4%	19.1%	20.2%	22.3%	22.7%	57.8%	7.7%	6.6%	10.0%	5.2%	5.3%	7.2%	43.1%	41.7%	---
Between 3 and 5 years	26,403	28,077	19,271	5.3%	4.2%	5.5%	16.3%	16.2%	18.8%	22.6%	25.6%	58.5%	7.2%	6.6%	9.9%	7.1%	6.3%	7.3%	41.5%	41.1%	---
5 or more years	149,768	154,992	102,370	6.7%	5.8%	6.2%	16.1%	15.8%	18.5%	19.6%	21.3%	56.5%	6.9%	6.5%	10.2%	6.9%	6.1%	8.6%	43.8%	44.5%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(74) How satisfied are you with alternative work schedules?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,422	147,864	17.4%	18.5%	20.3%	29.6%	30.7%	33.6%	17.0%	17.1%	31.2%	6.3%	6.3%	8.4%	6.4%	5.6%	6.5%	23.4%	21.8%	---
Work Location																					
Headquarters	82,918	86,481	51,140	20.0%	21.6%	24.5%	31.6%	32.1%	35.5%	15.5%	15.8%	26.6%	5.8%	5.8%	7.7%	5.8%	4.9%	5.8%	21.2%	19.8%	---
Field	125,991	130,947	93,027	16.0%	17.0%	18.9%	28.5%	30.0%	33.1%	17.7%	17.7%	32.6%	6.6%	6.6%	8.6%	6.7%	5.9%	6.7%	24.4%	22.8%	---
Supervisor Status																					
Non-Supervisor	116,271	118,187	74,540	17.9%	19.1%	21.1%	29.5%	30.7%	33.9%	16.8%	17.0%	30.6%	5.9%	6.0%	7.8%	6.2%	5.5%	6.5%	23.7%	21.7%	---
Team Leader	28,855	31,774	20,109	16.5%	18.0%	18.9%	30.3%	30.5%	33.8%	15.7%	16.9%	31.6%	7.2%	6.9%	9.2%	7.9%	6.2%	6.5%	22.4%	21.5%	---
Supervisor	37,703	39,858	28,510	16.1%	16.4%	17.7%	28.6%	31.8%	32.3%	18.3%	17.0%	33.3%	7.0%	6.8%	10.3%	6.4%	5.6%	6.4%	23.6%	22.5%	---
Manager	21,183	22,461	17,112	16.3%	17.1%	17.7%	29.2%	29.2%	32.1%	18.1%	19.1%	33.6%	6.8%	7.3%	10.7%	5.7%	4.7%	5.9%	23.9%	22.7%	---
Executive	4,882	5,134	3,906	15.2%	18.7%	17.9%	31.2%	28.5%	28.6%	24.9%	18.7%	38.5%	6.2%	6.0%	9.5%	3.2%	4.3%	5.6%	19.3%	23.9%	---
Sex																					
Male	108,688	117,805	81,600	15.8%	16.4%	18.3%	29.6%	31.2%	33.3%	18.0%	18.4%	33.3%	6.4%	6.4%	8.6%	6.6%	5.8%	6.5%	23.6%	21.8%	---
Female	100,248	99,724	62,569	19.4%	21.1%	22.8%	29.5%	29.9%	34.1%	15.6%	15.5%	28.5%	6.1%	6.3%	8.2%	6.2%	5.3%	6.4%	23.2%	21.9%	---
Hispanic or Latino																					
Yes	14,268	13,629	8,464	17.4%	15.1%	18.8%	27.8%	30.3%	35.0%	20.1%	21.9%	33.5%	5.5%	6.1%	7.3%	6.2%	6.6%	5.5%	22.9%	20.1%	---
No	194,610	203,785	135,463	17.3%	18.8%	20.4%	29.7%	30.7%	33.6%	16.7%	16.7%	31.0%	6.4%	6.4%	8.5%	6.4%	5.5%	6.6%	23.4%	22.0%	---
Race																					
American Indian/ Alaska Native	8,130	6,150	---	12.6%	14.0%	---	29.9%	31.5%	---	23.6%	20.5%	---	5.7%	8.6%	---	8.6%	6.3%	---	19.6%	19.1%	---
Asian	8,414	8,610	---	14.9%	16.1%	---	34.2%	34.3%	---	15.1%	19.6%	---	4.4%	5.4%	---	4.6%	3.7%	---	26.8%	21.0%	---
Black or African American	32,718	32,862	---	19.8%	20.8%	---	31.9%	32.8%	---	16.9%	17.1%	---	6.0%	5.2%	---	5.5%	5.1%	---	20.1%	19.1%	---
Native Hawaiian/ Pacific Islander	1,472	1,488	---	15.0%	16.1%	---	29.5%	31.2%	---	23.7%	20.9%	---	4.2%	4.3%	---	6.5%	5.6%	---	21.1%	21.9%	---
White	146,248	156,721	---	17.2%	18.7%	---	28.9%	30.1%	---	16.5%	16.6%	---	6.6%	6.5%	---	6.7%	5.7%	---	24.1%	22.4%	---
Two or more races (Not Hispanic/Latino)	6,178	6,194	---	16.4%	14.4%	---	28.2%	25.7%	---	17.0%	18.3%	---	6.0%	7.5%	---	7.6%	7.1%	---	24.8%	27.1%	---
Age Group																					
<30 (25 and under)	8,858	8,794	5,461	22.8%	23.0%	25.5%	29.8%	28.0%	33.6%	14.3%	17.0%	24.3%	5.8%	7.1%	9.1%	5.7%	4.7%	7.4%	21.7%	20.3%	---
(26-29)	2,298	2,477	---	27.1%	28.5%	---	32.1%	30.6%	---	13.6%	14.3%	---	4.4%	7.4%	---	5.0%	3.8%	---	17.8%	15.5%	---
30-39	6,560	6,317	---	21.3%	20.7%	---	29.0%	26.9%	---	14.5%	18.1%	---	6.3%	6.9%	---	5.9%	5.1%	---	23.0%	22.3%	---
40-49	29,380	31,367	20,913	15.6%	17.1%	20.7%	27.7%	29.0%	32.4%	15.7%	16.6%	30.5%	6.6%	6.6%	8.8%	8.4%	6.6%	7.4%	26.0%	24.0%	---
50-59	64,116	70,124	47,025	17.1%	18.3%	19.9%	29.5%	30.6%	33.3%	16.7%	16.6%	31.5%	6.5%	6.7%	8.6%	7.1%	6.2%	6.7%	23.1%	21.5%	---
60+	82,010	87,039	57,861	17.2%	18.7%	20.2%	30.0%	31.5%	34.1%	17.9%	17.4%	31.3%	6.5%	5.9%	8.3%	5.8%	5.0%	6.1%	22.5%	21.4%	---
60+	24,559	20,188	12,860	17.8%	17.8%	18.2%	30.9%	32.2%	35.1%	18.4%	18.6%	34.9%	4.9%	5.6%	7.1%	4.0%	4.0%	4.7%	24.0%	21.8%	---

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

2008 Federal Human Capital Survey: Report by Demographics

(74) How satisfied are you with alternative work schedules?

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			No Basis to Judge		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,191	221,422	147,864	17.4%	18.5%	20.3%	29.6%	30.7%	33.6%	17.0%	17.1%	31.2%	6.3%	6.3%	8.4%	6.4%	5.6%	6.5%	23.4%	21.8%	---
Pay Category																					
Federal Wage System	8,652	9,477	5,509	10.1%	10.6%	13.2%	30.6%	27.9%	30.0%	23.5%	23.6%	37.5%	7.1%	8.7%	10.7%	6.8%	8.2%	8.5%	22.0%	21.0%	---
GS 1-6 or equivalent	10,340	10,823	6,702	14.1%	14.4%	14.3%	26.4%	27.1%	30.5%	21.2%	22.7%	39.8%	7.6%	5.6%	7.5%	3.9%	5.1%	7.8%	26.8%	25.1%	---
GS 7-12 or equivalent	86,208	91,797	58,886	18.0%	19.2%	21.3%	29.7%	31.2%	34.4%	16.8%	16.5%	30.5%	5.8%	6.0%	8.1%	6.4%	5.1%	5.7%	23.3%	22.1%	---
GS 13-15 or equivalent	83,229	91,612	64,037	21.3%	22.6%	24.0%	32.4%	33.6%	35.5%	13.2%	13.8%	26.5%	5.7%	6.0%	8.0%	6.2%	5.3%	6.0%	21.2%	18.8%	---
Senior Executive Service	3,931	4,205	3,314	16.5%	18.2%	16.2%	30.4%	25.7%	26.7%	18.7%	21.7%	37.2%	7.7%	7.9%	13.9%	3.4%	4.2%	6.0%	23.3%	22.4%	---
SL/ST	780	688	490	8.8%	12.0%	7.7%	18.5%	10.7%	33.8%	27.6%	27.6%	22.8%	3.1%	3.0%	24.7%	10.8%	1.5%	11.0%	31.3%	45.3%	---
Other	15,764	8,187	5,199	13.8%	17.4%	15.4%	24.6%	29.6%	30.2%	17.6%	17.1%	34.6%	8.2%	5.9%	9.6%	9.3%	4.9%	10.2%	26.5%	25.1%	---
Time in Federal Government																					
< 1 year	2,252	2,614	1,316	17.2%	20.9%	19.6%	26.6%	29.5%	33.1%	25.3%	14.7%	38.3%	3.9%	3.9%	4.7%	3.3%	2.4%	4.3%	23.7%	28.6%	---
1-3 years	17,928	17,544	12,886	16.9%	18.5%	19.1%	30.5%	27.8%	28.1%	17.2%	18.2%	33.9%	5.3%	6.5%	9.5%	6.1%	5.3%	9.4%	24.0%	23.7%	---
4-5 years	14,599	16,233	8,710	15.2%	15.4%	17.7%	26.7%	26.7%	33.9%	16.4%	17.1%	31.5%	7.1%	8.6%	9.6%	7.5%	7.4%	7.3%	27.1%	24.8%	---
6-10 years	32,656	26,506	13,912	14.7%	15.8%	16.5%	27.6%	28.9%	32.9%	16.8%	17.5%	35.2%	7.0%	6.1%	8.4%	8.0%	6.6%	7.0%	25.9%	25.1%	---
11-20 years	53,233	62,910	44,980	17.0%	18.0%	19.6%	28.7%	31.4%	34.7%	17.4%	16.5%	30.9%	6.4%	6.3%	8.4%	7.0%	6.1%	6.4%	23.5%	21.7%	---
(11 to 14 years)	17,505	---	---	15.0%	---	---	29.1%	---	---	17.3%	---	---	6.8%	---	---	7.7%	---	---	24.0%	---	---
(15 to 20 years)	35,728	---	---	18.0%	---	---	28.5%	---	---	17.5%	---	---	6.1%	---	---	6.5%	---	---	23.2%	---	---
> 20 years	88,277	91,707	62,351	19.5%	20.5%	22.9%	31.6%	32.7%	35.0%	16.5%	17.1%	29.1%	6.2%	5.9%	7.8%	5.3%	4.6%	5.2%	21.0%	19.2%	---
Time w/ Current Agency																					
< 1 year	4,809	5,024	2,815	22.2%	20.9%	19.9%	25.3%	29.4%	35.1%	22.1%	15.2%	31.1%	4.4%	4.6%	7.7%	4.0%	4.4%	6.2%	21.9%	25.5%	---
1-3 years	28,186	28,262	21,627	18.3%	18.3%	19.9%	30.0%	28.6%	28.5%	16.6%	18.5%	33.3%	5.6%	6.3%	9.4%	6.1%	5.6%	8.8%	23.4%	22.8%	---
4-5 years	20,125	22,567	13,234	15.2%	16.3%	17.7%	27.3%	27.3%	34.5%	16.1%	17.3%	31.1%	7.2%	8.2%	9.9%	7.6%	7.2%	6.8%	26.6%	23.7%	---
6-10 years	40,756	35,124	18,821	15.1%	17.7%	18.1%	28.8%	29.7%	33.3%	16.1%	16.4%	33.6%	6.8%	6.3%	8.0%	8.0%	6.3%	6.9%	25.3%	23.5%	---
11-20 years	54,456	64,991	46,175	17.5%	18.4%	20.5%	29.0%	31.6%	35.5%	17.9%	16.7%	30.0%	6.4%	6.3%	8.1%	6.3%	5.7%	5.9%	23.1%	21.3%	---
> 20 years	60,591	61,525	41,485	18.7%	19.9%	22.4%	31.9%	33.2%	35.2%	16.7%	17.2%	29.8%	6.2%	5.8%	7.7%	5.4%	4.3%	5.0%	21.1%	19.6%	---
Leaving																					
No	143,377	150,494	101,417	18.8%	20.2%	22.1%	30.6%	31.7%	34.7%	17.1%	17.1%	31.2%	5.7%	5.6%	7.4%	4.6%	4.0%	4.6%	23.3%	21.5%	---
Yes, to retire	13,493	14,412	9,504	19.1%	19.0%	19.3%	31.3%	32.2%	33.0%	17.6%	17.7%	34.8%	6.4%	5.7%	8.2%	4.9%	5.2%	4.8%	20.6%	20.2%	---
Yes, to other job in Govt	37,420	35,604	22,686	13.9%	14.5%	16.4%	27.3%	28.4%	31.6%	16.1%	16.7%	29.7%	7.8%	8.3%	11.6%	10.6%	9.6%	10.6%	24.3%	22.5%	---
Yes, to other job outside Govt	6,395	7,860	5,067	10.8%	10.9%	12.9%	24.8%	24.3%	29.6%	15.3%	16.9%	27.0%	11.4%	8.4%	12.3%	12.9%	13.6%	18.1%	24.9%	25.8%	---
Yes, other	8,241	9,086	5,479	10.4%	11.4%	13.1%	23.4%	26.1%	28.4%	18.4%	18.0%	35.9%	7.4%	9.6%	9.9%	16.4%	10.2%	12.7%	24.0%	24.6%	---
Retiring																					
Within 1 year	8,332	9,143	6,073	19.4%	20.0%	19.3%	30.4%	31.9%	35.8%	17.1%	16.6%	31.8%	6.1%	5.8%	6.7%	6.0%	5.9%	6.3%	21.0%	19.9%	---
Between 1 and 3 years	24,426	25,218	16,412	17.3%	17.7%	18.5%	30.0%	32.7%	34.4%	19.1%	18.5%	33.5%	6.4%	6.1%	8.8%	5.0%	4.2%	4.9%	22.2%	20.8%	---
Between 3 and 5 years	26,402	28,074	19,271	16.9%	17.5%	21.0%	31.0%	32.2%	33.8%	16.5%	18.5%	31.4%	6.1%	6.7%	8.4%	7.1%	5.1%	5.3%	22.4%	20.0%	---
5 or more years	149,771	155,004	102,390	17.3%	18.7%	20.4%	29.2%	30.1%	33.5%	16.7%	16.7%	30.8%	6.3%	6.3%	8.4%	6.6%	5.8%	6.8%	23.8%	22.4%	---

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



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