

2014

# Federal Employee Viewpoint Survey Results

Employees Influencing Change

Report on Demographic Questions by Agency  
(Unweighted Data)

United States Office of Personnel Management

[OPM.GOV/FEVS](http://OPM.GOV/FEVS)

#FEVS

**2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY:  
REPORT ON DEMOGRAPHIC QUESTIONS BY AGENCY  
(Unweighted data)**

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## 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies which contribute to their organization's success. The survey provides general indicators of how well the Federal Government manages personnel. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are now offered to help managers at lower levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

### Survey Items

The 98-item survey includes 84 items that measure Federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics. New to the 2014 FEVS is a demographic item asking respondents their highest level of education attained.

### Survey Sample

The 2014 survey was directed at full-time and part-time, permanent, non-seasonal employees. A total of 82 agencies participated in the survey effort, consisting of 37 Departments/large agencies and 45 small/independent agencies. The sampling frame was based on lists of employees from all agencies participating in the survey.

### Data Collection

#### How many employees participated?

Of the 839,788 employees who received the FEVS, 392,752 completed the survey for a governmentwide response rate of 46.8 percent.

#### When were employees surveyed?

The survey was administered in two waves, with approximate 6 week administration periods: April 29 - June 6 and May 6 - June 13, 2014.

#### How was the survey administered?

The survey was a self-administered Web survey.

## Data Weighting

Data collected from the 2014 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted item response data could produce biased estimates of population statistics. The weights developed for the 2014 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

## Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree) and a neutral category (Neither Agree nor Disagree). We conducted unweighted analyses on all demographic items for the participating agencies. More detailed survey statistics are available in the other published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: [www.opm.gov/FEVS](http://www.opm.gov/FEVS).

## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
Agency	Year	Number of Respondents														
All Responses	2014	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
	'12	687,687	36.2%	63.8%	65.5%	14.3%	13.0%	6.2%	1.0%	6.3%	6.0%	47.6%	32.1%	0.7%	0.2%	7.1%
BBG	2014	1,051	94.4%	5.6%	60.8%	13.4%	16.6%	7.4%	1.8%	3.4%	0.6%	45.8%	48.2%	1.1%	0.0%	0.9%
	'13	1,156	93.9%	6.1%	57.6%	14.5%	18.8%	7.5%	1.6%	3.8%	0.9%	46.3%	46.7%	1.1%	0.1%	1.1%
	'12	829	93.9%	6.1%	58.8%	14.0%	17.7%	8.1%	1.4%	4.1%	1.0%	40.6%	51.3%	1.4%	0.0%	1.5%
CSOSA	2014	722	43.3%	56.7%	72.8%	7.1%	14.1%	3.8%	2.2%	0.4%	1.3%	64.3%	29.5%	1.3%	0.0%	3.1%
	'13	714	45.6%	54.4%	72.7%	6.3%	14.7%	5.0%	1.2%	0.1%	1.5%	65.2%	29.6%	1.0%	0.0%	2.5%
	'12	569	49.0%	51.0%	73.8%	7.4%	13.1%	4.8%	1.0%	0.4%	1.5%	68.3%	27.1%	0.6%	0.0%	2.1%
DHS	2014	42,798	25.8%	74.2%	62.8%	13.2%	14.9%	7.6%	1.6%	3.5%	1.9%	39.2%	42.3%	1.1%	0.1%	11.9%
	'13	39,090	27.1%	72.9%	63.4%	13.6%	14.4%	7.2%	1.4%	4.1%	2.5%	36.7%	40.5%	1.1%	0.2%	15.0%
	'12	82,218	18.8%	81.2%	63.7%	14.2%	14.3%	6.9%	0.9%	4.9%	2.9%	38.3%	31.6%	0.6%	0.1%	21.6%
DOC	2014	9,892	65.5%	34.5%	64.7%	13.1%	13.8%	5.8%	2.6%	1.4%	6.7%	31.2%	49.6%	2.8%	1.1%	7.1%
	'13	9,447	68.6%	31.4%	65.0%	12.6%	13.8%	5.5%	3.1%	1.4%	7.0%	34.1%	47.7%	2.7%	0.8%	6.3%
	'12	19,872	62.0%	38.0%	68.8%	12.7%	12.2%	4.6%	1.6%	1.7%	3.2%	35.8%	51.5%	1.3%	0.6%	6.0%
DOE	2014	6,515	43.9%	56.1%	68.1%	13.5%	11.8%	4.3%	2.2%	4.2%	0.6%	22.5%	60.4%	3.1%	0.6%	8.7%
	'13	6,707	45.6%	54.4%	68.9%	13.3%	10.8%	3.5%	3.5%	4.1%	0.7%	23.6%	59.4%	3.1%	0.8%	8.3%
	'12	6,467	45.2%	54.8%	69.6%	13.8%	9.8%	3.2%	3.7%	3.5%	0.7%	24.1%	58.8%	3.3%	0.7%	8.8%
DOI	2014	18,384	34.0%	66.0%	56.5%	15.9%	17.4%	9.1%	1.1%	4.6%	6.2%	60.2%	26.4%	0.6%	0.1%	1.8%
	'13	18,396	35.6%	64.4%	56.9%	16.2%	16.6%	9.4%	0.8%	5.0%	6.8%	59.4%	26.1%	0.7%	0.1%	1.9%
	'12	27,287	36.4%	63.6%	57.6%	15.7%	16.7%	9.2%	0.7%	5.1%	7.1%	59.3%	26.2%	0.5%	0.1%	1.6%
DOJ	2014	17,213	32.4%	67.6%	66.0%	11.9%	14.7%	5.3%	2.2%	3.1%	2.2%	43.1%	45.9%	1.7%	0.4%	3.5%
	'13	17,004	31.3%	68.7%	68.3%	10.9%	13.8%	5.0%	2.0%	3.6%	2.0%	44.9%	45.2%	1.8%	0.2%	2.2%
	'12	35,023	31.2%	68.8%	70.6%	11.0%	12.7%	4.4%	1.2%	4.2%	3.3%	53.4%	34.8%	0.8%	0.4%	3.1%
DOL	2014	10,953	37.1%	62.9%	70.9%	8.6%	13.1%	5.7%	1.6%	0.1%	4.3%	53.6%	40.3%	1.2%	0.1%	0.4%
	'13	5,205	41.7%	58.3%	72.4%	9.1%	11.4%	5.4%	1.7%	0.0%	5.4%	54.7%	37.8%	1.3%	0.2%	0.5%
	'12	7,653	36.4%	63.6%	74.3%	8.4%	10.9%	5.3%	1.1%	0.2%	5.8%	56.3%	36.3%	0.8%	0.1%	0.5%
DOT	2014	11,673	34.4%	65.6%	68.1%	11.6%	11.5%	6.4%	2.3%	3.8%	1.6%	18.4%	54.6%	2.4%	0.3%	19.0%
	'13	23,204	26.1%	73.9%	67.6%	11.6%	12.5%	6.9%	1.4%	5.1%	1.7%	19.9%	47.1%	1.3%	0.3%	24.6%
	'12	25,892	26.4%	73.6%	67.9%	11.4%	12.5%	6.8%	1.4%	5.0%	1.6%	20.0%	45.7%	1.2%	0.3%	26.2%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
Agency	Year	Number of Respondents														
All Responses	2014	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
	'12	687,687	36.2%	63.8%	65.5%	14.3%	13.0%	6.2%	1.0%	6.3%	6.0%	47.6%	32.1%	0.7%	0.2%	7.1%
Educ	2014	2,415	68.0%	32.0%	71.4%	10.0%	11.2%	5.0%	2.4%	0.1%	0.7%	28.1%	65.3%	2.3%	0.5%	3.0%
	'13	2,658	70.1%	29.9%	71.5%	10.5%	10.6%	4.9%	2.5%	0.2%	0.6%	29.5%	63.8%	2.0%	0.3%	3.5%
	'12	2,677	69.9%	30.1%	71.8%	9.4%	11.3%	5.1%	2.4%	0.2%	0.9%	30.2%	62.2%	2.0%	0.5%	4.0%
EEOC	2014	1,129	21.0%	79.0%	73.3%	6.8%	11.8%	5.7%	2.4%	0.1%	9.5%	44.9%	43.8%	1.5%	0.0%	0.2%
	'13	1,180	20.6%	79.4%	74.5%	6.8%	11.1%	5.4%	2.1%	0.0%	10.1%	45.4%	42.4%	1.8%	0.0%	0.4%
	'12	1,263	19.0%	81.0%	78.3%	5.5%	10.1%	5.0%	1.2%	0.1%	12.4%	47.4%	38.8%	1.2%	0.0%	0.2%
EPA	2014	3,863	39.2%	60.8%	71.3%	10.8%	9.5%	4.3%	4.0%	0.0%	0.4%	19.0%	76.5%	3.7%	0.2%	0.2%
	'13	3,924	34.1%	65.9%	72.4%	11.0%	8.9%	3.8%	3.9%	0.1%	0.7%	22.6%	72.8%	3.5%	0.1%	0.2%
	'12	8,847	36.6%	63.4%	74.7%	11.1%	8.4%	3.7%	2.1%	0.1%	0.9%	24.9%	71.9%	1.8%	0.2%	0.2%
FCC	2014	702	83.7%	16.3%	65.4%	14.1%	12.2%	6.8%	1.5%	0.0%	0.4%	16.5%	80.5%	1.8%	0.7%	0.0%
	'13	814	85.5%	14.5%	60.4%	14.0%	13.7%	8.8%	3.1%	0.3%	0.8%	16.7%	78.7%	2.8%	0.4%	0.4%
	'12	725	81.9%	18.1%	63.4%	13.4%	12.8%	7.3%	3.1%	0.0%	0.9%	15.0%	80.5%	2.8%	0.7%	0.1%
FERC	2014	896	86.5%	13.5%	61.2%	20.0%	10.5%	4.8%	3.4%	0.1%	0.2%	20.8%	72.8%	3.8%	1.4%	0.9%
	'13	893	87.5%	12.5%	62.2%	19.5%	9.0%	3.9%	5.3%	0.0%	0.5%	19.8%	73.1%	4.2%	1.3%	1.2%
	'12	748	85.5%	14.5%	62.9%	20.0%	9.8%	3.0%	4.3%	0.0%	0.3%	20.8%	73.5%	3.3%	1.2%	0.8%
FTC	2014	518	73.6%	26.4%	44.5%	38.7%	8.3%	4.7%	3.8%	0.0%	0.6%	18.2%	75.7%	4.9%	0.0%	0.6%
	'13	565	75.2%	24.8%	52.5%	31.7%	8.7%	3.1%	4.0%	0.0%	0.2%	19.4%	76.4%	3.7%	0.2%	0.2%
	'12	541	75.2%	24.8%	48.4%	33.5%	9.3%	3.4%	5.3%	0.0%	0.8%	22.9%	71.2%	5.0%	0.2%	0.0%
GSA	2014	8,567	43.6%	56.4%	67.8%	10.3%	13.4%	7.0%	1.6%	1.0%	1.3%	45.3%	51.3%	0.8%	0.0%	0.3%
	'13	8,429	43.7%	56.3%	68.8%	10.3%	12.6%	7.4%	0.9%	0.8%	1.8%	46.7%	49.6%	0.8%	0.0%	0.3%
	'12	6,592	42.9%	57.1%	68.9%	11.2%	12.1%	6.9%	0.9%	1.2%	1.5%	47.3%	49.0%	0.7%	0.0%	0.2%
HHS	2014	32,806	61.6%	38.4%	67.0%	13.9%	12.3%	5.0%	1.8%	1.3%	4.8%	31.2%	55.1%	0.9%	0.8%	5.9%
	'13	32,329	59.0%	41.0%	67.9%	13.7%	11.8%	5.2%	1.3%	1.3%	5.7%	33.1%	55.1%	0.9%	0.3%	3.6%
	'12	29,146	59.4%	40.6%	68.8%	13.8%	11.5%	4.6%	1.3%	1.3%	6.3%	35.2%	55.5%	0.8%	0.3%	0.7%
HUD	2014	3,890	33.8%	66.2%	72.4%	8.5%	10.6%	6.9%	1.5%	0.1%	0.4%	36.4%	61.9%	1.1%	0.0%	0.2%
	'13	3,741	31.6%	68.4%	71.9%	7.7%	11.0%	8.0%	1.4%	0.1%	0.7%	37.5%	60.3%	1.2%	0.0%	0.1%
	'12	4,741	33.9%	66.1%	72.0%	7.9%	11.4%	7.4%	1.3%	0.1%	0.9%	40.0%	57.7%	1.0%	0.0%	0.3%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
Agency	Year	Number of Respondents														
<b>All Responses</b>	<b>2014</b>	<b>392,752</b>	<b>39.1%</b>	<b>60.9%</b>	<b>65.5%</b>	<b>13.5%</b>	<b>13.2%</b>	<b>5.9%</b>	<b>1.9%</b>	<b>3.4%</b>	<b>6.0%</b>	<b>43.2%</b>	<b>39.4%</b>	<b>1.3%</b>	<b>0.4%</b>	<b>6.3%</b>
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
	'12	687,687	36.2%	63.8%	65.5%	14.3%	13.0%	6.2%	1.0%	6.3%	6.0%	47.6%	32.1%	0.7%	0.2%	7.1%
<b>NARA</b>	<b>2014</b>	<b>1,686</b>	<b>45.0%</b>	<b>55.0%</b>	<b>66.7%</b>	<b>15.4%</b>	<b>11.6%</b>	<b>5.3%</b>	<b>1.1%</b>	<b>0.3%</b>	<b>25.6%</b>	<b>44.5%</b>	<b>27.9%</b>	<b>1.0%</b>	<b>0.1%</b>	<b>0.7%</b>
	'13	1,617	45.3%	54.7%	66.1%	15.1%	12.0%	5.6%	1.1%	0.5%	24.2%	46.1%	27.5%	0.8%	0.3%	0.6%
	'12	2,085	46.1%	53.9%	66.7%	16.1%	11.1%	5.3%	0.9%	0.7%	28.2%	45.1%	24.8%	0.8%	0.1%	0.4%
<b>NASA</b>	<b>2014</b>	<b>9,430</b>	<b>9.3%</b>	<b>90.7%</b>	<b>55.2%</b>	<b>27.0%</b>	<b>10.6%</b>	<b>4.1%</b>	<b>3.1%</b>	<b>0.0%</b>	<b>0.6%</b>	<b>15.8%</b>	<b>79.6%</b>	<b>3.1%</b>	<b>0.7%</b>	<b>0.1%</b>
	'13	9,985	8.7%	91.3%	56.1%	27.3%	9.9%	3.6%	3.1%	0.1%	0.6%	16.4%	79.4%	2.7%	0.7%	0.1%
	'12	9,296	9.4%	90.6%	56.2%	27.0%	9.6%	4.1%	3.2%	0.0%	0.5%	17.5%	78.3%	2.8%	0.7%	0.2%
<b>NCUA</b>	<b>2014</b>	<b>809</b>	<b>25.9%</b>	<b>74.1%</b>	<b>72.2%</b>	<b>12.2%</b>	<b>10.3%</b>	<b>1.4%</b>	<b>3.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>42.4%</b>	<b>30.9%</b>	<b>3.6%</b>	<b>0.1%</b>	<b>20.7%</b>
	'13	799	27.9%	72.1%	70.9%	12.7%	10.9%	1.2%	4.3%	0.7%	0.9%	41.7%	32.0%	3.8%	0.3%	20.6%
	'12	724	26.1%	73.9%	73.6%	10.3%	11.4%	1.1%	3.6%	0.9%	0.7%	43.7%	27.3%	3.4%	0.1%	23.9%
<b>NLRB</b>	<b>2014</b>	<b>696</b>	<b>35.0%</b>	<b>65.0%</b>	<b>68.5%</b>	<b>4.7%</b>	<b>14.8%</b>	<b>8.6%</b>	<b>3.3%</b>	<b>0.5%</b>	<b>8.1%</b>	<b>24.0%</b>	<b>61.8%</b>	<b>4.1%</b>	<b>0.0%</b>	<b>1.5%</b>
	'13	726	30.2%	69.8%	69.4%	3.6%	13.9%	9.1%	4.0%	0.4%	9.4%	26.4%	58.8%	4.2%	0.0%	0.7%
	'12	787	30.5%	69.5%	72.1%	4.2%	12.8%	7.3%	3.6%	0.3%	10.4%	26.9%	57.9%	3.4%	0.0%	1.2%
<b>NRC</b>	<b>2014</b>	<b>2,467</b>	<b>71.0%</b>	<b>29.0%</b>	<b>74.9%</b>	<b>7.1%</b>	<b>11.7%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>0.0%</b>	<b>1.1%</b>	<b>10.4%</b>	<b>80.3%</b>	<b>4.6%</b>	<b>1.6%</b>	<b>1.9%</b>
	'13	2,509	69.9%	30.1%	76.1%	7.0%	10.2%	1.9%	4.8%	0.0%	1.5%	11.4%	79.2%	4.7%	1.6%	1.6%
	'12	2,709	71.6%	28.4%	75.1%	7.0%	11.0%	2.0%	4.9%	0.1%	1.8%	13.6%	76.5%	4.8%	1.7%	1.6%
<b>NSF</b>	<b>2014</b>	<b>917</b>	<b>98.2%</b>	<b>1.8%</b>	<b>62.5%</b>	<b>19.6%</b>	<b>10.5%</b>	<b>3.2%</b>	<b>4.1%</b>	<b>0.5%</b>	<b>2.0%</b>	<b>26.8%</b>	<b>39.1%</b>	<b>6.7%</b>	<b>5.7%</b>	<b>19.4%</b>
	'13	888	98.1%	1.9%	61.4%	18.7%	10.5%	2.8%	6.5%	0.9%	0.7%	25.8%	41.4%	6.9%	6.4%	17.9%
	'12	789	98.4%	1.6%	60.2%	20.0%	10.9%	2.4%	6.5%	0.5%	0.8%	27.3%	38.6%	7.2%	6.4%	19.2%
<b>OMB</b>	<b>2014</b>	<b>304</b>	<b>100.0%</b>	<b>0.0%</b>	<b>68.8%</b>	<b>12.2%</b>	<b>12.9%</b>	<b>2.7%</b>	<b>3.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>10.9%</b>	<b>73.5%</b>	<b>15.6%</b>	<b>0.0%</b>	<b>0.0%</b>
	'13	314	99.7%	0.3%	72.3%	10.6%	9.2%	1.0%	6.9%	0.0%	0.0%	18.8%	67.1%	13.4%	0.7%	0.0%
	'12	342	100.0%	0.0%	74.4%	10.5%	7.5%	0.9%	6.6%	0.0%	0.0%	21.5%	64.8%	12.7%	0.6%	0.3%
<b>OPM</b>	<b>2014</b>	<b>3,596</b>	<b>38.1%</b>	<b>61.9%</b>	<b>81.7%</b>	<b>6.7%</b>	<b>8.1%</b>	<b>2.3%</b>	<b>1.2%</b>	<b>0.1%</b>	<b>4.6%</b>	<b>62.0%</b>	<b>32.0%</b>	<b>0.9%</b>	<b>0.1%</b>	<b>0.3%</b>
	'13	2,929	41.6%	58.4%	80.1%	7.6%	8.4%	2.5%	1.5%	0.1%	6.2%	58.6%	33.4%	1.5%	0.0%	0.1%
	'12	3,140	39.7%	60.3%	80.3%	7.1%	8.3%	2.9%	1.4%	0.1%	5.3%	59.9%	33.0%	1.3%	0.1%	0.3%
<b>PBGC</b>	<b>2014</b>	<b>481</b>	<b>99.3%</b>	<b>0.7%</b>	<b>67.9%</b>	<b>9.8%</b>	<b>12.0%</b>	<b>5.7%</b>	<b>4.6%</b>	<b>0.0%</b>	<b>0.4%</b>	<b>26.7%</b>	<b>67.8%</b>	<b>0.0%</b>	<b>4.9%</b>	<b>0.2%</b>
	'13	401	99.2%	0.8%	66.3%	11.3%	10.8%	7.0%	4.6%	0.0%	0.6%	24.1%	70.4%	0.0%	4.4%	0.6%
	'12	579	99.5%	0.5%	72.6%	8.8%	10.0%	5.8%	2.7%	0.0%	0.6%	27.3%	67.6%	0.0%	3.9%	0.7%

## Report on Demographic Questions by Agency (Unweighted)

			Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
Agency	Year	Number of Respondents														
All Responses	2014	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
	'12	687,687	36.2%	63.8%	65.5%	14.3%	13.0%	6.2%	1.0%	6.3%	6.0%	47.6%	32.1%	0.7%	0.2%	7.1%
RRB	2014	526	75.6%	24.4%	73.1%	9.5%	9.9%	5.2%	2.3%	0.0%	5.8%	69.0%	24.0%	1.0%	0.2%	0.0%
	'13	610	70.6%	29.4%	69.7%	11.6%	11.5%	5.6%	1.5%	0.2%	7.3%	67.7%	23.7%	1.0%	0.0%	0.2%
	'12	590	73.1%	26.9%	73.3%	10.5%	9.6%	5.1%	1.4%	0.2%	3.9%	71.5%	23.4%	0.9%	0.0%	0.2%
SBA	2014	1,395	31.0%	69.0%	70.1%	9.1%	10.8%	7.4%	2.6%	0.0%	2.4%	48.0%	47.3%	1.7%	0.1%	0.5%
	'13	1,511	32.2%	67.8%	68.0%	10.7%	10.3%	9.2%	1.9%	0.0%	3.2%	43.3%	51.5%	1.8%	0.1%	0.1%
	'12	1,401	32.8%	67.2%	66.7%	11.6%	9.8%	9.2%	2.7%	0.0%	2.1%	45.1%	50.1%	2.1%	0.1%	0.4%
SEC	2014	2,472	56.9%	43.1%	69.6%	12.8%	10.1%	4.7%	2.8%	0.8%	0.7%	9.1%	43.2%	2.8%	0.9%	42.4%
	'13	2,422	56.9%	43.1%	69.2%	12.9%	9.9%	5.1%	3.0%	1.0%	0.7%	9.5%	45.4%	3.0%	0.7%	39.7%
	'12	2,492	57.1%	42.9%	67.8%	14.1%	10.9%	4.2%	3.1%	0.7%	0.9%	9.7%	44.9%	2.8%	1.1%	40.0%
SSA	2014	9,540	30.0%	70.0%	74.4%	9.0%	8.7%	6.1%	1.7%	0.3%	2.4%	64.8%	29.0%	1.3%	0.2%	2.0%
	'13	8,345	25.2%	74.8%	74.8%	9.1%	8.0%	6.5%	1.7%	0.2%	3.5%	72.9%	20.5%	1.2%	0.2%	1.6%
	'12	41,409	24.6%	75.4%	77.2%	8.6%	7.3%	5.9%	0.9%	0.3%	4.6%	75.2%	17.9%	0.4%	0.1%	1.5%
State	2014	3,776	49.1%	50.9%	42.6%	12.5%	20.9%	15.3%	8.8%	1.2%	0.8%	22.8%	36.3%	9.8%	0.9%	28.3%
	'13	2,551	50.6%	49.4%	45.4%	13.7%	20.5%	15.4%	5.0%	1.3%	1.1%	24.0%	38.2%	4.4%	0.3%	30.8%
	'12	10,379	40.1%	59.9%	44.3%	13.5%	20.9%	16.7%	4.5%	1.6%	1.5%	28.1%	36.2%	3.6%	0.3%	28.8%
Treas	2014	51,038	30.2%	69.8%	74.1%	9.5%	10.8%	4.0%	1.5%	1.9%	7.5%	44.9%	35.7%	0.7%	0.3%	9.0%
	'13	50,010	31.3%	68.7%	73.9%	9.6%	11.1%	4.6%	0.9%	2.1%	8.1%	45.0%	34.1%	0.7%	0.3%	9.7%
	'12	54,890	31.2%	68.8%	74.7%	9.7%	10.3%	4.3%	0.9%	1.8%	8.7%	47.4%	32.3%	0.7%	0.3%	8.6%
USAID	2014	2,045	64.1%	35.9%	44.2%	14.7%	20.9%	13.9%	6.2%	1.1%	0.5%	13.9%	51.3%	4.2%	0.5%	28.3%
	'13	2,266	58.4%	41.6%	45.3%	13.7%	21.5%	13.5%	6.0%	1.5%	0.6%	15.0%	45.9%	4.5%	0.3%	32.2%
	'12	2,229	58.8%	41.2%	49.1%	12.6%	18.9%	12.1%	7.4%	0.9%	1.0%	16.2%	45.6%	5.0%	0.5%	30.8%
USDA	2014	20,162	32.6%	67.4%	59.4%	12.2%	19.8%	6.9%	1.8%	1.2%	4.9%	65.5%	26.4%	1.4%	0.2%	0.4%
	'13	13,256	30.8%	69.2%	60.9%	11.5%	19.2%	6.8%	1.6%	1.0%	5.6%	64.7%	25.1%	1.4%	0.1%	2.1%
	'12	42,569	27.1%	72.9%	60.0%	11.9%	20.0%	7.4%	0.6%	1.2%	6.5%	70.2%	19.8%	0.5%	0.1%	1.7%
VA	2014	27,639	40.4%	59.6%	70.5%	14.4%	9.2%	4.3%	1.6%	6.1%	20.2%	40.8%	19.4%	0.8%	1.0%	11.8%
	'13	29,893	41.1%	58.9%	70.3%	14.7%	9.3%	4.6%	1.1%	6.1%	20.7%	41.8%	17.9%	0.8%	1.0%	11.6%
	'12	13,303	38.1%	61.9%	66.6%	15.5%	11.0%	5.6%	1.3%	7.2%	20.8%	39.9%	17.7%	1.0%	1.0%	12.4%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Work Location		Supervisory Status					Pay Category						
			HQ	Field	NonSupv	Team Leader	Supv	Mgr	Senior Leader	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
All Responses	2014	392,752	39.1%	60.9%	65.5%	13.5%	13.2%	5.9%	1.9%	3.4%	6.0%	43.2%	39.4%	1.3%	0.4%	6.3%
	'13	376,577	39.3%	60.7%	66.2%	13.5%	12.7%	6.1%	1.5%	3.8%	6.4%	41.6%	39.0%	1.3%	0.4%	7.6%
	'12	687,687	36.2%	63.8%	65.5%	14.3%	13.0%	6.2%	1.0%	6.3%	6.0%	47.6%	32.1%	0.7%	0.2%	7.1%
DOD	2014	75,025	40.5%	59.5%	60.8%	17.4%	14.1%	6.1%	1.6%	7.8%	8.8%	52.7%	27.6%	0.6%	0.1%	2.4%
	'13	65,007	43.7%	56.3%	61.3%	17.4%	13.5%	6.9%	0.8%	8.9%	8.6%	50.6%	28.0%	0.7%	0.1%	3.1%
	'12	232,462	41.7%	58.3%	61.8%	18.2%	13.2%	6.4%	0.4%	13.4%	7.9%	50.8%	24.4%	0.2%	0.1%	3.2%
USACE	2014	2,433	42.8%	57.2%	63.2%	18.9%	11.4%	4.9%	1.7%	7.2%	3.8%	54.4%	31.1%	0.7%	0.0%	2.8%
	'13	2,222	41.9%	58.1%	62.5%	19.8%	12.2%	4.9%	0.5%	7.1%	4.5%	52.6%	32.5%	0.5%	0.0%	2.8%
	'12	10,560	39.4%	60.6%	64.0%	18.5%	11.9%	5.3%	0.2%	7.5%	5.2%	57.4%	27.3%	0.1%	0.0%	2.4%
Air Force	2014	19,168	28.1%	71.9%	58.9%	17.1%	14.9%	7.8%	1.3%	12.7%	8.0%	57.5%	20.2%	0.3%	0.1%	1.3%
	'13	12,129	34.1%	65.9%	61.4%	16.4%	13.7%	7.7%	0.8%	14.6%	6.4%	53.2%	23.5%	0.5%	0.1%	1.7%
	'12	61,907	30.4%	69.6%	61.2%	17.6%	13.5%	7.3%	0.4%	23.1%	6.8%	50.2%	17.9%	0.1%	0.1%	1.7%
Army‡	2014	19,981	54.8%	45.2%	63.3%	16.6%	13.5%	4.9%	1.6%	7.5%	10.9%	52.9%	26.0%	0.5%	0.1%	2.2%
	'13	19,908	55.6%	44.4%	63.1%	16.7%	13.4%	6.3%	0.6%	7.5%	9.8%	53.4%	26.1%	0.4%	0.1%	2.7%
	'12	67,388	55.5%	44.5%	62.8%	17.6%	13.4%	5.7%	0.4%	11.5%	10.4%	52.4%	23.0%	0.1%	0.1%	2.6%
Navy‡	2014	17,745	42.4%	57.6%	56.9%	21.5%	13.7%	5.9%	1.9%	6.2%	8.3%	48.4%	31.7%	0.6%	0.3%	4.5%
	'13	17,426	43.3%	56.7%	58.1%	20.8%	13.4%	6.9%	0.8%	9.4%	7.5%	47.3%	29.4%	0.6%	0.3%	5.4%
	'12	60,361	41.4%	58.6%	59.5%	20.9%	12.6%	6.5%	0.4%	10.6%	7.4%	47.2%	28.4%	0.2%	0.3%	6.0%
Marine Corps	2014	1,716	55.9%	44.1%	53.6%	19.3%	18.3%	7.1%	1.6%	6.8%	5.8%	55.6%	28.9%	0.4%	0.0%	2.6%
	'13	2,092	56.6%	43.4%	54.9%	19.0%	17.0%	8.7%	0.5%	8.6%	6.2%	56.1%	25.8%	0.3%	0.0%	3.0%
	'12	7,243	52.9%	47.1%	53.4%	20.2%	17.4%	8.7%	0.3%	11.1%	8.3%	53.9%	23.3%	0.1%	0.0%	3.2%
DOD 4th Estate	2014	13,982	32.8%	67.2%	65.1%	13.1%	14.3%	5.8%	1.7%	3.8%	8.8%	50.8%	34.0%	1.2%	0.0%	1.4%
	'13	11,230	32.1%	67.9%	64.2%	13.9%	13.0%	7.3%	1.6%	5.0%	11.8%	46.5%	33.5%	1.5%	0.1%	1.6%
	'12	25,003	31.4%	68.6%	68.0%	13.6%	12.4%	5.3%	0.7%	4.9%	5.8%	53.2%	33.3%	0.5%	0.1%	2.2%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2014	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
	'12	687,687	69.1%	6.1%	17.2%	3.2%	4.4%	3.7%	9.7%	10.2%	76.4%	1.5%	4.5%	17.2%	28.9%	35.5%	12.5%
BBG	2014	1,051	69.7%	7.1%	12.8%	5.5%	4.9%	4.1%	9.9%	9.8%	76.2%	0.5%	1.0%	11.7%	25.1%	37.1%	24.5%
	'13	1,156	73.6%	6.0%	11.2%	4.4%	4.9%	2.6%	10.6%	11.3%	75.5%	0.5%	1.5%	14.3%	24.7%	37.1%	21.8%
	'12	829	70.1%	5.6%	14.6%	5.5%	4.2%	3.0%	11.2%	10.1%	75.7%	0.5%	1.9%	11.4%	23.2%	40.5%	22.5%
CSOSA	2014	722	57.0%	3.5%	33.1%	1.8%	4.5%	2.4%	5.4%	5.4%	86.7%	0.1%	5.4%	33.9%	33.8%	20.4%	6.4%
	'13	714	61.3%	2.9%	30.0%	2.4%	3.4%	1.6%	4.0%	7.5%	86.9%	0.7%	6.7%	34.7%	32.4%	20.5%	4.9%
	'12	569	62.0%	2.1%	31.0%	0.8%	4.0%	0.8%	4.9%	5.9%	88.5%	0.4%	9.1%	33.8%	30.7%	21.2%	4.8%
DHS	2014	42,798	59.7%	4.7%	25.7%	4.4%	5.6%	3.0%	7.8%	9.8%	79.3%	1.0%	3.8%	22.6%	31.9%	30.0%	10.7%
	'13	39,090	62.3%	4.5%	23.4%	4.4%	5.5%	2.8%	7.4%	9.1%	80.6%	1.4%	4.6%	22.5%	31.8%	29.3%	10.4%
	'12	82,218	65.1%	4.0%	22.5%	3.1%	5.3%	2.5%	6.9%	8.1%	82.6%	2.2%	6.1%	23.9%	31.3%	26.9%	9.6%
DOC	2014	9,892	72.2%	4.7%	14.7%	4.3%	4.0%	3.0%	7.1%	8.0%	81.8%	1.0%	4.7%	20.8%	27.1%	32.2%	14.2%
	'13	9,447	74.0%	4.2%	13.3%	4.6%	4.0%	2.2%	7.2%	8.1%	82.4%	1.7%	5.9%	20.9%	27.7%	30.8%	13.0%
	'12	19,872	76.8%	4.0%	11.8%	3.6%	3.8%	2.5%	6.5%	6.7%	84.3%	2.0%	8.4%	22.7%	28.9%	27.8%	10.2%
DOE	2014	6,515	62.0%	7.8%	17.5%	6.7%	6.0%	4.6%	11.5%	11.9%	71.9%	0.6%	3.1%	16.5%	24.5%	39.6%	15.6%
	'13	6,707	66.4%	6.2%	15.5%	6.8%	5.0%	4.0%	11.3%	11.3%	73.4%	1.2%	3.7%	16.6%	25.3%	38.2%	15.0%
	'12	6,467	66.0%	7.1%	16.2%	6.3%	4.4%	4.5%	11.5%	10.9%	73.1%	1.4%	4.1%	15.8%	26.0%	37.8%	14.9%
DOI	2014	18,384	63.6%	7.9%	18.8%	4.6%	5.1%	5.1%	11.2%	12.0%	71.7%	0.9%	3.1%	16.4%	25.7%	37.8%	16.1%
	'13	18,396	66.6%	7.3%	16.5%	4.7%	4.9%	4.3%	11.8%	11.5%	72.4%	1.1%	3.4%	16.4%	26.6%	38.4%	14.2%
	'12	27,287	68.7%	7.5%	16.4%	3.2%	4.1%	4.3%	12.3%	11.5%	71.9%	1.2%	3.2%	15.3%	26.4%	39.5%	14.3%
DOJ	2014	17,213	71.7%	6.6%	14.1%	3.9%	3.6%	4.0%	10.4%	11.2%	74.4%	0.7%	3.3%	22.3%	37.0%	29.1%	7.8%
	'13	17,004	74.0%	5.7%	12.5%	4.2%	3.6%	3.5%	9.9%	10.3%	76.2%	1.0%	4.0%	23.5%	37.9%	27.3%	6.3%
	'12	35,023	74.3%	5.2%	13.6%	3.3%	3.6%	3.2%	8.9%	9.8%	78.2%	1.6%	4.9%	25.5%	38.1%	24.4%	5.5%
DOL	2014	10,953	64.7%	5.9%	20.2%	4.6%	4.6%	3.6%	9.9%	9.3%	77.2%	0.6%	4.6%	19.4%	25.8%	32.6%	17.0%
	'13	5,205	62.6%	6.7%	20.5%	5.3%	4.9%	4.1%	10.3%	10.5%	75.1%	1.1%	4.7%	18.2%	25.8%	33.2%	17.1%
	'12	7,653	65.8%	6.0%	19.8%	3.9%	4.6%	3.1%	10.9%	9.9%	76.1%	1.7%	4.6%	16.8%	26.3%	33.8%	16.8%
DOT	2014	11,673	68.3%	6.9%	16.0%	4.3%	4.5%	4.5%	10.9%	12.2%	72.4%	0.5%	2.3%	12.6%	25.8%	40.9%	17.9%
	'13	23,204	71.9%	7.1%	12.4%	4.5%	4.2%	4.2%	11.1%	11.6%	73.1%	0.7%	2.4%	12.7%	28.0%	40.6%	15.6%
	'12	25,892	73.0%	7.0%	13.4%	3.2%	3.5%	4.4%	10.9%	11.4%	73.3%	0.8%	2.9%	12.7%	29.9%	38.7%	15.1%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2014	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
	'12	687,687	69.1%	6.1%	17.2%	3.2%	4.4%	3.7%	9.7%	10.2%	76.4%	1.5%	4.5%	17.2%	28.9%	35.5%	12.5%
Educ	2014	2,415	64.2%	5.8%	20.7%	4.8%	4.5%	3.4%	9.2%	10.3%	77.0%	1.0%	3.8%	18.7%	29.0%	30.0%	17.4%
	'13	2,658	65.2%	4.7%	19.8%	5.1%	5.2%	2.4%	9.1%	9.5%	79.0%	1.1%	5.2%	19.5%	29.3%	29.6%	15.3%
	'12	2,677	65.8%	4.6%	20.7%	4.3%	4.6%	2.6%	8.8%	9.7%	79.0%	2.0%	5.5%	19.1%	29.8%	29.8%	13.8%
EEOC	2014	1,129	63.0%	7.5%	21.3%	3.2%	5.0%	5.0%	10.7%	10.1%	74.1%	0.0%	1.1%	15.3%	26.8%	35.5%	21.3%
	'13	1,180	63.7%	7.3%	19.3%	5.2%	4.5%	3.6%	11.9%	10.1%	74.3%	0.2%	1.8%	16.2%	26.3%	34.9%	20.6%
	'12	1,263	66.5%	6.0%	20.5%	2.6%	4.4%	3.6%	9.4%	10.1%	76.9%	0.2%	2.6%	18.3%	28.6%	33.9%	16.4%
EPA	2014	3,863	69.0%	6.2%	15.5%	5.1%	4.2%	3.5%	10.5%	10.8%	75.2%	0.5%	2.7%	17.1%	24.3%	39.8%	15.7%
	'13	3,924	72.3%	6.2%	12.6%	4.9%	4.0%	3.1%	10.4%	10.5%	76.0%	0.9%	3.3%	16.7%	26.2%	37.7%	15.2%
	'12	8,847	75.5%	5.3%	12.6%	3.3%	3.3%	3.1%	9.7%	9.3%	77.9%	1.4%	3.9%	17.4%	27.0%	36.6%	13.7%
FCC	2014	702	74.1%	7.7%	11.3%	3.6%	3.2%	4.9%	12.6%	9.0%	73.5%	0.4%	2.0%	14.4%	26.2%	36.6%	20.4%
	'13	814	73.9%	7.9%	10.1%	4.1%	4.0%	4.3%	11.7%	9.9%	74.1%	1.2%	3.2%	13.1%	28.1%	33.6%	20.8%
	'12	725	76.3%	6.8%	10.8%	3.4%	2.8%	4.3%	10.6%	10.0%	75.0%	0.7%	1.3%	12.7%	29.3%	37.0%	18.9%
FERC	2014	896	70.8%	3.4%	14.0%	8.6%	3.2%	2.1%	7.0%	11.0%	79.9%	1.9%	8.4%	29.0%	20.0%	25.3%	15.4%
	'13	893	66.9%	4.7%	12.2%	10.3%	5.9%	2.7%	7.7%	10.0%	79.6%	2.7%	10.5%	25.1%	21.2%	25.8%	14.8%
	'12	748	68.5%	6.0%	12.6%	8.5%	4.3%	3.7%	7.9%	9.5%	79.0%	3.1%	11.2%	23.6%	20.8%	25.7%	15.7%
FTC	2014	518	67.6%	3.7%	14.7%	9.5%	4.5%	2.7%	5.3%	7.4%	84.6%	1.0%	4.6%	27.6%	28.0%	26.4%	12.4%
	'13	565	66.2%	4.1%	15.0%	9.1%	5.7%	2.4%	6.7%	6.3%	84.6%	1.5%	4.9%	27.7%	28.9%	24.7%	12.3%
	'12	541	65.3%	4.0%	16.3%	8.8%	5.6%	2.7%	6.7%	7.3%	83.2%	2.3%	4.4%	24.7%	30.1%	25.6%	12.9%
GSA	2014	8,567	68.6%	5.4%	18.3%	3.2%	4.5%	3.1%	9.4%	10.6%	76.9%	1.3%	5.3%	19.4%	25.7%	33.7%	14.7%
	'13	8,429	69.8%	5.1%	17.1%	3.6%	4.3%	3.1%	9.1%	9.8%	78.0%	1.8%	6.3%	19.1%	26.8%	32.8%	13.3%
	'12	6,592	69.5%	7.5%	16.3%	2.9%	3.7%	4.3%	10.3%	10.1%	75.2%	2.4%	5.9%	16.5%	26.1%	34.2%	14.8%
HHS	2014	32,806	66.8%	4.9%	18.8%	4.4%	5.0%	3.0%	8.3%	9.3%	79.4%	0.8%	3.4%	19.3%	27.7%	32.1%	16.7%
	'13	32,329	69.3%	4.9%	17.4%	4.0%	4.4%	3.0%	8.2%	9.0%	79.8%	0.9%	3.6%	19.1%	28.7%	32.8%	14.9%
	'12	29,146	69.7%	4.8%	17.5%	3.6%	4.4%	2.9%	8.5%	9.0%	79.6%	1.0%	3.8%	18.2%	28.7%	33.5%	14.9%
HUD	2014	3,890	58.7%	8.5%	22.6%	4.9%	5.3%	5.0%	12.8%	12.2%	70.0%	0.5%	2.9%	14.3%	21.7%	36.9%	23.7%
	'13	3,741	61.3%	8.1%	19.4%	5.5%	5.7%	5.3%	12.1%	11.7%	71.0%	0.6%	3.7%	13.4%	23.3%	37.5%	21.5%
	'12	4,741	65.8%	7.3%	18.9%	3.9%	4.2%	4.3%	12.0%	10.9%	72.9%	1.2%	4.6%	13.9%	24.0%	36.5%	19.9%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2014	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
	'12	687,687	69.1%	6.1%	17.2%	3.2%	4.4%	3.7%	9.7%	10.2%	76.4%	1.5%	4.5%	17.2%	28.9%	35.5%	12.5%
NARA	2014	1,686	61.1%	6.1%	22.2%	5.0%	5.6%	4.0%	8.1%	8.1%	79.8%	0.8%	5.0%	19.3%	26.3%	31.9%	16.8%
	'13	1,617	64.8%	5.0%	19.7%	5.3%	5.2%	3.3%	7.4%	9.0%	80.3%	1.2%	5.2%	19.9%	28.5%	30.3%	14.9%
	'12	2,085	66.2%	5.0%	19.5%	3.9%	5.4%	3.2%	8.0%	8.7%	80.2%	2.1%	5.9%	19.3%	27.8%	30.3%	14.5%
NASA	2014	9,430	77.7%	5.5%	8.8%	4.1%	3.9%	3.3%	10.1%	11.6%	75.0%	1.4%	3.6%	14.5%	25.0%	42.2%	13.4%
	'13	9,985	78.3%	5.3%	8.3%	4.2%	3.9%	2.9%	9.7%	11.3%	76.1%	1.5%	3.5%	13.6%	27.8%	41.5%	12.2%
	'12	9,296	77.1%	5.5%	9.3%	4.3%	3.8%	3.1%	9.1%	11.1%	76.7%	1.6%	3.8%	12.4%	30.0%	40.2%	11.9%
NCUA	2014	809	78.8%	2.8%	10.3%	3.7%	4.3%	1.7%	6.8%	9.0%	82.6%	1.0%	7.5%	20.3%	28.2%	34.6%	8.4%
	'13	799	74.6%	3.5%	11.9%	5.4%	4.6%	2.6%	5.8%	8.7%	82.9%	3.0%	7.4%	20.2%	31.1%	31.3%	7.0%
	'12	724	77.2%	4.6%	11.5%	3.9%	2.9%	2.5%	7.4%	6.4%	83.8%	4.0%	8.9%	17.1%	30.9%	30.9%	8.2%
NLRB	2014	696	68.3%	8.0%	14.1%	5.0%	4.6%	4.0%	11.5%	11.5%	73.0%	0.7%	6.8%	20.1%	23.0%	30.5%	19.0%
	'13	726	69.4%	8.8%	13.0%	5.1%	3.7%	5.1%	12.3%	11.0%	71.6%	2.3%	5.9%	18.0%	22.9%	31.5%	19.4%
	'12	787	69.7%	9.1%	13.1%	4.3%	3.8%	5.0%	11.3%	12.1%	71.6%	2.0%	5.2%	18.4%	23.9%	32.4%	18.0%
NRC	2014	2,467	74.2%	5.7%	11.1%	4.6%	4.5%	3.6%	10.1%	10.3%	76.0%	1.0%	5.0%	19.0%	21.6%	34.7%	18.8%
	'13	2,509	78.2%	5.1%	8.6%	4.9%	3.2%	3.2%	9.5%	10.5%	76.8%	1.2%	4.8%	19.3%	21.1%	36.7%	16.8%
	'12	2,709	76.6%	5.5%	9.6%	4.2%	4.1%	3.3%	9.1%	8.3%	79.3%	1.8%	5.6%	19.0%	22.4%	36.2%	15.1%
NSF	2014	917	64.4%	5.8%	19.5%	4.5%	5.7%	4.1%	11.9%	11.3%	72.7%	1.2%	4.0%	13.2%	27.2%	32.0%	22.5%
	'13	888	64.9%	6.4%	18.5%	5.3%	5.0%	3.7%	11.3%	10.5%	74.5%	1.6%	2.6%	12.5%	29.5%	32.7%	21.1%
	'12	789	63.9%	4.6%	21.1%	4.5%	6.0%	2.9%	12.6%	10.9%	73.6%	1.5%	2.6%	12.3%	28.2%	34.6%	20.8%
OMB	2014	304	58.7%	2.7%	20.8%	13.0%	4.8%	2.4%	5.8%	5.2%	86.6%	0.0%	7.6%	43.8%	23.0%	16.4%	9.2%
	'13	314	55.6%	2.0%	20.2%	16.2%	6.1%	1.0%	4.1%	2.7%	92.2%	0.0%	15.4%	42.5%	20.9%	15.8%	5.5%
	'12	342	65.7%	2.2%	16.8%	7.5%	7.8%	0.9%	4.7%	4.4%	90.0%	0.9%	15.6%	41.9%	20.3%	14.4%	6.9%
OPM	2014	3,596	68.5%	4.4%	21.0%	2.2%	3.9%	2.7%	7.6%	8.5%	81.2%	1.1%	5.0%	25.4%	26.9%	31.6%	10.0%
	'13	2,929	70.8%	6.0%	17.6%	2.2%	3.4%	3.7%	8.5%	8.2%	79.6%	0.8%	6.1%	23.3%	27.1%	32.0%	10.7%
	'12	3,140	70.9%	6.1%	18.0%	1.2%	3.9%	4.0%	9.1%	8.1%	78.7%	1.7%	7.2%	21.5%	27.5%	31.4%	10.8%
PBGC	2014	481	61.9%	5.0%	23.9%	4.3%	5.0%	2.3%	9.6%	9.2%	78.9%	2.1%	4.2%	15.4%	27.9%	35.8%	14.8%
	'13	401	61.4%	5.5%	21.6%	4.7%	6.8%	3.4%	9.2%	8.1%	79.3%	2.5%	3.9%	17.5%	26.8%	36.1%	13.2%
	'12	579	64.1%	5.7%	20.1%	4.6%	5.4%	4.2%	8.7%	7.5%	79.6%	3.9%	4.3%	15.2%	30.7%	32.4%	13.5%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

			Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
Agency	Year	Number of Respondents															
All Responses	2014	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
	'12	687,687	69.1%	6.1%	17.2%	3.2%	4.4%	3.7%	9.7%	10.2%	76.4%	1.5%	4.5%	17.2%	28.9%	35.5%	12.5%
RRB	2014	526	70.6%	11.9%	12.8%	1.6%	3.1%	6.7%	16.2%	10.4%	66.7%	0.6%	2.5%	12.4%	26.0%	37.6%	20.9%
	'13	610	76.6%	10.7%	8.6%	1.5%	2.6%	6.3%	16.2%	11.7%	65.9%	0.7%	3.1%	9.7%	27.7%	39.3%	19.4%
	'12	590	75.8%	12.5%	8.7%	1.8%	1.2%	7.2%	16.5%	11.1%	65.3%	0.7%	2.3%	8.2%	29.3%	42.1%	17.4%
SBA	2014	1,395	63.4%	7.9%	20.8%	4.1%	3.7%	4.4%	11.7%	11.3%	72.6%	0.5%	3.6%	13.5%	23.1%	36.6%	22.8%
	'13	1,511	68.4%	7.7%	16.7%	3.7%	3.5%	5.0%	11.5%	12.7%	70.8%	0.8%	3.1%	12.3%	25.0%	36.0%	22.9%
	'12	1,401	69.6%	6.4%	16.3%	3.2%	4.5%	2.4%	15.1%	11.9%	70.6%	0.5%	1.8%	10.1%	27.2%	38.7%	21.7%
SEC	2014	2,472	75.6%	2.8%	8.7%	8.0%	4.8%	1.3%	4.4%	6.8%	87.5%	0.1%	1.7%	26.7%	34.9%	26.9%	9.7%
	'13	2,422	73.3%	2.5%	10.2%	9.1%	4.8%	1.3%	4.8%	6.8%	87.1%	0.2%	2.2%	28.6%	35.6%	25.5%	8.0%
	'12	2,492	71.4%	2.5%	10.0%	10.9%	5.2%	1.2%	5.9%	6.4%	86.5%	0.0%	1.8%	28.7%	36.8%	24.9%	7.8%
SSA	2014	9,540	73.5%	7.8%	11.9%	2.8%	3.9%	4.6%	10.7%	9.9%	74.8%	0.2%	4.1%	23.5%	26.5%	29.7%	16.0%
	'13	8,345	73.9%	7.3%	11.9%	3.2%	3.7%	4.0%	10.7%	9.5%	75.7%	0.6%	5.4%	24.6%	26.9%	28.7%	13.9%
	'12	41,409	75.9%	7.2%	11.3%	2.4%	3.2%	3.9%	10.6%	9.3%	76.2%	1.7%	6.6%	23.4%	25.1%	30.1%	13.2%
State	2014	3,776	72.3%	6.6%	11.5%	5.4%	4.3%	4.3%	10.3%	11.5%	73.9%	0.4%	4.5%	23.6%	27.7%	31.7%	12.0%
	'13	2,551	72.9%	5.5%	12.0%	6.0%	3.6%	3.9%	9.0%	9.1%	78.0%	0.6%	4.1%	24.1%	29.3%	30.2%	11.6%
	'12	10,379	73.9%	5.6%	12.1%	4.3%	4.1%	3.3%	8.8%	9.5%	78.4%	1.0%	5.3%	25.2%	28.8%	29.1%	10.6%
Treas	2014	51,038	72.8%	7.7%	12.6%	3.3%	3.7%	4.6%	12.5%	12.7%	70.2%	0.5%	2.6%	14.4%	25.1%	40.4%	16.9%
	'13	50,010	74.4%	7.3%	10.5%	4.0%	3.8%	4.4%	11.9%	11.8%	71.8%	0.9%	3.3%	14.4%	27.5%	39.0%	14.8%
	'12	54,890	75.9%	6.9%	11.6%	2.4%	3.2%	4.3%	11.3%	11.4%	73.1%	1.1%	3.6%	13.8%	28.7%	38.8%	14.0%
USAID	2014	2,045	62.1%	4.3%	14.9%	10.3%	8.3%	3.2%	6.1%	8.1%	82.5%	0.5%	3.0%	31.8%	29.2%	24.7%	10.7%
	'13	2,266	66.5%	4.4%	14.5%	8.1%	6.5%	3.5%	7.3%	6.8%	82.4%	1.0%	4.0%	30.9%	28.7%	24.8%	10.7%
	'12	2,229	67.8%	4.7%	13.7%	7.7%	6.0%	3.1%	7.3%	8.2%	81.3%	0.9%	6.1%	29.9%	27.0%	25.2%	10.8%
USDA	2014	20,162	67.7%	7.2%	15.5%	4.6%	5.0%	4.3%	11.6%	12.3%	71.8%	0.8%	2.9%	16.3%	25.0%	39.6%	15.4%
	'13	13,256	69.8%	6.8%	14.0%	5.0%	4.4%	3.8%	11.6%	12.5%	72.2%	1.0%	3.0%	15.6%	25.6%	40.9%	14.0%
	'12	42,569	71.3%	7.0%	13.0%	4.2%	4.4%	3.9%	11.6%	11.5%	73.0%	1.4%	3.7%	16.3%	25.8%	40.0%	12.8%
VA	2014	27,639	65.7%	5.8%	17.4%	4.8%	6.2%	3.6%	9.5%	11.0%	75.8%	0.6%	2.9%	15.5%	25.2%	37.3%	18.6%
	'13	29,893	68.7%	5.9%	15.1%	4.5%	5.8%	3.4%	9.6%	10.8%	76.2%	0.6%	3.3%	15.6%	25.8%	37.6%	17.0%
	'12	13,303	69.7%	5.8%	15.7%	3.8%	5.1%	3.5%	9.0%	11.2%	76.3%	0.7%	3.2%	14.9%	26.8%	38.5%	15.8%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Leaving					Retiring				Age Group					
			No	Yes, to retire	Yes, to other job in Govt	Yes, to other job outside Govt	Yes, other	Within 1 year	Between 1 and 3 years	Between 3 and 5 years	5 or more years	25 and under	26-29	30-39	40-49	50-59	60 or older
All Responses	2014	392,752	65.8%	6.3%	18.6%	4.3%	4.9%	3.9%	10.1%	11.0%	75.1%	0.7%	3.3%	17.3%	26.9%	36.6%	15.1%
	'13	376,577	68.4%	6.2%	16.3%	4.5%	4.7%	3.7%	10.0%	10.6%	75.7%	1.0%	3.8%	17.0%	28.0%	36.2%	13.9%
	'12	687,687	69.1%	6.1%	17.2%	3.2%	4.4%	3.7%	9.7%	10.2%	76.4%	1.5%	4.5%	17.2%	28.9%	35.5%	12.5%
DOD	2014	75,025	58.5%	6.7%	24.9%	4.1%	5.8%	4.1%	10.3%	11.6%	74.0%	0.6%	3.1%	13.3%	25.3%	42.8%	14.9%
	'13	65,007	61.4%	7.0%	21.6%	4.4%	5.6%	4.1%	10.8%	11.2%	73.9%	0.9%	3.3%	12.7%	26.6%	42.3%	14.2%
	'12	232,462	64.8%	6.7%	20.7%	2.8%	5.0%	4.2%	9.9%	10.9%	75.0%	1.5%	3.8%	13.3%	28.7%	40.0%	12.6%
USACE	2014	2,433	60.3%	8.7%	21.4%	4.9%	4.7%	6.0%	11.9%	11.8%	70.4%	1.0%	4.0%	15.1%	22.9%	40.5%	16.5%
	'13	2,222	64.0%	9.3%	16.3%	5.2%	5.2%	5.2%	13.2%	11.7%	69.9%	1.1%	3.9%	14.9%	23.6%	40.0%	16.4%
	'12	10,560	67.9%	7.8%	17.2%	3.1%	3.9%	4.9%	11.9%	11.1%	72.1%	2.1%	4.9%	15.6%	24.6%	38.5%	14.2%
Air Force	2014	19,168	58.4%	6.3%	24.8%	4.3%	6.2%	3.9%	9.7%	11.8%	74.6%	0.5%	2.2%	11.6%	26.4%	45.6%	13.7%
	'13	12,129	61.4%	6.3%	22.1%	4.7%	5.5%	3.6%	10.1%	11.3%	74.9%	0.6%	2.7%	11.3%	28.0%	44.1%	13.4%
	'12	61,907	64.7%	6.4%	20.1%	3.1%	5.8%	4.3%	9.0%	10.6%	76.1%	1.2%	3.3%	12.8%	31.1%	40.0%	11.5%
Army‡	2014	19,981	54.7%	7.2%	27.5%	4.1%	6.6%	4.2%	11.2%	12.3%	72.4%	0.4%	2.0%	12.3%	25.3%	43.4%	16.6%
	'13	19,908	56.7%	6.6%	25.5%	4.5%	6.7%	4.1%	10.2%	11.2%	74.5%	0.7%	2.2%	12.8%	27.5%	42.2%	14.7%
	'12	67,388	61.2%	6.5%	23.7%	2.7%	5.9%	4.0%	9.9%	11.0%	75.1%	1.1%	3.2%	13.8%	29.0%	39.7%	13.2%
Navy‡	2014	17,745	60.5%	7.2%	22.4%	4.4%	5.5%	4.3%	10.4%	11.7%	73.6%	0.9%	3.2%	12.8%	25.0%	43.8%	14.3%
	'13	17,426	65.0%	7.5%	18.1%	4.6%	4.7%	4.3%	11.4%	11.3%	73.0%	1.1%	4.0%	12.5%	26.0%	42.4%	14.0%
	'12	60,361	68.6%	7.1%	17.5%	2.8%	4.0%	4.2%	10.3%	10.8%	74.7%	2.2%	4.6%	13.2%	27.6%	40.2%	12.2%
Marine Corps	2014	1,716	56.4%	5.9%	28.0%	3.6%	6.1%	3.5%	9.2%	10.5%	76.8%	0.2%	2.0%	12.6%	28.7%	42.5%	13.9%
	'13	2,092	62.3%	4.6%	24.0%	3.8%	5.3%	2.7%	9.2%	11.5%	76.6%	0.2%	2.3%	13.3%	29.4%	42.3%	12.5%
	'12	7,243	62.3%	6.1%	24.9%	2.2%	4.4%	3.5%	9.1%	11.0%	76.3%	0.6%	3.0%	11.6%	30.6%	40.9%	13.2%
DOD 4th Estate	2014	13,982	61.2%	5.8%	24.9%	3.3%	4.8%	3.8%	9.8%	10.2%	76.1%	0.9%	5.7%	17.3%	24.3%	37.4%	14.4%
	'13	11,230	63.5%	7.4%	20.4%	3.6%	5.1%	4.5%	11.3%	11.0%	73.2%	1.6%	4.9%	13.7%	24.5%	40.9%	14.4%
	'12	25,003	64.4%	6.9%	22.2%	2.5%	4.0%	4.2%	11.0%	11.4%	73.4%	2.0%	4.4%	12.9%	26.0%	40.6%	14.1%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	2014	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
	'12	687,687	2.7%	19.0%	12.0%	20.9%	20.1%	25.3%	1.6%	14.9%	10.0%	19.2%	11.0%	9.3%	34.0%
BBG	2014	1,051	1.1%	8.4%	9.9%	21.8%	24.8%	34.0%	0.7%	5.8%	8.9%	20.8%	13.3%	9.4%	41.0%
	'13	1,156	1.3%	11.1%	10.7%	20.0%	23.1%	33.8%	0.8%	9.8%	9.3%	18.0%	13.3%	9.3%	39.6%
	'12	829	1.5%	12.6%	9.1%	17.0%	23.6%	36.2%	0.5%	11.2%	7.8%	15.8%	11.8%	10.4%	42.4%
CSOSA	2014	722	0.9%	10.6%	14.0%	30.1%	40.4%	4.1%	0.6%	5.7%	12.1%	25.8%	22.9%	16.6%	16.2%
	'13	714	1.5%	13.7%	14.9%	31.1%	35.7%	3.1%	0.4%	9.8%	12.6%	27.2%	20.9%	14.5%	14.6%
	'12	569	1.7%	19.3%	15.9%	28.7%	31.2%	3.1%	0.4%	15.9%	12.8%	25.2%	19.1%	12.8%	13.8%
DHS	2014	42,798	1.4%	14.0%	14.6%	27.8%	31.6%	10.7%	0.7%	9.0%	11.4%	23.9%	21.7%	13.4%	20.0%
	'13	39,090	2.0%	17.4%	16.8%	29.4%	24.1%	10.2%	1.3%	12.4%	12.8%	25.6%	16.8%	11.4%	19.7%
	'12	82,218	2.9%	18.3%	17.4%	36.4%	16.2%	8.7%	2.1%	13.9%	14.1%	32.6%	11.4%	9.8%	16.2%
DOC	2014	9,892	1.7%	14.7%	11.5%	21.6%	25.4%	25.2%	1.1%	10.7%	10.1%	20.5%	11.8%	14.0%	31.9%
	'13	9,447	4.0%	13.9%	13.1%	19.8%	24.1%	25.2%	3.1%	10.6%	11.1%	18.8%	13.2%	10.9%	32.4%
	'12	19,872	1.3%	16.9%	14.0%	19.1%	24.8%	23.9%	0.8%	13.7%	12.7%	18.2%	13.5%	10.9%	30.2%
DOE	2014	6,515	1.9%	12.6%	14.8%	22.4%	20.5%	27.8%	0.9%	7.6%	11.6%	19.0%	13.7%	8.3%	38.8%
	'13	6,707	2.2%	15.0%	16.0%	17.4%	20.9%	28.4%	1.2%	10.2%	12.0%	15.8%	12.8%	7.5%	40.5%
	'12	6,467	2.0%	20.0%	14.4%	16.4%	20.4%	26.8%	1.0%	14.2%	10.7%	14.9%	10.7%	8.8%	39.7%
DOI	2014	18,384	0.8%	11.4%	12.0%	19.0%	27.4%	29.3%	0.3%	6.1%	9.0%	15.4%	15.0%	13.1%	41.2%
	'13	18,396	1.2%	13.1%	11.4%	17.5%	26.5%	30.1%	0.5%	7.9%	8.6%	14.6%	14.3%	12.1%	42.1%
	'12	27,287	2.2%	14.3%	9.6%	17.7%	25.6%	30.6%	1.0%	9.1%	6.9%	14.7%	12.8%	12.3%	43.2%
DOJ	2014	17,213	1.2%	9.4%	11.7%	19.8%	33.8%	24.2%	0.8%	6.7%	9.6%	17.9%	14.5%	18.5%	32.0%
	'13	17,004	1.5%	12.4%	11.3%	20.2%	30.6%	24.0%	1.2%	9.1%	9.2%	18.5%	14.2%	16.4%	31.4%
	'12	35,023	1.7%	16.8%	10.0%	20.3%	29.7%	21.5%	1.3%	13.5%	8.8%	18.9%	14.3%	15.7%	27.6%
DOL	2014	10,953	1.2%	17.5%	14.1%	21.6%	24.3%	21.4%	0.7%	11.5%	12.2%	20.3%	13.0%	11.5%	30.8%
	'13	5,205	4.8%	19.8%	11.3%	17.6%	23.3%	23.1%	2.6%	13.8%	10.2%	16.9%	12.0%	11.0%	33.6%
	'12	7,653	4.8%	19.4%	11.9%	17.5%	22.8%	23.5%	3.0%	14.8%	10.4%	15.8%	12.7%	10.2%	33.1%
DOT	2014	11,673	1.2%	12.4%	12.7%	21.3%	27.2%	25.2%	0.5%	8.1%	10.6%	18.9%	13.5%	12.7%	35.8%
	'13	23,204	2.8%	12.3%	11.9%	18.2%	26.0%	28.9%	1.8%	9.2%	9.6%	16.6%	12.8%	11.5%	38.5%
	'12	25,892	2.1%	14.6%	11.7%	16.6%	25.1%	29.9%	1.4%	11.1%	9.7%	15.1%	11.9%	11.1%	39.8%

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	2014	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
	'12	687,687	2.7%	19.0%	12.0%	20.9%	20.1%	25.3%	1.6%	14.9%	10.0%	19.2%	11.0%	9.3%	34.0%
Educ	2014	2,415	3.5%	14.2%	14.7%	19.9%	23.9%	23.9%	2.1%	9.2%	12.2%	17.7%	10.1%	12.1%	36.6%
	'13	2,658	1.9%	22.9%	10.2%	17.4%	23.7%	23.9%	0.9%	16.1%	8.3%	16.0%	10.6%	11.2%	37.0%
	'12	2,677	2.7%	22.2%	12.1%	16.0%	24.4%	22.4%	1.6%	16.2%	8.8%	15.5%	10.1%	12.3%	35.6%
EEOC	2014	1,129	0.0%	4.9%	20.0%	17.3%	26.8%	30.9%	0.1%	2.4%	14.6%	16.7%	9.9%	12.1%	44.2%
	'13	1,180	0.3%	15.2%	16.9%	9.8%	27.2%	30.6%	0.1%	8.5%	13.6%	11.7%	11.2%	11.6%	43.3%
	'12	1,263	0.2%	27.3%	11.1%	6.8%	27.7%	26.8%	0.0%	17.4%	10.2%	9.6%	11.7%	10.8%	40.2%
EPA	2014	3,863	0.5%	7.1%	9.3%	16.8%	25.7%	40.6%	0.2%	5.2%	7.4%	14.0%	10.1%	13.4%	49.6%
	'13	3,924	0.4%	11.3%	9.0%	13.7%	24.1%	41.4%	0.2%	8.2%	7.3%	12.3%	9.8%	12.4%	49.9%
	'12	8,847	2.3%	13.9%	7.1%	13.6%	24.9%	38.3%	1.5%	10.6%	5.7%	12.5%	11.0%	11.1%	47.7%
FCC	2014	702	1.1%	15.5%	4.5%	13.0%	33.9%	32.0%	0.5%	9.4%	5.1%	13.0%	12.7%	15.7%	43.7%
	'13	814	4.7%	9.7%	7.0%	11.1%	35.0%	32.6%	2.8%	6.3%	5.7%	11.0%	13.7%	16.6%	43.9%
	'12	725	1.6%	9.1%	10.2%	12.3%	35.0%	31.8%	0.6%	6.2%	6.7%	13.6%	11.6%	16.6%	44.7%
FERC	2014	896	2.9%	18.5%	17.7%	22.7%	14.3%	23.9%	2.2%	14.2%	15.3%	22.7%	9.1%	6.7%	29.8%
	'13	893	4.7%	17.9%	20.4%	19.1%	13.2%	24.6%	2.9%	14.2%	18.4%	19.9%	8.2%	6.5%	29.9%
	'12	748	2.7%	24.7%	15.3%	19.5%	12.5%	25.4%	1.1%	20.4%	14.8%	17.7%	7.3%	6.0%	32.8%
FTC	2014	518	4.3%	21.6%	12.4%	19.0%	23.9%	18.8%	2.2%	14.5%	11.2%	19.2%	13.5%	14.3%	25.1%
	'13	565	5.7%	20.3%	9.2%	22.0%	21.3%	21.4%	3.3%	14.7%	8.5%	21.9%	13.4%	10.7%	27.4%
	'12	541	1.7%	20.9%	14.9%	19.9%	20.5%	22.0%	0.8%	16.1%	10.7%	19.2%	14.6%	9.8%	28.9%
GSA	2014	8,567	1.5%	11.1%	15.6%	21.5%	19.9%	30.4%	0.5%	6.4%	12.7%	17.8%	12.5%	7.3%	42.9%
	'13	8,429	1.9%	15.9%	14.1%	20.0%	18.3%	29.8%	1.0%	10.5%	11.6%	16.5%	11.1%	6.9%	42.3%
	'12	6,592	2.7%	19.1%	10.8%	19.0%	17.6%	30.9%	1.1%	13.9%	7.5%	16.2%	8.6%	7.8%	44.9%
HHS	2014	32,806	2.7%	17.8%	14.6%	20.8%	25.6%	18.5%	1.6%	12.1%	12.4%	19.1%	15.4%	11.7%	27.7%
	'13	32,329	4.0%	18.5%	13.2%	19.4%	25.4%	19.4%	2.0%	13.4%	11.0%	17.9%	15.3%	11.0%	29.3%
	'12	29,146	2.7%	20.8%	11.6%	20.0%	24.9%	20.1%	1.6%	15.8%	9.1%	18.1%	14.1%	10.7%	30.5%
HUD	2014	3,890	0.5%	13.4%	13.7%	18.8%	21.0%	32.7%	0.2%	8.8%	11.0%	15.7%	11.7%	8.8%	43.8%
	'13	3,741	2.9%	17.0%	13.5%	13.4%	19.6%	33.7%	1.5%	11.6%	11.9%	11.4%	11.7%	7.1%	44.7%
	'12	4,741	5.3%	18.4%	11.2%	14.7%	16.2%	34.2%	3.2%	14.2%	9.2%	12.0%	9.6%	6.8%	45.0%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
Agency	Year	Number of Respondents													
All Responses	2014	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
	'12	687,687	2.7%	19.0%	12.0%	20.9%	20.1%	25.3%	1.6%	14.9%	10.0%	19.2%	11.0%	9.3%	34.0%
NARA	2014	1,686	1.1%	10.4%	17.9%	23.8%	24.7%	22.0%	0.5%	5.4%	14.7%	21.5%	16.5%	11.2%	30.2%
	'13	1,617	1.1%	14.7%	16.4%	21.6%	23.6%	22.6%	0.5%	10.3%	13.8%	18.2%	15.8%	11.0%	30.3%
	'12	2,085	1.8%	20.5%	11.9%	21.3%	21.5%	23.0%	0.8%	15.6%	9.4%	19.0%	13.2%	11.7%	30.1%
NASA	2014	9,430	1.4%	7.7%	7.6%	17.2%	20.4%	45.8%	1.0%	6.0%	6.7%	15.4%	11.4%	8.1%	51.3%
	'13	9,985	1.6%	7.5%	7.6%	16.4%	18.6%	48.3%	1.1%	5.8%	6.4%	14.8%	11.0%	7.0%	53.8%
	'12	9,296	0.6%	8.0%	8.0%	15.6%	18.6%	49.2%	0.4%	5.9%	7.0%	13.9%	10.7%	7.2%	55.0%
NCUA	2014	809	3.7%	21.0%	15.0%	17.7%	18.1%	24.6%	1.3%	11.8%	17.4%	17.8%	7.1%	12.2%	32.4%
	'13	799	3.1%	25.7%	9.9%	14.0%	22.5%	24.8%	0.9%	20.2%	10.7%	13.4%	11.7%	9.9%	33.1%
	'12	724	4.4%	25.2%	9.5%	12.7%	22.8%	25.5%	2.0%	22.0%	9.4%	11.8%	11.4%	10.0%	33.4%
NLRB	2014	696	1.2%	14.2%	8.6%	11.3%	27.6%	37.1%	0.3%	9.5%	8.2%	12.1%	15.7%	11.1%	43.1%
	'13	726	2.5%	15.3%	4.8%	13.4%	24.9%	39.1%	1.2%	11.6%	5.7%	12.6%	14.5%	9.6%	44.9%
	'12	787	1.8%	16.7%	3.1%	13.4%	25.1%	39.9%	1.2%	13.7%	3.4%	12.3%	13.1%	10.0%	46.4%
NRC	2014	2,467	2.5%	6.2%	12.3%	36.6%	20.5%	22.0%	1.7%	4.5%	8.9%	30.5%	14.5%	8.5%	31.4%
	'13	2,509	0.8%	9.6%	17.3%	32.0%	16.9%	23.3%	0.5%	7.3%	12.6%	28.2%	12.3%	7.3%	31.8%
	'12	2,709	1.4%	15.4%	20.1%	25.6%	13.9%	23.6%	1.0%	11.4%	15.0%	24.1%	9.7%	6.8%	32.0%
NSF	2014	917	2.3%	16.3%	10.3%	25.7%	24.8%	20.6%	0.7%	8.9%	8.6%	19.7%	16.1%	12.0%	34.1%
	'13	888	2.6%	15.0%	12.3%	24.9%	22.6%	22.5%	0.7%	7.3%	8.3%	20.7%	12.8%	12.9%	37.4%
	'12	789	3.5%	14.2%	12.7%	22.8%	23.5%	23.2%	1.1%	8.8%	6.5%	18.9%	12.3%	13.1%	39.3%
OMB	2014	304	0.0%	17.3%	17.7%	33.0%	17.7%	14.3%	0.0%	10.0%	12.4%	33.0%	11.0%	12.0%	21.6%
	'13	314	3.7%	26.4%	19.7%	22.0%	16.9%	11.2%	1.0%	17.2%	18.9%	24.0%	10.8%	10.1%	17.9%
	'12	342	6.2%	25.2%	22.8%	16.0%	16.3%	13.5%	2.8%	19.1%	18.8%	18.5%	11.1%	9.5%	20.3%
OPM	2014	3,596	1.5%	20.3%	17.0%	33.9%	13.5%	13.8%	0.5%	11.7%	13.6%	23.7%	12.4%	8.3%	29.9%
	'13	2,929	3.6%	25.4%	10.9%	30.9%	12.6%	16.6%	1.4%	15.8%	9.7%	21.6%	11.7%	7.6%	32.2%
	'12	3,140	2.5%	27.6%	12.5%	28.2%	11.7%	17.5%	1.4%	17.2%	10.4%	19.3%	10.1%	7.1%	34.5%
PBGC	2014	481	4.3%	15.8%	10.4%	22.3%	24.3%	23.0%	2.4%	9.4%	9.6%	18.7%	13.1%	14.0%	32.7%
	'13	401	3.6%	14.7%	15.0%	19.2%	25.8%	21.7%	1.7%	12.7%	6.6%	19.6%	13.5%	14.0%	32.0%
	'12	579	2.6%	19.8%	12.0%	20.1%	27.4%	18.1%	1.7%	13.4%	7.9%	19.5%	14.0%	16.0%	27.6%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

			Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
Agency	Year	Number of Respondents													
All Responses	2014	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
	'12	687,687	2.7%	19.0%	12.0%	20.9%	20.1%	25.3%	1.6%	14.9%	10.0%	19.2%	11.0%	9.3%	34.0%
RRB	2014	526	3.3%	12.6%	9.3%	9.9%	8.8%	56.0%	2.1%	7.0%	10.1%	11.8%	4.3%	3.1%	61.6%
	'13	610	4.5%	14.7%	7.6%	7.6%	10.1%	55.5%	2.1%	10.5%	7.4%	9.0%	3.8%	3.8%	63.5%
	'12	590	2.8%	13.5%	6.0%	6.7%	10.5%	60.5%	1.6%	10.2%	6.4%	5.8%	3.7%	5.5%	66.8%
SBA	2014	1,395	3.6%	21.2%	11.9%	14.5%	18.3%	30.5%	1.8%	12.0%	10.6%	15.8%	5.6%	12.7%	41.6%
	'13	1,511	4.7%	14.7%	13.5%	10.9%	21.1%	35.0%	3.3%	8.8%	10.6%	10.1%	6.3%	13.8%	47.2%
	'12	1,401	2.6%	16.5%	10.6%	9.1%	26.1%	35.1%	1.2%	10.1%	8.8%	8.7%	8.6%	13.0%	49.7%
SEC	2014	2,472	2.3%	18.7%	10.4%	25.1%	30.0%	13.5%	1.1%	13.3%	9.3%	23.7%	17.4%	14.4%	20.9%
	'13	2,422	3.7%	14.9%	11.0%	26.9%	28.6%	14.9%	2.3%	10.6%	10.3%	24.2%	16.5%	14.3%	21.9%
	'12	2,492	1.2%	15.0%	10.2%	29.3%	30.0%	14.2%	0.5%	10.9%	8.6%	26.2%	18.3%	13.3%	22.2%
SSA	2014	9,540	0.4%	6.6%	16.2%	21.4%	26.4%	29.0%	0.1%	5.0%	14.5%	20.3%	14.1%	11.0%	35.1%
	'13	8,345	1.4%	11.9%	14.9%	19.7%	22.8%	29.4%	0.8%	10.4%	13.9%	18.9%	12.0%	9.8%	34.3%
	'12	41,409	0.5%	19.4%	10.3%	19.8%	20.1%	29.9%	0.2%	17.3%	9.5%	18.9%	10.2%	8.5%	35.3%
State	2014	3,776	2.2%	14.5%	11.3%	23.8%	25.6%	22.5%	1.2%	9.8%	9.6%	22.4%	16.1%	10.9%	29.9%
	'13	2,551	2.7%	16.1%	12.8%	25.4%	25.0%	18.1%	1.3%	11.7%	10.3%	25.9%	15.9%	9.5%	25.5%
	'12	10,379	2.6%	18.4%	13.9%	25.5%	21.8%	17.8%	1.6%	14.0%	12.2%	24.1%	13.7%	9.0%	25.5%
Treas	2014	51,038	0.9%	7.2%	12.1%	19.0%	21.5%	39.3%	0.5%	4.2%	10.0%	16.9%	11.7%	9.8%	46.9%
	'13	50,010	1.5%	10.6%	10.8%	16.6%	20.7%	39.8%	0.9%	7.2%	8.8%	14.9%	11.8%	9.0%	47.5%
	'12	54,890	1.6%	13.8%	8.6%	15.5%	19.6%	40.9%	0.6%	10.4%	6.8%	13.9%	10.9%	8.5%	49.0%
USAID	2014	2,045	3.1%	23.5%	23.3%	19.6%	16.9%	13.6%	1.3%	13.5%	19.1%	22.1%	13.8%	9.3%	20.9%
	'13	2,266	3.0%	30.5%	18.5%	16.7%	17.0%	14.4%	1.7%	18.7%	15.5%	20.3%	14.3%	8.1%	21.4%
	'12	2,229	5.2%	35.3%	10.2%	18.7%	15.2%	15.4%	2.9%	23.3%	11.1%	19.7%	11.8%	8.1%	23.1%
USDA	2014	20,162	0.9%	8.2%	10.3%	19.1%	25.2%	36.2%	0.3%	4.9%	7.9%	16.0%	15.0%	11.5%	44.3%
	'13	13,256	1.0%	11.0%	9.0%	17.8%	24.0%	37.2%	0.4%	7.1%	7.0%	14.9%	13.7%	11.1%	45.7%
	'12	42,569	1.3%	12.7%	8.0%	18.8%	22.3%	36.9%	0.7%	9.1%	6.4%	16.6%	12.1%	11.3%	43.8%
VA	2014	27,639	4.7%	22.1%	15.6%	24.0%	17.4%	16.3%	2.9%	16.3%	14.1%	23.6%	11.8%	9.1%	22.2%
	'13	29,893	4.7%	20.7%	18.1%	21.0%	17.7%	17.7%	3.1%	15.9%	16.2%	20.5%	11.0%	9.3%	24.0%
	'12	13,303	3.3%	22.5%	17.6%	20.0%	18.0%	18.6%	2.0%	17.7%	15.3%	19.5%	10.8%	9.7%	25.0%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Time with Current Agency						Time in Federal Government						
			Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
All Responses	2014	392,752	1.8%	13.7%	14.2%	22.2%	23.7%	24.5%	0.9%	9.0%	11.8%	20.0%	14.0%	10.9%	33.4%
	'13	376,577	2.5%	15.8%	13.7%	20.2%	22.1%	25.6%	1.3%	11.3%	11.3%	18.4%	12.8%	10.1%	34.8%
	'12	687,687	2.7%	19.0%	12.0%	20.9%	20.1%	25.3%	1.6%	14.9%	10.0%	19.2%	11.0%	9.3%	34.0%
DOD	2014	75,025	2.1%	17.2%	18.3%	24.2%	18.9%	19.2%	0.6%	11.3%	15.5%	22.9%	12.6%	8.4%	28.8%
	'13	65,007	2.6%	20.4%	16.6%	21.1%	17.8%	21.4%	0.8%	14.5%	13.7%	20.1%	10.8%	7.9%	32.3%
	'12	232,462	3.9%	23.2%	12.4%	19.4%	17.4%	23.8%	2.2%	18.8%	10.5%	18.4%	9.2%	7.4%	33.5%
USACE	2014	2,433	0.7%	8.1%	18.9%	17.8%	22.8%	31.7%	0.1%	4.4%	13.5%	15.2%	13.8%	10.9%	42.1%
	'13	2,222	1.8%	12.4%	16.9%	15.2%	20.0%	33.8%	0.6%	8.1%	12.5%	13.4%	10.7%	9.8%	44.9%
	'12	10,560	1.8%	20.9%	11.2%	14.6%	19.8%	31.7%	0.7%	14.6%	8.1%	13.8%	9.6%	9.8%	43.4%
Air Force	2014	19,168	3.2%	17.2%	16.7%	22.6%	21.4%	18.8%	0.9%	12.6%	15.3%	22.7%	14.1%	9.5%	24.9%
	'13	12,129	2.1%	20.9%	14.3%	21.2%	20.7%	20.8%	0.0%	16.3%	12.5%	20.9%	12.7%	8.8%	28.8%
	'12	61,907	3.6%	23.2%	10.1%	20.2%	20.1%	22.9%	2.5%	19.9%	8.9%	19.3%	11.2%	8.6%	29.6%
Army‡	2014	19,981	2.2%	17.6%	20.1%	27.7%	17.0%	15.4%	0.4%	9.8%	16.0%	25.8%	12.8%	8.3%	26.9%
	'13	19,908	3.7%	22.7%	18.8%	23.5%	15.6%	15.7%	1.2%	14.0%	15.1%	23.4%	11.0%	7.9%	27.4%
	'12	67,388	4.2%	25.5%	14.7%	21.9%	15.0%	18.7%	1.5%	18.7%	12.4%	21.7%	8.9%	7.4%	29.4%
Navy‡	2014	17,745	1.3%	15.8%	17.5%	22.3%	20.3%	22.8%	0.5%	11.8%	15.3%	20.7%	12.1%	7.8%	31.8%
	'13	17,426	1.3%	18.4%	15.7%	19.2%	19.0%	26.5%	0.0%	14.8%	13.3%	17.7%	10.5%	7.2%	36.5%
	'12	60,361	4.0%	20.1%	11.8%	17.2%	17.5%	29.3%	3.0%	17.8%	10.1%	15.6%	8.7%	6.3%	38.5%
Marine Corps	2014	1,716	1.8%	17.4%	20.6%	27.9%	16.7%	15.7%	0.9%	11.0%	17.9%	26.2%	11.6%	7.8%	24.7%
	'13	2,092	4.7%	17.3%	20.3%	23.9%	15.5%	18.3%	2.3%	13.6%	17.0%	21.9%	9.4%	7.4%	28.6%
	'12	7,243	1.5%	25.2%	16.5%	21.6%	17.1%	18.2%	0.6%	21.7%	13.9%	20.5%	7.6%	7.5%	28.2%
DOD 4th Estate	2014	13,982	1.7%	20.2%	18.5%	24.7%	16.0%	18.9%	0.6%	12.3%	15.3%	22.7%	10.7%	7.4%	31.1%
	'13	11,230	3.2%	21.1%	16.1%	20.4%	17.0%	22.2%	1.6%	14.4%	12.6%	18.0%	9.3%	7.7%	36.4%
	'12	25,003	4.6%	24.6%	12.8%	17.5%	15.8%	24.7%	2.7%	19.1%	10.1%	15.9%	7.0%	6.2%	39.0%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	2014	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	84.9%	2.7%	12.4%
	'12	687,687	55.5%	44.5%	9.2%	90.8%	2.0%	4.7%	15.5%	0.8%	73.6%	3.5%	87.0%	2.2%	10.8%
BBG	2014	1,051	58.4%	41.6%	9.5%	90.5%	0.5%	19.3%	22.1%	0.3%	55.1%	2.6%	83.5%	1.9%	14.6%
	'13	1,156	60.2%	39.8%	8.8%	91.2%	0.3%	19.8%	21.1%	0.3%	56.3%	2.2%	85.6%	1.9%	12.6%
	'12	829	59.1%	40.9%	8.8%	91.2%	0.5%	14.5%	18.5%	0.1%	63.5%	2.9%	84.3%	1.3%	14.4%
CSOSA	2014	722	36.3%	63.7%	5.7%	94.3%	0.3%	1.9%	73.8%	0.0%	19.6%	4.3%	87.9%	4.0%	8.0%
	'13	714	34.9%	65.1%	6.7%	93.3%	0.6%	1.7%	76.1%	0.3%	18.0%	3.4%	88.0%	3.6%	8.4%
	'12	569	35.9%	64.1%	6.0%	94.0%	0.4%	1.8%	73.8%	0.4%	18.9%	4.7%	88.3%	2.5%	9.2%
DHS	2014	42,798	63.5%	36.5%	15.2%	84.8%	1.0%	4.2%	12.9%	0.9%	76.7%	4.3%	85.3%	2.7%	12.0%
	'13	39,090	61.9%	38.1%	14.7%	85.3%	1.0%	4.4%	13.9%	1.0%	75.8%	3.8%	86.1%	2.5%	11.5%
	'12	82,218	64.8%	35.2%	18.1%	81.9%	1.0%	4.6%	13.7%	1.2%	75.5%	3.9%	87.2%	2.5%	10.3%
DOC	2014	9,892	54.3%	45.7%	5.3%	94.7%	0.4%	10.7%	14.5%	0.5%	70.5%	3.4%	83.4%	3.7%	12.9%
	'13	9,447	52.7%	47.3%	5.0%	95.0%	0.5%	10.8%	16.2%	0.3%	69.2%	3.0%	83.8%	3.6%	12.6%
	'12	19,872	58.5%	41.5%	5.1%	94.9%	0.6%	14.0%	15.4%	0.5%	66.7%	2.9%	84.2%	3.1%	12.7%
DOE	2014	6,515	61.8%	38.2%	7.3%	92.7%	1.3%	3.7%	8.2%	0.3%	82.4%	4.0%	83.5%	2.4%	14.1%
	'13	6,707	60.2%	39.8%	7.0%	93.0%	1.3%	3.8%	8.8%	0.3%	82.3%	3.4%	84.3%	2.3%	13.4%
	'12	6,467	59.9%	40.1%	6.9%	93.1%	1.7%	3.5%	9.2%	0.3%	82.1%	3.3%	85.9%	2.4%	11.7%
DOI	2014	18,384	54.9%	45.1%	6.3%	93.7%	8.6%	1.7%	4.0%	0.5%	81.3%	3.9%	81.1%	3.1%	15.8%
	'13	18,396	54.2%	45.8%	5.8%	94.2%	8.0%	1.9%	4.1%	0.5%	82.1%	3.5%	81.9%	3.2%	14.9%
	'12	27,287	53.8%	46.2%	6.3%	93.7%	9.9%	1.8%	4.5%	0.5%	79.7%	3.6%	83.0%	2.8%	14.2%
DOJ	2014	17,213	55.4%	44.6%	10.8%	89.2%	0.9%	3.0%	16.9%	0.6%	75.6%	3.0%	87.9%	2.6%	9.5%
	'13	17,004	56.1%	43.9%	10.7%	89.3%	0.9%	2.9%	16.8%	0.8%	75.9%	2.7%	88.7%	2.7%	8.6%
	'12	35,023	53.3%	46.7%	10.2%	89.8%	1.1%	3.0%	17.3%	0.5%	75.3%	2.8%	89.7%	2.3%	8.0%
DOL	2014	10,953	51.2%	48.8%	10.4%	89.6%	0.9%	4.5%	19.2%	0.5%	71.5%	3.5%	84.5%	3.4%	12.1%
	'13	5,205	47.9%	52.1%	10.9%	89.1%	0.9%	4.7%	19.8%	0.4%	70.5%	3.7%	84.3%	3.7%	12.0%
	'12	7,653	48.5%	51.5%	10.0%	90.0%	0.9%	4.7%	18.9%	0.3%	72.0%	3.3%	85.4%	3.6%	11.0%
DOT	2014	11,673	64.5%	35.5%	7.4%	92.6%	1.2%	4.3%	13.5%	0.5%	76.7%	3.8%	83.9%	2.5%	13.7%
	'13	23,204	67.7%	32.3%	7.9%	92.1%	1.3%	4.4%	12.3%	0.7%	77.8%	3.5%	84.8%	2.3%	12.8%
	'12	25,892	68.5%	31.5%	7.6%	92.4%	1.3%	4.4%	12.8%	0.6%	77.5%	3.4%	86.6%	2.0%	11.5%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race					Self-Identify as:			
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	2014	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	84.9%	2.7%	12.4%
	'12	687,687	55.5%	44.5%	9.2%	90.8%	2.0%	4.7%	15.5%	0.8%	73.6%	3.5%	87.0%	2.2%	10.8%
Educ	2014	2,415	36.8%	63.2%	6.6%	93.4%	0.7%	3.8%	32.6%	0.2%	59.4%	3.3%	82.4%	5.0%	12.6%
	'13	2,658	37.3%	62.7%	6.2%	93.8%	0.6%	4.1%	32.9%	0.4%	58.4%	3.6%	82.8%	5.3%	11.9%
	'12	2,677	37.6%	62.4%	6.4%	93.6%	0.7%	4.1%	33.6%	0.3%	58.1%	3.2%	81.6%	4.6%	13.7%
EEOC	2014	1,129	37.1%	62.9%	16.4%	83.6%	0.9%	3.2%	37.2%	0.2%	54.1%	4.5%	83.7%	5.4%	10.9%
	'13	1,180	34.9%	65.1%	15.2%	84.8%	0.9%	3.3%	37.0%	0.0%	54.7%	4.2%	84.0%	5.1%	10.9%
	'12	1,263	36.0%	64.0%	15.9%	84.1%	0.8%	3.5%	36.5%	0.0%	55.3%	3.9%	86.0%	4.7%	9.3%
EPA	2014	3,863	45.9%	54.1%	6.7%	93.3%	0.8%	5.3%	14.1%	0.4%	75.8%	3.6%	82.9%	4.6%	12.5%
	'13	3,924	45.4%	54.6%	6.9%	93.1%	0.9%	5.2%	14.3%	0.3%	76.3%	3.1%	84.0%	4.4%	11.6%
	'12	8,847	45.8%	54.2%	6.7%	93.3%	0.6%	5.2%	14.9%	0.3%	75.8%	3.2%	83.9%	4.2%	11.9%
FCC	2014	702	49.3%	50.7%	4.7%	95.3%	0.2%	6.8%	23.8%	0.8%	66.1%	2.4%	83.7%	3.5%	12.8%
	'13	814	47.7%	52.3%	4.4%	95.6%	0.5%	6.6%	23.3%	0.5%	66.3%	2.7%	83.7%	2.7%	13.5%
	'12	725	49.6%	50.4%	4.3%	95.7%	0.2%	6.0%	22.7%	0.6%	68.1%	2.5%	83.3%	2.9%	13.8%
FERC	2014	896	56.5%	43.5%	5.1%	94.9%	0.0%	6.7%	16.9%	0.1%	72.0%	4.3%	85.8%	1.7%	12.5%
	'13	893	59.4%	40.6%	5.6%	94.4%	0.4%	6.3%	18.6%	0.1%	71.9%	2.7%	84.9%	2.5%	12.6%
	'12	748	56.2%	43.8%	5.4%	94.6%	0.6%	6.0%	16.7%	0.6%	72.6%	3.6%	84.1%	3.1%	12.7%
FTC	2014	518	49.4%	50.6%	4.2%	95.8%	0.2%	5.8%	14.3%	0.0%	77.5%	2.1%	82.1%	6.7%	11.2%
	'13	565	50.0%	50.0%	1.7%	98.3%	0.4%	6.1%	13.9%	0.8%	76.0%	2.9%	78.1%	7.6%	14.3%
	'12	541	45.8%	54.2%	3.3%	96.7%	0.0%	5.2%	16.5%	0.4%	76.5%	1.4%	77.3%	8.5%	14.2%
GSA	2014	8,567	51.2%	48.8%	6.7%	93.3%	1.0%	5.0%	22.7%	0.6%	66.8%	3.8%	82.6%	2.5%	14.9%
	'13	8,429	50.7%	49.3%	6.9%	93.1%	0.8%	5.3%	20.6%	0.7%	69.3%	3.3%	83.1%	2.6%	14.3%
	'12	6,592	50.3%	49.7%	6.2%	93.8%	0.9%	4.6%	19.1%	0.7%	71.4%	3.3%	83.9%	2.6%	13.4%
HHS	2014	32,806	35.5%	64.5%	5.7%	94.3%	9.8%	8.5%	18.2%	0.3%	59.7%	3.4%	83.9%	4.0%	12.0%
	'13	32,329	34.6%	65.4%	5.6%	94.4%	11.0%	7.5%	18.8%	0.3%	59.0%	3.3%	83.8%	3.8%	12.4%
	'12	29,146	33.7%	66.3%	5.4%	94.6%	11.5%	6.8%	19.7%	0.3%	58.7%	2.9%	84.4%	3.7%	11.8%
HUD	2014	3,890	39.1%	60.9%	8.0%	92.0%	1.2%	4.1%	31.0%	0.5%	59.8%	3.5%	83.3%	3.1%	13.7%
	'13	3,741	38.9%	61.1%	8.0%	92.0%	1.3%	4.1%	28.9%	0.4%	61.9%	3.4%	82.3%	3.2%	14.5%
	'12	4,741	39.1%	60.9%	8.4%	91.6%	1.3%	4.3%	32.1%	0.5%	58.3%	3.5%	84.6%	3.3%	12.1%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	2014	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	84.9%	2.7%	12.4%
	'12	687,687	55.5%	44.5%	9.2%	90.8%	2.0%	4.7%	15.5%	0.8%	73.6%	3.5%	87.0%	2.2%	10.8%
NARA	2014	1,686	46.4%	53.6%	3.9%	96.1%	0.5%	2.1%	18.6%	0.6%	74.4%	3.8%	78.4%	4.0%	17.7%
	'13	1,617	45.5%	54.5%	3.7%	96.3%	0.7%	2.4%	17.5%	0.6%	75.8%	3.0%	79.0%	3.8%	17.3%
	'12	2,085	46.8%	53.2%	3.4%	96.6%	0.7%	2.6%	20.8%	0.3%	72.9%	2.7%	78.5%	4.0%	17.5%
NASA	2014	9,430	63.0%	37.0%	7.1%	92.9%	0.8%	5.7%	10.2%	0.5%	79.7%	3.1%	86.9%	2.2%	10.9%
	'13	9,985	62.5%	37.5%	6.8%	93.2%	0.8%	5.9%	10.4%	0.5%	79.6%	2.8%	87.5%	1.9%	10.5%
	'12	9,296	61.8%	38.2%	6.7%	93.3%	1.0%	5.7%	10.7%	0.4%	79.2%	2.9%	87.8%	2.2%	10.0%
NCUA	2014	809	54.7%	45.3%	6.8%	93.2%	0.8%	4.4%	12.2%	0.7%	78.1%	3.8%	83.2%	2.7%	14.1%
	'13	799	54.0%	46.0%	5.8%	94.2%	0.8%	6.1%	14.2%	0.4%	75.5%	3.0%	82.2%	2.4%	15.5%
	'12	724	52.5%	47.5%	6.5%	93.5%	1.2%	5.7%	12.8%	0.6%	77.4%	2.3%	84.5%	3.0%	12.5%
NLRB	2014	696	34.0%	66.0%	9.4%	90.6%	0.2%	3.4%	20.8%	0.5%	72.2%	3.0%	86.3%	5.4%	8.4%
	'13	726	33.2%	66.8%	10.3%	89.7%	0.5%	3.6%	21.4%	0.5%	70.2%	3.9%	86.4%	5.0%	8.6%
	'12	787	34.6%	65.4%	10.4%	89.6%	1.0%	3.3%	20.5%	0.4%	71.6%	3.3%	85.1%	4.1%	10.8%
NRC	2014	2,467	63.5%	36.5%	7.1%	92.9%	0.8%	8.0%	11.8%	0.3%	74.9%	4.2%	85.0%	2.4%	12.6%
	'13	2,509	63.2%	36.8%	7.0%	93.0%	0.7%	7.9%	11.8%	0.4%	75.1%	4.0%	85.1%	2.5%	12.5%
	'12	2,709	61.4%	38.6%	7.3%	92.7%	0.4%	7.8%	11.7%	0.4%	75.5%	4.2%	85.5%	2.0%	12.5%
NSF	2014	917	38.0%	62.0%	4.8%	95.2%	0.2%	5.0%	24.4%	0.4%	67.2%	2.8%	81.5%	3.3%	15.2%
	'13	888	37.4%	62.6%	5.2%	94.8%	0.2%	5.0%	22.6%	0.2%	69.1%	2.8%	81.6%	3.5%	14.8%
	'12	789	35.4%	64.6%	4.9%	95.1%	0.3%	5.8%	23.7%	0.1%	67.7%	2.4%	84.6%	3.5%	11.9%
OMB	2014	304	47.3%	52.7%	2.4%	97.6%	0.0%	9.8%	4.3%	0.4%	83.0%	2.5%	83.5%	6.2%	10.3%
	'13	314	47.3%	52.7%	4.7%	95.3%	0.0%	6.7%	4.3%	0.0%	85.5%	3.5%	80.4%	7.5%	12.1%
	'12	342	45.9%	54.1%	3.4%	96.6%	0.6%	8.0%	6.4%	0.3%	83.1%	1.6%	85.0%	6.2%	8.8%
OPM	2014	3,596	42.3%	57.7%	6.9%	93.1%	0.5%	3.1%	20.4%	0.4%	72.2%	3.5%	83.9%	2.8%	13.3%
	'13	2,929	40.0%	60.0%	5.6%	94.4%	0.5%	2.6%	19.9%	0.4%	73.4%	3.2%	83.8%	2.8%	13.4%
	'12	3,140	40.1%	59.9%	5.8%	94.2%	0.6%	2.9%	20.4%	0.5%	73.2%	2.3%	84.9%	2.9%	12.3%
PBGC	2014	481	46.7%	53.3%	5.9%	94.1%	0.2%	8.8%	34.6%	0.7%	54.3%	1.4%	82.8%	5.3%	12.0%
	'13	401	43.6%	56.4%	5.1%	94.9%	0.3%	5.6%	36.7%	0.3%	53.4%	3.8%	80.9%	4.7%	14.4%
	'12	579	43.9%	56.1%	5.0%	95.0%	0.6%	8.7%	34.5%	0.4%	52.8%	3.1%	83.6%	4.1%	12.3%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	2014	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	84.9%	2.7%	12.4%
	'12	687,687	55.5%	44.5%	9.2%	90.8%	2.0%	4.7%	15.5%	0.8%	73.6%	3.5%	87.0%	2.2%	10.8%
RRB	2014	526	39.6%	60.4%	6.7%	93.3%	0.8%	2.2%	36.6%	0.4%	57.5%	2.4%	86.8%	3.2%	10.0%
	'13	610	41.7%	58.3%	5.2%	94.8%	0.5%	2.3%	36.4%	0.9%	56.7%	3.2%	86.2%	2.3%	11.5%
	'12	590	37.1%	62.9%	6.9%	93.1%	0.9%	2.5%	35.0%	0.9%	58.1%	2.5%	87.4%	1.5%	11.2%
SBA	2014	1,395	46.2%	53.8%	12.0%	88.0%	1.3%	6.2%	22.1%	1.4%	65.4%	3.6%	82.4%	3.0%	14.6%
	'13	1,511	45.2%	54.8%	13.6%	86.4%	1.2%	6.3%	22.1%	1.4%	65.6%	3.5%	83.4%	2.5%	14.1%
	'12	1,401	43.8%	56.2%	13.0%	87.0%	1.0%	5.4%	24.6%	1.5%	64.1%	3.4%	81.7%	2.7%	15.6%
SEC	2014	2,472	52.4%	47.6%	5.9%	94.1%	0.3%	8.2%	14.3%	0.3%	74.4%	2.5%	84.5%	3.7%	11.8%
	'13	2,422	51.9%	48.1%	5.5%	94.5%	0.5%	7.2%	14.9%	0.2%	74.7%	2.5%	85.3%	3.7%	11.0%
	'12	2,492	51.7%	48.3%	5.6%	94.4%	0.5%	7.2%	14.4%	0.1%	75.5%	2.4%	85.6%	2.9%	11.6%
SSA	2014	9,540	34.0%	66.0%	13.1%	86.9%	1.0%	5.1%	23.7%	0.7%	66.1%	3.3%	86.3%	3.3%	10.3%
	'13	8,345	31.5%	68.5%	14.3%	85.7%	1.3%	4.7%	24.9%	0.6%	64.7%	3.7%	87.7%	2.6%	9.8%
	'12	41,409	30.4%	69.6%	14.6%	85.4%	1.2%	4.9%	25.5%	0.6%	64.1%	3.7%	87.6%	2.5%	9.9%
State	2014	3,776	51.2%	48.8%	6.5%	93.5%	0.4%	5.3%	14.8%	0.3%	75.4%	3.9%	85.8%	4.2%	10.0%
	'13	2,551	49.9%	50.1%	7.0%	93.0%	0.4%	5.2%	16.4%	0.4%	73.4%	4.2%	85.3%	4.1%	10.6%
	'12	10,379	52.4%	47.6%	7.0%	93.0%	0.5%	5.3%	16.3%	0.4%	74.0%	3.6%	85.4%	4.5%	10.1%
Treas	2014	51,038	41.1%	58.9%	8.8%	91.2%	1.0%	5.1%	19.8%	0.5%	70.1%	3.4%	82.5%	3.0%	14.5%
	'13	50,010	40.9%	59.1%	8.6%	91.4%	1.2%	4.8%	19.2%	0.5%	71.0%	3.3%	81.6%	3.0%	15.4%
	'12	54,890	38.5%	61.5%	8.7%	91.3%	1.1%	4.6%	20.5%	0.5%	70.1%	3.1%	83.5%	2.7%	13.7%
USAID	2014	2,045	45.8%	54.2%	6.3%	93.7%	0.3%	6.0%	18.9%	0.2%	71.1%	3.5%	83.4%	6.1%	10.5%
	'13	2,266	45.1%	54.9%	6.0%	94.0%	0.5%	6.8%	18.8%	0.3%	69.9%	3.7%	84.1%	5.3%	10.6%
	'12	2,229	44.7%	55.3%	5.8%	94.2%	0.4%	6.2%	19.0%	0.4%	70.9%	3.0%	86.4%	4.8%	8.8%
USDA	2014	20,162	49.9%	50.1%	7.3%	92.7%	1.9%	2.8%	11.4%	0.4%	79.6%	3.9%	84.2%	2.3%	13.5%
	'13	13,256	49.5%	50.5%	7.4%	92.6%	2.0%	3.1%	10.8%	0.4%	80.0%	3.7%	84.4%	2.6%	13.0%
	'12	42,569	52.5%	47.5%	7.1%	92.9%	2.1%	2.5%	9.9%	0.4%	81.5%	3.6%	85.6%	2.4%	12.1%
VA	2014	27,639	40.4%	59.6%	7.6%	92.4%	1.5%	4.8%	18.1%	0.8%	70.8%	4.0%	83.5%	3.3%	13.2%
	'13	29,893	39.3%	60.7%	7.3%	92.7%	1.4%	4.7%	18.5%	0.9%	71.0%	3.6%	84.7%	2.7%	12.6%
	'12	13,303	38.8%	61.2%	7.0%	93.0%	1.4%	4.6%	18.3%	0.8%	71.5%	3.5%	86.2%	2.4%	11.4%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Sex		Hispanic or Latino		Race						Self-Identify as:		
			Male	Female	Yes	No	American Indian/ Alaska Native	Asian	Black/ African American	Native Hawaiian/ Other Pacific Islander	White	Two or more races	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I prefer not to say
All Responses	2014	392,752	51.9%	48.1%	8.6%	91.4%	2.2%	4.9%	16.1%	0.7%	72.5%	3.7%	84.6%	2.8%	12.6%
	'13	376,577	51.5%	48.5%	8.4%	91.6%	2.3%	4.9%	16.1%	0.7%	72.5%	3.5%	84.9%	2.7%	12.4%
	'12	687,687	55.5%	44.5%	9.2%	90.8%	2.0%	4.7%	15.5%	0.8%	73.6%	3.5%	87.0%	2.2%	10.8%
DOD	2014	75,025	63.4%	36.6%	7.7%	92.3%	1.1%	4.5%	14.9%	1.1%	74.3%	4.1%	87.0%	1.6%	11.4%
	'13	65,007	63.2%	36.8%	7.7%	92.3%	1.2%	4.6%	14.9%	1.2%	74.2%	3.8%	87.8%	1.4%	10.7%
	'12	232,462	65.7%	34.3%	7.5%	92.5%	1.3%	4.4%	13.9%	1.2%	75.5%	3.7%	89.4%	1.2%	9.4%
USACE	2014	2,433	61.5%	38.5%	4.7%	95.3%	1.0%	4.1%	8.7%	0.5%	82.6%	3.1%	87.4%	1.5%	11.1%
	'13	2,222	63.9%	36.1%	4.9%	95.1%	1.1%	5.0%	8.1%	0.5%	81.9%	3.4%	87.6%	1.7%	10.7%
	'12	10,560	62.0%	38.0%	4.6%	95.4%	1.0%	4.1%	7.8%	0.6%	83.2%	3.3%	87.9%	1.4%	10.7%
Air Force	2014	19,168	69.1%	30.9%	7.7%	92.3%	1.3%	2.3%	10.5%	0.9%	81.0%	4.0%	88.1%	1.3%	10.6%
	'13	12,129	69.3%	30.7%	7.6%	92.4%	1.5%	2.3%	10.7%	0.8%	81.1%	3.6%	89.2%	1.1%	9.7%
	'12	61,907	71.7%	28.3%	7.7%	92.3%	1.6%	2.4%	10.6%	0.9%	80.7%	3.9%	90.5%	1.0%	8.5%
Army‡	2014	19,981	62.9%	37.1%	9.7%	90.3%	1.3%	3.4%	19.6%	1.1%	70.2%	4.3%	87.3%	1.4%	11.3%
	'13	19,908	62.0%	38.0%	9.6%	90.4%	1.4%	3.1%	18.5%	1.1%	72.0%	4.0%	87.7%	1.4%	10.8%
	'12	67,388	62.1%	37.9%	9.5%	90.5%	1.4%	3.1%	17.9%	1.0%	73.0%	3.6%	89.6%	1.2%	9.2%
Navy‡	2014	17,745	66.7%	33.3%	6.2%	93.8%	1.0%	7.0%	11.6%	1.6%	74.4%	4.2%	86.5%	1.8%	11.8%
	'13	17,426	66.5%	33.5%	6.2%	93.8%	1.1%	7.6%	12.3%	1.8%	73.4%	3.8%	87.6%	1.3%	11.1%
	'12	60,361	67.6%	32.4%	6.1%	93.9%	1.0%	8.1%	11.3%	2.1%	73.9%	3.7%	88.7%	1.4%	9.9%
Marine Corps	2014	1,716	69.4%	30.6%	7.8%	92.2%	0.7%	3.2%	17.5%	1.3%	72.2%	5.1%	88.6%	1.8%	9.5%
	'13	2,092	67.4%	32.6%	7.6%	92.4%	1.1%	3.9%	16.9%	1.3%	71.5%	5.3%	90.5%	1.0%	8.4%
	'12	7,243	68.5%	31.5%	8.5%	91.5%	1.1%	3.3%	18.4%	1.5%	71.7%	4.0%	90.9%	0.9%	8.2%
DOD 4th Estate	2014	13,982	52.0%	48.0%	7.1%	92.9%	0.9%	5.9%	19.0%	0.9%	69.6%	3.8%	85.6%	2.1%	12.3%
	'13	11,230	52.6%	47.4%	7.2%	92.8%	1.0%	4.9%	18.3%	1.2%	71.1%	3.4%	86.5%	1.9%	11.6%
	'12	25,003	56.2%	43.8%	6.4%	93.6%	1.1%	4.6%	18.9%	0.8%	71.0%	3.6%	87.7%	1.5%	10.8%

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Veteran			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2014	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
	'12	687,687	---	---	---	---	---	---	---	---	13.1%	86.9%	---	---	---	---
BBG	2014	1,051	0.1%	4.4%	2.8%	13.2%	5.2%	38.6%	32.2%	3.5%	5.9%	94.1%	89.4%	0.2%	3.2%	7.3%
	'13	1,156	---	---	---	---	---	---	---	---	4.7%	95.3%	---	---	---	---
	'12	829	---	---	---	---	---	---	---	---	6.0%	94.0%	---	---	---	---
CSOSA	2014	722	0.0%	3.9%	1.5%	10.9%	5.1%	39.2%	34.2%	5.2%	7.9%	92.1%	86.9%	1.2%	2.9%	9.0%
	'13	714	---	---	---	---	---	---	---	---	8.8%	91.2%	---	---	---	---
	'12	569	---	---	---	---	---	---	---	---	6.9%	93.1%	---	---	---	---
DHS	2014	42,798	0.1%	6.3%	2.3%	22.0%	9.3%	36.8%	17.9%	5.3%	12.0%	88.0%	62.4%	2.4%	13.5%	21.7%
	'13	39,090	---	---	---	---	---	---	---	---	11.9%	88.1%	---	---	---	---
	'12	82,218	---	---	---	---	---	---	---	---	10.1%	89.9%	---	---	---	---
DOC	2014	9,892	0.1%	3.2%	1.3%	9.5%	4.1%	33.1%	30.3%	18.5%	7.2%	92.8%	87.1%	0.5%	3.2%	9.2%
	'13	9,447	---	---	---	---	---	---	---	---	6.8%	93.2%	---	---	---	---
	'12	19,872	---	---	---	---	---	---	---	---	6.2%	93.8%	---	---	---	---
DOE	2014	6,515	0.1%	3.1%	3.2%	10.8%	6.3%	36.3%	32.0%	8.2%	10.4%	89.6%	71.7%	1.2%	8.1%	19.0%
	'13	6,707	---	---	---	---	---	---	---	---	9.5%	90.5%	---	---	---	---
	'12	6,467	---	---	---	---	---	---	---	---	9.7%	90.3%	---	---	---	---
DOI	2014	18,384	0.1%	4.6%	2.7%	13.9%	7.7%	37.5%	25.7%	7.8%	9.9%	90.1%	80.8%	0.7%	4.4%	14.1%
	'13	18,396	---	---	---	---	---	---	---	---	9.7%	90.3%	---	---	---	---
	'12	27,287	---	---	---	---	---	---	---	---	9.4%	90.6%	---	---	---	---
DOJ	2014	17,213	0.1%	6.3%	2.5%	16.2%	7.4%	36.5%	15.5%	15.5%	8.4%	91.6%	74.0%	2.2%	5.1%	18.6%
	'13	17,004	---	---	---	---	---	---	---	---	8.0%	92.0%	---	---	---	---
	'12	35,023	---	---	---	---	---	---	---	---	7.8%	92.2%	---	---	---	---
DOL	2014	10,953	0.1%	4.6%	1.6%	12.7%	5.9%	35.1%	26.9%	13.2%	15.2%	84.8%	76.3%	1.0%	7.2%	15.4%
	'13	5,205	---	---	---	---	---	---	---	---	16.9%	83.1%	---	---	---	---
	'12	7,653	---	---	---	---	---	---	---	---	14.1%	85.9%	---	---	---	---
DOT	2014	11,673	0.1%	3.7%	3.1%	16.8%	9.4%	37.2%	24.0%	5.8%	12.3%	87.7%	66.0%	1.5%	11.8%	20.7%
	'13	23,204	---	---	---	---	---	---	---	---	12.5%	87.5%	---	---	---	---
	'12	25,892	---	---	---	---	---	---	---	---	11.3%	88.7%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Veteran			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2014	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
	'12	687,687	---	---	---	---	---	---	---	---	13.1%	86.9%	---	---	---	---
Educ	2014	2,415	0.0%	3.3%	0.5%	8.6%	2.6%	29.8%	33.8%	21.4%	10.3%	89.7%	87.3%	0.6%	3.8%	8.2%
	'13	2,658	---	---	---	---	---	---	---	---	10.0%	90.0%	---	---	---	---
	'12	2,677	---	---	---	---	---	---	---	---	10.1%	89.9%	---	---	---	---
EEOC	2014	1,129	0.0%	3.3%	1.0%	14.5%	5.0%	29.8%	16.1%	30.2%	29.3%	70.7%	74.9%	1.2%	7.4%	16.5%
	'13	1,180	---	---	---	---	---	---	---	---	26.3%	73.7%	---	---	---	---
	'12	1,263	---	---	---	---	---	---	---	---	26.5%	73.5%	---	---	---	---
EPA	2014	3,863	0.0%	1.4%	0.5%	5.7%	2.4%	31.7%	38.6%	19.6%	7.1%	92.9%	90.0%	0.5%	2.7%	6.8%
	'13	3,924	---	---	---	---	---	---	---	---	7.0%	93.0%	---	---	---	---
	'12	8,847	---	---	---	---	---	---	---	---	7.5%	92.5%	---	---	---	---
FCC	2014	702	0.0%	6.2%	1.4%	9.2%	2.9%	24.1%	14.8%	41.5%	8.3%	91.7%	88.2%	0.3%	3.7%	7.8%
	'13	814	---	---	---	---	---	---	---	---	6.9%	93.1%	---	---	---	---
	'12	725	---	---	---	---	---	---	---	---	7.0%	93.0%	---	---	---	---
FERC	2014	896	0.0%	1.6%	0.9%	6.3%	2.1%	27.5%	37.8%	23.8%	6.7%	93.3%	90.6%	0.5%	1.3%	7.6%
	'13	893	---	---	---	---	---	---	---	---	7.1%	92.9%	---	---	---	---
	'12	748	---	---	---	---	---	---	---	---	6.6%	93.4%	---	---	---	---
FTC	2014	518	0.0%	1.8%	0.4%	4.3%	3.0%	15.0%	8.3%	67.1%	8.3%	91.7%	91.4%	0.4%	1.6%	6.6%
	'13	565	---	---	---	---	---	---	---	---	6.3%	93.7%	---	---	---	---
	'12	541	---	---	---	---	---	---	---	---	4.7%	95.3%	---	---	---	---
GSA	2014	8,567	0.2%	4.4%	2.2%	14.2%	5.8%	41.4%	28.5%	3.3%	10.4%	89.6%	77.0%	1.0%	7.6%	14.4%
	'13	8,429	---	---	---	---	---	---	---	---	9.7%	90.3%	---	---	---	---
	'12	6,592	---	---	---	---	---	---	---	---	10.0%	90.0%	---	---	---	---
HHS	2014	32,806	0.1%	3.2%	2.1%	9.7%	5.1%	23.9%	28.7%	27.2%	8.4%	91.6%	87.0%	0.9%	3.5%	8.7%
	'13	32,329	---	---	---	---	---	---	---	---	8.4%	91.6%	---	---	---	---
	'12	29,146	---	---	---	---	---	---	---	---	8.5%	91.5%	---	---	---	---
HUD	2014	3,890	0.2%	3.6%	1.6%	16.0%	5.7%	31.3%	29.7%	12.0%	12.8%	87.2%	82.6%	0.5%	4.4%	12.5%
	'13	3,741	---	---	---	---	---	---	---	---	13.2%	86.8%	---	---	---	---
	'12	4,741	---	---	---	---	---	---	---	---	11.6%	88.4%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Veteran			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2014	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
	'12	687,687	---	---	---	---	---	---	---	---	13.1%	86.9%	---	---	---	---
NARA	2014	1,686	0.3%	7.6%	2.0%	16.0%	5.5%	27.0%	37.5%	4.2%	10.6%	89.4%	77.7%	1.1%	7.1%	14.2%
	'13	1,617	---	---	---	---	---	---	---	---	9.4%	90.6%	---	---	---	---
	'12	2,085	---	---	---	---	---	---	---	---	9.2%	90.8%	---	---	---	---
NASA	2014	9,430	0.0%	1.4%	0.6%	4.9%	4.3%	36.3%	38.8%	13.6%	6.7%	93.3%	85.3%	0.7%	4.6%	9.4%
	'13	9,985	---	---	---	---	---	---	---	---	6.3%	93.7%	---	---	---	---
	'12	9,296	---	---	---	---	---	---	---	---	6.5%	93.5%	---	---	---	---
NCUA	2014	809	0.0%	1.3%	0.9%	3.6%	1.5%	60.5%	29.0%	3.2%	10.5%	89.5%	81.2%	1.3%	3.9%	13.6%
	'13	799	---	---	---	---	---	---	---	---	9.6%	90.4%	---	---	---	---
	'12	724	---	---	---	---	---	---	---	---	9.6%	90.4%	---	---	---	---
NLRB	2014	696	0.0%	5.9%	1.8%	11.0%	4.4%	12.2%	14.8%	49.9%	9.8%	90.2%	90.3%	0.3%	2.6%	6.8%
	'13	726	---	---	---	---	---	---	---	---	10.0%	90.0%	---	---	---	---
	'12	787	---	---	---	---	---	---	---	---	10.5%	89.5%	---	---	---	---
NRC	2014	2,467	0.0%	2.3%	0.5%	5.7%	2.7%	39.6%	36.7%	12.4%	8.1%	91.9%	75.4%	1.6%	6.7%	16.3%
	'13	2,509	---	---	---	---	---	---	---	---	7.9%	92.1%	---	---	---	---
	'12	2,709	---	---	---	---	---	---	---	---	6.5%	93.5%	---	---	---	---
NSF	2014	917	0.0%	3.5%	0.6%	11.2%	4.2%	24.6%	23.7%	32.3%	6.5%	93.5%	88.7%	0.4%	2.7%	8.2%
	'13	888	---	---	---	---	---	---	---	---	7.4%	92.6%	---	---	---	---
	'12	789	---	---	---	---	---	---	---	---	6.1%	93.9%	---	---	---	---
OMB	2014	304	0.0%	0.7%	0.0%	2.4%	0.3%	8.9%	68.0%	19.6%	4.1%	95.9%	93.4%	0.7%	2.1%	3.8%
	'13	314	---	---	---	---	---	---	---	---	2.4%	97.6%	---	---	---	---
	'12	342	---	---	---	---	---	---	---	---	4.0%	96.0%	---	---	---	---
OPM	2014	3,596	0.1%	6.8%	1.9%	13.3%	6.2%	45.0%	22.7%	4.1%	14.6%	85.4%	73.6%	1.1%	10.5%	14.9%
	'13	2,929	---	---	---	---	---	---	---	---	13.3%	86.7%	---	---	---	---
	'12	3,140	---	---	---	---	---	---	---	---	12.6%	87.4%	---	---	---	---
PBGC	2014	481	0.2%	2.2%	1.3%	10.2%	2.4%	41.4%	26.1%	16.0%	10.3%	89.7%	87.6%	0.7%	2.3%	9.4%
	'13	401	---	---	---	---	---	---	---	---	8.1%	91.9%	---	---	---	---
	'12	579	---	---	---	---	---	---	---	---	6.4%	93.6%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Veteran			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2014	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
	'12	687,687	---	---	---	---	---	---	---	---	13.1%	86.9%	---	---	---	---
RRB	2014	526	0.0%	8.5%	2.5%	18.4%	4.7%	49.5%	14.2%	2.1%	10.5%	89.5%	83.0%	0.6%	3.1%	13.3%
	'13	610	---	---	---	---	---	---	---	---	10.6%	89.4%	---	---	---	---
	'12	590	---	---	---	---	---	---	---	---	12.3%	87.7%	---	---	---	---
SBA	2014	1,395	0.1%	4.7%	1.0%	16.5%	6.3%	36.0%	25.0%	10.4%	10.4%	89.6%	78.0%	0.8%	5.8%	15.3%
	'13	1,511	---	---	---	---	---	---	---	---	10.8%	89.2%	---	---	---	---
	'12	1,401	---	---	---	---	---	---	---	---	10.1%	89.9%	---	---	---	---
SEC	2014	2,472	0.0%	1.6%	0.5%	5.4%	2.0%	24.7%	21.2%	44.6%	6.0%	94.0%	91.8%	0.3%	1.7%	6.1%
	'13	2,422	---	---	---	---	---	---	---	---	5.8%	94.2%	---	---	---	---
	'12	2,492	---	---	---	---	---	---	---	---	5.3%	94.7%	---	---	---	---
SSA	2014	9,540	0.1%	6.5%	1.9%	16.4%	7.0%	42.5%	14.2%	11.4%	11.4%	88.6%	86.6%	0.7%	3.4%	9.3%
	'13	8,345	---	---	---	---	---	---	---	---	11.8%	88.2%	---	---	---	---
	'12	41,409	---	---	---	---	---	---	---	---	10.9%	89.1%	---	---	---	---
State	2014	3,776	0.1%	2.4%	1.0%	8.1%	3.9%	29.2%	44.5%	11.0%	6.9%	93.1%	79.2%	1.1%	6.6%	13.1%
	'13	2,551	---	---	---	---	---	---	---	---	6.8%	93.2%	---	---	---	---
	'12	10,379	---	---	---	---	---	---	---	---	7.5%	92.5%	---	---	---	---
Treas	2014	51,038	0.2%	8.5%	2.4%	19.4%	7.7%	40.1%	16.7%	5.0%	10.7%	89.3%	86.3%	0.5%	3.0%	10.3%
	'13	50,010	---	---	---	---	---	---	---	---	10.9%	89.1%	---	---	---	---
	'12	54,890	---	---	---	---	---	---	---	---	10.8%	89.2%	---	---	---	---
USAID	2014	2,045	0.1%	0.9%	0.6%	4.4%	1.5%	14.2%	61.0%	17.4%	6.6%	93.4%	87.6%	0.8%	3.3%	8.3%
	'13	2,266	---	---	---	---	---	---	---	---	4.5%	95.5%	---	---	---	---
	'12	2,229	---	---	---	---	---	---	---	---	4.5%	95.5%	---	---	---	---
USDA	2014	20,162	0.1%	5.8%	2.3%	14.6%	7.0%	40.6%	20.1%	9.6%	10.1%	89.9%	85.5%	0.5%	3.7%	10.2%
	'13	13,256	---	---	---	---	---	---	---	---	10.2%	89.8%	---	---	---	---
	'12	42,569	---	---	---	---	---	---	---	---	9.6%	90.4%	---	---	---	---
VA	2014	27,639	0.2%	5.3%	5.0%	15.9%	12.5%	28.1%	23.1%	9.9%	24.4%	75.6%	62.1%	1.7%	12.0%	24.2%
	'13	29,893	---	---	---	---	---	---	---	---	23.1%	76.9%	---	---	---	---
	'12	13,303	---	---	---	---	---	---	---	---	20.7%	79.3%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

## Report on Demographic Questions by Agency (Unweighted)

Agency	Year	Number of Respondents	Level of Education								Disability		Veteran			
			Less than High School	High School Diploma/ GED or equivalent	Trade or Technical Certificate	Some College (no degree)	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral/ Professional Degree	Yes	No	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged
All Responses	2014	392,752	0.1%	5.2%	2.5%	15.9%	8.1%	34.2%	24.0%	10.0%	13.5%	86.5%	71.4%	1.8%	11.5%	15.3%
	'13	376,577	---	---	---	---	---	---	---	---	13.0%	87.0%	---	---	---	---
	'12	687,687	---	---	---	---	---	---	---	---	13.1%	86.9%	---	---	---	---
DOD	2014	75,025	0.1%	5.2%	3.1%	19.8%	11.8%	31.0%	25.7%	3.4%	22.3%	77.7%	43.5%	4.7%	32.8%	19.0%
	'13	65,007	---	---	---	---	---	---	---	---	20.9%	79.1%	---	---	---	---
	'12	232,462	---	---	---	---	---	---	---	---	19.2%	80.8%	---	---	---	---
USACE	2014	2,433	0.0%	4.4%	2.7%	12.4%	7.9%	41.0%	25.8%	5.8%	12.3%	87.7%	68.6%	1.2%	11.5%	18.8%
	'13	2,222	---	---	---	---	---	---	---	---	10.8%	89.2%	---	---	---	---
	'12	10,560	---	---	---	---	---	---	---	---	11.1%	88.9%	---	---	---	---
Air Force	2014	19,168	0.1%	3.9%	3.2%	20.4%	15.2%	27.6%	27.5%	2.2%	25.6%	74.4%	29.2%	10.2%	43.7%	16.9%
	'13	12,129	---	---	---	---	---	---	---	---	22.2%	77.8%	---	---	---	---
	'12	61,907	---	---	---	---	---	---	---	---	20.0%	80.0%	---	---	---	---
Army‡	2014	19,981	0.1%	5.6%	3.6%	21.9%	12.9%	28.4%	23.8%	3.7%	26.7%	73.3%	38.2%	5.0%	35.1%	21.7%
	'13	19,908	---	---	---	---	---	---	---	---	25.7%	74.3%	---	---	---	---
	'12	67,388	---	---	---	---	---	---	---	---	23.4%	76.6%	---	---	---	---
Navy‡	2014	17,745	0.1%	6.3%	3.4%	20.7%	11.4%	32.0%	22.3%	3.9%	20.0%	80.0%	47.7%	1.5%	31.7%	19.0%
	'13	17,426	---	---	---	---	---	---	---	---	18.2%	81.8%	---	---	---	---
	'12	60,361	---	---	---	---	---	---	---	---	16.0%	84.0%	---	---	---	---
Marine Corps	2014	1,716	0.1%	7.1%	4.5%	27.0%	9.4%	27.9%	21.8%	2.2%	27.0%	73.0%	32.6%	2.0%	42.5%	22.9%
	'13	2,092	---	---	---	---	---	---	---	---	24.2%	75.8%	---	---	---	---
	'12	7,243	---	---	---	---	---	---	---	---	25.1%	74.9%	---	---	---	---
DOD 4th Estate	2014	13,982	0.1%	5.1%	1.6%	15.3%	7.2%	36.7%	30.4%	3.5%	15.8%	84.2%	62.3%	1.7%	18.4%	17.7%
	'13	11,230	---	---	---	---	---	---	---	---	16.5%	83.5%	---	---	---	---
	'12	25,003	---	---	---	---	---	---	---	---	15.9%	84.1%	---	---	---	---

SOURCE: Federal Employee Viewpoint Survey

NOTE: All counts and percents in this table are based on unweighted data.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.



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