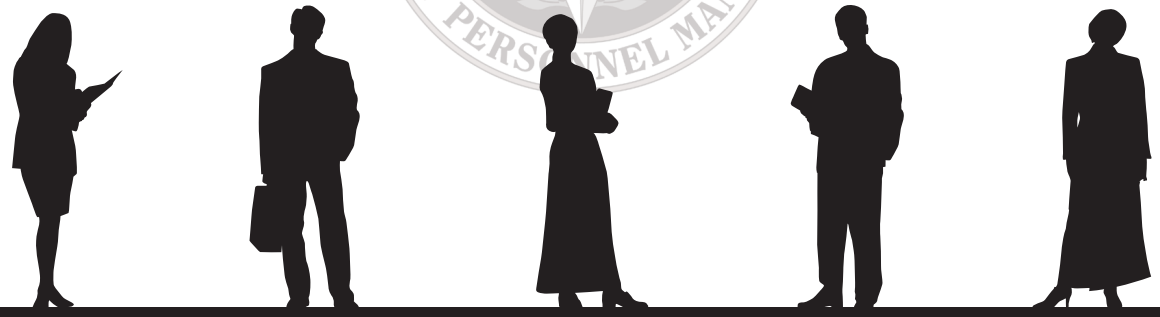
WHAT DO FEDERAL EMPLOYEES SAY?



RESULTS FROM THE 2002 FEDERAL HUMAN CAPITAL SURVEY

FHCS DATA

FEDERAL HUMAN CAPITAL SURVEY 2002

Enclosed is a question-by-question summary of survey responses for Federal departments and agencies who are members of the President's Management Council. The summary is a tabulation of all responses displayed by demographic groups for these departments and agencies. The tabulation includes data for each level of the response scale. This tabulation does not report data at the sub-element level.

Detailed survey data is available on the OPM web site at www.fhcs.opm.gov.

Thank you for your interest in the Federal Human Capital Survey.

Explanations

FHCS Report by Demographics

(1) In my work unit, human resources management strategies are targeted to achieve my agency's missions and objectives.

		1 Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	2 Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
3 Horizontal%	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	13728.527	4218.88	9509.65	11517.2	2103.11	108.23	7093.01	6635.52	1197.28	12531.3	9841.16	2493.51	1393.86	2766.47	10962.1
4 Vertical%	13.6%	14.9%	13.1%	13.0%	17.5%	29.6%	12.4%	15.3%	16.5%	13.4%	12.9%	16.5%	14.7%	8.3%	16.3%
5 Horizontal%		30.7%	69.3%	83.9%	15.3%	0.8%	51.7%	48.3%	8.7%	91.3%	71.7%	18.2%	10.2%	20.2%	79.8%
Agree	48443.523	13320.9	35122.6	41996.9	6267.50	179.109	27091.0	21352.5	3457.06	44986.5	37043.1	7186.21	4214.24	13261.5	35182.1
Vertical%	48.1%	47.1%	48.5%	47.6%	52.2%	48.9%	47.4%	49.1%	47.8%	48.2%	48.7%	47.5%	44.5%	39.7%	52.3%
Horizontal%		27.5%	72.5%	86.7%	12.9%	0.4%	55.9%	44.1%	7.1%	92.9%	76.5%	14.8%	8.7%	27.4%	72.6%
Neither Agree nor Disagree	15598.5	4241.38	11357.1	14077.6	1491.3	29.621	9109.18	6489.32	981.412	14617.1	11772.5	2150.71	1675.33	5864.72	9733.78
Vertical%	15.5%	15.0%	15.7%	15.9%	12.4%	8.1%	15.9%	14.9%	13.6%	15.6%	15.5%	14.2%	17.7%	17.6%	14.5%
Horizontal%		27.2%	72.8%	90.2%	9.6%	0.2%	58.4%	41.6%	6.3%	93.7%	75.5%	13.8%	10.7%	37.6%	62.4%
Disagree	12616.708	3463.31	9153.4	11158.1	1424.64	33.964	7716.68	4900.03	870.323	11746.4	9935.47	1464.18	1217.06	6249.07	6367.64
Vertical%	12.5%	12.2%	12.7%	12.6%	11.9%	9.3%	13.5%	11.3%	12.0%	12.6%	13.1%	9.7%	12.8%	18.7%	9.5%
Horizontal%		27.5%	72.5%	88.4%	11.3%	0.3%	61.2%	38.8%	6.9%	93.1%	78.7%	11.6%	9.6%	49.5%	50.5%
Strongly Disagree	6056.654	1647.07	4409.58	5479.45	563.499	13.703	3918.57	2138.08	496.924	5559.73	4482	914.982	659.676	3815.67	2240.99
Vertical%	6.0%	5.8%	6.1%	6.2%	4.7%	3.7%	6.9%	4.9%	6.9%	6.0%	5.9%	6.0%	7.0%	11.4%	3.3%
Horizontal%		27.2%	72.8%	90.5%	9.3%	0.2%	64.7%	35.3%	8.2%	91.8%	74.0%	15.1%	10.9%	63.0%	37.0%
Do Not Know	4209.679	1406.96	2802.72	4046.73	161.615	1.339	2247.18	1962.5	236.436	3973.24	2970.98	918.964	319.737	1422.2	2787.48
Vertical%	4.2%	5.0%	3.9%	4.6%	1.3%	0.4%	3.9%	4.5%	3.3%	4.3%	3.9%	6.1%	3.4%	4.3%	4.1%
Horizontal%		33.4%	66.6%	96.1%	3.8%	0.0%	53.4%	46.6%	5.6%	94.4%	70.6%	21.8%	7.6%	33.8%	66.2%

SAMPLE

Note 1: Columns represent the demographic categories.

Note 2: The column titled "Total" sums the percent response vertically for each measure on the scale.

Note 3: This row contains percentages which total horizontally within demographic categories.

Note 4: This row contains percentages which total vertically

Note 5: This row contains percentages which total horizontally within demographic categories for each scale.

General Note: Percentages may not total exactly to 100% due to rounding.

All numbers in this report are based on weighted data.

FHCS Report by Demographics

(1) In my work unit, human resources management strategies are targeted to achieve my agency's missions and objectives.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	13728.527	4218.88	9509.65	11517.2	2103.11	108.23	7093.01	6635.52	1197.28	12531.3	9841.16	2493.51	1393.86	2766.47	10962.1
	13.6%	14.9%	13.1%	13.0%	17.5%	29.6%	12.4%	15.3%	16.5%	13.4%	12.9%	16.5%	14.7%	8.3%	16.3%
		30.7%	69.3%	83.9%	15.3%	0.8%	51.7%	48.3%	8.7%	91.3%	71.7%	18.2%	10.2%	20.2%	79.8%
Agree	48443.523	13320.9	35122.6	41996.9	6267.50	179.109	27091.0	21352.5	3457.06	44986.5	37043.1	7186.21	4214.24	13261.5	35182.1
	48.1%	47.1%	48.5%	47.6%	52.2%	48.9%	47.4%	49.1%	47.8%	48.2%	48.7%	47.5%	44.5%	39.7%	52.3%
		27.5%	72.5%	86.7%	12.9%	0.4%	55.9%	44.1%	7.1%	92.9%	76.5%	14.8%	8.7%	27.4%	72.6%
Neither Agree nor Disagree	15598.5	4241.38	11357.1	14077.6	1491.3	29.621	9109.18	6489.32	981.412	14617.1	11772.5	2150.71	1675.33	5864.72	9733.78
	15.5%	15.0%	15.7%	15.9%	12.4%	8.1%	15.9%	14.9%	13.6%	15.6%	15.5%	14.2%	17.7%	17.6%	14.5%
		27.2%	72.8%	90.2%	9.6%	0.2%	58.4%	41.6%	6.3%	93.7%	75.5%	13.8%	10.7%	37.6%	62.4%
Disagree	12616.708	3463.31	9153.4	11158.1	1424.64	33.964	7716.68	4900.03	870.323	11746.4	9935.47	1464.18	1217.06	6249.07	6367.64
	12.5%	12.2%	12.7%	12.6%	11.9%	9.3%	13.5%	11.3%	12.0%	12.6%	13.1%	9.7%	12.8%	18.7%	9.5%
		27.5%	72.5%	88.4%	11.3%	0.3%	61.2%	38.8%	6.9%	93.1%	78.7%	11.6%	9.6%	49.5%	50.5%
Strongly Disagree	6056.654	1647.07	4409.58	5479.45	563.499	13.703	3918.57	2138.08	496.924	5559.73	4482	914.982	659.676	3815.67	2240.99
	6.0%	5.8%	6.1%	6.2%	4.7%	3.7%	6.9%	4.9%	6.9%	6.0%	5.9%	6.0%	7.0%	11.4%	3.3%
		27.2%	72.8%	90.5%	9.3%	0.2%	64.7%	35.3%	8.2%	91.8%	74.0%	15.1%	10.9%	63.0%	37.0%
Do Not Know	4209.679	1406.96	2802.72	4046.73	161.615	1.339	2247.18	1962.5	236.436	3973.24	2970.98	918.964	319.737	1422.2	2787.48
	4.2%	5.0%	3.9%	4.6%	1.3%	0.4%	3.9%	4.5%	3.3%	4.3%	3.9%	6.1%	3.4%	4.3%	4.1%
		33.4%	66.6%	96.1%	3.8%	0.0%	53.4%	46.6%	5.6%	94.4%	70.6%	21.8%	7.6%	33.8%	66.2%

FHCS Report by Demographics

(1) In my work unit, human resources management strategies are targeted to achieve my agency's missions and objectives.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	13728.527	2278.39	4672.7	5490.9	1286.54	901.379	11413.2	102.197	1311.77	106.286	416.627	2509.78	10695.8	1877.75	1912.79	9937.99
	13.6%	11.1%	13.2%	14.6%	18.0%	10.1%	14.0%	27.9%	13.5%	24.3%	18.0%	14.1%	13.4%	13.5%	15.4%	13.4%
		16.6%	34.0%	40.0%	9.4%	6.6%	83.1%	0.7%	9.6%	0.8%	3.0%	18.3%	77.9%	13.7%	13.9%	72.4%
Agree	48443.523	9945.82	16843.9	18144.9	3508.98	4378.4	39199.6	181.602	4683.91	202.572	1118.92	8847.79	38274.2	6459.05	6072.45	35912.0
	48.1%	48.5%	47.6%	48.2%	49.2%	49.2%	48.0%	49.5%	48.3%	46.3%	48.3%	49.7%	47.8%	46.6%	48.8%	48.3%
		20.5%	34.8%	37.5%	7.2%	9.0%	80.9%	0.4%	9.7%	0.4%	2.3%	18.3%	79.0%	13.3%	12.5%	74.1%
Neither Agree nor Disagree	15598.5	3619.40	5488.6	5542.97	947.528	1517.35	12615	30.203	1435.97	62.076	342.346	2735.32	12458.8	2210.96	1874.65	11512.9
	15.5%	17.7%	15.5%	14.7%	13.3%	17.1%	15.4%	8.2%	14.8%	14.2%	14.8%	15.4%	15.6%	16.0%	15.1%	15.5%
		23.2%	35.2%	35.5%	6.1%	9.7%	80.9%	0.2%	9.2%	0.4%	2.2%	17.5%	79.9%	14.2%	12.0%	73.8%
Disagree	12616.708	2326.93	4861.87	4643.80	784.1	1232.37	10151.4	36.509	1196.4	21.867	145.702	1999.52	10449.6	1860.52	1399.51	9356.67
	12.5%	11.4%	13.7%	12.3%	11.0%	13.8%	12.4%	10.0%	12.3%	5.0%	6.3%	11.2%	13.0%	13.4%	11.2%	12.6%
		18.4%	38.5%	36.8%	6.2%	9.8%	80.5%	0.3%	9.5%	0.2%	1.2%	15.8%	82.8%	14.7%	11.1%	74.2%
Strongly Disagree	6056.654	1210.89	2127.31	2419.52	298.944	454.079	4941.71	12.969	647.897	18.955	65.471	894.162	5078.07	931.74	717.415	4407.5
	6.0%	5.9%	6.0%	6.4%	4.2%	5.1%	6.0%	3.5%	6.7%	4.3%	2.8%	5.0%	6.3%	6.7%	5.8%	5.9%
		20.0%	35.1%	39.9%	4.9%	7.5%	81.6%	0.2%	10.7%	0.3%	1.1%	14.8%	83.8%	15.4%	11.8%	72.8%
Do Not Know	4209.679	1111.58	1425.72	1370.66	301.728	414.815	3374.69	3.266	416.904	25.63	228.761	823.605	3131.68	518.551	471.266	3219.86
	4.2%	5.4%	4.0%	3.6%	4.2%	4.7%	4.1%	0.9%	4.3%	5.9%	9.9%	4.6%	3.9%	3.7%	3.8%	4.3%
		26.4%	33.9%	32.6%	7.2%	9.9%	80.2%	0.1%	9.9%	0.6%	5.4%	19.6%	74.4%	12.3%	11.2%	76.5%

FHCS Report by Demographics

(2) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	15260.092	4251.28	11008.8	12749.8	2387.8	122.528	7584.19	7675.9	1377.03	13883.1	11186.5	2592.77	1480.82	3221.68	12038.4
	15.2%	15.0%	15.2%	14.4%	19.9%	33.5%	13.3%	17.7%	19.0%	14.9%	14.7%	17.1%	15.6%	9.7%	17.9%
		27.9%	72.1%	83.5%	15.6%	0.8%	49.7%	50.3%	9.0%	91.0%	73.3%	17.0%	9.7%	21.1%	78.9%
Agree	52088.430	14428.3	37660.1	45191.6	6714.5	182.324	29523.3	22565.1	3450.00	48638.4	39827.3	7520.78	4740.38	14703.0	37385.4
	51.8%	51.0%	52.0%	51.2%	55.9%	49.8%	51.6%	51.9%	47.7%	52.1%	52.4%	49.7%	50.0%	44.0%	55.6%
		27.7%	72.3%	86.8%	12.9%	0.4%	56.7%	43.3%	6.6%	93.4%	76.5%	14.4%	9.1%	28.2%	71.8%
Neither Agree nor Disagree	13694.722	3910.90	9783.82	12372.9	1293.36	28.442	8172.85	5521.88	880.093	12814.6	10484.9	1920.67	1289.16	5424.00	8270.72
	13.6%	13.8%	13.5%	14.0%	10.8%	7.8%	14.3%	12.7%	12.2%	13.7%	13.8%	12.7%	13.6%	16.2%	12.3%
		28.6%	71.4%	90.3%	9.4%	0.2%	59.7%	40.3%	6.4%	93.6%	76.6%	14.0%	9.4%	39.6%	60.4%
Disagree	10326.306	2949.62	7376.68	9175.41	1126.99	23.907	6390.42	3935.89	829.068	9497.24	8117.08	1378.25	830.976	5172.51	5153.8
	10.3%	10.4%	10.2%	10.4%	9.4%	6.5%	11.2%	9.1%	11.5%	10.2%	10.7%	9.1%	8.8%	15.5%	7.7%
		28.6%	71.4%	88.9%	10.9%	0.2%	61.9%	38.1%	8.0%	92.0%	78.6%	13.3%	8.0%	50.1%	49.9%
Strongly Disagree	4262.711	1156.77	3105.94	3925.25	330.584	6.877	2725.00	1537.71	410.553	3852.16	2885.65	676.556	700.507	2741.84	1520.87
	4.2%	4.1%	4.3%	4.4%	2.8%	1.9%	4.8%	3.5%	5.7%	4.1%	3.8%	4.5%	7.4%	8.2%	2.3%
		27.1%	72.9%	92.1%	7.8%	0.2%	63.9%	36.1%	9.6%	90.4%	67.7%	15.9%	16.4%	64.3%	35.7%
Do Not Know	5021.33	1601.61	3419.72	4861.01	158.435	1.888	2779.91	2241.42	292.686	4728.64	3543.74	1039.53	438.061	2116.54	2904.79
	5.0%	5.7%	4.7%	5.5%	1.3%	0.5%	4.9%	5.2%	4.0%	5.1%	4.7%	6.9%	4.6%	6.3%	4.3%
		31.9%	68.1%	96.8%	3.2%	0.0%	55.4%	44.6%	5.8%	94.2%	70.6%	20.7%	8.7%	42.2%	57.8%

FHCS Report by Demographics

(2) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	15260.092	2929.66	5279.34	5743.54	1307.55	878.625	12533.8	123.492	1724.13	121.039	492.837	3218.53	11427.7	1980.99	2012.96	11266.1
	15.2%	14.3%	14.9%	15.3%	18.3%	9.9%	15.3%	33.7%	17.8%	27.7%	21.3%	18.1%	14.3%	14.3%	16.2%	15.2%
		19.2%	34.6%	37.6%	8.6%	5.8%	82.1%	0.8%	11.3%	0.8%	3.2%	21.1%	74.9%	13.0%	13.2%	73.8%
Agree	52088.430	10804.4	18080.4	19470.2	3733.49	4758.54	42268.5	184.367	4877.01	202.469	1107.47	9407.44	41371.1	6989	6350.57	38748.9
	51.8%	52.7%	51.0%	51.8%	52.4%	53.5%	51.7%	50.3%	50.3%	46.3%	47.8%	52.8%	51.7%	50.4%	51.0%	52.1%
		20.7%	34.7%	37.4%	7.2%	9.1%	81.1%	0.4%	9.4%	0.4%	2.1%	18.1%	79.4%	13.4%	12.2%	74.4%
Neither Agree nor Disagree	13694.722	2637.64	5048.4	5083.26	925.416	1302.02	11168.8	24.677	1199.20	53.919	251.118	2178.4	11211.3	2077.8	1684.45	9932.47
	13.6%	12.9%	14.3%	13.5%	13.0%	14.6%	13.7%	6.7%	12.4%	12.3%	10.8%	12.2%	14.0%	15.0%	13.5%	13.4%
		19.3%	36.9%	37.1%	6.8%	9.5%	81.6%	0.2%	8.8%	0.4%	1.8%	15.9%	81.9%	15.2%	12.3%	72.5%
Disagree	10326.306	2205.18	3704.43	3820.91	595.79	1188.09	8189.63	23.198	925.39	25.639	144.332	1616.51	8539.83	1493.05	1226.98	7606.27
	10.3%	10.8%	10.5%	10.2%	8.4%	13.4%	10.0%	6.3%	9.5%	5.9%	6.2%	9.1%	10.7%	10.8%	9.9%	10.2%
		21.4%	35.9%	37.0%	5.8%	11.5%	79.3%	0.2%	9.0%	0.2%	1.4%	15.7%	82.7%	14.5%	11.9%	73.7%
Strongly Disagree	4262.711	876.128	1509.84	1669.75	206.999	327.872	3463.36	5.496	465.984	8.374	40.628	560.182	3653.53	666.374	516.572	3079.77
	4.2%	4.3%	4.3%	4.4%	2.9%	3.7%	4.2%	1.5%	4.8%	1.9%	1.8%	3.1%	4.6%	4.8%	4.1%	4.1%
		20.6%	35.4%	39.2%	4.9%	7.7%	81.2%	0.1%	10.9%	0.2%	1.0%	13.1%	85.7%	15.6%	12.1%	72.2%
Do Not Know	5021.33	1040.01	1797.69	1825.07	358.562	443.24	4071.43	5.516	501.146	25.946	281.447	829.122	3884.82	651.357	656.551	3713.42
	5.0%	5.1%	5.1%	4.9%	5.0%	5.0%	5.0%	1.5%	5.2%	5.9%	12.1%	4.7%	4.9%	4.7%	5.3%	5.0%
		20.7%	35.8%	36.3%	7.1%	8.8%	81.1%	0.1%	10.0%	0.5%	5.6%	16.5%	77.4%	13.0%	13.1%	74.0%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	13800.203	4341.49	9458.71	11397.8	2281.49	120.938	7591.27	6208.93	1037.44	12762.8	10602.3	1951.65	1246.29	3126.4	10673.8
	13.7%	15.3%	13.1%	12.9%	19.0%	33.0%	13.3%	14.3%	14.3%	13.7%	13.9%	12.9%	13.1%	9.4%	15.9%
		31.5%	68.5%	82.6%	16.5%	0.9%	55.0%	45.0%	7.5%	92.5%	76.8%	14.1%	9.0%	22.7%	77.3%
Agree	41989.385	12577	29412.4	36192.7	5628.03	168.629	23961.6	18027.8	2433.12	39556.3	31621.4	6329.9	4038.08	12150.6	29838.8
	41.7%	44.4%	40.7%	41.0%	46.9%	46.1%	41.9%	41.5%	33.6%	42.3%	41.6%	41.8%	42.6%	36.4%	44.4%
		30.0%	70.0%	86.2%	13.4%	0.4%	57.1%	42.9%	5.8%	94.2%	75.3%	15.1%	9.6%	28.9%	71.1%
Neither Agree nor Disagree	19783.22	5232.86	14550.4	17653.8	2088.85	40.577	11302.3	8480.91	1590.17	18193.1	14930.0	2843.05	2010.14	6713.97	13069.2
	19.7%	18.5%	20.1%	20.0%	17.4%	11.1%	19.8%	19.5%	22.0%	19.5%	19.6%	18.8%	21.2%	20.1%	19.4%
		26.5%	73.5%	89.2%	10.6%	0.2%	57.1%	42.9%	8.0%	92.0%	75.5%	14.4%	10.2%	33.9%	66.1%
Disagree	15674.443	3783.3	11891.1	14205.4	1443.23	25.845	8980.53	6693.92	1273.55	14400.9	12305.1	2180.45	1188.87	6750.66	8923.78
	15.6%	13.4%	16.4%	16.1%	12.0%	7.1%	15.7%	15.4%	17.6%	15.4%	16.2%	14.4%	12.5%	20.2%	13.3%
		24.1%	75.9%	90.6%	9.2%	0.2%	57.3%	42.7%	8.1%	91.9%	78.5%	13.9%	7.6%	43.1%	56.9%
Strongly Disagree	6397.449	1552.33	4845.12	5935.03	454.731	7.686	3883.45	2514	667.992	5729.46	4575.15	1078.74	743.56	3728.14	2669.31
	6.4%	5.5%	6.7%	6.7%	3.8%	2.1%	6.8%	5.8%	9.2%	6.1%	6.0%	7.1%	7.8%	11.2%	4.0%
		24.3%	75.7%	92.8%	7.1%	0.1%	60.7%	39.3%	10.4%	89.6%	71.5%	16.9%	11.6%	58.3%	41.7%
Do Not Know	3008.891	811.592	2197.3	2891.27	115.33	2.291	1456.52	1552.37	237.156	2771.74	2011.16	744.763	252.968	909.847	2099.04
	3.0%	2.9%	3.0%	3.3%	1.0%	0.6%	2.5%	3.6%	3.3%	3.0%	2.6%	4.9%	2.7%	2.7%	3.1%
		27.0%	73.0%	96.1%	3.8%	0.1%	48.4%	51.6%	7.9%	92.1%	66.8%	24.8%	8.4%	30.2%	69.8%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	13800.203	2383.44	4790.82	5491.35	1134.59	847.721	11267	112.402	1573.10	135.059	302.869	2550.57	10811.7	1744	1828.21	10228
	13.7%	11.6%	13.5%	14.6%	15.9%	9.5%	13.8%	30.6%	16.2%	30.9%	13.1%	14.3%	13.5%	12.6%	14.7%	13.8%
		17.3%	34.7%	39.8%	8.2%	6.1%	81.6%	0.8%	11.4%	1.0%	2.2%	18.5%	78.3%	12.6%	13.2%	74.1%
Agree	41989.385	8135.59	14909.2	15646.5	3298.10	3648.98	34231.4	176.024	3932.99	134.527	1066.64	7296.24	33492	5719.35	5177.86	31092.2
	41.7%	39.7%	42.1%	41.6%	46.3%	41.0%	41.9%	48.0%	40.6%	30.8%	46.0%	41.0%	41.8%	41.3%	41.6%	41.8%
		19.4%	35.5%	37.3%	7.9%	8.7%	81.5%	0.4%	9.4%	0.3%	2.5%	17.4%	79.8%	13.6%	12.3%	74.0%
Neither Agree nor Disagree	19783.22	4382.67	6803.16	7321.85	1275.54	1835.01	16168.5	39.825	1739.89	106.66	386.809	3695.53	15594.2	2847.06	2396.88	14539.3
	19.7%	21.4%	19.2%	19.5%	17.9%	20.6%	19.8%	10.9%	18.0%	24.4%	16.7%	20.7%	19.5%	20.5%	19.3%	19.6%
		22.2%	34.4%	37.0%	6.4%	9.3%	81.7%	0.2%	8.8%	0.5%	2.0%	18.7%	78.8%	14.4%	12.1%	73.5%
Disagree	15674.443	3322.18	5670.45	5858.21	823.605	1694.65	12507.2	26.154	1446.43	22.152	247.673	2621.86	12782.8	2239.79	1940.83	11493.8
	15.6%	16.2%	16.0%	15.6%	11.6%	19.0%	15.3%	7.1%	14.9%	5.1%	10.7%	14.7%	16.0%	16.2%	15.6%	15.5%
		21.2%	36.2%	37.4%	5.3%	10.8%	79.8%	0.2%	9.2%	0.1%	1.6%	16.7%	81.6%	14.3%	12.4%	73.3%
Strongly Disagree	6397.449	1514.73	2355.19	2208.11	319.426	630.035	5004.93	8.208	754.276	4.494	175.816	1035.42	5181.72	948.215	747.059	4702.18
	6.4%	7.4%	6.6%	5.9%	4.5%	7.1%	6.1%	2.2%	7.8%	1.0%	7.6%	5.8%	6.5%	6.8%	6.0%	6.3%
		23.7%	36.8%	34.5%	5.0%	9.8%	78.2%	0.1%	11.8%	0.1%	2.7%	16.2%	81.0%	14.8%	11.7%	73.5%
Do Not Know	3008.891	754.395	891.213	1086.73	276.551	241.992	2516.6	4.133	246.17	34.494	138.023	610.556	2225.82	360.173	357.245	2291.47
	3.0%	3.7%	2.5%	2.9%	3.9%	2.7%	3.1%	1.1%	2.5%	7.9%	6.0%	3.4%	2.8%	2.6%	2.9%	3.1%
		25.1%	29.6%	36.1%	9.2%	8.0%	83.6%	0.1%	8.2%	1.1%	4.6%	20.3%	74.0%	12.0%	11.9%	76.2%

FHCS Report by Demographics

(4) I am kept informed about changes in personnel policies and employee benefits.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	15956.872	4678.15	11278.7	13236.5	2587.92	132.441	8132.47	7824.41	1204.94	14751.9	12036.7	2584.38	1335.83	3282.69	12674.2
	15.9%	16.5%	15.6%	15.0%	21.5%	36.2%	14.2%	18.0%	16.6%	15.8%	15.8%	17.1%	14.1%	9.8%	18.8%
		29.3%	70.7%	83.0%	16.2%	0.8%	51.0%	49.0%	7.6%	92.4%	75.4%	16.2%	8.4%	20.6%	79.4%
Agree	51886.101	14377.1	37509.0	45145.7	6564.97	175.424	29403.8	22482.3	3513.99	48372.1	39386.8	7778.21	4721.05	14706.3	37179.8
	51.5%	50.8%	51.8%	51.1%	54.7%	47.9%	51.4%	51.7%	48.5%	51.8%	51.8%	51.4%	49.8%	44.1%	55.3%
		27.7%	72.3%	87.0%	12.7%	0.3%	56.7%	43.3%	6.8%	93.2%	75.9%	15.0%	9.1%	28.3%	71.7%
Neither Agree nor Disagree	11589.941	3307.33	8282.61	10408.4	1152.26	29.28	7304.76	4285.18	803.499	10786.4	8818.85	1486.99	1284.10	4311.95	7277.99
	11.5%	11.7%	11.4%	11.8%	9.6%	8.0%	12.8%	9.9%	11.1%	11.5%	11.6%	9.8%	13.5%	12.9%	10.8%
		28.5%	71.5%	89.8%	9.9%	0.3%	63.0%	37.0%	6.9%	93.1%	76.1%	12.8%	11.1%	37.2%	62.8%
Disagree	13438.955	3838.75	9600.21	12242.1	1177.28	19.608	7698.54	5740.42	1033.02	12405.9	10358.0	1890.53	1190.4	6140.27	7298.69
	13.4%	13.6%	13.3%	13.9%	9.8%	5.4%	13.5%	13.2%	14.3%	13.3%	13.6%	12.5%	12.6%	18.4%	10.8%
		28.6%	71.4%	91.1%	8.8%	0.1%	57.3%	42.7%	7.7%	92.3%	77.1%	14.1%	8.9%	45.7%	54.3%
Strongly Disagree	7408.767	2012.04	5396.73	6890.81	509.231	8.726	4442.18	2966.58	673.158	6735.61	5195.12	1294.9	918.746	4771.37	2637.40
	7.4%	7.1%	7.5%	7.8%	4.2%	2.4%	7.8%	6.8%	9.3%	7.2%	6.8%	8.6%	9.7%	14.3%	3.9%
		27.2%	72.8%	93.0%	6.9%	0.1%	60.0%	40.0%	9.1%	90.9%	70.1%	17.5%	12.4%	64.4%	35.6%
Do Not Know	372.955	85.164	287.791	352.469	19.999	0.487	193.946	179.009	10.823	362.132	249.625	93.552	29.778	167.043	205.912
	0.4%	0.3%	0.4%	0.4%	0.2%	0.1%	0.3%	0.4%	0.1%	0.4%	0.3%	0.6%	0.3%	0.5%	0.3%
		22.8%	77.2%	94.5%	5.4%	0.1%	52.0%	48.0%	2.9%	97.1%	66.9%	25.1%	8.0%	44.8%	55.2%

FHCS Report by Demographics

(4) I am kept informed about changes in personnel policies and employee benefits.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	15956.872	3118.68	5213.73	6409.03	1215.44	974.951	13420.4	124.555	1436.92	129.948	362.825	3317.24	12146.9	2040.94	2065.34	11850.6
	15.9%	15.2%	14.7%	17.0%	17.1%	11.0%	16.4%	34.0%	14.8%	29.7%	15.7%	18.6%	15.2%	14.7%	16.6%	15.9%
		19.5%	32.7%	40.2%	7.6%	6.1%	84.1%	0.8%	9.0%	0.8%	2.3%	20.8%	76.1%	12.8%	12.9%	74.3%
Agree	51886.101	10957.4	18606.6	18793.8	3528.32	3895.72	42777.3	187.867	5025.20	191.505	1218.49	9041.63	41434.5	6845.66	6177.01	38863.4
	51.5%	53.5%	52.5%	50.0%	49.5%	43.8%	52.4%	51.2%	51.8%	43.8%	52.6%	50.8%	51.7%	49.4%	49.6%	52.3%
		21.1%	35.9%	36.2%	6.8%	7.5%	82.4%	0.4%	9.7%	0.4%	2.3%	17.4%	79.9%	13.2%	11.9%	74.9%
Neither Agree nor Disagree	11589.941	2388.97	3943.33	4307.09	950.548	1230.41	9181.17	26.769	1151.59	64.629	243.366	1949.24	9332.71	1736.84	1399.93	8453.18
	11.5%	11.7%	11.1%	11.5%	13.3%	13.8%	11.2%	7.3%	11.9%	14.8%	10.5%	10.9%	11.7%	12.5%	11.2%	11.4%
		20.6%	34.0%	37.2%	8.2%	10.6%	79.2%	0.2%	9.9%	0.6%	2.1%	16.8%	80.5%	15.0%	12.1%	72.9%
Disagree	13438.955	2612.43	4570.55	5328.78	927.197	1780.97	10216.9	19.658	1421.43	32.852	210.867	2276.37	10918.9	1998.54	1843.71	9596.71
	13.4%	12.7%	12.9%	14.2%	13.0%	20.0%	12.5%	5.4%	14.7%	7.5%	9.1%	12.8%	13.6%	14.4%	14.8%	12.9%
		19.4%	34.0%	39.7%	6.9%	13.3%	76.0%	0.1%	10.6%	0.2%	1.6%	16.9%	81.2%	14.9%	13.7%	71.4%
Strongly Disagree	7408.767	1288.20	2969.98	2668.28	482.306	962.573	5792.35	7.513	646.327	15.815	272.034	1156.82	5964.1	1143.86	900.41	5364.50
	7.4%	6.3%	8.4%	7.1%	6.8%	10.8%	7.1%	2.0%	6.7%	3.6%	11.7%	6.5%	7.4%	8.3%	7.2%	7.2%
		17.4%	40.1%	36.0%	6.5%	13.0%	78.2%	0.1%	8.7%	0.2%	3.7%	15.6%	80.5%	15.4%	12.2%	72.4%
Do Not Know	372.955	127.327	115.843	105.782	24.003	53.752	307.432	0.384	11.387	2.637	10.241	68.87	291.207	92.746	61.694	218.515
	0.4%	0.6%	0.3%	0.3%	0.3%	0.6%	0.4%	0.1%	0.1%	0.6%	0.4%	0.4%	0.4%	0.7%	0.5%	0.3%
		34.1%	31.1%	28.4%	6.4%	14.4%	82.4%	0.1%	3.1%	0.7%	2.7%	18.5%	78.1%	24.9%	16.5%	58.6%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	36773.99	10654	26120	30411.8	6089.44	272.734	20162.1	16611.9	2692.76	34081.2	27638.9	5602.48	3532.62	9697.66	27076.3
	36.5%	37.6%	36.1%	34.5%	50.7%	74.5%	35.3%	38.2%	37.2%	36.5%	36.3%	37.0%	37.3%	29.1%	40.2%
		29.0%	71.0%	82.7%	16.6%	0.7%	54.8%	45.2%	7.3%	92.7%	75.2%	15.2%	9.6%	26.4%	73.6%
Agree	52718.716	14262	38456.7	47452.3	5182.83	83.556	30070.5	22648.2	3637.17	49081.5	40144.3	7972.39	4602.07	17951.2	34767.5
	52.4%	50.4%	53.2%	53.8%	43.1%	22.8%	52.6%	52.1%	50.2%	52.5%	52.8%	52.7%	48.5%	53.8%	51.7%
		27.1%	72.9%	90.0%	9.8%	0.2%	57.0%	43.0%	6.9%	93.1%	76.1%	15.1%	8.7%	34.1%	65.9%
Neither Agree nor Disagree	5217.639	1656.63	3561.01	4833.75	379.877	4.008	3191.51	2026.13	412.876	4804.76	3841.53	624.625	751.485	2343.17	2874.47
	5.2%	5.9%	4.9%	5.5%	3.2%	1.1%	5.6%	4.7%	5.7%	5.1%	5.1%	4.1%	7.9%	7.0%	4.3%
		31.8%	68.2%	92.6%	7.3%	0.1%	61.2%	38.8%	7.9%	92.1%	73.6%	12.0%	14.4%	44.9%	55.1%
Disagree	3792.357	1115.17	2677.19	3540.2	248.259	3.898	2410.25	1382.11	343.051	3449.31	2871.47	574.246	346.637	1982.52	1809.84
	3.8%	3.9%	3.7%	4.0%	2.1%	1.1%	4.2%	3.2%	4.7%	3.7%	3.8%	3.8%	3.7%	5.9%	2.7%
		29.4%	70.6%	93.4%	6.5%	0.1%	63.6%	36.4%	9.0%	91.0%	75.7%	15.1%	9.1%	52.3%	47.7%
Strongly Disagree	1522.775	406.85	1115.93	1426.73	94.61	1.437	1028.35	494.426	95.072	1427.70	1112.27	231.96	178.545	1162	360.775
	1.5%	1.4%	1.5%	1.6%	0.8%	0.4%	1.8%	1.1%	1.3%	1.5%	1.5%	1.5%	1.9%	3.5%	0.5%
		26.7%	73.3%	93.7%	6.2%	0.1%	67.5%	32.5%	6.2%	93.8%	73.0%	15.2%	11.7%	76.3%	23.7%
Do Not Know	628.114	203.901	424.213	611.139	16.642	0.333	312.966	315.148	58.494	569.62	436.71	122.849	68.555	243.067	385.047
	0.6%	0.7%	0.6%	0.7%	0.1%	0.1%	0.5%	0.7%	0.8%	0.6%	0.6%	0.8%	0.7%	0.7%	0.6%
		32.5%	67.5%	97.3%	2.6%	0.1%	49.8%	50.2%	9.3%	90.7%	69.5%	19.6%	10.9%	38.7%	61.3%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	36773.99	7278.09	12795.4	13928.4	2772.06	2918.04	29678.0	258.653	3919.26	203.049	805.7	6579.50	29185.7	4840.62	4481.48	27451.9
	36.5%	35.5%	36.1%	37.0%	38.9%	32.8%	36.3%	70.5%	40.4%	46.4%	34.8%	36.9%	36.4%	34.9%	36.0%	36.9%
		19.8%	34.8%	37.9%	7.5%	7.9%	80.7%	0.7%	10.7%	0.6%	2.2%	17.9%	79.4%	13.2%	12.2%	74.7%
Agree	52718.716	11119.1	18728.4	19282.8	3588.40	4852.69	43074.6	97.196	4694.18	198.397	1292.72	9368.11	41859.5	7227.41	6669.39	38821.9
	52.4%	54.3%	52.9%	51.3%	50.3%	54.5%	52.7%	26.5%	48.4%	45.4%	55.8%	52.6%	52.3%	52.2%	53.6%	52.2%
		21.1%	35.5%	36.6%	6.8%	9.2%	81.7%	0.2%	8.9%	0.4%	2.5%	17.8%	79.4%	13.7%	12.7%	73.6%
Neither Agree nor Disagree	5217.639	910.018	1832.88	2100.68	374.058	597.103	4126.23	4.294	490.015	25.296	114.44	848.362	4229.54	727.908	644.587	3845.14
	5.2%	4.4%	5.2%	5.6%	5.2%	6.7%	5.1%	1.2%	5.1%	5.8%	4.9%	4.8%	5.3%	5.3%	5.2%	5.2%
		17.4%	35.1%	40.3%	7.2%	11.4%	79.1%	0.1%	9.4%	0.5%	2.2%	16.3%	81.1%	14.0%	12.4%	73.7%
Disagree	3792.357	848.436	1272.01	1442.87	229.033	305.403	3130.97	5.005	350.98	4.844	58.089	652.885	3076.54	642.708	408.616	2741.03
	3.8%	4.1%	3.6%	3.8%	3.2%	3.4%	3.8%	1.4%	3.6%	1.1%	2.5%	3.7%	3.8%	4.6%	3.3%	3.7%
		22.4%	33.5%	38.0%	6.0%	8.1%	82.6%	0.1%	9.3%	0.1%	1.5%	17.2%	81.1%	16.9%	10.8%	72.3%
Strongly Disagree	1522.775	245.267	582.845	600.681	93.982	115.731	1204.65	1.334	201.062	4.256	24.922	211.395	1282.20	335.194	137.593	1049.99
	1.5%	1.2%	1.6%	1.6%	1.3%	1.3%	1.5%	0.4%	2.1%	1.0%	1.1%	1.2%	1.6%	2.4%	1.1%	1.4%
		16.1%	38.3%	39.4%	6.2%	7.6%	79.1%	0.1%	13.2%	0.3%	1.6%	13.9%	84.2%	22.0%	9.0%	69.0%
Do Not Know	628.114	92.066	208.534	257.236	70.278	109.413	481.074	0.264	37.363	1.544	21.955	149.921	454.694	84.737	106.416	436.961
	0.6%	0.4%	0.6%	0.7%	1.0%	1.2%	0.6%	0.1%	0.4%	0.4%	0.9%	0.8%	0.6%	0.6%	0.9%	0.6%
		14.7%	33.2%	41.0%	11.2%	17.4%	76.6%	0.0%	5.9%	0.2%	3.5%	23.9%	72.4%	13.5%	16.9%	69.6%

FHCS Report by Demographics

(6) Information collected on my work unit's performance is used to improve my work unit's performance.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	14108.585	3910.13	10198.5	11727.4	2266	115.226	6741.1	7367.49	1355.17	12753.4	9722.51	2556.96	1829.12	2773.62	11335
	14.0%	13.8%	14.1%	13.3%	18.9%	31.5%	11.8%	16.9%	18.7%	13.7%	12.8%	16.9%	19.3%	8.3%	16.8%
		27.7%	72.3%	83.1%	16.1%	0.8%	47.8%	52.2%	9.6%	90.4%	68.9%	18.1%	13.0%	19.7%	80.3%
Agree	37892.101	10076.7	27815.4	32469.7	5273.04	149.336	21110.0	16782.1	2553.08	35339.0	28364.7	6011.75	3515.68	9587.72	28304.4
	37.6%	35.6%	38.4%	36.8%	43.9%	40.8%	36.9%	38.6%	35.3%	37.8%	37.3%	39.7%	37.1%	28.7%	42.1%
		26.6%	73.4%	85.7%	13.9%	0.4%	55.7%	44.3%	6.7%	93.3%	74.9%	15.9%	9.3%	25.3%	74.7%
Neither Agree nor Disagree	21270.181	6346.42	14923.8	19020.6	2194.88	54.679	12807.0	8463.17	1387.49	19882.7	16722.0	2829.1	1719.04	7371.87	13898.3
	21.1%	22.4%	20.6%	21.5%	18.3%	14.9%	22.4%	19.5%	19.2%	21.3%	22.0%	18.7%	18.1%	22.1%	20.7%
		29.8%	70.2%	89.4%	10.3%	0.3%	60.2%	39.8%	6.5%	93.5%	78.6%	13.3%	8.1%	34.7%	65.3%
Disagree	16210.773	4548.6	11662.2	14555.6	1620.54	34.647	9963.96	6246.81	1087.41	15123.4	13008.9	2006.30	1195.59	7633.27	8577.5
	16.1%	16.1%	16.1%	16.5%	13.5%	9.5%	17.4%	14.4%	15.0%	16.2%	17.1%	13.3%	12.6%	22.9%	12.8%
		28.1%	71.9%	89.8%	10.0%	0.2%	61.5%	38.5%	6.7%	93.3%	80.2%	12.4%	7.4%	47.1%	52.9%
Strongly Disagree	6996.17	1943.97	5052.2	6460.08	525.992	10.096	4436.69	2559.48	676.59	6319.58	5023.52	1132.31	840.338	4554.45	2441.72
	7.0%	6.9%	7.0%	7.3%	4.4%	2.8%	7.8%	5.9%	9.3%	6.8%	6.6%	7.5%	8.9%	13.6%	3.6%
		27.8%	72.2%	92.3%	7.5%	0.1%	63.4%	36.6%	9.7%	90.3%	71.8%	16.2%	12.0%	65.1%	34.9%
Do Not Know	4175.781	1472.66	2703.12	4042.59	131.21	1.982	2116.87	2058.92	179.677	3996.10	3203.51	592.138	380.134	1458.65	2717.13
	4.1%	5.2%	3.7%	4.6%	1.1%	0.5%	3.7%	4.7%	2.5%	4.3%	4.2%	3.9%	4.0%	4.4%	4.0%
		35.3%	64.7%	96.8%	3.1%	0.0%	50.7%	49.3%	4.3%	95.7%	76.7%	14.2%	9.1%	34.9%	65.1%

FHCS Report by Demographics

(6) Information collected on my work unit's performance is used to improve my work unit's performance.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	14108.585	2977.76	4804.98	5004.06	1321.79	1002.81	11566.5	108.017	1431.24	98.785	403.974	2931.02	10674.8	1752.36	1649.88	10706.4
	14.0%	14.5%	13.6%	13.3%	18.5%	11.3%	14.2%	29.5%	14.8%	22.6%	17.4%	16.5%	13.3%	12.6%	13.3%	14.4%
		21.1%	34.1%	35.5%	9.4%	7.1%	82.0%	0.8%	10.1%	0.7%	2.9%	20.8%	75.7%	12.4%	11.7%	75.9%
Agree	37892.101	7897.90	12990.1	14225.9	2778.24	3212.42	31140.3	161.001	3378.40	173.898	1010.48	6981.66	29726.1	4977.73	4660.15	28254.2
	37.6%	38.5%	36.7%	37.8%	39.0%	36.1%	38.1%	43.9%	34.9%	39.8%	43.6%	39.2%	37.1%	35.9%	37.4%	38.0%
		20.8%	34.3%	37.5%	7.3%	8.5%	82.2%	0.4%	8.9%	0.5%	2.7%	18.4%	78.4%	13.1%	12.3%	74.6%
Neither Agree nor Disagree	21270.181	4330.32	7512.32	8052.07	1375.47	2085.41	17114.1	52.446	2018.19	98.137	415.36	3667.16	17089.5	3074.00	2634.44	15561.7
	21.1%	21.1%	21.2%	21.4%	19.3%	23.4%	20.9%	14.3%	20.8%	22.4%	17.9%	20.6%	21.3%	22.2%	21.2%	20.9%
		20.4%	35.3%	37.9%	6.5%	9.8%	80.5%	0.2%	9.5%	0.5%	2.0%	17.2%	80.3%	14.5%	12.4%	73.2%
Disagree	16210.773	2982.65	6014.37	6236.76	976.988	1764.24	12906.9	32.965	1506.66	29.37	200.855	2357.94	13622.6	2358.65	2189.58	11662.5
	16.1%	14.6%	17.0%	16.6%	13.7%	19.8%	15.8%	9.0%	15.5%	6.7%	8.7%	13.2%	17.0%	17.0%	17.6%	15.7%
		18.4%	37.1%	38.5%	6.0%	10.9%	79.6%	0.2%	9.3%	0.2%	1.2%	14.5%	84.0%	14.5%	13.5%	71.9%
Strongly Disagree	6996.17	1475.98	2546.27	2661.48	312.435	589.484	5466.41	8.29	931.987	6.692	165.203	1071.77	5752.51	1144.92	822.726	5028.53
	7.0%	7.2%	7.2%	7.1%	4.4%	6.6%	6.7%	2.3%	9.6%	1.5%	7.1%	6.0%	7.2%	8.3%	6.6%	6.8%
		21.1%	36.4%	38.0%	4.5%	8.4%	78.1%	0.1%	13.3%	0.1%	2.4%	15.3%	82.2%	16.4%	11.8%	71.9%
Do Not Know	4175.781	828.397	1552.02	1432.47	362.895	244.012	3501.36	4.027	426.384	30.504	121.96	800.625	3222.69	550.929	491.316	3133.54
	4.1%	4.0%	4.4%	3.8%	5.1%	2.7%	4.3%	1.1%	4.4%	7.0%	5.3%	4.5%	4.0%	4.0%	3.9%	4.2%
		19.8%	37.2%	34.3%	8.7%	5.8%	83.8%	0.1%	10.2%	0.7%	2.9%	19.2%	77.2%	13.2%	11.8%	75.0%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	99889.967	28017.2	71872.7	87534.2	11990.3	365.492	56870.7	43019.3	7188.61	92701.4	75575.2	14922.2	9392.55	33088.2	66801.8
	100%	28.0%	72.0%	87.6%	12.0%	0.4%	56.9%	43.1%	7.2%	92.8%	75.7%	14.9%	9.4%	33.1%	66.9%
Strongly Agree	17279.783	4982.46	12297.3	14834.3	2347.38	98.106	10154.9	7124.92	1330.51	15949.3	12991	2751.05	1537.74	3973.62	13306.2
	17.3%	17.8%	17.1%	16.9%	19.6%	26.8%	17.9%	16.6%	18.5%	17.2%	17.2%	18.4%	16.4%	12.0%	19.9%
		28.8%	71.2%	85.8%	13.6%	0.6%	58.8%	41.2%	7.7%	92.3%	75.2%	15.9%	8.9%	23.0%	77.0%
Agree	54512.971	14856.3	39656.7	47456.3	6861.28	195.438	31236.3	23276.7	3414.54	51098.4	41542.2	8118.33	4852.49	16098.4	38414.6
	54.6%	53.0%	55.2%	54.2%	57.2%	53.5%	54.9%	54.1%	47.5%	55.1%	55.0%	54.4%	51.7%	48.7%	57.5%
		27.3%	72.7%	87.1%	12.6%	0.4%	57.3%	42.7%	6.3%	93.7%	76.2%	14.9%	8.9%	29.5%	70.5%
Neither Agree nor Disagree	11666.946	3437.07	8229.88	10505.5	1131.94	29.462	6469.47	5197.48	1127.07	10539.9	8359.00	1835.75	1472.2	4430.47	7236.48
	11.7%	12.3%	11.5%	12.0%	9.4%	8.1%	11.4%	12.1%	15.7%	11.4%	11.1%	12.3%	15.7%	13.4%	10.8%
		29.5%	70.5%	90.0%	9.7%	0.3%	55.5%	44.5%	9.7%	90.3%	71.6%	15.7%	12.6%	38.0%	62.0%
Disagree	12536.905	3664.81	8872.1	11178.8	1322.88	35.212	6805.42	5731.49	1012.19	11524.7	9932.69	1586.29	1017.93	6288.43	6248.47
	12.6%	13.1%	12.3%	12.8%	11.0%	9.6%	12.0%	13.3%	14.1%	12.4%	13.1%	10.6%	10.8%	19.0%	9.4%
		29.2%	70.8%	89.2%	10.6%	0.3%	54.3%	45.7%	8.1%	91.9%	79.2%	12.7%	8.1%	50.2%	49.8%
Strongly Disagree	3893.362	1076.63	2816.73	3559.24	326.844	7.274	2204.66	1688.7	304.305	3589.06	2750.4	630.772	512.194	2297.28	1596.08
	3.9%	3.8%	3.9%	4.1%	2.7%	2.0%	3.9%	3.9%	4.2%	3.9%	3.6%	4.2%	5.5%	6.9%	2.4%
		27.7%	72.3%	91.4%	8.4%	0.2%	56.6%	43.4%	7.8%	92.2%	70.6%	16.2%	13.2%	59.0%	41.0%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	99889.967	20313.6	35189.5	37312.7	7074.14	8851.2	81032.8	366.482	9639.53	432.142	2279.37	17622.0	79556.4	13767.9	12350.8	73771.2
	100%	20.3%	35.2%	37.4%	7.1%	8.9%	81.1%	0.4%	9.7%	0.4%	2.3%	17.6%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	17279.783	3651.97	5701.48	6421.81	1504.53	1868.7	13510.6	91.515	1809.02	122.299	491.362	3544.47	13121.6	2291.35	2166.13	12822.3
	17.3%	18.0%	16.2%	17.2%	21.3%	21.1%	16.7%	25.0%	18.8%	28.3%	21.6%	20.1%	16.5%	16.6%	17.5%	17.4%
		21.1%	33.0%	37.2%	8.7%	10.8%	78.2%	0.5%	10.5%	0.7%	2.8%	20.5%	75.9%	13.3%	12.5%	74.2%
Agree	54512.971	11044.3	19120.8	20408.1	3939.68	4521.21	44547	197.65	5247.14	241.885	1232.51	9543.07	43495.5	7498.37	6696.81	40317.8
	54.6%	54.4%	54.3%	54.7%	55.7%	51.1%	55.0%	53.9%	54.4%	56.0%	54.1%	54.2%	54.7%	54.5%	54.2%	54.7%
		20.3%	35.1%	37.4%	7.2%	8.3%	81.7%	0.4%	9.6%	0.4%	2.3%	17.5%	79.8%	13.8%	12.3%	74.0%
Neither Agree nor Disagree	11666.946	2704.69	4119.86	4121.46	720.933	1035.83	9592.42	26.976	1011.72	24.761	352.721	2054.13	9235.33	1427.19	1385.92	8853.84
	11.7%	13.3%	11.7%	11.0%	10.2%	11.7%	11.8%	7.4%	10.5%	5.7%	15.5%	11.7%	11.6%	10.4%	11.2%	12.0%
		23.2%	35.3%	35.3%	6.2%	8.9%	82.2%	0.2%	8.7%	0.2%	3.0%	17.6%	79.2%	12.2%	11.9%	75.9%
Disagree	12536.905	2325.85	4678.73	4838.76	693.566	1040.27	10192.5	44.383	1259.73	38.622	151.504	1889.97	10456.8	1792.7	1680.05	9064.16
	12.6%	11.4%	13.3%	13.0%	9.8%	11.8%	12.6%	12.1%	13.1%	8.9%	6.6%	10.7%	13.1%	13.0%	13.6%	12.3%
		18.6%	37.3%	38.6%	5.5%	8.3%	81.3%	0.4%	10.0%	0.3%	1.2%	15.1%	83.4%	14.3%	13.4%	72.3%
Strongly Disagree	3893.362	586.819	1568.61	1522.50	215.429	385.19	3190.29	5.958	311.92	4.575	51.273	590.366	3247.15	758.342	421.896	2713.12
	3.9%	2.9%	4.5%	4.1%	3.0%	4.4%	3.9%	1.6%	3.2%	1.1%	2.2%	3.4%	4.1%	5.5%	3.4%	3.7%
		15.1%	40.3%	39.1%	5.5%	9.9%	81.9%	0.2%	8.0%	0.1%	1.3%	15.2%	83.4%	19.5%	10.8%	69.7%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	99035.532	27757.4	71278.1	86668.8	12002.0	364.683	56632	42403.6	7107.94	91927.6	75026.7	14811.3	9197.52	32860.9	66174.7
	100%	28.0%	72.0%	87.5%	12.1%	0.4%	57.2%	42.8%	7.2%	92.8%	75.8%	15.0%	9.3%	33.2%	66.8%
Strongly Agree	15918.699	4646.63	11272.1	13321.1	2498.65	98.921	8920.02	6998.68	1099.2	14819.5	11601.6	2729.34	1587.80	3124.78	12793.9
	16.1%	16.7%	15.8%	15.4%	20.8%	27.1%	15.8%	16.5%	15.5%	16.1%	15.5%	18.4%	17.3%	9.5%	19.3%
		29.2%	70.8%	83.7%	15.7%	0.6%	56.0%	44.0%	6.9%	93.1%	72.9%	17.1%	10.0%	19.6%	80.4%
Agree	40943.396	11038.3	29905.1	35435.0	5359.35	149.003	23303.7	17639.7	3117.86	37825.5	30882.5	6091.09	3969.83	11336.6	29606.8
	41.3%	39.8%	42.0%	40.9%	44.7%	40.9%	41.1%	41.6%	43.9%	41.1%	41.2%	41.1%	43.2%	34.5%	44.7%
		27.0%	73.0%	86.5%	13.1%	0.4%	56.9%	43.1%	7.6%	92.4%	75.4%	14.9%	9.7%	27.7%	72.3%
Neither Agree nor Disagree	20421.645	5915.39	14506.3	18245.9	2106.97	68.788	11431.6	8990.05	1288.21	19133.4	15823.6	2846.88	1751.22	7170.99	13250.7
	20.6%	21.3%	20.4%	21.1%	17.6%	18.9%	20.2%	21.2%	18.1%	20.8%	21.1%	19.2%	19.0%	21.8%	20.0%
		29.0%	71.0%	89.3%	10.3%	0.3%	56.0%	44.0%	6.3%	93.7%	77.5%	13.9%	8.6%	35.1%	64.9%
Disagree	16169.52	4567.09	11602.4	14554.2	1575.66	39.708	9552.43	6617.09	1199.93	14969.6	12540.6	2286.23	1342.72	7767.82	8401.7
	16.3%	16.5%	16.3%	16.8%	13.1%	10.9%	16.9%	15.6%	16.9%	16.3%	16.7%	15.4%	14.6%	23.6%	12.7%
		28.2%	71.8%	90.0%	9.7%	0.2%	59.1%	40.9%	7.4%	92.6%	77.6%	14.1%	8.3%	48.0%	52.0%
Strongly Disagree	5582.272	1590.05	3992.23	5112.61	461.396	8.263	3424.20	2158.07	402.743	5179.53	4178.54	857.777	545.953	3460.71	2121.56
	5.6%	5.7%	5.6%	5.9%	3.8%	2.3%	6.0%	5.1%	5.7%	5.6%	5.6%	5.8%	5.9%	10.5%	3.2%
		28.5%	71.5%	91.6%	8.3%	0.1%	61.3%	38.7%	7.2%	92.8%	74.9%	15.4%	9.8%	62.0%	38.0%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	99035.532	20032.1	34858.4	37142.7	7002.31	8884.03	80217.4	365.531	9568.58	359.938	2055.34	17531.3	79088.9	13741.6	12285.9	73008.0
	100%	20.2%	35.2%	37.5%	7.1%	9.0%	81.0%	0.4%	9.7%	0.4%	2.1%	17.7%	79.9%	13.9%	12.4%	73.7%
Strongly Agree	15918.699	3914.77	5246.64	5621.62	1135.67	1414.64	12943.3	89.718	1471.01	73.224	562.688	3618.21	11664.6	1775.65	1814.38	12328.7
	16.1%	19.5%	15.1%	15.1%	16.2%	15.9%	16.1%	24.5%	15.4%	20.3%	27.4%	20.6%	14.7%	12.9%	14.8%	16.9%
		24.6%	33.0%	35.3%	7.1%	8.9%	81.3%	0.6%	9.2%	0.5%	3.5%	22.7%	73.3%	11.2%	11.4%	77.4%
Agree	40943.396	8313.71	14240.7	15409.4	2979.58	3371.22	33381.6	157.996	4032.62	138.44	859.131	7722.21	32223.6	5395.53	5046.35	30501.5
	41.3%	41.5%	40.9%	41.5%	42.6%	37.9%	41.6%	43.2%	42.1%	38.5%	41.8%	44.0%	40.7%	39.3%	41.1%	41.8%
		20.3%	34.8%	37.6%	7.3%	8.2%	81.5%	0.4%	9.8%	0.3%	2.1%	18.9%	78.7%	13.2%	12.3%	74.5%
Neither Agree nor Disagree	20421.645	3916.23	7267.95	7701.54	1535.93	1759.83	16532.7	68.938	2060.14	106.706	376.793	3104.89	16833.3	2983.28	2590.37	14848
	20.6%	19.5%	20.8%	20.7%	21.9%	19.8%	20.6%	18.9%	21.5%	29.6%	18.3%	17.7%	21.3%	21.7%	21.1%	20.3%
		19.2%	35.6%	37.7%	7.5%	8.6%	81.0%	0.3%	10.1%	0.5%	1.8%	15.2%	82.4%	14.6%	12.7%	72.7%
Disagree	16169.52	2869.2	6171.29	6133.42	995.611	1626.78	12940.9	41.869	1559.94	33.901	211.139	2398.04	13526.4	2450.77	2202.77	11516
	16.3%	14.3%	17.7%	16.5%	14.2%	18.3%	16.1%	11.5%	16.3%	9.4%	10.3%	13.7%	17.1%	17.8%	17.9%	15.8%
		17.7%	38.2%	37.9%	6.2%	10.1%	80.0%	0.3%	9.6%	0.2%	1.3%	14.8%	83.7%	15.2%	13.6%	71.2%
Strongly Disagree	5582.272	1018.23	1931.8	2276.72	355.517	711.573	4418.82	7.01	444.868	7.667	45.588	687.978	4841.04	1136.35	632.068	3813.85
	5.6%	5.1%	5.5%	6.1%	5.1%	8.0%	5.5%	1.9%	4.6%	2.1%	2.2%	3.9%	6.1%	8.3%	5.1%	5.2%
		18.2%	34.6%	40.8%	6.4%	12.7%	79.2%	0.1%	8.0%	0.1%	0.8%	12.3%	86.7%	20.4%	11.3%	68.3%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	34598.188	10422.6	24175.6	30287.2	4177.48	133.47	18694.2	15904	2198.38	32399.8	26663.8	4900.26	3034.16	7981	26617.2
	34.4%	36.8%	33.4%	34.3%	34.8%	36.5%	32.7%	36.6%	30.4%	34.7%	35.1%	32.4%	32.0%	23.9%	39.6%
		30.1%	69.9%	87.5%	12.1%	0.4%	54.0%	46.0%	6.4%	93.6%	77.1%	14.2%	8.8%	23.1%	76.9%
Agree	43292.304	11700.3	31592	37834.2	5312.96	145.194	25162.5	18129.8	2928.84	40363.5	33245.9	6081.48	3964.97	14047.2	29245.1
	43.0%	41.3%	43.7%	42.9%	44.2%	39.7%	44.0%	41.7%	40.5%	43.2%	43.7%	40.2%	41.8%	42.1%	43.5%
		27.0%	73.0%	87.4%	12.3%	0.3%	58.1%	41.9%	6.8%	93.2%	76.8%	14.0%	9.2%	32.4%	67.6%
Neither Agree nor Disagree	10729.392	3172.28	7557.11	9352.6	1325.20	51.591	6628.73	4100.66	884.267	9845.13	7829.13	1886.63	1013.63	4549.66	6179.73
	10.7%	11.2%	10.4%	10.6%	11.0%	14.1%	11.6%	9.4%	12.2%	10.5%	10.3%	12.5%	10.7%	13.6%	9.2%
		29.6%	70.4%	87.2%	12.4%	0.5%	61.8%	38.2%	8.2%	91.8%	73.0%	17.6%	9.4%	42.4%	57.6%
Disagree	6140.731	1514.05	4626.68	5405.39	711.106	24.232	3408.71	2732.02	568.315	5572.42	4505.11	976.52	659.097	3219.21	2921.53
	6.1%	5.4%	6.4%	6.1%	5.9%	6.6%	6.0%	6.3%	7.9%	6.0%	5.9%	6.5%	7.0%	9.6%	4.3%
		24.7%	75.3%	88.0%	11.6%	0.4%	55.5%	44.5%	9.3%	90.7%	73.4%	15.9%	10.7%	52.4%	47.6%
Strongly Disagree	5294.987	1323.51	3971.48	4849.54	435.875	9.57	2939.23	2355.76	613.815	4681.17	3399.68	1136.21	759.096	3321.59	1973.4
	5.3%	4.7%	5.5%	5.5%	3.6%	2.6%	5.1%	5.4%	8.5%	5.0%	4.5%	7.5%	8.0%	10.0%	2.9%
		25.0%	75.0%	91.6%	8.2%	0.2%	55.5%	44.5%	11.6%	88.4%	64.2%	21.5%	14.3%	62.7%	37.3%
Do Not Know	597.989	165.706	432.283	547.044	49.036	1.909	342.307	255.682	45.812	552.177	401.593	147.444	48.952	260.926	337.063
	0.6%	0.6%	0.6%	0.6%	0.4%	0.5%	0.6%	0.6%	0.6%	0.6%	0.5%	1.0%	0.5%	0.8%	0.5%
		27.7%	72.3%	91.5%	8.2%	0.3%	57.2%	42.8%	7.7%	92.3%	67.2%	24.7%	8.2%	43.6%	56.4%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	34598.188	7800.02	12467.3	12232.1	2098.84	2530.49	28655.9	129.243	3282.58	202.181	881.709	7041.05	26473.3	3872.59	3881.83	26843.8
	34.4%	38.1%	35.2%	32.5%	29.4%	28.4%	35.1%	35.2%	33.9%	46.2%	38.0%	39.5%	33.1%	27.9%	31.2%	36.1%
		22.5%	36.0%	35.4%	6.1%	7.3%	82.8%	0.4%	9.5%	0.6%	2.5%	20.4%	76.5%	11.2%	11.2%	77.6%
Agree	43292.304	8090.85	15204.5	16672	3324.97	3949.64	35007.6	155.688	4179.34	186.602	972.732	7232.24	34900.7	6232.50	5755.07	31304.7
	43.0%	39.5%	42.9%	44.3%	46.6%	44.4%	42.9%	42.5%	43.1%	42.7%	42.0%	40.6%	43.6%	45.0%	46.2%	42.1%
		18.7%	35.1%	38.5%	7.7%	9.1%	80.9%	0.4%	9.7%	0.4%	2.2%	16.7%	80.6%	14.4%	13.3%	72.3%
Neither Agree nor Disagree	10729.392	2096.04	3608.94	4150.34	874.061	1000.46	8723.69	48.534	956.714	33.941	326.577	1535.12	8833.76	1697.33	1333.35	7698.71
	10.7%	10.2%	10.2%	11.0%	12.3%	11.2%	10.7%	13.2%	9.9%	7.8%	14.1%	8.6%	11.0%	12.2%	10.7%	10.4%
		19.5%	33.6%	38.7%	8.1%	9.3%	81.3%	0.5%	8.9%	0.3%	3.0%	14.3%	82.3%	15.8%	12.4%	71.8%
Disagree	6140.731	1164.41	2118.88	2388.48	468.96	673.351	4870.06	23.277	574.048	4.649	60.708	1046.72	5028.65	1154.22	766.852	4219.66
	6.1%	5.7%	6.0%	6.4%	6.6%	7.6%	6.0%	6.3%	5.9%	1.1%	2.6%	5.9%	6.3%	8.3%	6.2%	5.7%
		19.0%	34.5%	38.9%	7.6%	11.0%	79.3%	0.4%	9.3%	0.1%	1.0%	17.0%	81.9%	18.8%	12.5%	68.7%
Strongly Disagree	5294.987	1272.89	1856.57	1907.84	257.692	721.547	3916.2	8.726	648.519	4.19	56.829	849.719	4384.25	822.842	577.251	3894.89
	5.3%	6.2%	5.2%	5.1%	3.6%	8.1%	4.8%	2.4%	6.7%	1.0%	2.5%	4.8%	5.5%	5.9%	4.6%	5.2%
		24.0%	35.1%	36.0%	4.9%	13.6%	74.0%	0.2%	12.2%	0.1%	1.1%	16.0%	82.8%	15.5%	10.9%	73.6%
Do Not Know	597.989	68.786	163.875	262.033	103.295	22.896	522.149	1.278	51.666	5.823	19.272	105.329	467.565	79.095	133.729	385.165
	0.6%	0.3%	0.5%	0.7%	1.4%	0.3%	0.6%	0.3%	0.5%	1.3%	0.8%	0.6%	0.6%	0.6%	1.1%	0.5%
		11.5%	27.4%	43.8%	17.3%	3.8%	87.3%	0.2%	8.6%	1.0%	3.2%	17.6%	78.2%	13.2%	22.4%	64.4%

FHCS Report by Demographics

(10) My workload is reasonable.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	13570.078	4112.84	9457.24	12152.7	1357.01	60.332	7114.22	6455.86	959.616	12610.5	10355.5	2087.61	1126.96	2700.82	10869.3
	13.5%	14.5%	13.1%	13.8%	11.3%	16.5%	12.4%	14.8%	13.3%	13.5%	13.6%	13.8%	11.9%	8.1%	16.2%
		30.3%	69.7%	89.6%	10.0%	0.4%	52.4%	47.6%	7.1%	92.9%	76.3%	15.4%	8.3%	19.9%	80.1%
Agree	51799.138	14215.8	37583.4	46063.9	5575.34	159.907	30698.7	21100.5	3307.37	48491.8	39359.8	7696.12	4743.19	14732.9	37066.2
	51.5%	50.2%	51.9%	52.2%	46.4%	43.7%	53.7%	48.5%	45.7%	51.9%	51.8%	50.9%	50.0%	44.1%	55.1%
		27.4%	72.6%	88.9%	10.8%	0.3%	59.3%	40.7%	6.4%	93.6%	76.0%	14.9%	9.2%	28.4%	71.6%
Neither Agree nor Disagree	10167.975	2877.56	7290.42	8909.88	1218.73	39.361	5781.87	4386.11	957.107	9210.87	7283.09	1680.15	1204.74	3861.11	6306.87
	10.1%	10.2%	10.1%	10.1%	10.1%	10.8%	10.1%	10.1%	13.2%	9.9%	9.6%	11.1%	12.7%	11.6%	9.4%
		28.3%	71.7%	87.6%	12.0%	0.4%	56.9%	43.1%	9.4%	90.6%	71.6%	16.5%	11.8%	38.0%	62.0%
Disagree	15626.503	4400.26	11226.2	13066.4	2487.57	72.564	8404.67	7221.83	1321.35	14305.2	12222.2	2089.53	1314.73	6903.34	8723.17
	15.5%	15.5%	15.5%	14.8%	20.7%	19.8%	14.7%	16.6%	18.3%	15.3%	16.1%	13.8%	13.9%	20.7%	13.0%
		28.2%	71.8%	83.6%	15.9%	0.5%	53.8%	46.2%	8.5%	91.5%	78.2%	13.4%	8.4%	44.2%	55.8%
Strongly Disagree	9276.356	2556.18	6720.18	7880.18	1362.52	33.664	5033.84	4242.51	686.011	8590.35	6749.55	1441.48	1085.33	5018.35	4258.01
	9.2%	9.0%	9.3%	8.9%	11.3%	9.2%	8.8%	9.8%	9.5%	9.2%	8.9%	9.5%	11.4%	15.0%	6.3%
		27.6%	72.4%	84.9%	14.7%	0.4%	54.3%	45.7%	7.4%	92.6%	72.8%	15.5%	11.7%	54.1%	45.9%
Do Not Know	213.541	135.919	77.622	202.912	10.491	0.138	142.395	71.146	7.972	205.569	74.918	133.66	4.963	163.039	50.502
	0.2%	0.5%	0.1%	0.2%	0.1%	0.0%	0.2%	0.2%	0.1%	0.2%	0.1%	0.9%	0.1%	0.5%	0.1%
		63.7%	36.3%	95.0%	4.9%	0.1%	66.7%	33.3%	3.7%	96.3%	35.1%	62.6%	2.3%	76.4%	23.6%

FHCS Report by Demographics

(10) My workload is reasonable.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	13570.078	3478.70	4000.28	5012.16	1078.94	1227.68	11140.3	57.268	1144.86	104.528	415.273	3172.38	9877.9	1632.08	1508.48	10429.5
	13.5%	17.0%	11.3%	13.3%	15.1%	13.8%	13.6%	15.6%	11.8%	23.9%	17.9%	17.8%	12.3%	11.8%	12.1%	14.0%
		25.6%	29.5%	36.9%	8.0%	9.0%	82.1%	0.4%	8.4%	0.8%	3.1%	23.4%	72.8%	12.0%	11.1%	76.9%
Agree	51799.138	10270.4	18082.9	19474.4	3971.43	4934.06	41498.0	171.949	5195.1	232.981	1265.94	9088.77	41211.4	7226.76	6602.07	37970.3
	51.5%	50.1%	51.1%	51.8%	55.7%	55.4%	50.8%	46.9%	53.6%	53.3%	54.6%	51.0%	51.5%	52.1%	53.0%	51.1%
		19.8%	34.9%	37.6%	7.7%	9.5%	80.1%	0.3%	10.0%	0.4%	2.4%	17.5%	79.6%	14.0%	12.7%	73.3%
Neither Agree nor Disagree	10167.975	2133.26	3618.08	3736.90	679.733	873.246	8226.92	34.323	1033.49	46.332	168.497	1776.70	8176.44	1247.3	1282.72	7637.96
	10.1%	10.4%	10.2%	9.9%	9.5%	9.8%	10.1%	9.4%	10.7%	10.6%	7.3%	10.0%	10.2%	9.0%	10.3%	10.3%
		21.0%	35.6%	36.8%	6.7%	8.6%	80.9%	0.3%	10.2%	0.5%	1.7%	17.5%	80.4%	12.3%	12.6%	75.1%
Disagree	15626.503	2716.15	6042.43	5964.04	903.881	1118.00	12986.3	71.421	1450.74	34.36	248.184	2358.67	12985.3	2340.2	1963.52	11322.8
	15.5%	13.3%	17.1%	15.9%	12.7%	12.6%	15.9%	19.5%	15.0%	7.9%	10.7%	13.2%	16.2%	16.9%	15.8%	15.2%
		17.4%	38.7%	38.2%	5.8%	7.2%	83.1%	0.5%	9.3%	0.2%	1.6%	15.1%	83.1%	15.0%	12.6%	72.5%
Strongly Disagree	9276.356	1788.76	3620.29	3388.58	478.728	744.43	7635.37	31.716	864.836	17.718	110.433	1404.35	7743.85	1382.98	1079.94	6813.44
	9.2%	8.7%	10.2%	9.0%	6.7%	8.4%	9.3%	8.6%	8.9%	4.1%	4.8%	7.9%	9.7%	10.0%	8.7%	9.2%
		19.3%	39.0%	36.5%	5.2%	8.0%	82.3%	0.3%	9.3%	0.2%	1.2%	15.1%	83.5%	14.9%	11.6%	73.4%
Do Not Know	213.541	105.694	56.093	36.651	15.103	0.966	208.665	0.069	3.841	1.467	109.498	9.295	93.281	29.262	11.347	172.932
	0.2%	0.5%	0.2%	0.1%	0.2%	0.0%	0.3%	0.0%	0.0%	0.3%	4.7%	0.1%	0.1%	0.2%	0.1%	0.2%
		49.5%	26.3%	17.2%	7.1%	0.5%	97.7%	0.0%	1.8%	0.7%	51.3%	4.4%	43.7%	13.7%	5.3%	81.0%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	19418.103	5740.66	13677.4	16537.6	2744.54	136.001	10375.4	9042.67	1375.59	18042.5	14237.4	3135.83	2044.9	3310.8	16107.3
	19.3%	20.3%	18.9%	18.7%	22.8%	37.2%	18.1%	20.8%	19.0%	19.3%	18.7%	20.7%	21.6%	9.9%	23.9%
		29.6%	70.4%	85.2%	14.1%	0.7%	53.4%	46.6%	7.1%	92.9%	73.3%	16.1%	10.5%	17.1%	82.9%
Agree	43930.690	11532.5	32398.2	38029.4	5745.83	155.419	25366.8	18563.9	3159.95	40770.7	34199.9	5702.39	4028.44	10745.5	33185.2
	43.6%	40.8%	44.8%	43.1%	47.8%	42.5%	44.4%	42.7%	43.6%	43.6%	45.0%	37.7%	42.5%	32.2%	49.3%
		26.3%	73.7%	86.6%	13.1%	0.4%	57.7%	42.3%	7.2%	92.8%	77.8%	13.0%	9.2%	24.5%	75.5%
Neither Agree nor Disagree	11217.722	3338.02	7879.71	9947.45	1245.9	24.38	6526.41	4691.31	765.05	10452.7	8431.1	1727.72	1058.91	4294.93	6922.8
	11.1%	11.8%	10.9%	11.3%	10.4%	6.7%	11.4%	10.8%	10.6%	11.2%	11.1%	11.4%	11.2%	12.9%	10.3%
		29.8%	70.2%	88.7%	11.1%	0.2%	58.2%	41.8%	6.8%	93.2%	75.2%	15.4%	9.4%	38.3%	61.7%
Disagree	15555.882	4562.58	10993.3	14010.1	1510.48	35.306	8678.60	6877.28	1138.93	14417	11752.3	2459.72	1343.91	7998.75	7557.13
	15.5%	16.1%	15.2%	15.9%	12.6%	9.6%	15.2%	15.8%	15.7%	15.4%	15.5%	16.3%	14.2%	24.0%	11.2%
		29.3%	70.7%	90.1%	9.7%	0.2%	55.8%	44.2%	7.3%	92.7%	75.5%	15.8%	8.6%	51.4%	48.6%
Strongly Disagree	10387.673	3087.45	7300.22	9616.91	756.044	14.722	6158.84	4228.84	779.928	9607.75	7326.28	2068.73	992.67	6972.53	3415.14
	10.3%	10.9%	10.1%	10.9%	6.3%	4.0%	10.8%	9.7%	10.8%	10.3%	9.6%	13.7%	10.5%	20.9%	5.1%
		29.7%	70.3%	92.6%	7.3%	0.1%	59.3%	40.7%	7.5%	92.5%	70.5%	19.9%	9.6%	67.1%	32.9%
Do Not Know	143.521	37.326	106.195	134.516	8.867	0.138	69.543	73.978	19.982	123.539	98.275	34.165	11.081	57.121	86.4
	0.1%	0.1%	0.1%	0.2%	0.1%	0.0%	0.1%	0.2%	0.3%	0.1%	0.1%	0.2%	0.1%	0.2%	0.1%
		26.0%	74.0%	93.7%	6.2%	0.1%	48.5%	51.5%	13.9%	86.1%	68.5%	23.8%	7.7%	39.8%	60.2%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	19418.103	4402.68	6474.29	7100.64	1440.49	1930.49	15355.2	129.442	2002.96	106.391	488.238	3692.87	15130.6	2166.16	2375.16	14876.8
	19.3%	21.5%	18.3%	18.9%	20.2%	21.7%	18.8%	35.3%	20.7%	24.3%	21.1%	20.7%	18.9%	15.6%	19.1%	20.0%
		22.7%	33.3%	36.6%	7.4%	9.9%	79.1%	0.7%	10.3%	0.5%	2.5%	19.0%	77.9%	11.2%	12.2%	76.6%
Agree	43930.690	8761.6	15725.9	16421.2	3021.97	3940.35	35787.9	161.86	4040.63	205.162	995.631	7680.04	35049.9	5953.99	5319.62	32657.1
	43.6%	42.8%	44.4%	43.7%	42.4%	44.3%	43.8%	44.1%	41.7%	46.9%	43.0%	43.1%	43.8%	43.0%	42.7%	43.9%
		19.9%	35.8%	37.4%	6.9%	9.0%	81.5%	0.4%	9.2%	0.5%	2.3%	17.5%	79.8%	13.6%	12.1%	74.3%
Neither Agree nor Disagree	11217.722	2398.88	3736.61	4296.01	786.222	907.149	9216.9	20.468	1073.21	71.565	272.906	2043.27	8829.98	1620.55	1458.24	8138.93
	11.1%	11.7%	10.5%	11.4%	11.0%	10.2%	11.3%	5.6%	11.1%	16.4%	11.8%	11.5%	11.0%	11.7%	11.7%	10.9%
		21.4%	33.3%	38.3%	7.0%	8.1%	82.2%	0.2%	9.6%	0.6%	2.4%	18.2%	78.7%	14.4%	13.0%	72.6%
Disagree	15555.882	2887.83	5783.68	5722.88	1161.49	1295.43	12749.3	40.048	1471.07	35.484	204.308	2667.19	12648.9	2337.56	2066.23	11152.1
	15.5%	14.1%	16.3%	15.2%	16.3%	14.6%	15.6%	10.9%	15.2%	8.1%	8.8%	15.0%	15.8%	16.9%	16.6%	15.0%
		18.6%	37.2%	36.8%	7.5%	8.3%	82.0%	0.3%	9.5%	0.2%	1.3%	17.1%	81.3%	15.0%	13.3%	71.7%
Strongly Disagree	10387.673	2016.53	3653.43	4019.88	697.829	819.104	8454.88	14.859	1098.83	17.738	345.156	1694.42	8330.36	1756.01	1200.39	7431.27
	10.3%	9.8%	10.3%	10.7%	9.8%	9.2%	10.3%	4.1%	11.3%	4.1%	14.9%	9.5%	10.4%	12.7%	9.6%	10.0%
		19.4%	35.2%	38.7%	6.7%	7.9%	81.4%	0.1%	10.6%	0.2%	3.3%	16.3%	80.2%	16.9%	11.6%	71.5%
Do Not Know	143.521	25.49	46.139	52.08	19.812	5.861	131.427	0.069	6.164	1.046	11.588	32.378	98.509	24.303	28.456	90.762
	0.1%	0.1%	0.1%	0.1%	0.3%	0.1%	0.2%	0.0%	0.1%	0.2%	0.5%	0.2%	0.1%	0.2%	0.2%	0.1%
		17.8%	32.1%	36.3%	13.8%	4.1%	91.6%	0.0%	4.3%	0.7%	8.1%	22.6%	68.6%	16.9%	19.8%	63.2%

FHCS Report by Demographics

(12) This is a friendly place to work.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100600.23	28279.5	72320.7	88223.1	12011.4	365.764	57153.3	43446.9	7238.31	93361.9	76019.6	15100.9	9479.79	33353.4	67246.9
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	22046.49	6622.5	15424	19008.9	2914.60	123.032	12827	9219.49	1537.41	20509.1	17455.1	2593.76	1997.66	3771.59	18274.9
	21.9%	23.4%	21.3%	21.5%	24.3%	33.6%	22.4%	21.2%	21.2%	22.0%	23.0%	17.2%	21.1%	11.3%	27.2%
		30.0%	70.0%	86.2%	13.2%	0.6%	58.2%	41.8%	7.0%	93.0%	79.2%	11.8%	9.1%	17.1%	82.9%
Agree	46733.285	13181	33552.3	40693.0	5876.03	164.234	26494.3	20239.0	2977.62	43755.7	35841.8	6648.89	4242.57	13035.6	33697.7
	46.5%	46.6%	46.4%	46.1%	48.9%	44.9%	46.4%	46.6%	41.1%	46.9%	47.1%	44.0%	44.8%	39.1%	50.1%
		28.2%	71.8%	87.1%	12.6%	0.4%	56.7%	43.3%	6.4%	93.6%	76.7%	14.2%	9.1%	27.9%	72.1%
Neither Agree nor Disagree	14908.183	4157.97	10750.2	13233.8	1636.62	37.782	8544.06	6364.13	1071.30	13836.9	10734.2	2632.72	1541.26	6312.40	8595.78
	14.8%	14.7%	14.9%	15.0%	13.6%	10.3%	14.9%	14.6%	14.8%	14.8%	14.1%	17.4%	16.3%	18.9%	12.8%
		27.9%	72.1%	88.8%	11.0%	0.3%	57.3%	42.7%	7.2%	92.8%	72.0%	17.7%	10.3%	42.3%	57.7%
Disagree	10086.6	2497.55	7589.05	9010.95	1046.61	29.041	5546.68	4539.92	905.789	9180.81	7539.42	1629.69	917.489	5667.29	4419.31
	10.0%	8.8%	10.5%	10.2%	8.7%	7.9%	9.7%	10.4%	12.5%	9.8%	9.9%	10.8%	9.7%	17.0%	6.6%
		24.8%	75.2%	89.3%	10.4%	0.3%	55.0%	45.0%	9.0%	91.0%	74.7%	16.2%	9.1%	56.2%	43.8%
Strongly Disagree	6825.669	1820.54	5005.13	6276.5	537.497	11.675	3741.31	3084.36	746.18	6079.49	4449.04	1595.81	780.825	4566.48	2259.19
	6.8%	6.4%	6.9%	7.1%	4.5%	3.2%	6.5%	7.1%	10.3%	6.5%	5.9%	10.6%	8.2%	13.7%	3.4%
		26.7%	73.3%	92.0%	7.9%	0.2%	54.8%	45.2%	10.9%	89.1%	65.2%	23.4%	11.4%	66.9%	33.1%

FHCS Report by Demographics

(12) This is a friendly place to work.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100600.23	20480.1	35410.9	37583.0	7126.16	8899.79	81645	366.626	9688.85	437.474	2312.84	17804	80046	13854.5	12433.3	74312.5
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	22046.49	4748.51	7146.89	8328.9	1822.2	1629.65	18054.2	113.011	2249.66	172.21	727.372	4583.35	16563.6	2683.41	2559.72	16803.4
	21.9%	23.2%	20.2%	22.2%	25.6%	18.3%	22.1%	30.8%	23.2%	39.4%	31.4%	25.7%	20.7%	19.4%	20.6%	22.6%
		21.5%	32.4%	37.8%	8.3%	7.4%	81.9%	0.5%	10.2%	0.8%	3.3%	20.8%	75.1%	12.2%	11.6%	76.2%
Agree	46733.285	9318.58	16625.5	17318.4	3470.83	3989.19	38264.3	175.107	4304.65	200.705	960.156	8074.7	37497.7	6327.93	5833.92	34571.4
	46.5%	45.5%	47.0%	46.1%	48.7%	44.8%	46.9%	47.8%	44.4%	45.9%	41.5%	45.4%	46.8%	45.7%	46.9%	46.5%
		19.9%	35.6%	37.1%	7.4%	8.5%	81.9%	0.4%	9.2%	0.4%	2.1%	17.3%	80.2%	13.5%	12.5%	74.0%
Neither Agree nor Disagree	14908.183	3007.6	5648	5336.54	916.049	1549.93	11814.0	40.68	1503.55	33.022	337.904	2356.84	12180.4	2004.65	1988.83	10914.7
	14.8%	14.7%	15.9%	14.2%	12.9%	17.4%	14.5%	11.1%	15.5%	7.5%	14.6%	13.2%	15.2%	14.5%	16.0%	14.7%
		20.2%	37.9%	35.8%	6.1%	10.4%	79.2%	0.3%	10.1%	0.2%	2.3%	15.8%	81.7%	13.4%	13.3%	73.2%
Disagree	10086.6	2050.04	3558.44	3949.43	528.688	964.701	8233.11	27.213	861.58	26.647	117.876	1681.22	8260.86	1620.22	1190.69	7275.69
	10.0%	10.0%	10.0%	10.5%	7.4%	10.8%	10.1%	7.4%	8.9%	6.1%	5.1%	9.4%	10.3%	11.7%	9.6%	9.8%
		20.3%	35.3%	39.2%	5.2%	9.6%	81.6%	0.3%	8.5%	0.3%	1.2%	16.7%	81.9%	16.1%	11.8%	72.1%
Strongly Disagree	6825.669	1355.41	2432.07	2649.79	388.397	766.327	5279.31	10.615	769.421	4.89	169.529	1107.86	5543.4	1218.25	860.104	4747.32
	6.8%	6.6%	6.9%	7.1%	5.5%	8.6%	6.5%	2.9%	7.9%	1.1%	7.3%	6.2%	6.9%	8.8%	6.9%	6.4%
		19.9%	35.6%	38.8%	5.7%	11.2%	77.3%	0.2%	11.3%	0.1%	2.5%	16.2%	81.2%	17.8%	12.6%	69.6%

FHCS Report by Demographics

(13) I recommend my organization as a good place to work.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	19998.566	5874.66	14123.9	16852.3	3005.83	140.415	11350.7	8647.92	1510.67	18487.9	15602.2	2505.86	1890.46	2548	17450.6
	19.9%	20.8%	19.5%	19.1%	25.0%	38.4%	19.9%	19.9%	20.9%	19.8%	20.5%	16.6%	19.9%	7.6%	25.9%
		29.4%	70.6%	84.3%	15.0%	0.7%	56.8%	43.2%	7.6%	92.4%	78.0%	12.5%	9.5%	12.7%	87.3%
Agree	40503.035	10999.4	29503.6	35166.2	5192.00	144.834	23177.9	17325.1	2956.59	37546.4	30961.0	5923.62	3618.38	9675.73	30827.3
	40.2%	38.9%	40.8%	39.8%	43.2%	39.6%	40.5%	39.8%	40.8%	40.2%	40.7%	39.2%	38.2%	29.0%	45.8%
		27.2%	72.8%	86.8%	12.8%	0.4%	57.2%	42.8%	7.3%	92.7%	76.4%	14.6%	8.9%	23.9%	76.1%
Neither Agree nor Disagree	18326.101	5411.37	12914.7	16375.8	1913.87	36.46	10400.6	7925.50	1215.25	17110.9	13287.4	3076.82	1961.84	7456.44	10869.7
	18.2%	19.1%	17.8%	18.6%	15.9%	10.0%	18.2%	18.2%	16.8%	18.3%	17.5%	20.3%	20.7%	22.3%	16.2%
		29.5%	70.5%	89.4%	10.4%	0.2%	56.8%	43.2%	6.6%	93.4%	72.5%	16.8%	10.7%	40.7%	59.3%
Disagree	13251.539	3708.23	9543.31	11947.2	1273.83	30.525	7409.79	5841.75	827.23	12424.3	10309.9	1854.95	1086.74	7525.51	5726.03
	13.2%	13.1%	13.2%	13.5%	10.6%	8.3%	13.0%	13.4%	11.4%	13.3%	13.6%	12.3%	11.5%	22.5%	8.5%
		28.0%	72.0%	90.2%	9.6%	0.2%	55.9%	44.1%	6.2%	93.8%	77.8%	14.0%	8.2%	56.8%	43.2%
Strongly Disagree	8489.877	2269.62	6220.25	7856.8	619.487	13.594	4801.61	3688.27	721.617	7768.26	5840.71	1745.41	903.754	6130.30	2359.58
	8.4%	8.0%	8.6%	8.9%	5.2%	3.7%	8.4%	8.5%	10.0%	8.3%	7.7%	11.5%	9.5%	18.4%	3.5%
		26.7%	73.3%	92.5%	7.3%	0.2%	56.6%	43.4%	8.5%	91.5%	68.8%	20.6%	10.6%	72.2%	27.8%
Do Not Know	84.473	35.239	49.234	77.693	6.642	0.138	35.117	49.356	8.066	76.407	43.861	21.885	18.727	43.602	40.871
	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%
		41.7%	58.3%	92.0%	7.9%	0.2%	41.6%	58.4%	9.5%	90.5%	51.9%	25.9%	22.2%	51.6%	48.4%

FHCS Report by Demographics

(13) I recommend my organization as a good place to work.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	19998.566	4459.61	6563.15	7324.61	1651.2	1601.91	16081.7	127.865	2187.12	178.743	674.961	4365.91	14778.9	2324.29	2256.45	15417.8
	19.9%	21.8%	18.5%	19.5%	23.2%	18.0%	19.7%	34.9%	22.6%	40.9%	29.1%	24.5%	18.5%	16.8%	18.1%	20.7%
		22.3%	32.8%	36.6%	8.3%	8.0%	80.4%	0.6%	10.9%	0.9%	3.4%	21.8%	73.9%	11.6%	11.3%	77.1%
Agree	40503.035	8544.08	14573	14398.4	2987.53	3601.53	33077.4	162.586	3661.49	166.047	944.419	7370.69	32021.9	5051.76	4843.08	30608.2
	40.2%	41.7%	41.1%	38.3%	41.9%	40.5%	40.5%	44.3%	37.8%	38.0%	40.7%	41.4%	40.0%	36.5%	38.9%	41.2%
		21.1%	36.0%	35.5%	7.4%	8.9%	81.7%	0.4%	9.0%	0.4%	2.3%	18.2%	79.1%	12.5%	12.0%	75.6%
Neither Agree nor Disagree	18326.101	3643.94	6708.97	6804.03	1169.16	1819.29	14766.1	34.602	1706.14	62.993	275.358	2876.20	15111.5	2538.45	2402.53	13385.1
	18.2%	17.8%	18.9%	18.1%	16.4%	20.4%	18.1%	9.4%	17.6%	14.4%	11.9%	16.1%	18.9%	18.3%	19.3%	18.0%
		19.9%	36.6%	37.1%	6.4%	9.9%	80.6%	0.2%	9.3%	0.3%	1.5%	15.7%	82.5%	13.9%	13.1%	73.0%
Disagree	13251.539	2315.95	4642.51	5458.37	834.706	1170.67	10889.0	29.857	1161.99	21.588	219.534	1867.76	11142.7	2291.93	1774.41	9185.20
	13.2%	11.3%	13.1%	14.5%	11.7%	13.2%	13.3%	8.1%	12.0%	4.9%	9.5%	10.5%	13.9%	16.5%	14.3%	12.4%
		17.5%	35.0%	41.2%	6.3%	8.8%	82.2%	0.2%	8.8%	0.2%	1.7%	14.1%	84.1%	17.3%	13.4%	69.3%
Strongly Disagree	8489.877	1512.48	2904.70	3600.95	471.737	696.979	6816	11.767	965.131	7.441	195.29	1323.07	6964.07	1635.96	1160.09	5693.83
	8.4%	7.4%	8.2%	9.6%	6.6%	7.8%	8.3%	3.2%	10.0%	1.7%	8.4%	7.4%	8.7%	11.8%	9.3%	7.7%
		17.8%	34.2%	42.4%	5.6%	8.2%	80.3%	0.1%	11.4%	0.1%	2.3%	15.6%	82.0%	19.3%	13.7%	67.1%
Do Not Know	84.473	16.941	27.732	26.322	13.478	8.01	65.4	0.069	10.994	0.574	8.265	6.535	69.099	16.186	11.524	56.763
	0.1%	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%	0.0%	0.1%	0.1%	0.4%	0.0%	0.1%	0.1%	0.1%	0.1%
		20.1%	32.8%	31.2%	16.0%	9.5%	77.4%	0.1%	13.0%	0.7%	9.8%	7.7%	81.8%	19.2%	13.6%	67.2%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	10287.909	3270.56	7017.35	9238.2	1007.29	42.422	5031.08	5256.83	783.972	9503.94	7550.67	1755.33	981.913	1791.92	8495.99
	10.2%	11.6%	9.7%	10.5%	8.4%	11.6%	8.8%	12.1%	10.8%	10.2%	9.9%	11.6%	10.4%	5.4%	12.6%
		31.8%	68.2%	89.8%	9.8%	0.4%	48.9%	51.1%	7.6%	92.4%	73.4%	17.1%	9.5%	17.4%	82.6%
Agree	38544.703	11105.6	27439.1	34786.6	3641.43	116.636	20824.2	17720.5	2346.34	36198.4	28833.3	6314.21	3397.23	10342.9	28201.8
	38.3%	39.2%	37.9%	39.4%	30.3%	31.9%	36.4%	40.8%	32.4%	38.8%	37.9%	41.7%	35.8%	31.0%	41.9%
		28.8%	71.2%	90.3%	9.4%	0.3%	54.0%	46.0%	6.1%	93.9%	74.8%	16.4%	8.8%	26.8%	73.2%
Neither Agree nor Disagree	13144.554	3924.89	9219.67	11691.3	1413.94	39.282	8240.55	4904.00	1016.93	12127.6	9535.19	2180.80	1428.57	4424.27	8720.28
	13.1%	13.9%	12.7%	13.2%	11.8%	10.7%	14.4%	11.3%	14.0%	13.0%	12.5%	14.4%	15.1%	13.3%	13.0%
		29.9%	70.1%	88.9%	10.8%	0.3%	62.7%	37.3%	7.7%	92.3%	72.5%	16.6%	10.9%	33.7%	66.3%
Disagree	25189.987	6713.03	18477	21270.7	3803.22	116.098	14839.2	10350.8	1722.72	23467.3	19734.9	3096.32	2358.81	9479.11	15710.9
	25.0%	23.7%	25.5%	24.1%	31.7%	31.7%	26.0%	23.8%	23.8%	25.1%	26.0%	20.5%	24.9%	28.4%	23.4%
		26.6%	73.4%	84.4%	15.1%	0.5%	58.9%	41.1%	6.8%	93.2%	78.3%	12.3%	9.4%	37.6%	62.4%
Strongly Disagree	13354.037	3242.76	10111.3	11164.9	2137.72	51.39	8170.86	5183.18	1356.05	11998	10312.6	1748.33	1293.08	7288.25	6065.78
	13.3%	11.5%	14.0%	12.6%	17.8%	14.0%	14.3%	11.9%	18.7%	12.8%	13.6%	11.6%	13.6%	21.8%	9.0%
		24.3%	75.7%	83.6%	16.0%	0.4%	61.2%	38.8%	10.2%	89.8%	77.2%	13.1%	9.7%	54.6%	45.4%
Do Not Know	132.401	41.713	90.688	124.205	8.058	0.138	69.756	62.645	13.404	118.997	78.537	33.563	20.301	53.173	79.228
	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%	0.2%	0.2%	0.1%
		31.5%	68.5%	93.8%	6.1%	0.1%	52.7%	47.3%	10.1%	89.9%	59.3%	25.3%	15.3%	40.2%	59.8%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	10287.909	2324.67	3290.17	3737.24	935.828	755.683	8638.68	37.366	856.179	127.688	326.649	2387.33	7446.24	1286.54	1137.21	7864.16
	10.2%	11.3%	9.3%	9.9%	13.1%	8.5%	10.6%	10.2%	8.8%	29.2%	14.1%	13.4%	9.3%	9.3%	9.1%	10.6%
		22.6%	32.0%	36.3%	9.1%	7.3%	84.0%	0.4%	8.3%	1.2%	3.2%	23.2%	72.4%	12.5%	11.1%	76.4%
Agree	38544.703	7774.69	13444.3	14302.8	3022.97	2961.66	31880.5	131.117	3571.44	173.189	926.083	7120.55	30324.9	5371.16	4452.95	28720.6
	38.3%	37.9%	38.0%	38.0%	42.4%	33.3%	39.0%	35.8%	36.8%	39.6%	40.0%	40.0%	37.9%	38.8%	35.8%	38.6%
		20.2%	34.9%	37.1%	7.8%	7.7%	82.7%	0.3%	9.3%	0.4%	2.4%	18.5%	78.7%	13.9%	11.6%	74.5%
Neither Agree nor Disagree	13144.554	2771.40	4429.51	4930.88	1012.76	1402.54	10498.6	36.154	1207.25	39.537	388.437	2293.35	10423.2	1761.46	1818.93	9564.17
	13.1%	13.5%	12.5%	13.1%	14.2%	15.8%	12.9%	9.9%	12.5%	9.0%	16.8%	12.9%	13.0%	12.7%	14.6%	12.9%
		21.1%	33.7%	37.5%	7.7%	10.7%	79.9%	0.3%	9.2%	0.3%	3.0%	17.4%	79.3%	13.4%	13.8%	72.8%
Disagree	25189.987	4962.80	9171.77	9646	1409.42	2537.11	20111.4	114.04	2427.42	80.373	513.584	3969.07	20627	3461.61	3315.57	18412.8
	25.0%	24.2%	25.9%	25.6%	19.8%	28.5%	24.6%	31.1%	25.0%	18.4%	22.2%	22.3%	25.8%	25.0%	26.6%	24.8%
		19.7%	36.4%	38.3%	5.6%	10.1%	79.8%	0.5%	9.6%	0.3%	2.0%	15.8%	81.9%	13.7%	13.2%	73.1%
Strongly Disagree	13354.037	2633.06	5052.86	4946.84	721.281	1234.69	10450.9	48	1620.46	15.041	156.231	2005.04	11177.7	1952.58	1704.91	9696.55
	13.3%	12.8%	14.3%	13.2%	10.1%	13.9%	12.8%	13.1%	16.7%	3.4%	6.7%	11.3%	14.0%	14.1%	13.7%	13.0%
		19.7%	37.8%	37.0%	5.4%	9.2%	78.3%	0.4%	12.1%	0.1%	1.2%	15.0%	83.7%	14.6%	12.8%	72.6%
Do Not Know	132.401	26.379	31.457	49.004	25.561	6.71	115.509	0.069	10.113	1.558	6.843	34.831	89.169	25.244	18.516	88.641
	0.1%	0.1%	0.1%	0.1%	0.4%	0.1%	0.1%	0.0%	0.1%	0.4%	0.3%	0.2%	0.1%	0.2%	0.1%	0.1%
		19.9%	23.8%	37.0%	19.3%	5.1%	87.2%	0.1%	7.6%	1.2%	5.2%	26.3%	67.3%	19.1%	14.0%	66.9%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	98569.009	27603.1	70965.9	86196.6	12005.5	366.916	56160.5	42408.5	7147.34	91421.7	74694.3	14550.5	9324.24	32663.0	65906.0
	100%	28.0%	72.0%	87.4%	12.2%	0.4%	57.0%	43.0%	7.3%	92.7%	75.8%	14.8%	9.5%	33.1%	66.9%
Strongly Agree	6586.154	2116.80	4469.35	5755.00	780.38	50.771	3119.48	3466.67	488.001	6098.15	4809.2	1133.21	643.749	1192.74	5393.42
	6.7%	7.7%	6.3%	6.7%	6.5%	13.8%	5.6%	8.2%	6.8%	6.7%	6.4%	7.8%	6.9%	3.7%	8.2%
		32.1%	67.9%	87.4%	11.8%	0.8%	47.4%	52.6%	7.4%	92.6%	73.0%	17.2%	9.8%	18.1%	81.9%
Agree	31640.853	9585.37	22055.5	27469.7	4020.38	150.771	17662.7	13978.2	2428.62	29212.2	23526.3	5054.93	3059.58	7474.13	24166.7
	32.1%	34.7%	31.1%	31.9%	33.5%	41.1%	31.5%	33.0%	34.0%	32.0%	31.5%	34.7%	32.8%	22.9%	36.7%
		30.3%	69.7%	86.8%	12.7%	0.5%	55.8%	44.2%	7.7%	92.3%	74.4%	16.0%	9.7%	23.6%	76.4%
Neither Agree nor Disagree	23263.938	6039.11	17224.8	20814.5	2390.57	58.87	13720.5	9543.48	1561.63	21702.3	17435.1	3745.71	2083.15	7142.49	16121.4
	23.6%	21.9%	24.3%	24.1%	19.9%	16.0%	24.4%	22.5%	21.8%	23.7%	23.3%	25.7%	22.3%	21.9%	24.5%
		26.0%	74.0%	89.5%	10.3%	0.3%	59.0%	41.0%	6.7%	93.3%	74.9%	16.1%	9.0%	30.7%	69.3%
Disagree	23983.064	6571.65	17411.4	20765.4	3140.87	76.783	13828.8	10154.2	1585.07	22398	18832.2	2831.15	2319.71	9521.52	14461.5
	24.3%	23.8%	24.5%	24.1%	26.2%	20.9%	24.6%	23.9%	22.2%	24.5%	25.2%	19.5%	24.9%	29.2%	21.9%
		27.4%	72.6%	86.6%	13.1%	0.3%	57.7%	42.3%	6.6%	93.4%	78.5%	11.8%	9.7%	39.7%	60.3%
Strongly Disagree	13095	3290.16	9804.84	11391.9	1673.34	29.721	7829.09	5265.92	1084.02	12011	10091.5	1785.46	1218.04	7332.13	5762.87
	13.3%	11.9%	13.8%	13.2%	13.9%	8.1%	13.9%	12.4%	15.2%	13.1%	13.5%	12.3%	13.1%	22.4%	8.7%
		25.1%	74.9%	87.0%	12.8%	0.2%	59.8%	40.2%	8.3%	91.7%	77.1%	13.6%	9.3%	56.0%	44.0%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	98569.009	20019.5	34876.6	36843.9	6828.99	8782.5	79906	365.716	9514.80	424.311	2029.07	17456.4	78659.2	13523.3	12171.6	72874.0
	100%	20.3%	35.4%	37.4%	6.9%	8.9%	81.1%	0.4%	9.7%	0.4%	2.1%	17.7%	79.8%	13.7%	12.3%	73.9%
Strongly Agree	6586.154	1430.87	2218.32	2391.41	545.56	481.323	5378.81	45.742	680.281	102.422	209.066	1694.60	4580.06	805.387	722.028	5058.74
	6.7%	7.1%	6.4%	6.5%	8.0%	5.5%	6.7%	12.5%	7.1%	24.1%	10.3%	9.7%	5.8%	6.0%	5.9%	6.9%
		21.7%	33.7%	36.3%	8.3%	7.3%	81.7%	0.7%	10.3%	1.6%	3.2%	25.7%	69.5%	12.2%	11.0%	76.8%
Agree	31640.853	6654.30	11036.6	11531.1	2418.83	2534.49	25988.9	159.443	2958.05	172.169	931.561	6501.89	24035.2	4028.87	3769.46	23842.5
	32.1%	33.2%	31.6%	31.3%	35.4%	28.9%	32.5%	43.6%	31.1%	40.6%	45.9%	37.2%	30.6%	29.8%	31.0%	32.7%
		21.0%	34.9%	36.4%	7.6%	8.0%	82.1%	0.5%	9.3%	0.5%	2.9%	20.5%	76.0%	12.7%	11.9%	75.4%
Neither Agree nor Disagree	23263.938	4913.56	8061.79	8498.89	1789.69	2110.44	19033.2	57.869	2062.43	79.964	405.815	4184.61	18593.6	3241.38	2790.97	17231.6
	23.6%	24.5%	23.1%	23.1%	26.2%	24.0%	23.8%	15.8%	21.7%	18.8%	20.0%	24.0%	23.6%	24.0%	22.9%	23.6%
		21.1%	34.7%	36.5%	7.7%	9.1%	81.8%	0.2%	8.9%	0.3%	1.7%	18.0%	79.9%	13.9%	12.0%	74.1%
Disagree	23983.064	4515.86	8878.85	9198.51	1389.84	2241.95	19283.6	76.966	2380.55	62.015	376.802	3283.81	20260.4	3378.18	3240.19	17364.7
	24.3%	22.6%	25.5%	25.0%	20.4%	25.5%	24.1%	21.0%	25.0%	14.6%	18.6%	18.8%	25.8%	25.0%	26.6%	23.8%
		18.8%	37.0%	38.4%	5.8%	9.3%	80.4%	0.3%	9.9%	0.3%	1.6%	13.7%	84.5%	14.1%	13.5%	72.4%
Strongly Disagree	13095	2504.94	4681.03	5223.97	685.068	1414.29	10221.5	25.696	1433.49	7.741	105.83	1791.5	11189.9	2069.51	1648.99	9376.5
	13.3%	12.5%	13.4%	14.2%	10.0%	16.1%	12.8%	7.0%	15.1%	1.8%	5.2%	10.3%	14.2%	15.3%	13.5%	12.9%
		19.1%	35.7%	39.9%	5.2%	10.8%	78.1%	0.2%	10.9%	0.1%	0.8%	13.7%	85.5%	15.8%	12.6%	71.6%

FHCS Report by Demographics

(16) Selections for promotions in my work unit are based on merit.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	97166.288	27108.8	70057.5	84831.3	11968.9	366.08	55646.3	41520	7014.68	90151.6	73667.4	14427.5	9071.39	32347.4	64818.9
	100%	27.9%	72.1%	87.3%	12.3%	0.4%	57.3%	42.7%	7.2%	92.8%	75.8%	14.8%	9.3%	33.3%	66.7%
Strongly Agree	7461.547	2374.40	5087.14	5333.83	1984.13	143.581	4045.85	3415.7	475.825	6985.72	5989.84	860.574	611.138	1323.79	6137.75
	7.7%	8.8%	7.3%	6.3%	16.6%	39.2%	7.3%	8.2%	6.8%	7.7%	8.1%	6.0%	6.7%	4.1%	9.5%
		31.8%	68.2%	71.5%	26.6%	1.9%	54.2%	45.8%	6.4%	93.6%	80.3%	11.5%	8.2%	17.7%	82.3%
Agree	27590.013	8095.18	19494.8	22463.7	4968.18	158.165	15615.5	11974.6	1844.9	25745.1	21755.3	3306.50	2528.24	6076.26	21513.8
	28.4%	29.9%	27.8%	26.5%	41.5%	43.2%	28.1%	28.8%	26.3%	28.6%	29.5%	22.9%	27.9%	18.8%	33.2%
		29.3%	70.7%	81.4%	18.0%	0.6%	56.6%	43.4%	6.7%	93.3%	78.9%	12.0%	9.2%	22.0%	78.0%
Neither Agree nor Disagree	23635.749	6483.3	17152.4	21378.8	2225.06	31.913	13666.2	9969.54	1679.67	21956.1	17541.1	3808.64	2286.03	6755.75	16880.0
	24.3%	23.9%	24.5%	25.2%	18.6%	8.7%	24.6%	24.0%	23.9%	24.4%	23.8%	26.4%	25.2%	20.9%	26.0%
		27.4%	72.6%	90.5%	9.4%	0.1%	57.8%	42.2%	7.1%	92.9%	74.2%	16.1%	9.7%	28.6%	71.4%
Disagree	19513.944	5394.07	14119.9	17914.1	1579.44	20.415	10688.9	8825.05	1290.81	18223.1	14607.4	3108.32	1798.21	7478.51	12035.4
	20.1%	19.9%	20.2%	21.1%	13.2%	5.6%	19.2%	21.3%	18.4%	20.2%	19.8%	21.5%	19.8%	23.1%	18.6%
		27.6%	72.4%	91.8%	8.1%	0.1%	54.8%	45.2%	6.6%	93.4%	74.9%	15.9%	9.2%	38.3%	61.7%
Strongly Disagree	18965.035	4761.87	14203.2	17741	1212.08	12.006	11629.9	7335.11	1723.48	17241.6	13773.8	3343.49	1847.77	10713.1	8251.91
	19.5%	17.6%	20.3%	20.9%	10.1%	3.3%	20.9%	17.7%	24.6%	19.1%	18.7%	23.2%	20.4%	33.1%	12.7%
		25.1%	74.9%	93.5%	6.4%	0.1%	61.3%	38.7%	9.1%	90.9%	72.6%	17.6%	9.7%	56.5%	43.5%

FHCS Report by Demographics

(16) Selections for promotions in my work unit are based on merit.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	97166.288	19559.5	34154.4	36564.4	6887.93	8731.58	78694.5	367.353	9372.85	347.526	1927.92	16817.9	78073	13482.6	12211.1	71472.6
	100%	20.1%	35.2%	37.6%	7.1%	9.0%	81.0%	0.4%	9.6%	0.4%	2.0%	17.3%	80.3%	13.9%	12.6%	73.6%
Strongly Agree	7461.547	1430.18	2327.53	3057.56	646.277	405.468	6134.63	135.674	785.775	58.708	144.189	1452.29	5806.36	1097.78	992.978	5370.79
	7.7%	7.3%	6.8%	8.4%	9.4%	4.6%	7.8%	36.9%	8.4%	16.9%	7.5%	8.6%	7.4%	8.1%	8.1%	7.5%
		19.2%	31.2%	41.0%	8.7%	5.4%	82.2%	1.8%	10.5%	0.8%	1.9%	19.5%	77.8%	14.7%	13.3%	72.0%
Agree	27590.013	5603.73	9823.13	10172.2	1990.96	1804.88	22579.7	171.004	3034.39	115.25	575.283	5151.65	21747.8	3669.43	3426	20494.6
	28.4%	28.6%	28.8%	27.8%	28.9%	20.7%	28.7%	46.6%	32.4%	33.2%	29.8%	30.6%	27.9%	27.2%	28.1%	28.7%
		20.3%	35.6%	36.9%	7.2%	6.5%	81.8%	0.6%	11.0%	0.4%	2.1%	18.7%	78.8%	13.3%	12.4%	74.3%
Neither Agree nor Disagree	23635.749	4852.41	8081.7	9112.36	1589.29	1908.81	19555.3	31.168	2140.52	118.036	627.684	4506.09	18383.9	3101.91	2883.3	17650.5
	24.3%	24.8%	23.7%	24.9%	23.1%	21.9%	24.8%	8.5%	22.8%	34.0%	32.6%	26.8%	23.5%	23.0%	23.6%	24.7%
		20.5%	34.2%	38.6%	6.7%	8.1%	82.7%	0.1%	9.1%	0.5%	2.7%	19.1%	77.8%	13.1%	12.2%	74.7%
Disagree	19513.944	3986.06	7053.87	7085.59	1388.42	2162.57	15646.5	17.288	1687.63	33.987	255.739	3189.07	16035.2	2672.35	2413.84	14427.8
	20.1%	20.4%	20.7%	19.4%	20.2%	24.8%	19.9%	4.7%	18.0%	9.8%	13.3%	19.0%	20.5%	19.8%	19.8%	20.2%
		20.4%	36.1%	36.3%	7.1%	11.1%	80.2%	0.1%	8.6%	0.2%	1.3%	16.3%	82.2%	13.7%	12.4%	73.9%
Strongly Disagree	18965.035	3687.14	6868.17	7136.74	1272.98	2449.85	14778.4	12.219	1724.53	21.545	325.026	2518.77	16099.7	2941.12	2494.97	13528.9
	19.5%	18.9%	20.1%	19.5%	18.5%	28.1%	18.8%	3.3%	18.4%	6.2%	16.9%	15.0%	20.6%	21.8%	20.4%	18.9%
		19.4%	36.2%	37.6%	6.7%	12.9%	77.9%	0.1%	9.1%	0.1%	1.7%	13.3%	84.9%	15.5%	13.2%	71.3%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100192.75	28119.6	72073.2	87825.4	12001.9	365.401	57014.5	43178.2	7207.02	92985.7	75768.3	15005.7	9418.79	33232.5	66960.2
	100%	28.1%	71.9%	87.7%	12.0%	0.4%	56.9%	43.1%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	12602.284	3945.67	8656.62	10588.7	1918.68	94.882	6601.88	6000.41	841.801	11760.5	9240.19	2037.96	1324.14	2043.85	10558.4
	12.6%	14.0%	12.0%	12.1%	16.0%	26.0%	11.6%	13.9%	11.7%	12.6%	12.2%	13.6%	14.1%	6.2%	15.8%
		31.3%	68.7%	84.0%	15.2%	0.8%	52.4%	47.6%	6.7%	93.3%	73.3%	16.2%	10.5%	16.2%	83.8%
Agree	44584.765	12274.1	32310.7	37405.5	6966.21	213.091	26088.8	18496	3061.95	41522.8	34730.2	6015.56	3838.99	11647.8	32937
	44.5%	43.6%	44.8%	42.6%	58.0%	58.3%	45.8%	42.8%	42.5%	44.7%	45.8%	40.1%	40.8%	35.0%	49.2%
		27.5%	72.5%	83.9%	15.6%	0.5%	58.5%	41.5%	6.9%	93.1%	77.9%	13.5%	8.6%	26.1%	73.9%
Neither Agree nor Disagree	18759.811	4972.28	13787.5	17034.9	1693.72	31.195	10996.8	7763.01	1255.26	17504.6	14090.6	2660.59	2008.64	6688.41	12071.4
	18.7%	17.7%	19.1%	19.4%	14.1%	8.5%	19.3%	18.0%	17.4%	18.8%	18.6%	17.7%	21.3%	20.1%	18.0%
		26.5%	73.5%	90.8%	9.0%	0.2%	58.6%	41.4%	6.7%	93.3%	75.1%	14.2%	10.7%	35.7%	64.3%
Disagree	15978.004	4551.15	11426.9	14905.7	1053.3	18.973	8870.19	7107.82	1156.33	14821.7	12343.4	2379.20	1255.36	7540.6	8437.41
	15.9%	16.2%	15.9%	17.0%	8.8%	5.2%	15.6%	16.5%	16.0%	15.9%	16.3%	15.9%	13.3%	22.7%	12.6%
		28.5%	71.5%	93.3%	6.6%	0.1%	55.5%	44.5%	7.2%	92.8%	77.3%	14.9%	7.9%	47.2%	52.8%
Strongly Disagree	8267.89	2376.4	5891.49	7890.62	370.007	7.26	4456.87	3811.02	891.681	7376.21	5363.85	1912.38	991.661	5311.9	2955.99
	8.3%	8.5%	8.2%	9.0%	3.1%	2.0%	7.8%	8.8%	12.4%	7.9%	7.1%	12.7%	10.5%	16.0%	4.4%
		28.7%	71.3%	95.4%	4.5%	0.1%	53.9%	46.1%	10.8%	89.2%	64.9%	23.1%	12.0%	64.2%	35.8%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100192.75	20398	35307.0	37393.2	7094.55	8877.81	81298.7	364.981	9651.31	428.681	2282.48	17738	79743.6	13791.6	12376.4	74024.8
	100%	20.4%	35.2%	37.3%	7.1%	8.9%	81.1%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	12602.284	2864.12	3917.76	4809.42	1010.99	778.637	10237.8	88.684	1497.18	84.405	355.128	2635.85	9526.90	1438.85	1502.63	9660.81
	12.6%	14.0%	11.1%	12.9%	14.3%	8.8%	12.6%	24.3%	15.5%	19.7%	15.6%	14.9%	11.9%	10.4%	12.1%	13.1%
		22.7%	31.1%	38.2%	8.0%	6.2%	81.2%	0.7%	11.9%	0.7%	2.8%	20.9%	75.6%	11.4%	11.9%	76.7%
Agree	44584.765	9308.86	15951.9	16251.1	3072.86	3381.15	36544.1	208.8	4450.71	214.811	1096.98	7865.24	35407.7	6020.50	5411.59	33152.7
	44.5%	45.6%	45.2%	43.5%	43.3%	38.1%	45.0%	57.2%	46.1%	50.1%	48.1%	44.3%	44.4%	43.7%	43.7%	44.8%
		20.9%	35.8%	36.4%	6.9%	7.6%	82.0%	0.5%	10.0%	0.5%	2.5%	17.6%	79.4%	13.5%	12.1%	74.4%
Neither Agree nor Disagree	18759.811	3651.75	6801.84	6952.09	1354.13	2068.3	15049.4	35.51	1606.63	79.166	354.112	3210.25	15116.3	2528.06	2413.25	13818.5
	18.7%	17.9%	19.3%	18.6%	19.1%	23.3%	18.5%	9.7%	16.6%	18.5%	15.5%	18.1%	19.0%	18.3%	19.5%	18.7%
		19.5%	36.3%	37.1%	7.2%	11.0%	80.2%	0.2%	8.6%	0.4%	1.9%	17.1%	80.6%	13.5%	12.9%	73.7%
Disagree	15978.004	2864.76	5732.81	6284.97	1095.46	1769.81	13055.8	24.114	1128.32	42.873	302.131	2833.79	12799.2	2347.71	2073.47	11556.8
	15.9%	14.0%	16.2%	16.8%	15.4%	19.9%	16.1%	6.6%	11.7%	10.0%	13.2%	16.0%	16.1%	17.0%	16.8%	15.6%
		17.9%	35.9%	39.3%	6.9%	11.1%	81.7%	0.2%	7.1%	0.3%	1.9%	17.7%	80.1%	14.7%	13.0%	72.3%
Strongly Disagree	8267.89	1708.5	2902.71	3095.56	561.121	879.906	6411.64	7.873	968.471	7.426	174.134	1192.87	6893.46	1456.44	975.458	5835.99
	8.3%	8.4%	8.2%	8.3%	7.9%	9.9%	7.9%	2.2%	10.0%	1.7%	7.6%	6.7%	8.6%	10.6%	7.9%	7.9%
		20.7%	35.1%	37.4%	6.8%	10.6%	77.5%	0.1%	11.7%	0.1%	2.1%	14.4%	83.4%	17.6%	11.8%	70.6%

FHCS Report by Demographics

(18) Supervisors/team leaders in my work unit encourage my development at work.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	16234.235	4974.78	11259.5	13931.7	2207.92	94.658	8429.94	7804.29	1199.48	15034.8	12313.8	2347.56	1572.83	2678.78	13555.5
	16.1%	17.6%	15.6%	15.8%	18.4%	25.9%	14.7%	18.0%	16.6%	16.1%	16.2%	15.5%	16.6%	8.0%	20.1%
		30.6%	69.4%	85.8%	13.6%	0.6%	51.9%	48.1%	7.4%	92.6%	75.9%	14.5%	9.7%	16.5%	83.5%
Agree	43229.662	11977.1	31252.6	37125.9	5937.69	166.093	24810.2	18419.5	2825.92	40403.7	33658.4	5931.89	3639.37	11373.9	31855.8
	42.9%	42.3%	43.2%	42.1%	49.4%	45.4%	43.4%	42.4%	39.0%	43.3%	44.3%	39.2%	38.4%	34.1%	47.4%
		27.7%	72.3%	85.9%	13.7%	0.4%	57.4%	42.6%	6.5%	93.5%	77.9%	13.7%	8.4%	26.3%	73.7%
Neither Agree nor Disagree	18912.766	5121.93	13790.8	16693.1	2154.68	64.965	11578.5	7334.29	1368.36	17544.4	14040.9	2791.85	2080.05	7122.01	11790.8
	18.8%	18.1%	19.1%	18.9%	17.9%	17.8%	20.3%	16.9%	18.9%	18.8%	18.5%	18.5%	21.9%	21.3%	17.5%
		27.1%	72.9%	88.3%	11.4%	0.3%	61.2%	38.8%	7.2%	92.8%	74.2%	14.8%	11.0%	37.7%	62.3%
Disagree	13882.459	3951.8	9930.66	12598.9	1252.92	30.596	7856.78	6025.68	983.003	12899.5	10494.5	2231.55	1156.38	6821.11	7061.35
	13.8%	14.0%	13.7%	14.3%	10.4%	8.4%	13.7%	13.9%	13.6%	13.8%	13.8%	14.8%	12.2%	20.4%	10.5%
		28.5%	71.5%	90.8%	9.0%	0.2%	56.6%	43.4%	7.1%	92.9%	75.6%	16.1%	8.3%	49.1%	50.9%
Strongly Disagree	8216.082	2217.47	5998.61	7766.36	441.283	8.442	4405.74	3810.34	843.815	7372.27	5417.7	1792.05	1006.33	5334.34	2881.74
	8.2%	7.8%	8.3%	8.8%	3.7%	2.3%	7.7%	8.8%	11.7%	7.9%	7.1%	11.8%	10.6%	16.0%	4.3%
		27.0%	73.0%	94.5%	5.4%	0.1%	53.6%	46.4%	10.3%	89.7%	65.9%	21.8%	12.2%	64.9%	35.1%
Do Not Know	178.387	55.492	122.895	160.002	17.173	1.212	94.576	83.811	18.848	159.539	119.786	33.648	24.953	49.487	128.9
	0.2%	0.2%	0.2%	0.2%	0.1%	0.3%	0.2%	0.2%	0.3%	0.2%	0.2%	0.2%	0.3%	0.1%	0.2%
		31.1%	68.9%	89.7%	9.6%	0.7%	53.0%	47.0%	10.6%	89.4%	67.1%	18.9%	14.0%	27.7%	72.3%

FHCS Report by Demographics

(18) Supervisors/team leaders in my work unit encourage my development at work.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	16234.235	3988.91	5307.31	5859.66	1078.35	928.546	13432.2	89.147	1784.35	113.278	524.686	3717.03	11879.2	1457.48	1838.43	12938.3
	16.1%	19.5%	15.0%	15.6%	15.1%	10.4%	16.4%	24.3%	18.4%	25.9%	22.6%	20.9%	14.8%	10.5%	14.8%	17.4%
		24.6%	32.7%	36.1%	6.6%	5.7%	82.7%	0.5%	11.0%	0.7%	3.2%	22.9%	73.2%	9.0%	11.3%	79.7%
Agree	43229.662	9132.17	15473.6	15779.3	2844.58	3275.27	35589.8	168.991	4195.59	231.49	1065.09	8038.78	33894.3	5640.61	5063.28	32525.8
	42.9%	44.6%	43.7%	42.0%	39.9%	36.8%	43.6%	46.1%	43.3%	52.9%	46.0%	45.1%	42.3%	40.7%	40.7%	43.7%
		21.1%	35.8%	36.5%	6.6%	7.6%	82.3%	0.4%	9.7%	0.5%	2.5%	18.6%	78.4%	13.0%	11.7%	75.2%
Neither Agree nor Disagree	18912.766	3326.13	6714.73	7344.61	1527.29	2363.24	14845.9	63.375	1640.21	57.894	368.686	2779.19	15707	3110.52	2604.05	13198.2
	18.8%	16.2%	19.0%	19.5%	21.4%	26.6%	18.2%	17.3%	16.9%	13.2%	15.9%	15.6%	19.6%	22.4%	20.9%	17.8%
		17.6%	35.5%	38.8%	8.1%	12.5%	78.5%	0.3%	8.7%	0.3%	1.9%	14.7%	83.0%	16.4%	13.8%	69.8%
Disagree	13882.459	2426.8	4950.16	5436.67	1068.83	1524.86	11128.8	33.07	1195.70	24.842	182.41	2135.06	11540.1	2261.56	1821.33	9799.57
	13.8%	11.8%	14.0%	14.5%	15.0%	17.1%	13.6%	9.0%	12.3%	5.7%	7.9%	12.0%	14.4%	16.3%	14.6%	13.2%
		17.5%	35.7%	39.2%	7.7%	11.0%	80.2%	0.2%	8.6%	0.2%	1.3%	15.4%	83.1%	16.3%	13.1%	70.6%
Strongly Disagree	8216.082	1578.78	2944.35	3118.41	574.545	798.36	6555.34	9.754	852.629	7.227	166.042	1111.16	6931.65	1348.93	1097.73	5769.43
	8.2%	7.7%	8.3%	8.3%	8.1%	9.0%	8.0%	2.7%	8.8%	1.7%	7.2%	6.2%	8.7%	9.7%	8.8%	7.8%
		19.2%	35.8%	38.0%	7.0%	9.7%	79.8%	0.1%	10.4%	0.1%	2.0%	13.5%	84.4%	16.4%	13.4%	70.2%
Do Not Know	178.387	40.223	29.886	74.065	34.213	8.11	143.489	2.409	24.379	2.655	10.917	28.952	135.863	39.476	23.281	115.63
	0.2%	0.2%	0.1%	0.2%	0.5%	0.1%	0.2%	0.7%	0.3%	0.6%	0.5%	0.2%	0.2%	0.3%	0.2%	0.2%
		22.5%	16.8%	41.5%	19.2%	4.5%	80.4%	1.4%	13.7%	1.5%	6.1%	16.2%	76.2%	22.1%	13.1%	64.8%

FHCS Report by Demographics

(19) The work I do is important.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	46552.358	12324.8	34227.6	39792.5	6497.50	262.399	25922.7	20629.7	4159.89	42392.5	33853.9	7829.04	4869.42	12575.3	33977.0
	46.3%	43.6%	47.3%	45.1%	54.1%	71.7%	45.3%	47.4%	57.5%	45.4%	44.5%	51.8%	51.4%	37.7%	50.5%
		26.5%	73.5%	85.5%	14.0%	0.6%	55.7%	44.3%	8.9%	91.1%	72.7%	16.8%	10.5%	27.0%	73.0%
Agree	44702.664	12977.8	31724.8	39735.8	4874.34	92.572	25759.5	18943.2	2542.13	42160.5	34767	6009.99	3925.67	15270.7	29432
	44.4%	45.9%	43.8%	45.0%	40.6%	25.3%	45.1%	43.6%	35.1%	45.1%	45.7%	39.7%	41.4%	45.7%	43.7%
		29.0%	71.0%	88.9%	10.9%	0.2%	57.6%	42.4%	5.7%	94.3%	77.8%	13.4%	8.8%	34.2%	65.8%
Neither Agree nor Disagree	5902.488	1825.1	4077.39	5456.06	438.976	7.456	3480.3	2422.19	358.314	5544.17	4636.92	828.235	437.336	3161.49	2741
	5.9%	6.4%	5.6%	6.2%	3.7%	2.0%	6.1%	5.6%	4.9%	5.9%	6.1%	5.5%	4.6%	9.5%	4.1%
		30.9%	69.1%	92.4%	7.4%	0.1%	59.0%	41.0%	6.1%	93.9%	78.6%	14.0%	7.4%	53.6%	46.4%
Disagree	2001.268	638.358	1362.91	1867.45	131.921	1.894	1216.70	784.567	71.184	1930.08	1684.21	222.563	94.5	1322.54	678.729
	2.0%	2.3%	1.9%	2.1%	1.1%	0.5%	2.1%	1.8%	1.0%	2.1%	2.2%	1.5%	1.0%	4.0%	1.0%
		31.9%	68.1%	93.3%	6.6%	0.1%	60.8%	39.2%	3.6%	96.4%	84.2%	11.1%	4.7%	66.1%	33.9%
Strongly Disagree	1215.6	429.807	785.793	1157.17	56.922	1.507	653.81	561.79	88.812	1126.79	908.567	172.592	134.441	893.057	322.543
	1.2%	1.5%	1.1%	1.3%	0.5%	0.4%	1.1%	1.3%	1.2%	1.2%	1.2%	1.1%	1.4%	2.7%	0.5%
		35.4%	64.6%	95.2%	4.7%	0.1%	53.8%	46.2%	7.3%	92.7%	74.7%	14.2%	11.1%	73.5%	26.5%
Do Not Know	279.213	102.696	176.517	267.077	11.998	0.138	142.718	136.495	19.096	260.117	194.55	66.129	18.534	156.487	122.726
	0.3%	0.4%	0.2%	0.3%	0.1%	0.0%	0.2%	0.3%	0.3%	0.3%	0.3%	0.4%	0.2%	0.5%	0.2%
		36.8%	63.2%	95.7%	4.3%	0.0%	51.1%	48.9%	6.8%	93.2%	69.7%	23.7%	6.6%	56.0%	44.0%

FHCS Report by Demographics

(19) The work I do is important.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	46552.358	9353.87	16126.6	17523.5	3548.4	4323.57	36745.9	251.251	5231.65	187.292	999.157	8356.96	37008.9	5772.31	5707.00	35073.0
	46.3%	45.6%	45.5%	46.6%	49.8%	48.6%	45.0%	68.5%	54.0%	42.8%	43.1%	46.9%	46.2%	41.7%	45.8%	47.2%
		20.1%	34.6%	37.6%	7.6%	9.3%	78.9%	0.5%	11.2%	0.4%	2.1%	18.0%	79.5%	12.4%	12.3%	75.3%
Agree	44702.664	9219.85	15973.2	16487.2	3022.39	3886.89	36952.2	105.325	3758.29	208.696	1070.86	7784.27	35638.8	6477.25	5474.24	32751.2
	44.4%	45.0%	45.1%	43.8%	42.4%	43.7%	45.2%	28.7%	38.8%	47.7%	46.2%	43.7%	44.5%	46.7%	44.0%	44.1%
		20.6%	35.7%	36.9%	6.8%	8.7%	82.7%	0.2%	8.4%	0.5%	2.4%	17.4%	79.7%	14.5%	12.2%	73.3%
Neither Agree nor Disagree	5902.488	1280.63	2121.83	2154.99	345.049	440.602	4991.38	5.879	464.627	30.77	175.407	1062.79	4633.53	901.781	766.203	4234.50
	5.9%	6.2%	6.0%	5.7%	4.8%	5.0%	6.1%	1.6%	4.8%	7.0%	7.6%	6.0%	5.8%	6.5%	6.2%	5.7%
		21.7%	35.9%	36.5%	5.8%	7.5%	84.6%	0.1%	7.9%	0.5%	3.0%	18.0%	78.5%	15.3%	13.0%	71.7%
Disagree	2001.268	382.764	723.515	789.803	105.186	148.186	1707.43	1.894	143.763	8.477	39.393	360.923	1592.48	347.029	274.869	1379.37
	2.0%	1.9%	2.0%	2.1%	1.5%	1.7%	2.1%	0.5%	1.5%	1.9%	1.7%	2.0%	2.0%	2.5%	2.2%	1.9%
		19.1%	36.2%	39.5%	5.3%	7.4%	85.3%	0.1%	7.2%	0.4%	2.0%	18.0%	79.6%	17.3%	13.7%	68.9%
Strongly Disagree	1215.6	215.277	384.978	546.776	68.569	69.377	1065.38	1.507	79.335	1.639	16.069	213.092	984.8	310.702	158.838	746.06
	1.2%	1.1%	1.1%	1.5%	1.0%	0.8%	1.3%	0.4%	0.8%	0.4%	0.7%	1.2%	1.2%	2.2%	1.3%	1.0%
		17.7%	31.7%	45.0%	5.6%	5.7%	87.6%	0.1%	6.5%	0.1%	1.3%	17.5%	81.0%	25.6%	13.1%	61.4%
Do Not Know	279.213	40.622	89.959	110.406	38.226	29.756	233.367	0.89	15.2	0.512	16.941	32.142	229.618	49.503	66.933	162.777
	0.3%	0.2%	0.3%	0.3%	0.5%	0.3%	0.3%	0.2%	0.2%	0.1%	0.7%	0.2%	0.3%	0.4%	0.5%	0.2%
		14.5%	32.2%	39.5%	13.7%	10.7%	83.6%	0.3%	5.4%	0.2%	6.1%	11.5%	82.2%	17.7%	24.0%	58.3%

FHCS Report by Demographics

(20) In my organization, leaders generate high levels of motivation and commitment in the workforce.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	8940.85	2754.5	6186.35	7521.55	1331.37	87.933	4451.89	4488.96	759.477	8181.37	6367.90	1478.94	1094.01	1273.1	7667.75
	8.9%	9.7%	8.5%	8.5%	11.1%	24.0%	7.8%	10.3%	10.5%	8.8%	8.4%	9.8%	11.5%	3.8%	11.4%
		30.8%	69.2%	84.1%	14.9%	1.0%	49.8%	50.2%	8.5%	91.5%	71.2%	16.5%	12.2%	14.2%	85.8%
Agree	27257.177	7843.46	19413.7	23049.4	4065.08	142.68	15382.6	11874.6	1933.34	25323.8	20525.9	4149.71	2581.57	5152.16	22105.0
	27.1%	27.7%	26.8%	26.1%	33.8%	39.0%	26.9%	27.3%	26.7%	27.1%	27.0%	27.4%	27.2%	15.4%	32.9%
		28.8%	71.2%	84.6%	14.9%	0.5%	56.4%	43.6%	7.1%	92.9%	75.3%	15.2%	9.5%	18.9%	81.1%
Neither Agree nor Disagree	24066.054	6455.38	17610.7	21164.7	2838.47	62.9	14665.3	9400.79	1563.33	22502.7	18426.6	3302.84	2336.63	7196.34	16869.7
	23.9%	22.8%	24.3%	24.0%	23.6%	17.2%	25.6%	21.6%	21.6%	24.1%	24.2%	21.8%	24.6%	21.6%	25.1%
		26.8%	73.2%	87.9%	11.8%	0.3%	60.9%	39.1%	6.5%	93.5%	76.6%	13.7%	9.7%	29.9%	70.1%
Disagree	23810.515	6718.3	17092.2	21218.6	2542.27	49.69	13254.3	10556.2	1627.19	22183.3	18661.8	3295.3	1853.39	9941.67	13868.8
	23.7%	23.7%	23.6%	24.0%	21.2%	13.6%	23.2%	24.3%	22.5%	23.7%	24.5%	21.8%	19.6%	29.8%	20.6%
		28.2%	71.8%	89.1%	10.7%	0.2%	55.7%	44.3%	6.8%	93.2%	78.4%	13.8%	7.8%	41.8%	58.2%
Strongly Disagree	16248.049	4427.37	11820.7	15008.7	1216.82	22.545	9306.90	6941.15	1342.32	14905.7	11884.2	2782.15	1581.66	9750.63	6497.42
	16.1%	15.6%	16.3%	17.0%	10.1%	6.2%	16.3%	16.0%	18.5%	16.0%	15.6%	18.4%	16.7%	29.2%	9.7%
		27.2%	72.8%	92.4%	7.5%	0.1%	57.3%	42.7%	8.3%	91.7%	73.1%	17.1%	9.7%	60.0%	40.0%
Do Not Know	330.946	99.521	231.425	313.079	17.649	0.218	114.734	216.212	13.773	317.173	178.672	119.623	32.651	65.679	265.267
	0.3%	0.4%	0.3%	0.4%	0.1%	0.1%	0.2%	0.5%	0.2%	0.3%	0.2%	0.8%	0.3%	0.2%	0.4%
		30.1%	69.9%	94.6%	5.3%	0.1%	34.7%	65.3%	4.2%	95.8%	54.0%	36.1%	9.9%	19.8%	80.2%

FHCS Report by Demographics

(20) In my organization, leaders generate high levels of motivation and commitment in the workforce.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	8940.85	1861.83	2954.93	3334.7	789.393	607.812	7316.54	77.644	938.859	97.674	327.581	2077.92	6437.67	1005.46	1110.51	6824.89
	8.9%	9.1%	8.3%	8.9%	11.1%	6.8%	9.0%	21.2%	9.7%	22.3%	14.1%	11.7%	8.0%	7.3%	8.9%	9.2%
		20.8%	33.0%	37.3%	8.8%	6.8%	81.8%	0.9%	10.5%	1.1%	3.7%	23.2%	72.0%	11.2%	12.4%	76.3%
Agree	27257.177	5623.15	9112.40	10222.6	2299.03	2110.74	22592.9	152.777	2400.73	163.534	798.067	5336.87	20958.7	3552.96	3374.5	20329.7
	27.1%	27.4%	25.7%	27.2%	32.3%	23.7%	27.7%	41.7%	24.8%	37.4%	34.4%	30.0%	26.2%	25.6%	27.1%	27.3%
		20.6%	33.4%	37.5%	8.4%	7.7%	82.9%	0.6%	8.8%	0.6%	2.9%	19.6%	76.9%	13.0%	12.4%	74.6%
Neither Agree nor Disagree	24066.054	4676.34	8840.83	8986.25	1562.64	2269.1	19354.8	63.117	2379.06	118.748	552.348	4196.07	19198.9	3212.18	2992.51	17861.4
	23.9%	22.8%	25.0%	23.9%	21.9%	25.5%	23.7%	17.2%	24.5%	27.1%	23.8%	23.6%	24.0%	23.2%	24.0%	24.0%
		19.4%	36.7%	37.3%	6.5%	9.4%	80.4%	0.3%	9.9%	0.5%	2.3%	17.4%	79.8%	13.3%	12.4%	74.2%
Disagree	23810.515	4881.29	8624.81	8755.32	1549.1	2315.88	19295.0	49.587	2150.01	34.301	367.097	3737.52	19671.6	3544.48	2850.79	17415.2
	23.7%	23.8%	24.4%	23.3%	21.7%	26.0%	23.6%	13.5%	22.2%	7.8%	15.8%	21.0%	24.6%	25.6%	22.9%	23.4%
		20.5%	36.2%	36.8%	6.5%	9.7%	81.0%	0.2%	9.0%	0.1%	1.5%	15.7%	82.6%	14.9%	12.0%	73.1%
Strongly Disagree	16248.049	3394.62	5819.48	6147.54	886.401	1582.25	12898.1	23.552	1744.15	18.781	264.041	2404.95	13560.3	2481.76	2076.35	11689.9
	16.1%	16.6%	16.4%	16.3%	12.4%	17.8%	15.8%	6.4%	18.0%	4.3%	11.4%	13.5%	16.9%	17.9%	16.7%	15.7%
		20.9%	35.8%	37.8%	5.5%	9.7%	79.4%	0.1%	10.7%	0.1%	1.6%	14.8%	83.5%	15.3%	12.8%	71.9%
Do Not Know	330.946	55.779	67.607	166.303	41.257	12.601	238.207	0.069	80.069	4.348	8.693	56.838	261.067	61.74	43.424	225.782
	0.3%	0.3%	0.2%	0.4%	0.6%	0.1%	0.3%	0.0%	0.8%	1.0%	0.4%	0.3%	0.3%	0.4%	0.3%	0.3%
		16.9%	20.4%	50.3%	12.5%	3.8%	72.0%	0.0%	24.2%	1.3%	2.6%	17.2%	78.9%	18.7%	13.1%	68.2%

FHCS Report by Demographics

(21) Employees have a feeling of personal empowerment and ownership of work processes.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	99722.660	27977.2	71745.4	87367.5	11989.5	365.632	56823	42899.7	7148.31	92574.4	75472.6	14894.9	9355.13	33146.8	66575.9
	100%	28.1%	71.9%	87.6%	12.0%	0.4%	57.0%	43.0%	7.2%	92.8%	75.7%	14.9%	9.4%	33.2%	66.8%
Strongly Agree	8322.9	2612.15	5710.75	7125.43	1135.96	61.512	4628.14	3694.76	609.718	7713.18	6129.33	1119.96	1073.62	1235.67	7087.23
	8.3%	9.3%	8.0%	8.2%	9.5%	16.8%	8.1%	8.6%	8.5%	8.3%	8.1%	7.5%	11.5%	3.7%	10.6%
		31.4%	68.6%	85.6%	13.6%	0.7%	55.6%	44.4%	7.3%	92.7%	73.6%	13.5%	12.9%	14.8%	85.2%
Agree	30596.581	8696.39	21900.2	25899.7	4533.84	163.035	17562.3	13034.2	2174.86	28421.7	23351.9	4474.13	2770.57	6325.59	24271
	30.7%	31.1%	30.5%	29.6%	37.8%	44.6%	30.9%	30.4%	30.4%	30.7%	30.9%	30.0%	29.6%	19.1%	36.5%
		28.4%	71.6%	84.6%	14.8%	0.5%	57.4%	42.6%	7.1%	92.9%	76.3%	14.6%	9.1%	20.7%	79.3%
Neither Agree nor Disagree	22627.07	6135.27	16491.8	19882.9	2681.78	62.376	13477.4	9149.70	1686.44	20940.6	16776.6	3299.57	2550.93	6825.08	15802
	22.7%	21.9%	23.0%	22.8%	22.4%	17.1%	23.7%	21.3%	23.6%	22.6%	22.2%	22.2%	27.3%	20.6%	23.7%
		27.1%	72.9%	87.9%	11.9%	0.3%	59.6%	40.4%	7.5%	92.5%	74.1%	14.6%	11.3%	30.2%	69.8%
Disagree	22658.818	6222.82	16436.0	20077.3	2524.58	56.888	12742.8	9916.01	1379.38	21279.4	17742.5	3248.45	1667.91	9446.95	13211.9
	22.7%	22.2%	22.9%	23.0%	21.1%	15.6%	22.4%	23.1%	19.3%	23.0%	23.5%	21.8%	17.8%	28.5%	19.8%
		27.5%	72.5%	88.6%	11.1%	0.3%	56.2%	43.8%	6.1%	93.9%	78.3%	14.3%	7.4%	41.7%	58.3%
Strongly Disagree	15517.291	4310.6	11206.7	14382.1	1113.37	21.821	8412.31	7104.98	1297.91	14219.4	11472.3	2752.84	1292.11	9313.50	6203.79
	15.6%	15.4%	15.6%	16.5%	9.3%	6.0%	14.8%	16.6%	18.2%	15.4%	15.2%	18.5%	13.8%	28.1%	9.3%
		27.8%	72.2%	92.7%	7.2%	0.1%	54.2%	45.8%	8.4%	91.6%	73.9%	17.7%	8.3%	60.0%	40.0%

FHCS Report by Demographics

(21) Employees have a feeling of personal empowerment and ownership of work processes.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	99722.660	20269.8	35141	37256.1	7055.78	8823.68	80901.6	365.726	9631.68	418.991	2288.11	17551.9	79463.6	13720.2	12327.4	73675.1
	100%	20.3%	35.2%	37.4%	7.1%	8.8%	81.1%	0.4%	9.7%	0.4%	2.3%	17.6%	79.7%	13.8%	12.4%	73.9%
Strongly Agree	8322.9	1857.96	2578.71	3078.19	808.042	522.722	7052.9	56.764	690.514	81.387	301.483	1855.73	6084.3	1078.99	1036.54	6207.37
	8.3%	9.2%	7.3%	8.3%	11.5%	5.9%	8.7%	15.5%	7.2%	19.4%	13.2%	10.6%	7.7%	7.9%	8.4%	8.4%
		22.3%	31.0%	37.0%	9.7%	6.3%	84.7%	0.7%	8.3%	1.0%	3.6%	22.3%	73.1%	13.0%	12.5%	74.6%
Agree	30596.581	6156.23	10800.7	11365.0	2274.61	2518.64	24835.8	162.688	3079.42	190.047	775.5	5791.62	23839.4	3994.43	3545.43	23056.7
	30.7%	30.4%	30.7%	30.5%	32.2%	28.5%	30.7%	44.5%	32.0%	45.4%	33.9%	33.0%	30.0%	29.1%	28.8%	31.3%
		20.1%	35.3%	37.1%	7.4%	8.2%	81.2%	0.5%	10.1%	0.6%	2.5%	18.9%	77.9%	13.1%	11.6%	75.4%
Neither Agree nor Disagree	22627.07	4545.49	8003	8445.84	1632.75	2250.76	18337.6	69.33	1969.33	89.456	426.165	4004.85	18106.6	3110.09	2779.64	16737.3
	22.7%	22.4%	22.8%	22.7%	23.1%	25.5%	22.7%	19.0%	20.4%	21.4%	18.6%	22.8%	22.8%	22.7%	22.5%	22.7%
		20.1%	35.4%	37.3%	7.2%	9.9%	81.0%	0.3%	8.7%	0.4%	1.9%	17.7%	80.0%	13.7%	12.3%	74.0%
Disagree	22658.818	4543.43	8328.17	8333.61	1453.61	2192.71	18258.9	56.453	2150.72	41.781	494.478	3621.46	18501.1	3146.35	2956.73	16555.7
	22.7%	22.4%	23.7%	22.4%	20.6%	24.9%	22.6%	15.4%	22.3%	10.0%	21.6%	20.6%	23.3%	22.9%	24.0%	22.5%
		20.1%	36.8%	36.8%	6.4%	9.7%	80.6%	0.2%	9.5%	0.2%	2.2%	16.0%	81.7%	13.9%	13.0%	73.1%
Strongly Disagree	15517.291	3166.69	5430.38	6033.45	886.775	1338.85	12416.3	20.491	1741.69	16.32	290.488	2278.27	12932.2	2390.34	2009.04	11117.9
	15.6%	15.6%	15.5%	16.2%	12.6%	15.2%	15.3%	5.6%	18.1%	3.9%	12.7%	13.0%	16.3%	17.4%	16.3%	15.1%
		20.4%	35.0%	38.9%	5.7%	8.6%	80.0%	0.1%	11.2%	0.1%	1.9%	14.7%	83.3%	15.4%	12.9%	71.6%

FHCS Report by Demographics

(22) Supervisors/team leaders are receptive to change.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	99899.974	28020.8	71879.1	87523.9	12009.9	366.121	56896.9	43003.1	7188.6	92711.4	75592.1	14904.9	9403.00	33157.8	66742.2
	100%	28.0%	72.0%	87.6%	12.0%	0.4%	57.0%	43.0%	7.2%	92.8%	75.7%	14.9%	9.4%	33.2%	66.8%
Strongly Agree	8355.49	2678.15	5677.34	7153.8	1152.84	48.856	4325.75	4029.74	592.792	7762.7	6045.84	1392.74	916.911	1368.75	6986.74
	8.4%	9.6%	7.9%	8.2%	9.6%	13.3%	7.6%	9.4%	8.2%	8.4%	8.0%	9.3%	9.8%	4.1%	10.5%
		32.1%	67.9%	85.6%	13.8%	0.6%	51.8%	48.2%	7.1%	92.9%	72.4%	16.7%	11.0%	16.4%	83.6%
Agree	40729.581	11327.5	29402.1	34478.6	6057.29	193.74	22878.5	17851.1	2613.3	38116.3	30935.4	6100.93	3693.3	9738.26	30991.3
	40.8%	40.4%	40.9%	39.4%	50.4%	52.9%	40.2%	41.5%	36.4%	41.1%	40.9%	40.9%	39.3%	29.4%	46.4%
		27.8%	72.2%	84.7%	14.9%	0.5%	56.2%	43.8%	6.4%	93.6%	76.0%	15.0%	9.1%	23.9%	76.1%
Neither Agree nor Disagree	21767.82	6062.75	15705.1	19360.8	2344.41	62.568	12875.9	8891.96	1748.89	20018.9	16688.6	3084.92	1994.35	7624.54	14143.3
	21.8%	21.6%	21.8%	22.1%	19.5%	17.1%	22.6%	20.7%	24.3%	21.6%	22.1%	20.7%	21.2%	23.0%	21.2%
		27.9%	72.1%	88.9%	10.8%	0.3%	59.2%	40.8%	8.0%	92.0%	76.7%	14.2%	9.2%	35.0%	65.0%
Disagree	19746.543	5284.94	14461.6	17781.7	1914.07	50.761	11327.8	8418.70	1455.38	18291.2	15296.5	2587.44	1862.56	8719.68	11026.9
	19.8%	18.9%	20.1%	20.3%	15.9%	13.9%	19.9%	19.6%	20.2%	19.7%	20.2%	17.4%	19.8%	26.3%	16.5%
		26.8%	73.2%	90.0%	9.7%	0.3%	57.4%	42.6%	7.4%	92.6%	77.5%	13.1%	9.4%	44.2%	55.8%
Strongly Disagree	9300.54	2667.55	6632.99	8749	541.344	10.196	5488.96	3811.58	778.238	8522.30	6625.80	1738.85	935.889	5706.58	3593.96
	9.3%	9.5%	9.2%	10.0%	4.5%	2.8%	9.6%	8.9%	10.8%	9.2%	8.8%	11.7%	10.0%	17.2%	5.4%
		28.7%	71.3%	94.1%	5.8%	0.1%	59.0%	41.0%	8.4%	91.6%	71.2%	18.7%	10.1%	61.4%	38.6%

FHCS Report by Demographics

(22) Supervisors/team leaders are receptive to change.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	99899.974	20300.9	35227.8	37351.7	7019.61	8865.65	81092.1	365.834	9576.40	422.006	2239.48	17673.3	79565.2	13718.8	12365.2	73815.9
	100%	20.3%	35.3%	37.4%	7.0%	8.9%	81.2%	0.4%	9.6%	0.4%	2.2%	17.7%	79.6%	13.7%	12.4%	73.9%
Strongly Agree	8355.49	1845.80	2671.69	3143.63	694.366	484.198	6885.76	46.353	939.175	70.804	269.089	1790.11	6225.48	993.684	966.602	6395.20
	8.4%	9.1%	7.6%	8.4%	9.9%	5.5%	8.5%	12.7%	9.8%	16.8%	12.0%	10.1%	7.8%	7.2%	7.8%	8.7%
		22.1%	32.0%	37.6%	8.3%	5.8%	82.4%	0.6%	11.2%	0.8%	3.2%	21.4%	74.5%	11.9%	11.6%	76.5%
Agree	40729.581	7907.9	13940.8	15657.7	3223.18	3336.23	33336.1	198.976	3858.26	192.876	900.876	7349.70	32286.1	5269.24	5303.70	30156.6
	40.8%	39.0%	39.6%	41.9%	45.9%	37.6%	41.1%	54.4%	40.3%	45.7%	40.2%	41.6%	40.6%	38.4%	42.9%	40.9%
		19.4%	34.2%	38.4%	7.9%	8.2%	81.8%	0.5%	9.5%	0.5%	2.2%	18.0%	79.3%	12.9%	13.0%	74.0%
Neither Agree nor Disagree	21767.82	4254.09	8079.72	7970.57	1463.44	1975.73	17681.7	62.312	2048.05	101.452	497.207	3803.22	17365.9	3235.82	2747.55	15784.5
	21.8%	21.0%	22.9%	21.3%	20.8%	22.3%	21.8%	17.0%	21.4%	24.0%	22.2%	21.5%	21.8%	23.6%	22.2%	21.4%
		19.5%	37.1%	36.6%	6.7%	9.1%	81.2%	0.3%	9.4%	0.5%	2.3%	17.5%	79.8%	14.9%	12.6%	72.5%
Disagree	19746.543	4246.37	7130.83	7181.94	1187.41	2012.65	15840.0	46.636	1847.25	44.826	334.926	3172.15	16194.6	2696.89	2331.51	14718.1
	19.8%	20.9%	20.2%	19.2%	16.9%	22.7%	19.5%	12.7%	19.3%	10.6%	15.0%	17.9%	20.4%	19.7%	18.9%	19.9%
		21.5%	36.1%	36.4%	6.0%	10.2%	80.2%	0.2%	9.4%	0.2%	1.7%	16.1%	82.0%	13.7%	11.8%	74.5%
Strongly Disagree	9300.54	2046.75	3404.76	3397.82	451.215	1056.84	7348.47	11.557	883.675	12.048	237.383	1558.09	7493.02	1523.17	1015.89	6761.49
	9.3%	10.1%	9.7%	9.1%	6.4%	11.9%	9.1%	3.2%	9.2%	2.9%	10.6%	8.8%	9.4%	11.1%	8.2%	9.2%
		22.0%	36.6%	36.5%	4.9%	11.4%	79.0%	0.1%	9.5%	0.1%	2.6%	16.8%	80.6%	16.4%	10.9%	72.7%

FHCS Report by Demographics

(23) I hold my organization's leaders in high regard.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	12080.778	3912.83	8167.95	10103.5	1866.76	110.477	6346.34	5734.44	998.19	11082.6	8904.09	1801.93	1374.75	1898.15	10182.6
	12.0%	13.8%	11.3%	11.4%	15.5%	30.2%	11.1%	13.2%	13.8%	11.9%	11.7%	11.9%	14.5%	5.7%	15.1%
		32.4%	67.6%	83.6%	15.5%	0.9%	52.5%	47.5%	8.3%	91.7%	73.7%	14.9%	11.4%	15.7%	84.3%
Agree	31245.73	9069.86	22175.9	26669.3	4437.05	139.339	17718.6	13527.1	2263.88	28981.9	23518.5	4791.51	2935.71	6646.86	24598.9
	31.0%	32.1%	30.6%	30.2%	36.9%	38.1%	31.0%	31.1%	31.3%	31.0%	30.9%	31.7%	31.0%	19.9%	36.6%
		29.0%	71.0%	85.4%	14.2%	0.4%	56.7%	43.3%	7.2%	92.8%	75.3%	15.3%	9.4%	21.3%	78.7%
Neither Agree nor Disagree	26525.327	7335.54	19189.8	23623.4	2839.45	62.51	15074.8	11450.5	1812.03	24713.3	19886.0	4182.88	2456.45	8869.25	17656.1
	26.4%	25.9%	26.5%	26.8%	23.6%	17.1%	26.4%	26.3%	25.0%	26.5%	26.2%	27.6%	25.9%	26.6%	26.2%
		27.7%	72.3%	89.1%	10.7%	0.2%	56.8%	43.2%	6.8%	93.2%	75.0%	15.8%	9.3%	33.4%	66.6%
Disagree	17418.752	4404.47	13014.3	15609.8	1776.76	32.215	10184.5	7234.21	1163.18	16255.6	13981.1	2057.33	1380.37	7718.61	9700.14
	17.3%	15.6%	18.0%	17.7%	14.8%	8.8%	17.8%	16.6%	16.1%	17.4%	18.4%	13.6%	14.6%	23.1%	14.4%
		25.3%	74.7%	89.6%	10.2%	0.2%	58.5%	41.5%	6.7%	93.3%	80.3%	11.8%	7.9%	44.3%	55.7%
Strongly Disagree	13123.007	3508.73	9614.28	12025.4	1076.49	21.147	7744.40	5378.61	983.821	12139.2	9588.40	2251.28	1283.32	8149.49	4973.51
	13.0%	12.4%	13.3%	13.6%	9.0%	5.8%	13.5%	12.4%	13.6%	13.0%	12.6%	14.9%	13.5%	24.4%	7.4%
		26.7%	73.3%	91.6%	8.2%	0.2%	59.0%	41.0%	7.5%	92.5%	73.1%	17.2%	9.8%	62.1%	37.9%
Do Not Know	259.997	67.099	192.898	244.573	15.146	0.278	107.015	152.982	18.333	241.664	167.068	43.627	49.302	97.217	162.78
	0.3%	0.2%	0.3%	0.3%	0.1%	0.1%	0.2%	0.4%	0.3%	0.3%	0.2%	0.3%	0.5%	0.3%	0.2%
		25.8%	74.2%	94.1%	5.8%	0.1%	41.2%	58.8%	7.1%	92.9%	64.3%	16.8%	19.0%	37.4%	62.6%

FHCS Report by Demographics

(23) I hold my organization's leaders in high regard.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	12080.778	2671.97	4015.65	4344.45	1048.72	830.262	9971.76	105.496	1173.26	122.101	461.096	2965.49	8532.09	1391.58	1427.98	9261.22
	12.0%	13.0%	11.3%	11.6%	14.7%	9.3%	12.2%	28.8%	12.1%	27.9%	19.9%	16.7%	10.7%	10.0%	11.5%	12.5%
		22.1%	33.2%	36.0%	8.7%	6.9%	82.5%	0.9%	9.7%	1.0%	3.8%	24.5%	70.6%	11.5%	11.8%	76.7%
Agree	31245.73	6916.22	10543.4	11373.8	2412.31	2395.08	25850.4	145.237	2855.04	182.781	917.047	6294.14	23851.8	3743.15	3557.82	23944.8
	31.0%	33.7%	29.8%	30.2%	33.8%	26.9%	31.6%	39.6%	29.5%	41.8%	39.6%	35.3%	29.8%	27.0%	28.6%	32.2%
		22.1%	33.7%	36.4%	7.7%	7.7%	82.7%	0.5%	9.1%	0.6%	2.9%	20.1%	76.3%	12.0%	11.4%	76.6%
Neither Agree nor Disagree	26525.327	5429.51	9940	9439.60	1716.22	2420.90	21598.7	56.508	2449.24	105.049	546.842	4517.66	21355.8	3565.49	3218.01	19741.8
	26.4%	26.5%	28.1%	25.1%	24.1%	27.2%	26.4%	15.4%	25.3%	24.0%	23.6%	25.4%	26.7%	25.7%	25.9%	26.6%
		20.5%	37.5%	35.6%	6.5%	9.1%	81.4%	0.2%	9.2%	0.4%	2.1%	17.0%	80.5%	13.4%	12.1%	74.4%
Disagree	17418.752	2973.34	6260.56	6960.41	1224.45	1982.72	13670.0	36.063	1729.93	13.388	162.145	2282.23	14961	2698.39	2492.4	12228
	17.3%	14.5%	17.7%	18.5%	17.2%	22.3%	16.7%	9.8%	17.8%	3.1%	7.0%	12.8%	18.7%	19.5%	20.0%	16.4%
		17.1%	35.9%	40.0%	7.0%	11.4%	78.5%	0.2%	9.9%	0.1%	0.9%	13.1%	85.9%	15.5%	14.3%	70.2%
Strongly Disagree	13123.007	2439.46	4576.55	5399.6	707.401	1249.67	10384.3	21.825	1467.2	9.325	212.943	1693.81	11206.9	2428.67	1715.21	8979.13
	13.0%	11.9%	12.9%	14.4%	9.9%	14.0%	12.7%	6.0%	15.1%	2.1%	9.2%	9.5%	14.0%	17.5%	13.8%	12.1%
		18.6%	34.9%	41.1%	5.4%	9.5%	79.1%	0.2%	11.2%	0.1%	1.6%	12.9%	85.4%	18.5%	13.1%	68.4%
Do Not Know	259.997	62.522	83.944	94.811	18.72	19.739	220.457	1.617	18.184	4.742	17.754	56.838	180.663	31.301	36.655	192.041
	0.3%	0.3%	0.2%	0.3%	0.3%	0.2%	0.3%	0.4%	0.2%	1.1%	0.8%	0.3%	0.2%	0.2%	0.3%	0.3%
		24.0%	32.3%	36.5%	7.2%	7.6%	84.8%	0.6%	7.0%	1.8%	6.8%	21.9%	69.5%	12.0%	14.1%	73.9%

FHCS Report by Demographics

(24) My organization's leaders maintain high standards of honesty and integrity.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	14382.133	4650.96	9731.17	11777	2448.54	156.597	8316.46	6065.67	1065.15	13317	11175.3	1754.28	1452.6	2415.82	11966.3
	14.3%	16.4%	13.4%	13.3%	20.4%	42.8%	14.5%	14.0%	14.7%	14.3%	14.7%	11.6%	15.3%	7.2%	17.8%
		32.3%	67.7%	81.9%	17.0%	1.1%	57.8%	42.2%	7.4%	92.6%	77.7%	12.2%	10.1%	16.8%	83.2%
Agree	33137.404	9634.48	23502.9	28342.0	4664.37	131.006	19457.4	13680	2276.67	30860.7	25674.9	4490.88	2971.61	7823.07	25314.3
	32.9%	34.0%	32.5%	32.1%	38.8%	35.8%	34.0%	31.5%	31.4%	33.0%	33.8%	29.7%	31.3%	23.4%	37.6%
		29.1%	70.9%	85.5%	14.1%	0.4%	58.7%	41.3%	6.9%	93.1%	77.5%	13.6%	9.0%	23.6%	76.4%
Neither Agree nor Disagree	24351.757	6669.77	17682	21747.5	2557.62	46.605	13633.6	10718.1	1780.28	22571.5	18130.9	3930.59	2290.23	8621.44	15730.3
	24.2%	23.6%	24.4%	24.6%	21.3%	12.7%	23.8%	24.7%	24.6%	24.2%	23.8%	26.0%	24.2%	25.8%	23.4%
		27.4%	72.6%	89.3%	10.5%	0.2%	56.0%	44.0%	7.3%	92.7%	74.5%	16.1%	9.4%	35.4%	64.6%
Disagree	14132.374	3567.71	10564.7	12771.6	1343.58	17.212	7682.62	6449.75	896.862	13235.5	11002.9	2031.15	1098.36	6110.97	8021.40
	14.0%	12.6%	14.6%	14.5%	11.2%	4.7%	13.4%	14.8%	12.4%	14.2%	14.5%	13.4%	11.6%	18.3%	11.9%
		25.2%	74.8%	90.4%	9.5%	0.1%	54.4%	45.6%	6.3%	93.7%	77.9%	14.4%	7.8%	43.2%	56.8%
Strongly Disagree	12003.556	2990.23	9013.32	11138.3	852.687	12.555	6828.94	5174.62	1024.99	10978.6	8186.67	2425.23	1391.66	7254.71	4748.85
	11.9%	10.6%	12.5%	12.6%	7.1%	3.4%	11.9%	11.9%	14.2%	11.8%	10.8%	16.0%	14.7%	21.7%	7.1%
		24.9%	75.1%	92.8%	7.1%	0.1%	56.9%	43.1%	8.5%	91.5%	68.2%	20.2%	11.6%	60.4%	39.6%
Do Not Know	2646.367	785.382	1860.99	2499.5	144.876	1.991	1256.59	1389.78	195.47	2450.9	1874.49	496.421	275.452	1153.57	1492.8
	2.6%	2.8%	2.6%	2.8%	1.2%	0.5%	2.2%	3.2%	2.7%	2.6%	2.5%	3.3%	2.9%	3.5%	2.2%
		29.7%	70.3%	94.5%	5.5%	0.1%	47.5%	52.5%	7.4%	92.6%	70.8%	18.8%	10.4%	43.6%	56.4%

FHCS Report by Demographics

(24) My organization's leaders maintain high standards of honesty and integrity.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	14382.133	2808.01	4730.3	5608.12	1235.70	770.752	11849.4	150.739	1611.23	150.731	552.05	3218.97	10460.4	1843.41	1799.05	10739.7
	14.3%	13.7%	13.4%	14.9%	17.3%	8.7%	14.5%	41.1%	16.6%	34.5%	23.8%	18.1%	13.1%	13.3%	14.5%	14.4%
		19.5%	32.9%	39.0%	8.6%	5.4%	82.4%	1.0%	11.2%	1.0%	3.8%	22.4%	72.7%	12.8%	12.5%	74.7%
Agree	33137.404	7115.65	11157.9	12215.6	2648.26	2513.62	27388.3	137.254	3098.21	170.498	882.378	6601.37	25483.2	4268.58	3982.69	24886.1
	32.9%	34.7%	31.5%	32.5%	37.2%	28.2%	33.5%	37.4%	32.0%	39.0%	38.1%	37.1%	31.8%	30.8%	32.0%	33.5%
		21.5%	33.7%	36.9%	8.0%	7.6%	82.7%	0.4%	9.3%	0.5%	2.7%	19.9%	76.9%	12.9%	12.0%	75.1%
Neither Agree nor Disagree	24351.757	4991.33	9058.95	8659.28	1642.21	2180.27	20020.4	41.637	2109.45	76.753	378.913	3929.75	19966.3	3388.68	3064.4	17898.7
	24.2%	24.4%	25.6%	23.0%	23.0%	24.5%	24.5%	11.4%	21.8%	17.5%	16.3%	22.1%	24.9%	24.5%	24.6%	24.1%
		20.5%	37.2%	35.6%	6.7%	9.0%	82.2%	0.2%	8.7%	0.3%	1.6%	16.1%	82.0%	13.9%	12.6%	73.5%
Disagree	14132.374	2797.93	5138.79	5384.68	810.973	1750.33	11078	22.073	1281.99	8.12	141.579	1969.42	12013.3	2015.25	1759.59	10357.5
	14.0%	13.7%	14.5%	14.3%	11.4%	19.7%	13.6%	6.0%	13.2%	1.9%	6.1%	11.1%	15.0%	14.5%	14.1%	13.9%
		19.8%	36.4%	38.1%	5.7%	12.4%	78.4%	0.2%	9.1%	0.1%	1.0%	13.9%	85.0%	14.3%	12.5%	73.3%
Strongly Disagree	12003.556	2281.01	4384.26	4736.73	601.561	1610.06	9069.46	13.098	1310.95	8.47	199.549	1584.49	10211.0	1959.97	1516.99	8526.6
	11.9%	11.1%	12.4%	12.6%	8.4%	18.1%	11.1%	3.6%	13.5%	1.9%	8.6%	8.9%	12.7%	14.1%	12.2%	11.5%
		19.0%	36.5%	39.5%	5.0%	13.4%	75.6%	0.1%	10.9%	0.1%	1.7%	13.2%	85.1%	16.3%	12.6%	71.0%
Do Not Know	2646.367	499.072	949.865	1008.32	189.106	73.361	2290.03	1.945	281.032	22.814	163.358	506.173	1954.02	382.685	325.367	1938.32
	2.6%	2.4%	2.7%	2.7%	2.7%	0.8%	2.8%	0.5%	2.9%	5.2%	7.0%	2.8%	2.4%	2.8%	2.6%	2.6%
		18.9%	35.9%	38.1%	7.1%	2.8%	86.5%	0.1%	10.6%	0.9%	6.2%	19.1%	73.8%	14.5%	12.3%	73.2%

FHCS Report by Demographics

(25) Complaints, disputes or grievances are resolved fairly in my work unit.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	92921.819	25654.3	67267.5	80796.5	11764.0	361.292	53033.3	39888.6	6804.00	86117.8	70332.9	13846.7	8742.2	30903.1	62018.7
	100%	27.6%	72.4%	87.0%	12.7%	0.4%	57.1%	42.9%	7.3%	92.7%	75.7%	14.9%	9.4%	33.3%	66.7%
Strongly Agree	9150.751	2729.9	6420.85	7067.29	1973.97	109.492	5147.19	4003.56	642.97	8507.78	7178.80	1067.38	904.568	1554.22	7596.53
	9.8%	10.6%	9.5%	8.7%	16.8%	30.3%	9.7%	10.0%	9.4%	9.9%	10.2%	7.7%	10.3%	5.0%	12.2%
		29.8%	70.2%	77.2%	21.6%	1.2%	56.2%	43.8%	7.0%	93.0%	78.5%	11.7%	9.9%	17.0%	83.0%
Agree	31688.525	8627.94	23060.6	25914.9	5596.43	177.233	18889.5	12799.0	2037.48	29651.0	24963.9	3928.19	2796.44	7484.81	24203.7
	34.1%	33.6%	34.3%	32.1%	47.6%	49.1%	35.6%	32.1%	29.9%	34.4%	35.5%	28.4%	32.0%	24.2%	39.0%
		27.2%	72.8%	81.8%	17.7%	0.6%	59.6%	40.4%	6.4%	93.6%	78.8%	12.4%	8.8%	23.6%	76.4%
Neither Agree nor Disagree	26097.16	7313.19	18784	23707.5	2343.09	46.6	15269.6	10827.6	1773.35	24323.8	19992	3882.71	2222.50	8742.05	17355.1
	28.1%	28.5%	27.9%	29.3%	19.9%	12.9%	28.8%	27.1%	26.1%	28.2%	28.4%	28.0%	25.4%	28.3%	28.0%
		28.0%	72.0%	90.8%	9.0%	0.2%	58.5%	41.5%	6.8%	93.2%	76.6%	14.9%	8.5%	33.5%	66.5%
Disagree	14598.892	4001.47	10597.4	13388.7	1191.38	18.851	7711.34	6887.55	1150.52	13448.4	10728.9	2452.48	1417.5	6668.28	7930.61
	15.7%	15.6%	15.8%	16.6%	10.1%	5.2%	14.5%	17.3%	16.9%	15.6%	15.3%	17.7%	16.2%	21.6%	12.8%
		27.4%	72.6%	91.7%	8.2%	0.1%	52.8%	47.2%	7.9%	92.1%	73.5%	16.8%	9.7%	45.7%	54.3%
Strongly Disagree	11386.491	2981.79	8404.70	10718.2	659.145	9.116	6015.63	5370.86	1199.69	10186.8	7469.37	2515.93	1401.2	6453.73	4932.76
	12.3%	11.6%	12.5%	13.3%	5.6%	2.5%	11.3%	13.5%	17.6%	11.8%	10.6%	18.2%	16.0%	20.9%	8.0%
		26.2%	73.8%	94.1%	5.8%	0.1%	52.8%	47.2%	10.5%	89.5%	65.6%	22.1%	12.3%	56.7%	43.3%

FHCS Report by Demographics

(25) Complaints, disputes or grievances are resolved fairly in my work unit.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	92921.819	18528.7	32490.5	35233.6	6668.99	8636.31	74974.3	360.404	8950.77	345.215	1848.45	16012.6	74715.6	13129.2	11662.4	68130.3
	100%	19.9%	35.0%	37.9%	7.2%	9.3%	80.7%	0.4%	9.6%	0.4%	2.0%	17.2%	80.4%	14.1%	12.6%	73.3%
Strongly Agree	9150.751	1806.24	2785.66	3737.29	821.565	636.347	7357.09	101.514	1055.80	85.845	306.48	1772.18	6986.24	1158.54	1285.64	6706.58
	9.8%	9.7%	8.6%	10.6%	12.3%	7.4%	9.8%	28.2%	11.8%	24.9%	16.6%	11.1%	9.4%	8.8%	11.0%	9.8%
		19.7%	30.4%	40.8%	9.0%	7.0%	80.4%	1.1%	11.5%	0.9%	3.3%	19.4%	76.3%	12.7%	14.0%	73.3%
Agree	31688.525	6405.44	10847.2	11974.4	2461.57	2415.87	25945.0	180.004	3147.64	122.245	638.668	5823.59	25104.0	4292.31	4094.62	23301.6
	34.1%	34.6%	33.4%	34.0%	36.9%	28.0%	34.6%	49.9%	35.2%	35.4%	34.6%	36.4%	33.6%	32.7%	35.1%	34.2%
		20.2%	34.2%	37.8%	7.8%	7.6%	81.9%	0.6%	9.9%	0.4%	2.0%	18.4%	79.2%	13.5%	12.9%	73.5%
Neither Agree nor Disagree	26097.16	5158.50	9672.68	9527.89	1738.09	2296.02	21566.8	44.91	2189.4	118.55	513.283	4365.39	21099.9	3829.35	3187.40	19080.4
	28.1%	27.8%	29.8%	27.0%	26.1%	26.6%	28.8%	12.5%	24.5%	34.3%	27.8%	27.3%	28.2%	29.2%	27.3%	28.0%
		19.8%	37.1%	36.5%	6.7%	8.8%	82.6%	0.2%	8.4%	0.5%	2.0%	16.7%	80.9%	14.7%	12.2%	73.1%
Disagree	14598.892	2891.88	5208.39	5507.91	990.72	1796.2	11302.0	24.414	1476.26	12.933	187.762	2258.92	12139.3	2114.44	1746.10	10738.4
	15.7%	15.6%	16.0%	15.6%	14.9%	20.8%	15.1%	6.8%	16.5%	3.7%	10.2%	14.1%	16.2%	16.1%	15.0%	15.8%
		19.8%	35.7%	37.7%	6.8%	12.3%	77.4%	0.2%	10.1%	0.1%	1.3%	15.5%	83.2%	14.5%	12.0%	73.6%
Strongly Disagree	11386.491	2266.65	3976.62	4486.18	657.048	1491.89	8803.37	9.562	1081.67	5.642	202.252	1792.54	9386.06	1734.53	1348.64	8303.32
	12.3%	12.2%	12.2%	12.7%	9.9%	17.3%	11.7%	2.7%	12.1%	1.6%	10.9%	11.2%	12.6%	13.2%	11.6%	12.2%
		19.9%	34.9%	39.4%	5.8%	13.1%	77.3%	0.1%	9.5%	0.0%	1.8%	15.7%	82.4%	15.2%	11.8%	72.9%

FHCS Report by Demographics

(26) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	95773.166	26798.8	68974.3	83518.3	11889.9	364.992	54873.5	40899.6	6799.29	88973.9	72838.7	14019.4	8915.08	31786.8	63986.3
	100%	28.0%	72.0%	87.2%	12.4%	0.4%	57.3%	42.7%	7.1%	92.9%	76.1%	14.6%	9.3%	33.2%	66.8%
Strongly Agree	12271.342	3706.18	8565.16	9372.18	2751.85	147.316	7214.29	5057.05	804.335	11467.0	9905.36	1256.83	1109.15	2238.14	10033.2
	12.8%	13.8%	12.4%	11.2%	23.1%	40.4%	13.1%	12.4%	11.8%	12.9%	13.6%	9.0%	12.4%	7.0%	15.7%
		30.2%	69.8%	76.4%	22.4%	1.2%	58.8%	41.2%	6.6%	93.4%	80.7%	10.2%	9.0%	18.2%	81.8%
Agree	30467.698	8521.84	21945.9	25551.3	4778.35	138.089	17900.2	12567.5	1958.18	28509.5	24628.9	3470.89	2367.86	6937.25	23530.5
	31.8%	31.8%	31.8%	30.6%	40.2%	37.8%	32.6%	30.7%	28.8%	32.0%	33.8%	24.8%	26.6%	21.8%	36.8%
		28.0%	72.0%	83.9%	15.7%	0.5%	58.8%	41.2%	6.4%	93.6%	80.8%	11.4%	7.8%	22.8%	77.2%
Neither Agree nor Disagree	24241.446	6995.08	17246.4	21993.4	2211.11	36.95	13693.6	10547.8	1718.05	22523.4	17355.6	4394.1	2491.72	8079.66	16161.8
	25.3%	26.1%	25.0%	26.3%	18.6%	10.1%	25.0%	25.8%	25.3%	25.3%	23.8%	31.3%	27.9%	25.4%	25.3%
		28.9%	71.1%	90.7%	9.1%	0.2%	56.5%	43.5%	7.1%	92.9%	71.6%	18.1%	10.3%	33.3%	66.7%
Disagree	15924.662	4239.81	11684.9	14536.2	1360.16	28.271	8901.55	7023.11	1229.06	14695.6	12310	2287.75	1326.95	7164.68	8759.98
	16.6%	15.8%	16.9%	17.4%	11.4%	7.7%	16.2%	17.2%	18.1%	16.5%	16.9%	16.3%	14.9%	22.5%	13.7%
		26.6%	73.4%	91.3%	8.5%	0.2%	55.9%	44.1%	7.7%	92.3%	77.3%	14.4%	8.3%	45.0%	55.0%
Strongly Disagree	12868.018	3335.94	9532.08	12065.2	788.462	14.366	7163.92	5704.1	1089.67	11778.4	8638.77	2609.84	1619.41	7367.1	5500.92
	13.4%	12.4%	13.8%	14.4%	6.6%	3.9%	13.1%	13.9%	16.0%	13.2%	11.9%	18.6%	18.2%	23.2%	8.6%
		25.9%	74.1%	93.8%	6.1%	0.1%	55.7%	44.3%	8.5%	91.5%	67.1%	20.3%	12.6%	57.3%	42.7%

FHCS Report by Demographics

(26) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	95773.166	19066.8	33661.5	36181.0	6863.85	8676.6	77566.7	366.926	9162.95	385.61	1974.35	16569.4	76843.9	13374.1	11989.2	70409.9
	100%	19.9%	35.1%	37.8%	7.2%	9.1%	81.0%	0.4%	9.6%	0.4%	2.1%	17.3%	80.2%	14.0%	12.5%	73.5%
Strongly Agree	12271.342	2281.13	3993.77	4968.57	1027.87	732.904	9944.69	135.759	1457.99	106.876	404.778	2276.52	9483.17	1600.19	1674.18	8996.97
	12.8%	12.0%	11.9%	13.7%	15.0%	8.4%	12.8%	37.0%	15.9%	27.7%	20.5%	13.7%	12.3%	12.0%	14.0%	12.8%
		18.6%	32.5%	40.5%	8.4%	6.0%	81.0%	1.1%	11.9%	0.9%	3.3%	18.6%	77.3%	13.0%	13.6%	73.3%
Agree	30467.698	5922.18	10700	11611.4	2234.17	2247.78	25217.4	149.775	2852.70	108.191	685.622	5858.54	23815.3	4105.74	3830.54	22531.4
	31.8%	31.1%	31.8%	32.1%	32.5%	25.9%	32.5%	40.8%	31.1%	28.1%	34.7%	35.4%	31.0%	30.7%	32.0%	32.0%
		19.4%	35.1%	38.1%	7.3%	7.4%	82.8%	0.5%	9.4%	0.4%	2.3%	19.2%	78.2%	13.5%	12.6%	74.0%
Neither Agree nor Disagree	24241.446	5133.64	8595.33	8720.36	1792.12	2180.49	19946.5	35.392	2079.02	129.938	456.294	4040.61	19614.6	3428.61	3023.03	17789.8
	25.3%	26.9%	25.5%	24.1%	26.1%	25.1%	25.7%	9.6%	22.7%	33.7%	23.1%	24.4%	25.5%	25.6%	25.2%	25.3%
		21.2%	35.5%	36.0%	7.4%	9.0%	82.3%	0.1%	8.6%	0.5%	1.9%	16.7%	80.9%	14.1%	12.5%	73.4%
Disagree	15924.662	3122.45	5851.81	5910.89	1039.52	1833.09	12701.7	31.675	1358.25	32.109	213.728	2572.3	13106.5	2295.7	1917.45	11711.5
	16.6%	16.4%	17.4%	16.3%	15.1%	21.1%	16.4%	8.6%	14.8%	8.3%	10.8%	15.5%	17.1%	17.2%	16.0%	16.6%
		19.6%	36.7%	37.1%	6.5%	11.5%	79.8%	0.2%	8.5%	0.2%	1.3%	16.2%	82.3%	14.4%	12.0%	73.5%
Strongly Disagree	12868.018	2607.42	4520.63	4969.79	770.173	1682.33	9756.36	14.325	1415.00	8.496	213.923	1821.40	10824.2	1943.90	1543.96	9380.16
	13.4%	13.7%	13.4%	13.7%	11.2%	19.4%	12.6%	3.9%	15.4%	2.2%	10.8%	11.0%	14.1%	14.5%	12.9%	13.3%
		20.3%	35.1%	38.6%	6.0%	13.1%	75.8%	0.1%	11.0%	0.1%	1.7%	14.2%	84.1%	15.1%	12.0%	72.9%

FHCS Report by Demographics

(27) I can disclose a suspected violation of law, rule or regulation without fear of reprisal.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	93096.516	25507.5	67589.0	81041.9	11694.3	360.4	53062.5	40034.1	6836.97	86259.5	70565.9	13717.9	8812.73	30685.9	62410.6
	100%	27.4%	72.6%	87.1%	12.6%	0.4%	57.0%	43.0%	7.3%	92.7%	75.8%	14.7%	9.5%	33.0%	67.0%
Strongly Agree	12653.203	3640.13	9013.07	9762.32	2728.21	162.677	7304.82	5348.39	899.213	11754	10116.9	1481.75	1054.59	2476.33	10176.9
	13.6%	14.3%	13.3%	12.0%	23.3%	45.1%	13.8%	13.4%	13.2%	13.6%	14.3%	10.8%	12.0%	8.1%	16.3%
		28.8%	71.2%	77.2%	21.6%	1.3%	57.7%	42.3%	7.1%	92.9%	80.0%	11.7%	8.3%	19.6%	80.4%
Agree	38577.298	10494.9	28082.4	32931.3	5503.87	142.118	22671.9	15905.4	2638.52	35938.8	30892.1	4591.34	3093.85	10075.5	28501.8
	41.4%	41.1%	41.5%	40.6%	47.1%	39.4%	42.7%	39.7%	38.6%	41.7%	43.8%	33.5%	35.1%	32.8%	45.7%
		27.2%	72.8%	85.4%	14.3%	0.4%	58.8%	41.2%	6.8%	93.2%	80.1%	11.9%	8.0%	26.1%	73.9%
Neither Agree nor Disagree	20422.618	5826.83	14595.8	18554.8	1836.77	31.027	11872.9	8549.69	1423.89	18998.7	14646.5	3495.6	2280.55	6978.56	13444.1
	21.9%	22.8%	21.6%	22.9%	15.7%	8.6%	22.4%	21.4%	20.8%	22.0%	20.8%	25.5%	25.9%	22.7%	21.5%
		28.5%	71.5%	90.9%	9.0%	0.2%	58.1%	41.9%	7.0%	93.0%	71.7%	17.1%	11.2%	34.2%	65.8%
Disagree	12775.943	3358.32	9417.62	11705.9	1051.50	18.563	6722.86	6053.09	913.007	11862.9	9404.21	2227.34	1144.39	6070.41	6705.54
	13.7%	13.2%	13.9%	14.4%	9.0%	5.2%	12.7%	15.1%	13.4%	13.8%	13.3%	16.2%	13.0%	19.8%	10.7%
		26.3%	73.7%	91.6%	8.2%	0.1%	52.6%	47.4%	7.1%	92.9%	73.6%	17.4%	9.0%	47.5%	52.5%
Strongly Disagree	8667.4540	2187.35	6480.10	8087.52	573.918	6.015	4489.94	4177.51	962.34	7705.11	5506.26	1921.86	1239.34	5085.12	3582.33
	9.3%	8.6%	9.6%	10.0%	4.9%	1.7%	8.5%	10.4%	14.1%	8.9%	7.8%	14.0%	14.1%	16.6%	5.7%
		25.2%	74.8%	93.3%	6.6%	0.1%	51.8%	48.2%	11.1%	88.9%	63.5%	22.2%	14.3%	58.7%	41.3%

FHCS Report by Demographics

(27) I can disclose a suspected violation of law, rule or regulation without fear of reprisal.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	93096.516	18625.4	32603.2	35217.9	6650.05	8453.24	75238.8	362.565	9041.95	373.954	1810.12	16178.3	74734.1	12999.1	11671.5	68425.8
	100%	20.0%	35.0%	37.8%	7.1%	9.1%	80.8%	0.4%	9.7%	0.4%	1.9%	17.4%	80.3%	14.0%	12.5%	73.5%
Strongly Agree	12653.203	2455.13	4040.64	5123.41	1034.02	665.381	10256.8	166.69	1564.35	82.668	305.295	2553.82	9711.43	1682.63	1609.94	9360.63
	13.6%	13.2%	12.4%	14.5%	15.5%	7.9%	13.6%	46.0%	17.3%	22.1%	16.9%	15.8%	13.0%	12.9%	13.8%	13.7%
		19.4%	31.9%	40.5%	8.2%	5.3%	81.1%	1.3%	12.4%	0.7%	2.4%	20.2%	76.8%	13.3%	12.7%	74.0%
Agree	38577.298	8307.40	13480	14023.4	2766.57	2958.52	31763.1	136.862	3718.85	176.313	904.672	7143.92	30352.4	5188.45	4879.84	28509.0
	41.4%	44.6%	41.3%	39.8%	41.6%	35.0%	42.2%	37.7%	41.1%	47.1%	50.0%	44.2%	40.6%	39.9%	41.8%	41.7%
		21.5%	34.9%	36.4%	7.2%	7.7%	82.3%	0.4%	9.6%	0.5%	2.3%	18.5%	78.7%	13.4%	12.6%	73.9%
Neither Agree nor Disagree	20422.618	3884.8	7228.72	7702.84	1606.26	2275.12	16657.6	28.614	1461.26	79.62	344.396	3322.06	16676.5	3206.11	2559.37	14657.1
	21.9%	20.9%	22.2%	21.9%	24.2%	26.9%	22.1%	7.9%	16.2%	21.3%	19.0%	20.5%	22.3%	24.7%	21.9%	21.4%
		19.0%	35.4%	37.7%	7.9%	11.1%	81.6%	0.1%	7.2%	0.4%	1.7%	16.3%	81.7%	15.7%	12.5%	71.8%
Disagree	12775.943	2460.24	4740.40	4769.62	805.687	1466.52	10018.2	23.093	1268.09	23.69	183.758	2005.2	10563.3	1700.98	1564.93	9510.04
	13.7%	13.2%	14.5%	13.5%	12.1%	17.3%	13.3%	6.4%	14.0%	6.3%	10.2%	12.4%	14.1%	13.1%	13.4%	13.9%
		19.3%	37.1%	37.3%	6.3%	11.5%	78.4%	0.2%	9.9%	0.2%	1.4%	15.7%	82.7%	13.3%	12.2%	74.4%
Strongly Disagree	8667.4540	1517.85	3113.43	3598.66	437.518	1087.69	6543.06	7.306	1029.4	11.663	71.995	1153.35	7430.45	1220.95	1057.47	6389.04
	9.3%	8.1%	9.5%	10.2%	6.6%	12.9%	8.7%	2.0%	11.4%	3.1%	4.0%	7.1%	9.9%	9.4%	9.1%	9.3%
		17.5%	35.9%	41.5%	5.0%	12.5%	75.5%	0.1%	11.9%	0.1%	0.8%	13.3%	85.7%	14.1%	12.2%	73.7%

FHCS Report by Demographics

(28) I know what the Merit System Principles are.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	14508.834	4326.36	10182.5	11346.1	2983.78	178.91	8004.36	6504.48	1109.82	13399.0	11036.6	2288.69	1183.51	4571.02	9937.82
	14.4%	15.3%	14.1%	12.9%	24.8%	48.9%	14.0%	15.0%	15.3%	14.3%	14.5%	15.1%	12.5%	13.7%	14.8%
		29.8%	70.2%	78.2%	20.6%	1.2%	55.2%	44.8%	7.6%	92.4%	76.1%	15.8%	8.2%	31.5%	68.5%
Agree	57955.513	15833.6	42121.9	50361.6	7424.69	169.224	33178.5	24777	3882.38	54073.1	44521.1	8343.02	5091.42	18396.1	39559.4
	57.6%	56.0%	58.2%	57.1%	61.8%	46.2%	58.0%	57.0%	53.6%	57.9%	58.5%	55.1%	53.7%	55.1%	58.8%
		27.3%	72.7%	86.9%	12.8%	0.3%	57.2%	42.8%	6.7%	93.3%	76.8%	14.4%	8.8%	31.7%	68.3%
Neither Agree nor Disagree	10713.267	2964.32	7748.95	9898.68	804.614	9.97	6783.26	3930.01	924.202	9789.07	7857.05	1354.54	1501.68	3577.7	7135.57
	10.6%	10.5%	10.7%	11.2%	6.7%	2.7%	11.9%	9.0%	12.8%	10.5%	10.3%	9.0%	15.8%	10.7%	10.6%
		27.7%	72.3%	92.4%	7.5%	0.1%	63.3%	36.7%	8.6%	91.4%	73.3%	12.6%	14.0%	33.4%	66.6%
Disagree	8646.236	2650.33	5995.90	8141.03	500.081	5.129	4747.28	3898.95	604.334	8041.90	6763.56	1225.24	657.435	3517.19	5129.04
	8.6%	9.4%	8.3%	9.2%	4.2%	1.4%	8.3%	9.0%	8.3%	8.6%	8.9%	8.1%	6.9%	10.5%	7.6%
		30.7%	69.3%	94.2%	5.8%	0.1%	54.9%	45.1%	7.0%	93.0%	78.2%	14.2%	7.6%	40.7%	59.3%
Strongly Disagree	2302.475	620.828	1681.65	2213.28	88.632	0.564	1297.56	1004.92	241.135	2061.34	1467.89	617.207	217.378	1307.96	994.518
	2.3%	2.2%	2.3%	2.5%	0.7%	0.2%	2.3%	2.3%	3.3%	2.2%	1.9%	4.1%	2.3%	3.9%	1.5%
		27.0%	73.0%	96.1%	3.8%	0.0%	56.4%	43.6%	10.5%	89.5%	63.8%	26.8%	9.4%	56.8%	43.2%
Do Not Know	6527.266	1903.08	4624.19	6315.23	209.863	2.169	3164.69	3362.58	477.554	6049.71	4398.93	1299.86	828.481	2009.59	4517.67
	6.5%	6.7%	6.4%	7.2%	1.7%	0.6%	5.5%	7.7%	6.6%	6.5%	5.8%	8.6%	8.7%	6.0%	6.7%
		29.2%	70.8%	96.8%	3.2%	0.0%	48.5%	51.5%	7.3%	92.7%	67.4%	19.9%	12.7%	30.8%	69.2%

FHCS Report by Demographics

(28) I know what the Merit System Principles are.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	14508.834	2439.29	4542.36	6223.13	1304.06	1113.28	11843.0	167.117	1385.4	84.102	351.058	2290.58	11783.1	2092.88	2251	10165
	14.4%	11.9%	12.8%	16.5%	18.3%	12.5%	14.5%	45.6%	14.3%	19.2%	15.1%	12.9%	14.7%	15.1%	18.1%	13.7%
		16.8%	31.3%	42.9%	9.0%	7.7%	81.6%	1.2%	9.5%	0.6%	2.4%	15.8%	81.2%	14.4%	15.5%	70.1%
Agree	57955.513	10495.4	20646.3	22380.5	4433.3	4927.99	47103.2	176.722	5747.58	253.804	1032.63	9550.40	47118.7	8783.03	7635.39	41537.1
	57.6%	51.2%	58.3%	59.5%	62.2%	55.4%	57.7%	48.2%	59.3%	58.0%	44.6%	53.6%	58.8%	63.4%	61.3%	55.9%
		18.1%	35.6%	38.6%	7.6%	8.5%	81.3%	0.3%	9.9%	0.4%	1.8%	16.5%	81.3%	15.2%	13.2%	71.7%
Neither Agree nor Disagree	10713.267	2485.88	3679.87	3904.82	642.704	1272.94	8451.92	15.759	972.655	36.831	318.434	1809.34	8548.66	1310.22	1164.46	8238.59
	10.6%	12.1%	10.4%	10.4%	9.0%	14.3%	10.3%	4.3%	10.0%	8.4%	13.7%	10.2%	10.7%	9.5%	9.4%	11.1%
		23.2%	34.3%	36.4%	6.0%	11.9%	78.9%	0.1%	9.1%	0.3%	3.0%	16.9%	79.8%	12.2%	10.9%	76.9%
Disagree	8646.236	2631.59	3350.98	2311.52	352.148	629.679	7164.97	5.043	846.542	46.291	248.364	2055.33	6296.25	895.158	587.393	7163.69
	8.6%	12.8%	9.5%	6.1%	4.9%	7.1%	8.8%	1.4%	8.7%	10.6%	10.7%	11.5%	7.9%	6.5%	4.7%	9.6%
		30.4%	38.8%	26.7%	4.1%	7.3%	82.9%	0.1%	9.8%	0.5%	2.9%	23.8%	72.8%	10.4%	6.8%	82.9%
Strongly Disagree	2302.475	621.22	847.37	767.753	66.132	244.117	1797.07	0.326	260.959	2.441	144.013	435.698	1720.32	221.914	130.153	1950.41
	2.3%	3.0%	2.4%	2.0%	0.9%	2.7%	2.2%	0.1%	2.7%	0.6%	6.2%	2.4%	2.1%	1.6%	1.0%	2.6%
		27.0%	36.8%	33.3%	2.9%	10.6%	78.0%	0.0%	11.3%	0.1%	6.3%	18.9%	74.7%	9.6%	5.7%	84.7%
Do Not Know	6527.266	1819.68	2353.14	2024.96	329.478	710.374	5335.38	1.779	479.729	13.917	223.324	1668.82	4621.21	555.378	679.688	5292.2
	6.5%	8.9%	6.6%	5.4%	4.6%	8.0%	6.5%	0.5%	4.9%	3.2%	9.6%	9.4%	5.8%	4.0%	5.5%	7.1%
		27.9%	36.1%	31.0%	5.0%	10.9%	81.7%	0.0%	7.3%	0.2%	3.4%	25.6%	70.8%	8.5%	10.4%	81.1%

FHCS Report by Demographics

(29) I know what the Prohibited Personnel Practices are.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	17414.507	5077.08	12337.4	13805.9	3425.15	183.47	9898.67	7515.83	1315.14	16099.4	13303.3	2511.11	1600.08	5342.63	12071.9
	17.3%	17.9%	17.1%	15.6%	28.5%	50.1%	17.3%	17.3%	18.2%	17.2%	17.5%	16.6%	16.9%	16.0%	17.9%
		29.2%	70.8%	79.3%	19.7%	1.1%	56.8%	43.2%	7.6%	92.4%	76.4%	14.4%	9.2%	30.7%	69.3%
Agree	63574.817	17380.5	46194.3	55795.7	7607.42	171.713	37029.6	26545.2	4369.7	59205.1	49075.2	8925.07	5574.59	20686.8	42888.0
	63.2%	61.4%	63.8%	63.2%	63.3%	46.9%	64.8%	61.1%	60.4%	63.4%	64.5%	59.0%	58.8%	62.0%	63.8%
		27.3%	72.7%	87.8%	12.0%	0.3%	58.2%	41.8%	6.9%	93.1%	77.2%	14.0%	8.8%	32.5%	67.5%
Neither Agree nor Disagree	8198.0780	2247.33	5950.75	7712.07	479.377	6.63	4961.92	3236.15	534.332	7663.75	5826.6	1308.42	1063.06	3055.64	5142.44
	8.1%	7.9%	8.2%	8.7%	4.0%	1.8%	8.7%	7.4%	7.4%	8.2%	7.7%	8.6%	11.2%	9.2%	7.6%
		27.4%	72.6%	94.1%	5.8%	0.1%	60.5%	39.5%	6.5%	93.5%	71.1%	16.0%	13.0%	37.3%	62.7%
Disagree	5400.679	1807.61	3593.07	5099.95	298.174	2.554	2566.58	2834.1	379.237	5021.44	3988.01	994.775	417.895	2185.78	3214.9
	5.4%	6.4%	5.0%	5.8%	2.5%	0.7%	4.5%	6.5%	5.2%	5.4%	5.2%	6.6%	4.4%	6.5%	4.8%
		33.5%	66.5%	94.4%	5.5%	0.0%	47.5%	52.5%	7.0%	93.0%	73.8%	18.4%	7.7%	40.5%	59.5%
Strongly Disagree	1113.615	316.223	797.392	1065.38	48.005	0.229	531.23	582.385	161.5	952.115	699.128	290.931	123.556	589.552	524.063
	1.1%	1.1%	1.1%	1.2%	0.4%	0.1%	0.9%	1.3%	2.2%	1.0%	0.9%	1.9%	1.3%	1.8%	0.8%
		28.4%	71.6%	95.7%	4.3%	0.0%	47.7%	52.3%	14.5%	85.5%	62.8%	26.1%	11.1%	52.9%	47.1%
Do Not Know	4951.895	1469.77	3482.13	4796.99	153.539	1.37	2187.61	2764.28	479.523	4472.37	3152.91	1098.26	700.725	1519.2	3432.7
	4.9%	5.2%	4.8%	5.4%	1.3%	0.4%	3.8%	6.4%	6.6%	4.8%	4.1%	7.3%	7.4%	4.6%	5.1%
		29.7%	70.3%	96.9%	3.1%	0.0%	44.2%	55.8%	9.7%	90.3%	63.7%	22.2%	14.2%	30.7%	69.3%

FHCS Report by Demographics

(29) I know what the Prohibited Personnel Practices are.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	17414.507	3246.16	5408.90	7256.84	1502.60	1333.33	14153.7	170.184	1757.26	129.845	393.258	2922.60	13968.8	2463.22	2523.45	12427.8
	17.3%	15.8%	15.3%	19.3%	21.1%	15.0%	17.3%	46.4%	18.1%	29.7%	17.0%	16.4%	17.4%	17.8%	20.3%	16.7%
		18.6%	31.1%	41.7%	8.6%	7.7%	81.3%	1.0%	10.1%	0.7%	2.3%	16.8%	80.2%	14.1%	14.5%	71.4%
Agree	63574.817	12233.7	22788.3	24008.1	4544.74	5528.15	51554.1	184.434	6308.14	238.498	1343.39	10782.3	51210.7	9238.61	7953.7	46382.5
	63.2%	59.7%	64.3%	63.8%	63.8%	62.1%	63.1%	50.3%	65.1%	54.5%	58.0%	60.5%	63.9%	66.7%	63.9%	62.4%
		19.2%	35.8%	37.8%	7.1%	8.7%	81.1%	0.3%	9.9%	0.4%	2.1%	17.0%	80.6%	14.5%	12.5%	73.0%
Neither Agree nor Disagree	8198.0780	1781.74	3023.24	2750.59	642.514	821.865	6727.86	8.531	639.819	29.902	251.765	1425.12	6491.29	1066.82	1000.56	6130.70
	8.1%	8.7%	8.5%	7.3%	9.0%	9.2%	8.2%	2.3%	6.6%	6.8%	10.9%	8.0%	8.1%	7.7%	8.0%	8.2%
		21.7%	36.9%	33.6%	7.8%	10.0%	82.1%	0.1%	7.8%	0.4%	3.1%	17.4%	79.2%	13.0%	12.2%	74.8%
Disagree	5400.679	1574.56	2166.19	1475.00	184.93	414.517	4499.62	2.506	484.039	25.453	161.174	1317.41	3896.65	516.862	425.179	4458.64
	5.4%	7.7%	6.1%	3.9%	2.6%	4.7%	5.5%	0.7%	5.0%	5.8%	7.0%	7.4%	4.9%	3.7%	3.4%	6.0%
		29.2%	40.1%	27.3%	3.4%	7.7%	83.3%	0.0%	9.0%	0.5%	3.0%	24.4%	72.2%	9.6%	7.9%	82.6%
Strongly Disagree	1113.615	319.773	405.472	362.261	26.109	147.918	847.063	0.12	118.514	2.289	18.043	222.377	870.906	88.121	83.96	941.534
	1.1%	1.6%	1.1%	1.0%	0.4%	1.7%	1.0%	0.0%	1.2%	0.5%	0.8%	1.2%	1.1%	0.6%	0.7%	1.3%
		28.7%	36.4%	32.5%	2.3%	13.3%	76.1%	0.0%	10.6%	0.2%	1.6%	20.0%	78.2%	7.9%	7.5%	84.5%
Do Not Know	4951.895	1337.12	1627.91	1759.96	226.913	652.598	3913.23	0.971	385.097	11.399	150.196	1140.41	3649.89	484.941	461.237	4005.72
	4.9%	6.5%	4.6%	4.7%	3.2%	7.3%	4.8%	0.3%	4.0%	2.6%	6.5%	6.4%	4.6%	3.5%	3.7%	5.4%
		27.0%	32.9%	35.5%	4.6%	13.2%	79.0%	0.0%	7.8%	0.2%	3.0%	23.0%	73.7%	9.8%	9.3%	80.9%

FHCS Report by Demographics

(30) I know what to do if I believe that a Prohibited Personnel Practice has been committed.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	14294.647	4190.02	10104.6	11203.6	2930.67	160.336	8035.51	6259.14	1174.46	13120.2	10544.8	2406.48	1343.35	4010.15	10284.5
	14.2%	14.8%	14.0%	12.7%	24.4%	43.8%	14.1%	14.4%	16.2%	14.0%	13.9%	15.9%	14.2%	12.0%	15.3%
		29.3%	70.7%	78.4%	20.5%	1.1%	56.2%	43.8%	8.2%	91.8%	73.8%	16.8%	9.4%	28.1%	71.9%
Agree	54425.659	14726.6	39699.0	47003.8	7242.94	178.957	31868.9	22556.7	3632.39	50793.3	41555.4	8097.31	4772.90	17033.4	37392.3
	54.1%	52.0%	54.9%	53.2%	60.3%	48.9%	55.7%	51.9%	50.2%	54.4%	54.6%	53.5%	50.3%	51.0%	55.6%
		27.1%	72.9%	86.4%	13.3%	0.3%	58.6%	41.4%	6.7%	93.3%	76.4%	14.9%	8.8%	31.3%	68.7%
Neither Agree nor Disagree	12593.756	3398.21	9195.55	11661.2	916.403	16.157	7749.58	4844.18	882.174	11711.6	9534.82	1576.85	1482.09	4540.50	8053.26
	12.5%	12.0%	12.7%	13.2%	7.6%	4.4%	13.6%	11.1%	12.2%	12.5%	12.5%	10.4%	15.6%	13.6%	12.0%
		27.0%	73.0%	92.6%	7.3%	0.1%	61.5%	38.5%	7.0%	93.0%	75.7%	12.5%	11.8%	36.1%	63.9%
Disagree	10413.515	3229.87	7183.65	9807.61	597.614	8.293	5359.85	5053.67	657.346	9756.17	8217	1377.48	819.036	4407.44	6006.08
	10.3%	11.4%	9.9%	11.1%	5.0%	2.3%	9.4%	11.6%	9.1%	10.4%	10.8%	9.1%	8.6%	13.2%	8.9%
		31.0%	69.0%	94.2%	5.7%	0.1%	51.5%	48.5%	6.3%	93.7%	78.9%	13.2%	7.9%	42.3%	57.7%
Strongly Disagree	1988.112	656.385	1331.73	1891.64	95.783	0.692	978.372	1009.74	235.734	1752.38	1459.52	358.025	170.564	1145.72	842.397
	2.0%	2.3%	1.8%	2.1%	0.8%	0.2%	1.7%	2.3%	3.3%	1.9%	1.9%	2.4%	1.8%	3.4%	1.3%
		33.0%	67.0%	95.1%	4.8%	0.0%	49.2%	50.8%	11.9%	88.1%	73.4%	18.0%	8.6%	57.6%	42.4%
Do Not Know	6937.902	2097.42	4840.48	6708.12	228.256	1.531	3183.40	3754.5	657.32	6280.58	4733.53	1312.40	891.964	2242.37	4695.53
	6.9%	7.4%	6.7%	7.6%	1.9%	0.4%	5.6%	8.6%	9.1%	6.7%	6.2%	8.7%	9.4%	6.7%	7.0%
		30.2%	69.8%	96.7%	3.3%	0.0%	45.9%	54.1%	9.5%	90.5%	68.2%	18.9%	12.9%	32.3%	67.7%

FHCS Report by Demographics

(30) I know what to do if I believe that a Prohibited Personnel Practice has been committed.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	14294.647	2671.95	4384.58	5982.47	1255.65	1193.90	11578.2	150.77	1371.76	96.584	343.812	2389.44	11464.8	2107.32	2020.75	10166.6
	14.2%	13.0%	12.4%	15.9%	17.6%	13.4%	14.2%	41.1%	14.2%	22.1%	14.8%	13.4%	14.3%	15.2%	16.2%	13.7%
		18.7%	30.7%	41.9%	8.8%	8.4%	81.0%	1.1%	9.6%	0.7%	2.4%	16.7%	80.2%	14.7%	14.1%	71.1%
Agree	54425.659	9983.16	19313.3	20956.6	4172.6	4889.16	43957.4	185.783	5393.3	221.875	1118.79	9142.53	43942.5	8144.85	6957.04	39323.8
	54.1%	48.7%	54.5%	55.7%	58.5%	54.9%	53.8%	50.7%	55.6%	50.7%	48.3%	51.3%	54.9%	58.8%	55.9%	52.9%
		18.3%	35.5%	38.5%	7.7%	9.0%	80.8%	0.3%	9.9%	0.4%	2.1%	16.8%	80.7%	15.0%	12.8%	72.3%
Neither Agree nor Disagree	12593.756	2777.78	4432.51	4605.56	777.903	1087.80	10276.6	18.575	1210.81	55.677	196.841	2092.18	10249.1	1644.74	1506.14	9442.88
	12.5%	13.6%	12.5%	12.2%	10.9%	12.2%	12.6%	5.1%	12.5%	12.7%	8.5%	11.7%	12.8%	11.9%	12.1%	12.7%
		22.1%	35.2%	36.6%	6.2%	8.6%	81.6%	0.1%	9.6%	0.4%	1.6%	16.6%	81.4%	13.1%	12.0%	75.0%
Disagree	10413.515	2914.31	4121.81	3001.96	375.436	698.724	8703.56	9	1002.23	31.131	295.142	2186.85	7900.39	1117.17	961.695	8334.65
	10.3%	14.2%	11.6%	8.0%	5.3%	7.9%	10.7%	2.5%	10.3%	7.1%	12.7%	12.3%	9.9%	8.1%	7.7%	11.2%
		28.0%	39.6%	28.8%	3.6%	6.7%	83.6%	0.1%	9.6%	0.3%	2.8%	21.0%	75.9%	10.7%	9.2%	80.0%
Strongly Disagree	1988.112	538.943	706.282	681.929	60.958	238.318	1574.33	0.416	175.046	4.452	43.535	376.947	1563.18	182.209	208.602	1597.30
	2.0%	2.6%	2.0%	1.8%	0.9%	2.7%	1.9%	0.1%	1.8%	1.0%	1.9%	2.1%	2.0%	1.3%	1.7%	2.1%
		27.1%	35.5%	34.3%	3.1%	12.0%	79.2%	0.0%	8.8%	0.2%	2.2%	19.0%	78.6%	9.2%	10.5%	80.3%
Do Not Know	6937.902	1606.86	2461.56	2384.22	485.266	790.476	5605.51	2.202	539.719	27.667	319.704	1622.23	4968.30	662.285	793.858	5481.76
	6.9%	7.8%	6.9%	6.3%	6.8%	8.9%	6.9%	0.6%	5.6%	6.3%	13.8%	9.1%	6.2%	4.8%	6.4%	7.4%
		23.2%	35.5%	34.4%	7.0%	11.4%	80.8%	0.0%	7.8%	0.4%	4.6%	23.4%	71.6%	9.5%	11.4%	79.0%

FHCS Report by Demographics

(31) Awards in my work unit depend on how well employees perform their jobs.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	98608.863	27403.5	71205.4	86233.8	12009.7	365.366	56187.6	42421.3	7106.34	91502.5	74658.6	14712.7	9237.58	32642.4	65966.4
	100%	27.8%	72.2%	87.5%	12.2%	0.4%	57.0%	43.0%	7.2%	92.8%	75.7%	14.9%	9.4%	33.1%	66.9%
Strongly Agree	10026.469	3002.46	7024.01	7956.80	1967.63	102.036	5329.34	4697.13	844.518	9181.95	7474.5	1504.86	1047.12	1785.13	8241.34
	10.2%	11.0%	9.9%	9.2%	16.4%	27.9%	9.5%	11.1%	11.9%	10.0%	10.0%	10.2%	11.3%	5.5%	12.5%
		29.9%	70.1%	79.4%	19.6%	1.0%	53.2%	46.8%	8.4%	91.6%	74.5%	15.0%	10.4%	17.8%	82.2%
Agree	36714.944	10398.3	26316.7	30879.2	5654.15	181.588	21424.1	15290.8	2607.74	34107.2	28212.9	5199.87	3302.2	8995.31	27719.6
	37.2%	37.9%	37.0%	35.8%	47.1%	49.7%	38.1%	36.0%	36.7%	37.3%	37.8%	35.3%	35.7%	27.6%	42.0%
		28.3%	71.7%	84.1%	15.4%	0.5%	58.4%	41.6%	7.1%	92.9%	76.8%	14.2%	9.0%	24.5%	75.5%
Neither Agree nor Disagree	17903.866	4967.07	12936.8	16094.3	1770.71	38.897	10740.8	7163.04	1111.49	16792.4	13252.0	2766.44	1885.42	5964.02	11939.8
	18.2%	18.1%	18.2%	18.7%	14.7%	10.6%	19.1%	16.9%	15.6%	18.4%	17.8%	18.8%	20.4%	18.3%	18.1%
		27.7%	72.3%	89.9%	9.9%	0.2%	60.0%	40.0%	6.2%	93.8%	74.0%	15.5%	10.5%	33.3%	66.7%
Disagree	19901.649	5649.81	14251.8	18081.1	1788.1	32.436	11096.8	8804.83	1376.87	18524.8	15734.4	2557.87	1609.34	8277.85	11623.8
	20.2%	20.6%	20.0%	21.0%	14.9%	8.9%	19.7%	20.8%	19.4%	20.2%	21.1%	17.4%	17.4%	25.4%	17.6%
		28.4%	71.6%	90.9%	9.0%	0.2%	55.8%	44.2%	6.9%	93.1%	79.1%	12.9%	8.1%	41.6%	58.4%
Strongly Disagree	14061.935	3385.85	10676.1	13222.4	829.111	10.409	7596.49	6465.44	1165.72	12896.2	9984.77	2683.66	1393.50	7620.11	6441.82
	14.3%	12.4%	15.0%	15.3%	6.9%	2.8%	13.5%	15.2%	16.4%	14.1%	13.4%	18.2%	15.1%	23.3%	9.8%
		24.1%	75.9%	94.0%	5.9%	0.1%	54.0%	46.0%	8.3%	91.7%	71.0%	19.1%	9.9%	54.2%	45.8%

FHCS Report by Demographics

(31) Awards in my work unit depend on how well employees perform their jobs.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	98608.863	19814.5	34723.8	37050.7	7019.79	8844.81	79864.4	366.64	9532.97	359.079	1930.05	17299.1	79020.6	13737.1	12300.3	72571.4
	100%	20.1%	35.2%	37.6%	7.1%	9.0%	81.0%	0.4%	9.7%	0.4%	2.0%	17.5%	80.1%	13.9%	12.5%	73.6%
Strongly Agree	10026.469	2128.15	3131.59	3901.09	865.643	780.149	8162.34	98.34	985.642	68.612	257.308	2082.83	7617.72	1294.28	1329.41	7402.77
	10.2%	10.7%	9.0%	10.5%	12.3%	8.8%	10.2%	26.8%	10.3%	19.1%	13.3%	12.0%	9.6%	9.4%	10.8%	10.2%
		21.2%	31.2%	38.9%	8.6%	7.8%	81.4%	1.0%	9.8%	0.7%	2.6%	20.8%	76.0%	12.9%	13.3%	73.8%
Agree	36714.944	7396.86	12916.1	13653.9	2748.11	2951.71	29771.6	186.881	3804.71	143.37	729.884	6910.9	28930.8	4923.41	4496.27	27295.3
	37.2%	37.3%	37.2%	36.9%	39.1%	33.4%	37.3%	51.0%	39.9%	39.9%	37.8%	39.9%	36.6%	35.8%	36.6%	37.6%
		20.1%	35.2%	37.2%	7.5%	8.0%	81.1%	0.5%	10.4%	0.4%	2.0%	18.8%	78.8%	13.4%	12.2%	74.3%
Neither Agree nor Disagree	17903.866	3514.20	6433.96	6659.65	1296.06	1413.32	14771.9	41.127	1677.56	96.81	367.859	3283.38	14155.8	2460.77	2200.14	13243
	18.2%	17.7%	18.5%	18.0%	18.5%	16.0%	18.5%	11.2%	17.6%	27.0%	19.1%	19.0%	17.9%	17.9%	17.9%	18.2%
		19.6%	35.9%	37.2%	7.2%	7.9%	82.5%	0.2%	9.4%	0.5%	2.1%	18.3%	79.1%	13.7%	12.3%	74.0%
Disagree	19901.649	4039.30	7024.14	7517.69	1320.52	1994.99	16103.4	29.966	1773.31	37.965	361.076	3162.37	16340.2	2958.18	2627.14	14316.3
	20.2%	20.4%	20.2%	20.3%	18.8%	22.6%	20.2%	8.2%	18.6%	10.6%	18.7%	18.3%	20.7%	21.5%	21.4%	19.7%
		20.3%	35.3%	37.8%	6.6%	10.0%	80.9%	0.2%	8.9%	0.2%	1.8%	15.9%	82.1%	14.9%	13.2%	71.9%
Strongly Disagree	14061.935	2735.97	5218.06	5318.45	789.458	1704.63	11055.2	10.326	1291.76	12.322	213.921	1859.62	11976.1	2100.48	1647.36	10314.1
	14.3%	13.8%	15.0%	14.4%	11.2%	19.3%	13.8%	2.8%	13.6%	3.4%	11.1%	10.7%	15.2%	15.3%	13.4%	14.2%
		19.5%	37.1%	37.8%	5.6%	12.1%	78.6%	0.1%	9.2%	0.1%	1.5%	13.2%	85.2%	14.9%	11.7%	73.3%

FHCS Report by Demographics

(32) High-performing employees in my work unit are recognized or rewarded on a timely basis.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	98180.492	27394.1	70786.4	85789.6	12025.8	365.101	56087.1	42093.4	7052.02	91128.5	74479	14658.8	9042.67	32599.9	65580.6
	100%	27.9%	72.1%	87.4%	12.2%	0.4%	57.1%	42.9%	7.2%	92.8%	75.9%	14.9%	9.2%	33.2%	66.8%
Strongly Agree	9686.414	2982.04	6704.37	7711.53	1873.31	101.578	5082.12	4604.29	741.687	8944.73	7302.25	1478.4	905.764	1558.42	8127.99
	9.9%	10.9%	9.5%	9.0%	15.6%	27.8%	9.1%	10.9%	10.5%	9.8%	9.8%	10.1%	10.0%	4.8%	12.4%
		30.8%	69.2%	79.6%	19.3%	1.0%	52.5%	47.5%	7.7%	92.3%	75.4%	15.3%	9.4%	16.1%	83.9%
Agree	30755.964	9109.49	21646.5	25586.9	4995.96	173.133	17632.7	13123.3	1871.69	28884.3	23710.5	4394.62	2650.80	7450.12	23305.8
	31.3%	33.3%	30.6%	29.8%	41.5%	47.4%	31.4%	31.2%	26.5%	31.7%	31.8%	30.0%	29.3%	22.9%	35.5%
		29.6%	70.4%	83.2%	16.2%	0.6%	57.3%	42.7%	6.1%	93.9%	77.1%	14.3%	8.6%	24.2%	75.8%
Neither Agree nor Disagree	19639.375	5392.67	14246.7	17563.3	2034.55	41.561	12404.1	7235.24	1460.61	18178.8	14618.5	2881.18	2139.74	6128.58	13510.8
	20.0%	19.7%	20.1%	20.5%	16.9%	11.4%	22.1%	17.2%	20.7%	19.9%	19.6%	19.7%	23.7%	18.8%	20.6%
		27.5%	72.5%	89.4%	10.4%	0.2%	63.2%	36.8%	7.4%	92.6%	74.4%	14.7%	10.9%	31.2%	68.8%
Disagree	23766.023	6445.7	17320.3	21456.8	2271.49	37.707	13121.5	10644.5	1817.93	21948.1	18582.5	3121.25	2062.24	9659.12	14106.9
	24.2%	23.5%	24.5%	25.0%	18.9%	10.3%	23.4%	25.3%	25.8%	24.1%	25.0%	21.3%	22.8%	29.6%	21.5%
		27.1%	72.9%	90.3%	9.6%	0.2%	55.2%	44.8%	7.6%	92.4%	78.2%	13.1%	8.7%	40.6%	59.4%
Strongly Disagree	14332.716	3464.24	10868.5	13471.1	850.453	11.122	7846.64	6486.08	1160.11	13172.6	10265.2	2783.38	1284.13	7803.62	6529.10
	14.6%	12.6%	15.4%	15.7%	7.1%	3.0%	14.0%	15.4%	16.5%	14.5%	13.8%	19.0%	14.2%	23.9%	10.0%
		24.2%	75.8%	94.0%	5.9%	0.1%	54.7%	45.3%	8.1%	91.9%	71.6%	19.4%	9.0%	54.4%	45.6%

FHCS Report by Demographics

(32) High-performing employees in my work unit are recognized or rewarded on a timely basis.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	98180.492	19872.9	34505.5	36819.2	6982.84	8813.76	79483.6	367.086	9516	361.401	2024.79	17153.4	78640.9	13665.6	12192.4	72322.5
	100%	20.2%	35.1%	37.5%	7.1%	9.0%	81.0%	0.4%	9.7%	0.4%	2.1%	17.5%	80.1%	13.9%	12.4%	73.7%
Strongly Agree	9686.414	1829.82	3035.97	3875.36	945.261	601.639	7923.28	96.181	1065.31	64.31	228.336	1924.89	7468.88	1328.59	1316.09	7041.74
	9.9%	9.2%	8.8%	10.5%	13.5%	6.8%	10.0%	26.2%	11.2%	17.8%	11.3%	11.2%	9.5%	9.7%	10.8%	9.7%
		18.9%	31.3%	40.0%	9.8%	6.2%	81.8%	1.0%	11.0%	0.7%	2.4%	19.9%	77.1%	13.7%	13.6%	72.7%
Agree	30755.964	5809.31	10304.4	12117.8	2524.43	2201.65	25476.2	178.96	2899.13	133.196	644.951	5476.92	24500.9	4527.45	3991.01	22237.5
	31.3%	29.2%	29.9%	32.9%	36.2%	25.0%	32.1%	48.8%	30.5%	36.9%	31.9%	31.9%	31.2%	33.1%	32.7%	30.7%
		18.9%	33.5%	39.4%	8.2%	7.2%	82.8%	0.6%	9.4%	0.4%	2.1%	17.8%	79.7%	14.7%	13.0%	72.3%
Neither Agree nor Disagree	19639.375	3997.39	6900	7312.42	1429.57	1750.33	15858.1	45.368	1985.54	92.361	375.734	3606.95	15564.3	2562.36	2599.47	14477.5
	20.0%	20.1%	20.0%	19.9%	20.5%	19.9%	20.0%	12.4%	20.9%	25.6%	18.6%	21.0%	19.8%	18.8%	21.3%	20.0%
		20.4%	35.1%	37.2%	7.3%	8.9%	80.7%	0.2%	10.1%	0.5%	1.9%	18.4%	79.3%	13.0%	13.2%	73.7%
Disagree	23766.023	5263.08	8656.97	8476.50	1369.47	2371.24	19086.8	36.002	2272.02	53.357	456.929	3829.14	19426.6	3218.03	2763.23	17784.8
	24.2%	26.5%	25.1%	23.0%	19.6%	26.9%	24.0%	9.8%	23.9%	14.8%	22.6%	22.3%	24.7%	23.5%	22.7%	24.6%
		22.1%	36.4%	35.7%	5.8%	10.0%	80.3%	0.2%	9.6%	0.2%	1.9%	16.1%	81.7%	13.5%	11.6%	74.8%
Strongly Disagree	14332.716	2973.3	5608.16	5037.15	714.107	1888.91	11139.2	10.575	1294	18.177	318.84	2315.46	11680.2	2029.17	1522.57	10781
	14.6%	15.0%	16.3%	13.7%	10.2%	21.4%	14.0%	2.9%	13.6%	5.0%	15.7%	13.5%	14.9%	14.8%	12.5%	14.9%
		20.7%	39.1%	35.1%	5.0%	13.2%	77.7%	0.1%	9.0%	0.1%	2.2%	16.2%	81.5%	14.2%	10.6%	75.2%

FHCS Report by Demographics

(33) Employees are rewarded for providing high quality products and services to customers.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	98488.793	27469.3	71019.5	86112.2	12011.4	365.162	56067.2	42421.6	7097.52	91391.3	74635.9	14702.1	9150.84	32640.3	65848.5
	100%	27.9%	72.1%	87.4%	12.2%	0.4%	56.9%	43.1%	7.2%	92.8%	75.8%	14.9%	9.3%	33.1%	66.9%
Strongly Agree	9517.227	2880.63	6636.6	7554.53	1852.05	110.644	4973.72	4543.51	694.881	8822.35	7073.73	1516.86	926.644	1428.16	8089.07
	9.7%	10.5%	9.3%	8.8%	15.4%	30.3%	8.9%	10.7%	9.8%	9.7%	9.5%	10.3%	10.1%	4.4%	12.3%
		30.3%	69.7%	79.4%	19.5%	1.2%	52.3%	47.7%	7.3%	92.7%	74.3%	15.9%	9.7%	15.0%	85.0%
Agree	33511.724	10054.7	23457	27874.9	5460.52	176.33	19036.3	14475.5	2201.05	31310.7	25590.1	4984.61	2936.99	8291.45	25220.3
	34.0%	36.6%	33.0%	32.4%	45.5%	48.3%	34.0%	34.1%	31.0%	34.3%	34.3%	33.9%	32.1%	25.4%	38.3%
		30.0%	70.0%	83.2%	16.3%	0.5%	56.8%	43.2%	6.6%	93.4%	76.4%	14.9%	8.8%	24.7%	75.3%
Neither Agree nor Disagree	21476.251	5782.3	15694	19162.8	2271.16	42.325	13366.3	8110	1438.37	20037.9	16477.1	3006.22	1992.92	7123.37	14352.9
	21.8%	21.1%	22.1%	22.3%	18.9%	11.6%	23.8%	19.1%	20.3%	21.9%	22.1%	20.4%	21.8%	21.8%	21.8%
		26.9%	73.1%	89.2%	10.6%	0.2%	62.2%	37.8%	6.7%	93.3%	76.7%	14.0%	9.3%	33.2%	66.8%
Disagree	21408.215	5564.65	15843.6	19608.2	1770.93	29.118	12087.3	9320.92	1664.05	19744.2	16769.2	2627.03	2011.95	8854.9	12553.3
	21.7%	20.3%	22.3%	22.8%	14.7%	8.0%	21.6%	22.0%	23.4%	21.6%	22.5%	17.9%	22.0%	27.1%	19.1%
		26.0%	74.0%	91.6%	8.3%	0.1%	56.5%	43.5%	7.8%	92.2%	78.3%	12.3%	9.4%	41.4%	58.6%
Strongly Disagree	12575.376	3187.00	9388.37	11911.8	656.784	6.745	6603.66	5971.71	1099.16	11476.2	8725.7	2567.35	1282.33	6942.43	5632.95
	12.8%	11.6%	13.2%	13.8%	5.5%	1.8%	11.8%	14.1%	15.5%	12.6%	11.7%	17.5%	14.0%	21.3%	8.6%
		25.3%	74.7%	94.7%	5.2%	0.1%	52.5%	47.5%	8.7%	91.3%	69.4%	20.4%	10.2%	55.2%	44.8%

FHCS Report by Demographics

(33) Employees are rewarded for providing high quality products and services to customers.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	98488.793	19909.9	34683.4	36898.5	6997.01	8795.01	79791.2	367.209	9535.42	353.23	2028.78	17151.5	78955.3	13678.5	12259.3	72551.1
	100%	20.2%	35.2%	37.5%	7.1%	8.9%	81.0%	0.4%	9.7%	0.4%	2.1%	17.4%	80.2%	13.9%	12.4%	73.7%
Strongly Agree	9517.227	1763.55	3019.61	3823.49	910.572	648.003	7575.35	104.807	1189.07	58.791	225.316	1910.63	7322.5	1289.57	1355.53	6872.13
	9.7%	8.9%	8.7%	10.4%	13.0%	7.4%	9.5%	28.5%	12.5%	16.6%	11.1%	11.1%	9.3%	9.4%	11.1%	9.5%
		18.5%	31.7%	40.2%	9.6%	6.8%	79.6%	1.1%	12.5%	0.6%	2.4%	20.1%	76.9%	13.5%	14.2%	72.2%
Agree	33511.724	6499.75	11372.8	13040.8	2598.41	2400.00	28037.4	184.604	2889.68	155.477	684.826	6051.76	26619.7	4635.06	4350.99	24525.7
	34.0%	32.6%	32.8%	35.3%	37.1%	27.3%	35.1%	50.3%	30.3%	44.0%	33.8%	35.3%	33.7%	33.9%	35.5%	33.8%
		19.4%	33.9%	38.9%	7.8%	7.2%	83.7%	0.6%	8.6%	0.5%	2.0%	18.1%	79.4%	13.8%	13.0%	73.2%
Neither Agree nor Disagree	21476.251	4461.82	7647.55	7817.77	1549.11	1955.14	17397.7	42.533	2080.87	91.422	411.35	3789.13	17184.3	2927.43	2671.75	15877.1
	21.8%	22.4%	22.0%	21.2%	22.1%	22.2%	21.8%	11.6%	21.8%	25.9%	20.3%	22.1%	21.8%	21.4%	21.8%	21.9%
		20.8%	35.6%	36.4%	7.2%	9.1%	81.0%	0.2%	9.7%	0.4%	1.9%	17.6%	80.0%	13.6%	12.4%	73.9%
Disagree	21408.215	4479.43	7864.93	7722.71	1341.16	2266.32	17084.9	28.233	2028.75	29.566	392.382	3581.76	17404.5	3002.97	2588.38	15816.9
	21.7%	22.5%	22.7%	20.9%	19.2%	25.8%	21.4%	7.7%	21.3%	8.4%	19.3%	20.9%	22.0%	22.0%	21.1%	21.8%
		20.9%	36.7%	36.1%	6.3%	10.6%	79.8%	0.1%	9.5%	0.1%	1.8%	16.7%	81.3%	14.0%	12.1%	73.9%
Strongly Disagree	12575.376	2705.33	4778.51	4493.77	597.763	1525.55	9695.73	7.032	1347.07	17.974	314.908	1818.24	10424.3	1823.43	1292.63	9459.32
	12.8%	13.6%	13.8%	12.2%	8.5%	17.3%	12.2%	1.9%	14.1%	5.1%	15.5%	10.6%	13.2%	13.3%	10.5%	13.0%
		21.5%	38.0%	35.7%	4.8%	12.1%	77.1%	0.1%	10.7%	0.1%	2.5%	14.5%	82.9%	14.5%	10.3%	75.2%

FHCS Report by Demographics

(34) Creativity and innovation are rewarded.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	98215.748	27371.7	70844.0	85828.2	12021.6	365.935	56136.2	42079.5	7120.54	91095.2	74715.8	14407.6	9092.33	32605.3	65610.4
	100%	27.9%	72.1%	87.4%	12.2%	0.4%	57.2%	42.8%	7.2%	92.8%	76.1%	14.7%	9.3%	33.2%	66.8%
Strongly Agree	8171.716	2537.49	5634.23	6473.81	1599.41	98.503	4266.23	3905.49	610.858	7560.86	6172.18	1207.88	791.656	1158.34	7013.37
	8.3%	9.3%	8.0%	7.5%	13.3%	26.9%	7.6%	9.3%	8.6%	8.3%	8.3%	8.4%	8.7%	3.6%	10.7%
		31.1%	68.9%	79.2%	19.6%	1.2%	52.2%	47.8%	7.5%	92.5%	75.5%	14.8%	9.7%	14.2%	85.8%
Agree	29430.333	8514.1	20916.2	24292.9	4968.68	168.77	17316.7	12113.6	1926.92	27503.4	22742.7	4216.07	2471.56	7028.84	22401.5
	30.0%	31.1%	29.5%	28.3%	41.3%	46.1%	30.8%	28.8%	27.1%	30.2%	30.4%	29.3%	27.2%	21.6%	34.1%
		28.9%	71.1%	82.5%	16.9%	0.6%	58.8%	41.2%	6.5%	93.5%	77.3%	14.3%	8.4%	23.9%	76.1%
Neither Agree nor Disagree	25033.694	6989.14	18044.6	22275.8	2703.55	54.362	14893.5	10140.2	1779.15	23254.5	19073.7	3645.24	2314.79	7628.23	17405.5
	25.5%	25.5%	25.5%	26.0%	22.5%	14.9%	26.5%	24.1%	25.0%	25.5%	25.5%	25.3%	25.5%	23.4%	26.5%
		27.9%	72.1%	89.0%	10.8%	0.2%	59.5%	40.5%	7.1%	92.9%	76.2%	14.6%	9.2%	30.5%	69.5%
Disagree	22567.756	5984.54	16583.2	20587.0	1947.82	32.917	12539.1	10028.6	1710.32	20857.4	17421.3	2874.13	2272.32	9393.58	13174.2
	23.0%	21.9%	23.4%	24.0%	16.2%	9.0%	22.3%	23.8%	24.0%	22.9%	23.3%	19.9%	25.0%	28.8%	20.1%
		26.5%	73.5%	91.2%	8.6%	0.1%	55.6%	44.4%	7.6%	92.4%	77.2%	12.7%	10.1%	41.6%	58.4%
Strongly Disagree	13012.249	3346.48	9665.77	12198.7	802.196	11.383	7120.68	5891.57	1093.29	11919	9305.97	2464.27	1242.01	7396.34	5615.91
	13.2%	12.2%	13.6%	14.2%	6.7%	3.1%	12.7%	14.0%	15.4%	13.1%	12.5%	17.1%	13.7%	22.7%	8.6%
		25.7%	74.3%	93.7%	6.2%	0.1%	54.7%	45.3%	8.4%	91.6%	71.5%	18.9%	9.5%	56.8%	43.2%

FHCS Report by Demographics

(34) Creativity and innovation are rewarded.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	98215.748	19829.4	34624.4	36803.8	6958.15	8835.94	79470.1	367.872	9541.87	365.458	1928.21	17086.8	78835.3	13697.0	12168.6	72350.1
	100%	20.2%	35.3%	37.5%	7.1%	9.0%	80.9%	0.4%	9.7%	0.4%	2.0%	17.4%	80.3%	13.9%	12.4%	73.7%
Strongly Agree	8171.716	1511.77	2636.01	3253.25	770.695	514.224	6610.53	89.394	957.573	77.4	185.172	1591.92	6317.22	1052.57	1119.91	5999.24
	8.3%	7.6%	7.6%	8.8%	11.1%	5.8%	8.3%	24.3%	10.0%	21.2%	9.6%	9.3%	8.0%	7.7%	9.2%	8.3%
		18.5%	32.3%	39.8%	9.4%	6.3%	80.9%	1.1%	11.7%	0.9%	2.3%	19.5%	77.3%	12.9%	13.7%	73.4%
Agree	29430.333	6055.02	10017.2	11056.8	2301.33	2381.96	23908.2	177.261	2962.88	141.366	619.091	5504.87	23165.0	4070.51	3664.17	21695.7
	30.0%	30.5%	28.9%	30.0%	33.1%	27.0%	30.1%	48.2%	31.1%	38.7%	32.1%	32.2%	29.4%	29.7%	30.1%	30.0%
		20.6%	34.0%	37.6%	7.8%	8.1%	81.2%	0.6%	10.1%	0.5%	2.1%	18.7%	78.7%	13.8%	12.5%	73.7%
Neither Agree nor Disagree	25033.694	5065.79	8887.43	9361.92	1718.55	2293.01	20416.4	56.244	2268.01	100.941	490.446	4546.94	19895.4	3416.62	3177.98	18439.1
	25.5%	25.5%	25.7%	25.4%	24.7%	26.0%	25.7%	15.3%	23.8%	27.6%	25.4%	26.6%	25.2%	24.9%	26.1%	25.5%
		20.2%	35.5%	37.4%	6.9%	9.2%	81.6%	0.2%	9.1%	0.4%	2.0%	18.2%	79.5%	13.6%	12.7%	73.7%
Disagree	22567.756	4716.75	8248.40	8067.37	1535.23	2152.62	18283.8	32.347	2099.02	23.674	411.405	3501.98	18630.7	3120.15	2673.46	16774.1
	23.0%	23.8%	23.8%	21.9%	22.1%	24.4%	23.0%	8.8%	22.0%	6.5%	21.3%	20.5%	23.6%	22.8%	22.0%	23.2%
		20.9%	36.5%	35.7%	6.8%	9.5%	81.0%	0.1%	9.3%	0.1%	1.8%	15.5%	82.6%	13.8%	11.8%	74.3%
Strongly Disagree	13012.249	2480.03	4835.33	5064.54	632.346	1494.13	10251.1	12.626	1254.39	22.077	222.099	1941.09	10827	2037.17	1533.11	9441.98
	13.2%	12.5%	14.0%	13.8%	9.1%	16.9%	12.9%	3.4%	13.1%	6.0%	11.5%	11.4%	13.7%	14.9%	12.6%	13.1%
		19.1%	37.2%	38.9%	4.9%	11.5%	78.8%	0.1%	9.6%	0.2%	1.7%	14.9%	83.2%	15.7%	11.8%	72.6%

FHCS Report by Demographics

(35) My performance appraisal is a fair reflection of my performance.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	99429.716	27702.2	71727.6	87108.5	11959.3	361.897	56481.4	42948.3	7161.22	92268.5	75178	14897.7	9354.03	32886.3	66543.5
	100%	27.9%	72.1%	87.6%	12.0%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.1%	66.9%
Strongly Agree	17491.725	5457.47	12034.3	14835.9	2532.11	123.686	9173.41	8318.32	1407.74	16084	13191.2	2847.87	1452.63	3780.37	13711.4
	17.6%	19.7%	16.8%	17.0%	21.2%	34.2%	16.2%	19.4%	19.7%	17.4%	17.5%	19.1%	15.5%	11.5%	20.6%
		31.2%	68.8%	84.8%	14.5%	0.7%	52.4%	47.6%	8.0%	92.0%	75.4%	16.3%	8.3%	21.6%	78.4%
Agree	47077.806	13320.6	33757.2	41076.8	5835.07	165.922	26538.1	20539.7	3227.42	43850.4	36517.9	6306.13	4253.78	13340.0	33737.8
	47.3%	48.1%	47.1%	47.2%	48.8%	45.8%	47.0%	47.8%	45.1%	47.5%	48.6%	42.3%	45.5%	40.6%	50.7%
		28.3%	71.7%	87.3%	12.4%	0.4%	56.4%	43.6%	6.9%	93.1%	77.6%	13.4%	9.0%	28.3%	71.7%
Neither Agree nor Disagree	16315.406	4363.48	11951.9	14467.0	1807.01	41.37	10283.9	6031.46	969.566	15345.8	12080.1	2349.49	1885.80	6379.63	9935.78
	16.4%	15.8%	16.7%	16.6%	15.1%	11.4%	18.2%	14.0%	13.5%	16.6%	16.1%	15.8%	20.2%	19.4%	14.9%
		26.7%	73.3%	88.7%	11.1%	0.3%	63.0%	37.0%	5.9%	94.1%	74.0%	14.4%	11.6%	39.1%	60.9%
Disagree	10554.742	2683.62	7871.12	9397.81	1134.90	22.026	5879.19	4675.55	832.094	9722.65	7874.61	1710.89	969.235	4900.5	5654.25
	10.6%	9.7%	11.0%	10.8%	9.5%	6.1%	10.4%	10.9%	11.6%	10.5%	10.5%	11.5%	10.4%	14.9%	8.5%
		25.4%	74.6%	89.0%	10.8%	0.2%	55.7%	44.3%	7.9%	92.1%	74.6%	16.2%	9.2%	46.4%	53.6%
Strongly Disagree	7990.037	1877.03	6113.01	7330.95	650.192	8.893	4606.77	3383.27	724.407	7265.63	5514.12	1683.34	792.582	4485.76	3504.28
	8.0%	6.8%	8.5%	8.4%	5.4%	2.5%	8.2%	7.9%	10.1%	7.9%	7.3%	11.3%	8.5%	13.6%	5.3%
		23.5%	76.5%	91.8%	8.1%	0.1%	57.7%	42.3%	9.1%	90.9%	69.0%	21.1%	9.9%	56.1%	43.9%

FHCS Report by Demographics

(35) My performance appraisal is a fair reflection of my performance.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	**Total**	**<40**	**40-49**	**50-59**	**60+**	**WG**	**GS/GM**	**SES**	**Other**	**<6mo**	**<1yr**	**<5yrs**	**>5yrs**	**<3yrs**	**<5yrs**	**>5yrs**
Total Responses	99429.716	20014.8	35040.6	37310.2	7064.09	8859.42	80710.5	352.967	9506.85	378.607	1959.84	17538.3	79552.9	13783.8	12354.8	73291.0
	100%	20.1%	35.2%	37.5%	7.1%	8.9%	81.2%	0.4%	9.6%	0.4%	2.0%	17.6%	80.0%	13.9%	12.4%	73.7%
Strongly Agree	17491.725	3665.25	5842.58	6581.89	1402	1390.5	14312.5	119.425	1669.31	78.905	305.975	3585.58	13521.3	2039.99	2110.13	13341.6
	17.6%	18.3%	16.7%	17.6%	19.8%	15.7%	17.7%	33.8%	17.6%	20.8%	15.6%	20.4%	17.0%	14.8%	17.1%	18.2%
		21.0%	33.4%	37.6%	8.0%	7.9%	81.8%	0.7%	9.5%	0.5%	1.7%	20.5%	77.3%	11.7%	12.1%	76.3%
Agree	47077.806	9624.31	16512.4	17489.3	3451.81	3905.31	38707.4	166.978	4298.11	157.368	1001.15	8753.42	37165.9	6520.82	5800.73	34756.3
	47.3%	48.1%	47.1%	46.9%	48.9%	44.1%	48.0%	47.3%	45.2%	41.6%	51.1%	49.9%	46.7%	47.3%	47.0%	47.4%
		20.4%	35.1%	37.1%	7.3%	8.3%	82.2%	0.4%	9.1%	0.3%	2.1%	18.6%	78.9%	13.9%	12.3%	73.8%
Neither Agree nor Disagree	16315.406	3178.96	5820.80	6236.92	1078.73	1370.46	13266.7	36.911	1641.39	124.928	446.605	2553.62	13190.3	2170.31	2290.68	11854.4
	16.4%	15.9%	16.6%	16.7%	15.3%	15.5%	16.4%	10.5%	17.3%	33.0%	22.8%	14.6%	16.6%	15.7%	18.5%	16.2%
		19.5%	35.7%	38.2%	6.6%	8.4%	81.3%	0.2%	10.1%	0.8%	2.7%	15.7%	80.8%	13.3%	14.0%	72.7%
Disagree	10554.742	2038.07	3784.23	3982.03	750.415	1088.31	8480.78	20.715	964.935	7.727	140.778	1645.92	8760.32	1752.47	1281.28	7521
	10.6%	10.2%	10.8%	10.7%	10.6%	12.3%	10.5%	5.9%	10.1%	2.0%	7.2%	9.4%	11.0%	12.7%	10.4%	10.3%
		19.3%	35.9%	37.7%	7.1%	10.3%	80.4%	0.2%	9.1%	0.1%	1.3%	15.6%	83.0%	16.6%	12.1%	71.3%
Strongly Disagree	7990.037	1508.25	3080.58	3020.07	381.14	1104.84	5943.15	8.938	933.114	9.679	65.338	999.802	6915.22	1300.26	872.03	5817.75
	8.0%	7.5%	8.8%	8.1%	5.4%	12.5%	7.4%	2.5%	9.8%	2.6%	3.3%	5.7%	8.7%	9.4%	7.1%	7.9%
		18.9%	38.6%	37.8%	4.8%	13.8%	74.4%	0.1%	11.7%	0.1%	0.8%	12.5%	86.5%	16.3%	10.9%	72.8%

FHCS Report by Demographics

(36) Our organization's awards program provides me with an incentive to do my best.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	99738.862	27854.1	71884.7	87335.6	12036.5	366.781	56619.4	43119.5	7159.21	92579.7	75573.6	14919.9	9245.40	33013.9	66725
	100%	27.9%	72.1%	87.6%	12.1%	0.4%	56.8%	43.2%	7.2%	92.8%	75.8%	15.0%	9.3%	33.1%	66.9%
Strongly Agree	7079.785	2189.81	4889.98	6094.37	941.139	44.273	3476.35	3603.43	742.686	6337.1	4849.68	1413.57	816.544	985.419	6094.37
	7.1%	7.9%	6.8%	7.0%	7.8%	12.1%	6.1%	8.4%	10.4%	6.8%	6.4%	9.5%	8.8%	3.0%	9.1%
		30.9%	69.1%	86.1%	13.3%	0.6%	49.1%	50.9%	10.5%	89.5%	68.5%	20.0%	11.5%	13.9%	86.1%
Agree	22839.627	6773.08	16066.5	19641.7	3090.18	107.79	12745.5	10094.1	1482.36	21357.3	16568.1	3969.92	2301.66	4574.14	18265.5
	22.9%	24.3%	22.4%	22.5%	25.7%	29.4%	22.5%	23.4%	20.7%	23.1%	21.9%	26.6%	24.9%	13.9%	27.4%
		29.7%	70.3%	86.0%	13.5%	0.5%	55.8%	44.2%	6.5%	93.5%	72.5%	17.4%	10.1%	20.0%	80.0%
Neither Agree nor Disagree	24834.237	6843.77	17990.5	21562.2	3176.09	95.994	14800.8	10033.5	1890.37	22943.9	18753.6	3604.44	2476.24	7365.32	17468.9
	24.9%	24.6%	25.0%	24.7%	26.4%	26.2%	26.1%	23.3%	26.4%	24.8%	24.8%	24.2%	26.8%	22.3%	26.2%
		27.6%	72.4%	86.8%	12.8%	0.4%	59.6%	40.4%	7.6%	92.4%	75.5%	14.5%	10.0%	29.7%	70.3%
Disagree	28252.151	7838.27	20413.9	24836	3331.42	84.77	16249.3	12002.9	1784.55	26467.6	22625.5	3404.54	2222.11	11209.8	17042.4
	28.3%	28.1%	28.4%	28.4%	27.7%	23.1%	28.7%	27.8%	24.9%	28.6%	29.9%	22.8%	24.0%	34.0%	25.5%
		27.7%	72.3%	87.9%	11.8%	0.3%	57.5%	42.5%	6.3%	93.7%	80.1%	12.1%	7.9%	39.7%	60.3%
Strongly Disagree	16733.062	4209.19	12523.9	15201.5	1497.64	33.954	9347.44	7385.62	1259.25	15473.8	12776.8	2527.41	1428.86	8879.2	7853.87
	16.8%	15.1%	17.4%	17.4%	12.4%	9.3%	16.5%	17.1%	17.6%	16.7%	16.9%	16.9%	15.5%	26.9%	11.8%
		25.2%	74.8%	90.8%	9.0%	0.2%	55.9%	44.1%	7.5%	92.5%	76.4%	15.1%	8.5%	53.1%	46.9%

FHCS Report by Demographics

(36) Our organization's awards program provides me with an incentive to do my best.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	99738.862	20103.5	35079.3	37482	7074.08	8843.30	80914.2	367.858	9613.5	387.384	2037.7	17432.1	79881.7	13846.2	12414.4	73478.2
	100%	20.2%	35.2%	37.6%	7.1%	8.9%	81.1%	0.4%	9.6%	0.4%	2.0%	17.5%	80.1%	13.9%	12.4%	73.7%
Strongly Agree	7079.785	1397.96	2230.77	2685.42	765.633	592.43	5720.23	42.449	724.679	64.676	276.015	1520.15	5218.94	769.569	1017.28	5292.93
	7.1%	7.0%	6.4%	7.2%	10.8%	6.7%	7.1%	11.5%	7.5%	16.7%	13.5%	8.7%	6.5%	5.6%	8.2%	7.2%
		19.7%	31.5%	37.9%	10.8%	8.4%	80.8%	0.6%	10.2%	0.9%	3.9%	21.5%	73.7%	10.9%	14.4%	74.8%
Agree	22839.627	4815.15	7636.19	8513.63	1874.66	2005.71	18678.4	104.651	2050.82	106.147	581.533	4462.40	17689.5	2960.6	2743.75	17135.3
	22.9%	24.0%	21.8%	22.7%	26.5%	22.7%	23.1%	28.4%	21.3%	27.4%	28.5%	25.6%	22.1%	21.4%	22.1%	23.3%
		21.1%	33.4%	37.3%	8.2%	8.8%	81.8%	0.5%	9.0%	0.5%	2.5%	19.5%	77.5%	13.0%	12.0%	75.0%
Neither Agree nor Disagree	24834.237	4993.11	8997.28	9011.82	1832.03	2081.73	20170.3	104.21	2478.01	149.777	712.835	4574.49	19397.1	3551.48	3060.06	18222.7
	24.9%	24.8%	25.6%	24.0%	25.9%	23.5%	24.9%	28.3%	25.8%	38.7%	35.0%	26.2%	24.3%	25.6%	24.6%	24.8%
		20.1%	36.2%	36.3%	7.4%	8.4%	81.2%	0.4%	10.0%	0.6%	2.9%	18.4%	78.1%	14.3%	12.3%	73.4%
Disagree	28252.151	5546.94	10068.6	10881.6	1754.97	2539.42	22902.3	85.485	2724.96	56.314	318.3	4538.94	23338.6	4146.97	3449.48	20655.7
	28.3%	27.6%	28.7%	29.0%	24.8%	28.7%	28.3%	23.2%	28.3%	14.5%	15.6%	26.0%	29.2%	30.0%	27.8%	28.1%
		19.6%	35.6%	38.5%	6.2%	9.0%	81.1%	0.3%	9.6%	0.2%	1.1%	16.1%	82.6%	14.7%	12.2%	73.1%
Strongly Disagree	16733.062	3350.32	6146.5	6389.46	846.782	1624.02	13443	31.063	1635.03	10.47	149.016	2336.08	14237.5	2417.64	2143.86	12171.6
	16.8%	16.7%	17.5%	17.0%	12.0%	18.4%	16.6%	8.4%	17.0%	2.7%	7.3%	13.4%	17.8%	17.5%	17.3%	16.6%
		20.0%	36.7%	38.2%	5.1%	9.7%	80.3%	0.2%	9.8%	0.1%	0.9%	14.0%	85.1%	14.4%	12.8%	72.7%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	94628.597	26134.1	68494.5	82217.4	12044.8	366.379	54337.3	40291.3	6678.39	87950.2	72282.8	13642.9	8702.93	31559.3	63069.3
	100%	27.6%	72.4%	86.9%	12.7%	0.4%	57.4%	42.6%	7.1%	92.9%	76.4%	14.4%	9.2%	33.4%	66.6%
Strongly Agree	3639.927	1123.16	2516.77	2833.32	771.92	34.685	1898.07	1741.86	337.046	3302.88	2538.92	744.55	356.456	571.618	3068.31
	3.8%	4.3%	3.7%	3.4%	6.4%	9.5%	3.5%	4.3%	5.0%	3.8%	3.5%	5.5%	4.1%	1.8%	4.9%
		30.9%	69.1%	77.8%	21.2%	1.0%	52.1%	47.9%	9.3%	90.7%	69.8%	20.5%	9.8%	15.7%	84.3%
Agree	21764.665	5855.47	15909.2	17117.3	4496.55	150.781	12499	9265.71	1530.15	20234.5	16072.5	3573.27	2118.91	5035.32	16729.3
	23.0%	22.4%	23.2%	20.8%	37.3%	41.2%	23.0%	23.0%	22.9%	23.0%	22.2%	26.2%	24.3%	16.0%	26.5%
		26.9%	73.1%	78.6%	20.7%	0.7%	57.4%	42.6%	7.0%	93.0%	73.8%	16.4%	9.7%	23.1%	76.9%
Neither Agree nor Disagree	22076.893	6282.83	15794.1	19500.3	2501.20	75.374	13406.8	8670.09	1589.27	20487.6	16251.8	3544.1	2280.99	6809.12	15267.8
	23.3%	24.0%	23.1%	23.7%	20.8%	20.6%	24.7%	21.5%	23.8%	23.3%	22.5%	26.0%	26.2%	21.6%	24.2%
		28.5%	71.5%	88.3%	11.3%	0.3%	60.7%	39.3%	7.2%	92.8%	73.6%	16.1%	10.3%	30.8%	69.2%
Disagree	25976.32	7268	18708.3	23049.2	2849.01	78.156	14550	11426.3	1682.16	24294.2	20983.2	2993.78	1999.32	9258.41	16717.9
	27.5%	27.8%	27.3%	28.0%	23.7%	21.3%	26.8%	28.4%	25.2%	27.6%	29.0%	21.9%	23.0%	29.3%	26.5%
		28.0%	72.0%	88.7%	11.0%	0.3%	56.0%	44.0%	6.5%	93.5%	80.8%	11.5%	7.7%	35.6%	64.4%
Strongly Disagree	21170.792	5604.62	15566.2	19717.3	1426.11	27.383	11983.5	9187.34	1539.77	19631.0	16436.4	2787.18	1947.25	9884.87	11285.9
	22.4%	21.4%	22.7%	24.0%	11.8%	7.5%	22.1%	22.8%	23.1%	22.3%	22.7%	20.4%	22.4%	31.3%	17.9%
		26.5%	73.5%	93.1%	6.7%	0.1%	56.6%	43.4%	7.3%	92.7%	77.6%	13.2%	9.2%	46.7%	53.3%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	94628.597	18920.6	33207.7	35872.0	6628.27	8795.03	76325.9	367.522	9140.14	352.522	1746.47	16181.6	76348.0	13216.1	11955.4	69457.1
	100%	20.0%	35.1%	37.9%	7.0%	9.3%	80.7%	0.4%	9.7%	0.4%	1.8%	17.1%	80.7%	14.0%	12.6%	73.4%
Strongly Agree	3639.927	710.691	1115.19	1452.09	361.962	299.474	2982.83	30.831	326.788	29.963	89.36	866.534	2654.07	478.98	449.305	2711.64
	3.8%	3.8%	3.4%	4.0%	5.5%	3.4%	3.9%	8.4%	3.6%	8.5%	5.1%	5.4%	3.5%	3.6%	3.8%	3.9%
		19.5%	30.6%	39.9%	9.9%	8.2%	81.9%	0.8%	9.0%	0.8%	2.5%	23.8%	72.9%	13.2%	12.3%	74.5%
Agree	21764.665	3901.73	7455.88	8609.68	1797.37	1497.55	17762.1	141.884	2363.11	102.7	522.268	3815.18	17324.5	3120.48	2824.22	15820
	23.0%	20.6%	22.5%	24.0%	27.1%	17.0%	23.3%	38.6%	25.9%	29.1%	29.9%	23.6%	22.7%	23.6%	23.6%	22.8%
		17.9%	34.3%	39.6%	8.3%	6.9%	81.6%	0.7%	10.9%	0.5%	2.4%	17.5%	79.6%	14.3%	13.0%	72.7%
Neither Agree nor Disagree	22076.893	4089.24	7649.97	8699.62	1638.07	1838.54	18197.1	90.456	1950.84	110.152	520.68	3846.72	17599.3	3360.75	2934.77	15781.4
	23.3%	21.6%	23.0%	24.3%	24.7%	20.9%	23.8%	24.6%	21.3%	31.2%	29.8%	23.8%	23.1%	25.4%	24.5%	22.7%
		18.5%	34.7%	39.4%	7.4%	8.3%	82.4%	0.4%	8.8%	0.5%	2.4%	17.4%	79.7%	15.2%	13.3%	71.5%
Disagree	25976.32	5328.48	9205.1	9756.56	1686.18	2708.31	20686.1	78.494	2503.45	84.712	380.106	4305.39	21206.1	3554.33	3449.96	18972.0
	27.5%	28.2%	27.7%	27.2%	25.4%	30.8%	27.1%	21.4%	27.4%	24.0%	21.8%	26.6%	27.8%	26.9%	28.9%	27.3%
		20.5%	35.4%	37.6%	6.5%	10.4%	79.6%	0.3%	9.6%	0.3%	1.5%	16.6%	81.6%	13.7%	13.3%	73.0%
Strongly Disagree	21170.792	4890.44	7781.58	7354.08	1144.69	2451.15	16697.8	25.857	1995.96	24.995	234.058	3347.73	17564.0	2701.58	2297.13	16172.1
	22.4%	25.8%	23.4%	20.5%	17.3%	27.9%	21.9%	7.0%	21.8%	7.1%	13.4%	20.7%	23.0%	20.4%	19.2%	23.3%
		23.1%	36.8%	34.7%	5.4%	11.6%	78.9%	0.1%	9.4%	0.1%	1.1%	15.8%	83.0%	12.8%	10.9%	76.4%

FHCS Report by Demographics

(38) I believe my organization can perform its function as effectively as any private sector provider.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	98897.218	27692.4	71204.8	86564.7	11966.7	365.88	56225.1	42672.2	7118.94	91778.3	74904.3	14746.5	9246.43	32657.8	66239.4
	100%	28.0%	72.0%	87.5%	12.1%	0.4%	56.9%	43.1%	7.2%	92.8%	75.7%	14.9%	9.3%	33.0%	67.0%
Strongly Agree	26379.451	7074.47	19305	22363.7	3861.01	154.717	15397.9	10981.5	1773.49	24606	19992.5	4240.03	2146.95	6046.69	20332.8
	26.7%	25.5%	27.1%	25.8%	32.3%	42.3%	27.4%	25.7%	24.9%	26.8%	26.7%	28.8%	23.2%	18.5%	30.7%
		26.8%	73.2%	84.8%	14.6%	0.6%	58.4%	41.6%	6.7%	93.3%	75.8%	16.1%	8.1%	22.9%	77.1%
Agree	38731.983	11037.3	27694.7	34024.7	4583.07	124.203	21646.6	17085.4	2551.82	36180.2	28972.4	6095.45	3664.14	11352.4	27379.6
	39.2%	39.9%	38.9%	39.3%	38.3%	33.9%	38.5%	40.0%	35.8%	39.4%	38.7%	41.3%	39.6%	34.8%	41.3%
		28.5%	71.5%	87.8%	11.8%	0.3%	55.9%	44.1%	6.6%	93.4%	74.8%	15.7%	9.5%	29.3%	70.7%
Neither Agree nor Disagree	12977.405	3857.17	9120.23	11658.3	1285.73	33.411	7160.41	5817	1057.76	11919.6	9699.66	1863.85	1413.9	4839.60	8137.80
	13.1%	13.9%	12.8%	13.5%	10.7%	9.1%	12.7%	13.6%	14.9%	13.0%	12.9%	12.6%	15.3%	14.8%	12.3%
		29.7%	70.3%	89.8%	9.9%	0.3%	55.2%	44.8%	8.2%	91.8%	74.7%	14.4%	10.9%	37.3%	62.7%
Disagree	11983.255	3452.93	8530.33	10469.5	1473.53	40.265	6962.89	5020.36	936.491	11046.8	9499.03	1280.65	1203.58	5364.06	6619.2
	12.1%	12.5%	12.0%	12.1%	12.3%	11.0%	12.4%	11.8%	13.2%	12.0%	12.7%	8.7%	13.0%	16.4%	10.0%
		28.8%	71.2%	87.4%	12.3%	0.3%	58.1%	41.9%	7.8%	92.2%	79.3%	10.7%	10.0%	44.8%	55.2%
Strongly Disagree	8825.124	2270.55	6554.58	8048.52	763.319	13.284	5057.22	3767.9	799.382	8025.74	6740.72	1266.54	817.865	5055.04	3770.09
	8.9%	8.2%	9.2%	9.3%	6.4%	3.6%	9.0%	8.8%	11.2%	8.7%	9.0%	8.6%	8.8%	15.5%	5.7%
		25.7%	74.3%	91.2%	8.6%	0.2%	57.3%	42.7%	9.1%	90.9%	76.4%	14.4%	9.3%	57.3%	42.7%

FHCS Report by Demographics

(38) I believe my organization can perform its function as effectively as any private sector provider.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	98897.218	19961.7	34978.5	37035.9	6921.12	8841.36	80091.7	367.221	9596.93	417.977	2150.02	17478.4	78850.8	13668.9	12177.0	73051.3
	100%	20.2%	35.4%	37.4%	7.0%	8.9%	81.0%	0.4%	9.7%	0.4%	2.2%	17.7%	79.7%	13.8%	12.3%	73.9%
Strongly Agree	26379.451	4741.09	9081.07	10360.5	2196.83	2864.94	20757.5	146.729	2610.27	146.679	619.03	4570.75	21043	3531.48	3318.41	19529.6
	26.7%	23.8%	26.0%	28.0%	31.7%	32.4%	25.9%	40.0%	27.2%	35.1%	28.8%	26.2%	26.7%	25.8%	27.3%	26.7%
		18.0%	34.4%	39.3%	8.3%	10.9%	78.7%	0.6%	9.9%	0.6%	2.3%	17.3%	79.8%	13.4%	12.6%	74.0%
Agree	38731.983	7634.96	13772.6	14573.1	2751.29	3315.54	31628.8	122.274	3665.37	156.785	880.911	6574.54	31119.7	5506.33	4906.66	28319
	39.2%	38.2%	39.4%	39.3%	39.8%	37.5%	39.5%	33.3%	38.2%	37.5%	41.0%	37.6%	39.5%	40.3%	40.3%	38.8%
		19.7%	35.6%	37.6%	7.1%	8.6%	81.7%	0.3%	9.5%	0.4%	2.3%	17.0%	80.3%	14.2%	12.7%	73.1%
Neither Agree nor Disagree	12977.405	2862.5	4578.63	4747.67	788.611	1005.18	10825.1	43.039	1104.11	56.703	285.969	2464.38	10170.4	1743.09	1536.23	9698.08
	13.1%	14.3%	13.1%	12.8%	11.4%	11.4%	13.5%	11.7%	11.5%	13.6%	13.3%	14.1%	12.9%	12.8%	12.6%	13.3%
		22.1%	35.3%	36.6%	6.1%	7.7%	83.4%	0.3%	8.5%	0.4%	2.2%	19.0%	78.4%	13.4%	11.8%	74.7%
Disagree	11983.255	2775.53	4349.39	4066.05	792.292	906.021	9936.78	43.449	1097	38.432	199.057	2103.8	9641.97	1648.98	1461.09	8873.18
	12.1%	13.9%	12.4%	11.0%	11.4%	10.2%	12.4%	11.8%	11.4%	9.2%	9.3%	12.0%	12.2%	12.1%	12.0%	12.1%
		23.2%	36.3%	33.9%	6.6%	7.6%	82.9%	0.4%	9.2%	0.3%	1.7%	17.6%	80.5%	13.8%	12.2%	74.0%
Strongly Disagree	8825.124	1947.63	3196.73	3288.66	392.098	749.683	6943.52	11.73	1120.2	19.378	165.054	1764.90	6875.79	1238.98	954.642	6631.5
	8.9%	9.8%	9.1%	8.9%	5.7%	8.5%	8.7%	3.2%	11.7%	4.6%	7.7%	10.1%	8.7%	9.1%	7.8%	9.1%
		22.1%	36.2%	37.3%	4.4%	8.5%	78.7%	0.1%	12.7%	0.2%	1.9%	20.0%	77.9%	14.0%	10.8%	75.1%

FHCS Report by Demographics

(39) I am held accountable for achieving results.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	21330.942	5867.18	15463.8	17527.3	3642.53	161.118	11353.4	9977.56	1740.1	19590.8	15661.9	3697.61	1971.40	5509.03	15821.9
	21.2%	20.7%	21.4%	19.9%	30.3%	44.0%	19.9%	22.9%	24.0%	21.0%	20.6%	24.4%	20.8%	16.5%	23.5%
		27.5%	72.5%	82.2%	17.1%	0.8%	53.2%	46.8%	8.2%	91.8%	73.4%	17.3%	9.2%	25.8%	74.2%
Agree	58980.488	16629.5	42351	51953.6	6855.12	171.797	33230.5	25750	4014.07	54966.4	44463.7	8823.13	5693.61	18638.1	40342.4
	58.6%	58.8%	58.5%	58.9%	57.1%	46.9%	58.1%	59.2%	55.4%	58.8%	58.5%	58.3%	60.1%	55.8%	60.0%
		28.2%	71.8%	88.1%	11.6%	0.3%	56.3%	43.7%	6.8%	93.2%	75.4%	15.0%	9.7%	31.6%	68.4%
Neither Agree nor Disagree	12482.159	3455.59	9026.57	11502.4	957.673	22.063	7874.82	4607.34	1011.12	11471.0	9758.00	1480.48	1243.68	5071.07	7411.09
	12.4%	12.2%	12.5%	13.0%	8.0%	6.0%	13.8%	10.6%	14.0%	12.3%	12.8%	9.8%	13.1%	15.2%	11.0%
		27.7%	72.3%	92.2%	7.7%	0.2%	63.1%	36.9%	8.1%	91.9%	78.2%	11.9%	10.0%	40.6%	59.4%
Disagree	5305.674	1633.58	3672.09	4868.09	429.015	8.574	3319.62	1986.05	277.298	5028.38	4430.38	595.869	279.421	2697.66	2608.02
	5.3%	5.8%	5.1%	5.5%	3.6%	2.3%	5.8%	4.6%	3.8%	5.4%	5.8%	3.9%	2.9%	8.1%	3.9%
		30.8%	69.2%	91.8%	8.1%	0.2%	62.6%	37.4%	5.2%	94.8%	83.5%	11.2%	5.3%	50.8%	49.2%
Strongly Disagree	2008.558	536.083	1472.48	1893.56	113.41	1.584	1177.66	830.896	144.271	1864.29	1370.81	431.71	206.037	1211.77	796.788
	2.0%	1.9%	2.0%	2.1%	0.9%	0.4%	2.1%	1.9%	2.0%	2.0%	1.8%	2.9%	2.2%	3.6%	1.2%
		26.7%	73.3%	94.3%	5.6%	0.1%	58.6%	41.4%	7.2%	92.8%	68.2%	21.5%	10.3%	60.3%	39.7%
Do Not Know	545.77	176.592	369.178	531.021	13.919	0.83	219.637	326.133	52.564	493.206	360.265	99.749	85.756	251.921	293.849
	0.5%	0.6%	0.5%	0.6%	0.1%	0.2%	0.4%	0.8%	0.7%	0.5%	0.5%	0.7%	0.9%	0.8%	0.4%
		32.4%	67.6%	97.3%	2.6%	0.2%	40.2%	59.8%	9.6%	90.4%	66.0%	18.3%	15.7%	46.2%	53.8%

FHCS Report by Demographics

(39) I am held accountable for achieving results.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	21330.942	3899.32	7189.25	8502.77	1739.61	1863.68	16863.8	147.939	2455.48	129.341	446.645	4128.98	16626	2789.24	2652.83	15888.9
	21.2%	19.0%	20.3%	22.6%	24.4%	20.9%	20.6%	40.3%	25.3%	29.6%	19.3%	23.2%	20.8%	20.1%	21.3%	21.4%
		18.3%	33.7%	39.9%	8.2%	8.7%	79.1%	0.7%	11.5%	0.6%	2.1%	19.4%	77.9%	13.1%	12.4%	74.5%
Agree	58980.488	11908.7	20957.7	21897.0	4217.06	5084.11	48437.1	186.541	5272.73	231.108	1538.65	10009.7	47201.1	8001.1	7489.81	43489.6
	58.6%	58.1%	59.2%	58.2%	59.2%	57.1%	59.3%	50.9%	54.4%	52.8%	66.4%	56.2%	58.9%	57.7%	60.2%	58.5%
		20.2%	35.5%	37.1%	7.1%	8.6%	82.1%	0.3%	8.9%	0.4%	2.6%	17.0%	80.0%	13.6%	12.7%	73.7%
Neither Agree nor Disagree	12482.159	2674.51	4532.78	4532.30	742.565	1174.91	10036.5	22.345	1248.41	52.165	217.102	2309.61	9903.29	1732.31	1502.92	9246.94
	12.4%	13.1%	12.8%	12.0%	10.4%	13.2%	12.3%	6.1%	12.9%	11.9%	9.4%	13.0%	12.4%	12.5%	12.1%	12.4%
		21.4%	36.3%	36.3%	5.9%	9.4%	80.4%	0.2%	10.0%	0.4%	1.7%	18.5%	79.3%	13.9%	12.0%	74.1%
Disagree	5305.674	1324.79	1873.79	1810.46	296.637	537.147	4392.35	7.313	368.864	17.016	67.358	892.965	4328.34	840.858	595.146	3869.67
	5.3%	6.5%	5.3%	4.8%	4.2%	6.0%	5.4%	2.0%	3.8%	3.9%	2.9%	5.0%	5.4%	6.1%	4.8%	5.2%
		25.0%	35.3%	34.1%	5.6%	10.1%	82.8%	0.1%	7.0%	0.3%	1.3%	16.8%	81.6%	15.8%	11.2%	72.9%
Strongly Disagree	2008.558	521.302	671.29	732.839	83.127	223.33	1547.23	1.232	236.768	3.538	31.839	340.702	1632.48	444.794	157.094	1406.67
	2.0%	2.5%	1.9%	1.9%	1.2%	2.5%	1.9%	0.3%	2.4%	0.8%	1.4%	1.9%	2.0%	3.2%	1.3%	1.9%
		26.0%	33.4%	36.5%	4.1%	11.1%	77.0%	0.1%	11.8%	0.2%	1.6%	17.0%	81.3%	22.1%	7.8%	70.0%
Do Not Know	545.77	164.338	195.289	137.319	48.824	15.208	418.572	1.376	110.614	4.218	16.229	128.27	397.053	50.287	50.287	445.196
	0.5%	0.8%	0.6%	0.4%	0.7%	0.2%	0.5%	0.4%	1.1%	1.0%	0.7%	0.7%	0.5%	0.4%	0.4%	0.6%
		30.1%	35.8%	25.2%	8.9%	2.8%	76.7%	0.3%	20.3%	0.8%	3.0%	23.5%	72.8%	9.2%	9.2%	81.6%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100434.85	28238.1	72196.7	88070.5	11999.0	365.35	57047.9	43386.9	7218.88	93216	75884.7	15092.1	9458.02	33295.3	67139.5
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	17357.737	5059.24	12298.5	14701.8	2546.07	109.922	9749.87	7607.87	1625.38	15732.4	12143.0	3514.25	1700.46	4341.44	13016.3
	17.3%	17.9%	17.0%	16.7%	21.2%	30.1%	17.1%	17.5%	22.5%	16.9%	16.0%	23.3%	18.0%	13.0%	19.4%
		29.1%	70.9%	84.7%	14.7%	0.6%	56.2%	43.8%	9.4%	90.6%	70.0%	20.2%	9.8%	25.0%	75.0%
Agree	48790.597	13300.1	35490.5	42571.7	6044.84	174.076	28308.8	20481.8	3152.56	45638.0	37052.5	7187.21	4550.88	14295.4	34495.2
	48.6%	47.1%	49.2%	48.3%	50.4%	47.6%	49.6%	47.2%	43.7%	49.0%	48.8%	47.6%	48.1%	42.9%	51.4%
		27.3%	72.7%	87.3%	12.4%	0.4%	58.0%	42.0%	6.5%	93.5%	75.9%	14.7%	9.3%	29.3%	70.7%
Neither Agree nor Disagree	13041.1	3660.42	9380.68	11596.4	1409.33	35.375	7808.06	5233.04	755.371	12285.7	10027.5	1729.14	1284.44	5227.23	7813.88
	13.0%	13.0%	13.0%	13.2%	11.7%	9.7%	13.7%	12.1%	10.5%	13.2%	13.2%	11.5%	13.6%	15.7%	11.6%
		28.1%	71.9%	88.9%	10.8%	0.3%	59.9%	40.1%	5.8%	94.2%	76.9%	13.3%	9.8%	40.1%	59.9%
Disagree	13158.138	3832.37	9325.77	11803.6	1324.26	30.305	7156.17	6001.97	1006.56	12151.6	10361.5	1525.89	1270.72	5176.01	7982.13
	13.1%	13.6%	12.9%	13.4%	11.0%	8.3%	12.5%	13.8%	13.9%	13.0%	13.7%	10.1%	13.4%	15.5%	11.9%
		29.1%	70.9%	89.7%	10.1%	0.2%	54.4%	45.6%	7.6%	92.4%	78.7%	11.6%	9.7%	39.3%	60.7%
Strongly Disagree	8087.281	2386.03	5701.25	7397.09	674.515	15.672	4025	4062.29	679.015	7408.27	6300.12	1135.64	651.529	4255.24	3832.04
	8.1%	8.4%	7.9%	8.4%	5.6%	4.3%	7.1%	9.4%	9.4%	7.9%	8.3%	7.5%	6.9%	12.8%	5.7%
		29.5%	70.5%	91.5%	8.3%	0.2%	49.8%	50.2%	8.4%	91.6%	77.9%	14.0%	8.1%	52.6%	47.4%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100434.85	20426.6	35361	37537.6	7109.64	8882.03	81513.7	366.349	9672.8	433.954	2309.86	17761.9	79929.1	13828.0	12425.7	74181.2
	100%	20.3%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	17357.737	3966.32	5693.57	6459.68	1238.17	1434.45	14008.7	103.981	1810.57	110.509	485.116	3503.24	13258.9	2034.81	2135.03	13187.9
	17.3%	19.4%	16.1%	17.2%	17.4%	16.1%	17.2%	28.4%	18.7%	25.5%	21.0%	19.7%	16.6%	14.7%	17.2%	17.8%
		22.9%	32.8%	37.2%	7.1%	8.3%	80.7%	0.6%	10.4%	0.6%	2.8%	20.2%	76.4%	11.7%	12.3%	76.0%
Agree	48790.597	9548.88	17227.5	18232	3782.24	4271.29	39793.3	185.545	4540.47	200.699	1039.19	8443.84	39106.9	6828.52	5950.16	36011.9
	48.6%	46.7%	48.7%	48.6%	53.2%	48.1%	48.8%	50.6%	46.9%	46.2%	45.0%	47.5%	48.9%	49.4%	47.9%	48.5%
		19.6%	35.3%	37.4%	7.8%	8.8%	81.6%	0.4%	9.3%	0.4%	2.1%	17.3%	80.2%	14.0%	12.2%	73.8%
Neither Agree nor Disagree	13041.1	2473.8	4944.65	4776.39	846.261	1247.93	10389.2	34.334	1369.62	55.668	364.643	2125.24	10495.5	1768.67	1563.03	9709.40
	13.0%	12.1%	14.0%	12.7%	11.9%	14.1%	12.7%	9.4%	14.2%	12.8%	15.8%	12.0%	13.1%	12.8%	12.6%	13.1%
		19.0%	37.9%	36.6%	6.5%	9.6%	79.7%	0.3%	10.5%	0.4%	2.8%	16.3%	80.5%	13.6%	12.0%	74.5%
Disagree	13158.138	2705.73	4644.44	5041.37	766.596	1226.32	10678	28.474	1225.36	54.627	296.773	2190.62	10616.1	1898.25	1677.85	9582.03
	13.1%	13.2%	13.1%	13.4%	10.8%	13.8%	13.1%	7.8%	12.7%	12.6%	12.8%	12.3%	13.3%	13.7%	13.5%	12.9%
		20.6%	35.3%	38.3%	5.8%	9.3%	81.2%	0.2%	9.3%	0.4%	2.3%	16.6%	80.7%	14.4%	12.8%	72.8%
Strongly Disagree	8087.281	1731.9	2850.80	3028.21	476.375	702.039	6644.44	14.015	726.79	12.451	124.139	1498.99	6451.70	1297.78	1099.59	5689.91
	8.1%	8.5%	8.1%	8.1%	6.7%	7.9%	8.2%	3.8%	7.5%	2.9%	5.4%	8.4%	8.1%	9.4%	8.8%	7.7%
		21.4%	35.3%	37.4%	5.9%	8.7%	82.2%	0.2%	9.0%	0.2%	1.5%	18.5%	79.8%	16.0%	13.6%	70.4%

FHCS Report by Demographics

(41) Discussions with my supervisor/team-leader about my performance are worthwhile.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	13856.992	4194.3	9662.7	11887.6	1894.14	75.282	6987.84	6869.15	1055.44	12801.6	9780.79	2606.62	1469.58	2334.15	11522.8
	13.8%	14.8%	13.4%	13.5%	15.8%	20.6%	12.2%	15.8%	14.6%	13.7%	12.9%	17.2%	15.5%	7.0%	17.1%
		30.3%	69.7%	85.8%	13.7%	0.5%	50.4%	49.6%	7.6%	92.4%	70.6%	18.8%	10.6%	16.8%	83.2%
Agree	44106.897	12555.4	31551.5	38220.4	5723.26	163.267	25367.1	18739.8	2932.76	41174.1	33707	6473.08	3926.83	11466.3	32640.6
	43.8%	44.4%	43.6%	43.3%	47.6%	44.6%	44.4%	43.1%	40.5%	44.1%	44.3%	42.8%	41.4%	34.4%	48.5%
		28.5%	71.5%	86.7%	13.0%	0.4%	57.5%	42.5%	6.6%	93.4%	76.4%	14.7%	8.9%	26.0%	74.0%
Neither Agree nor Disagree	20942.607	5672.70	15269.9	18543.2	2327.97	71.47	12624.2	8318.42	1503.73	19438.9	16162.1	2545.87	2234.63	7955.07	12987.5
	20.8%	20.0%	21.1%	21.0%	19.4%	19.5%	22.1%	19.1%	20.8%	20.8%	21.3%	16.8%	23.6%	23.8%	19.3%
		27.1%	72.9%	88.5%	11.1%	0.3%	60.3%	39.7%	7.2%	92.8%	77.2%	12.2%	10.7%	38.0%	62.0%
Disagree	13393.08	3446.39	9946.69	11940.3	1412.94	39.865	7501.73	5891.35	1014.65	12378.4	10606.3	1845.87	940.865	6604.02	6789.06
	13.3%	12.2%	13.7%	13.5%	11.8%	10.9%	13.1%	13.6%	14.0%	13.3%	13.9%	12.2%	9.9%	19.8%	10.1%
		25.7%	74.3%	89.2%	10.5%	0.3%	56.0%	44.0%	7.6%	92.4%	79.2%	13.8%	7.0%	49.3%	50.7%
Strongly Disagree	7249.835	2048.76	5201.08	6651.76	583.696	14.382	4105.74	3144.09	670.52	6579.32	4945.44	1481.59	822.798	4578.11	2671.73
	7.2%	7.2%	7.2%	7.5%	4.9%	3.9%	7.2%	7.2%	9.3%	7.0%	6.5%	9.8%	8.7%	13.7%	4.0%
		28.3%	71.7%	91.8%	8.1%	0.2%	56.6%	43.4%	9.2%	90.8%	68.2%	20.4%	11.3%	63.1%	36.9%
Do Not Know	1104.18	380.94	723.24	1032.83	69.652	1.7	589.053	515.127	62.323	1041.86	843.46	175.519	85.201	441.963	662.217
	1.1%	1.3%	1.0%	1.2%	0.6%	0.5%	1.0%	1.2%	0.9%	1.1%	1.1%	1.2%	0.9%	1.3%	1.0%
		34.5%	65.5%	93.5%	6.3%	0.2%	53.3%	46.7%	5.6%	94.4%	76.4%	15.9%	7.7%	40.0%	60.0%

FHCS Report by Demographics

(41) Discussions with my supervisor/team-leader about my performance are worthwhile.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	13856.992	3349.05	4473.24	4951.85	1082.86	902.511	11466.5	67.272	1420.68	103.749	477.208	3287.62	9988.41	1396.25	1593.90	10866.8
	13.8%	16.3%	12.6%	13.2%	15.2%	10.1%	14.0%	18.3%	14.7%	23.7%	20.6%	18.5%	12.5%	10.1%	12.8%	14.6%
		24.2%	32.3%	35.7%	7.8%	6.5%	82.7%	0.5%	10.3%	0.7%	3.4%	23.7%	72.1%	10.1%	11.5%	78.4%
Agree	44106.897	9721.21	15644.4	15731.7	3009.66	3601.54	36187.4	175.053	4142.93	180.977	1157.40	8299.11	34469.4	5512.74	5061.88	33532.3
	43.8%	47.4%	44.2%	41.8%	42.2%	40.5%	44.3%	47.7%	42.7%	41.4%	49.9%	46.6%	43.0%	39.8%	40.7%	45.1%
		22.0%	35.5%	35.7%	6.8%	8.2%	82.0%	0.4%	9.4%	0.4%	2.6%	18.8%	78.1%	12.5%	11.5%	76.0%
Neither Agree nor Disagree	20942.607	3656.77	7267.96	8358.84	1659.04	2219.28	16647.1	63.965	2012.3	92.143	290.85	3121.35	17438.3	3351.34	2988.84	14602.4
	20.8%	17.8%	20.5%	22.2%	23.3%	24.9%	20.4%	17.4%	20.8%	21.1%	12.5%	17.5%	21.8%	24.2%	24.0%	19.6%
		17.5%	34.7%	39.9%	7.9%	10.6%	79.5%	0.3%	9.6%	0.4%	1.4%	14.9%	83.3%	16.0%	14.3%	69.7%
Disagree	13393.08	2249.63	4964.82	5298.54	880.096	1298.19	10717.4	43.483	1334.02	26.902	171.387	1953.65	11241.1	2294.74	1814.83	9283.51
	13.3%	11.0%	14.0%	14.1%	12.3%	14.6%	13.1%	11.9%	13.8%	6.2%	7.4%	11.0%	14.0%	16.6%	14.6%	12.5%
		16.8%	37.1%	39.6%	6.6%	9.7%	80.0%	0.3%	10.0%	0.2%	1.3%	14.6%	83.9%	17.1%	13.6%	69.3%
Strongly Disagree	7249.835	1335.57	2734.71	2771.21	408.352	779.496	5764.55	14.103	691.69	8.46	144.977	986.869	6109.53	1178.98	826.621	5244.23
	7.2%	6.5%	7.7%	7.4%	5.7%	8.8%	7.1%	3.8%	7.1%	1.9%	6.3%	5.5%	7.6%	8.5%	6.6%	7.1%
		18.4%	37.7%	38.2%	5.6%	10.8%	79.5%	0.2%	9.5%	0.1%	2.0%	13.6%	84.3%	16.3%	11.4%	72.3%
Do Not Know	1104.18	180.786	334.993	500.6	87.801	97.368	912.693	2.87	91.249	25.155	76.001	161.563	841.461	124.532	162.005	817.643
	1.1%	0.9%	0.9%	1.3%	1.2%	1.1%	1.1%	0.8%	0.9%	5.8%	3.3%	0.9%	1.1%	0.9%	1.3%	1.1%
		16.4%	30.3%	45.3%	8.0%	8.8%	82.7%	0.3%	8.3%	2.3%	6.9%	14.6%	76.2%	11.3%	14.7%	74.0%

FHCS Report by Demographics

(42) Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	13021.084	4141.8	8879.28	10595.9	2305.32	119.872	7139.49	5881.59	942.119	12079	10261.5	1586.95	1172.67	2723.53	10297.6
	12.9%	14.6%	12.3%	12.0%	19.2%	32.8%	12.5%	13.5%	13.0%	12.9%	13.5%	10.5%	12.4%	8.2%	15.3%
		31.8%	68.2%	81.4%	17.7%	0.9%	54.8%	45.2%	7.2%	92.8%	78.8%	12.2%	9.0%	20.9%	79.1%
Agree	43674.661	12248.5	31426.1	37257.3	6230.05	187.347	24575.5	19099.1	2790.17	40884.5	33788.1	5941.72	3944.83	11520.0	32154.6
	43.4%	43.3%	43.4%	42.2%	51.9%	51.2%	43.0%	43.9%	38.5%	43.8%	44.4%	39.3%	41.6%	34.5%	47.8%
		28.0%	72.0%	85.3%	14.3%	0.4%	56.3%	43.7%	6.4%	93.6%	77.4%	13.6%	9.0%	26.4%	73.6%
Neither Agree nor Disagree	24532.326	6534.69	17997.6	22215.7	2275.69	40.967	14933.9	9598.38	1848.26	22684.1	18725.5	3447.37	2359.44	9424.56	15107.8
	24.4%	23.1%	24.9%	25.2%	18.9%	11.2%	26.1%	22.1%	25.5%	24.3%	24.6%	22.8%	24.9%	28.2%	22.5%
		26.6%	73.4%	90.6%	9.3%	0.2%	60.9%	39.1%	7.5%	92.5%	76.3%	14.1%	9.6%	38.4%	61.6%
Disagree	8122.751	2268.26	5854.49	7434.22	677.2	11.329	4356.19	3766.56	867.142	7255.61	5648.36	1683.76	790.635	4030.27	4092.48
	8.1%	8.0%	8.1%	8.4%	5.6%	3.1%	7.6%	8.7%	12.0%	7.8%	7.4%	11.1%	8.3%	12.1%	6.1%
		27.9%	72.1%	91.5%	8.3%	0.1%	53.6%	46.4%	10.7%	89.3%	69.5%	20.7%	9.7%	49.6%	50.4%
Strongly Disagree	4880.097	1237.63	3642.47	4573.49	302.47	4.138	2508.71	2371.39	485.238	4394.86	2802.02	1434.38	643.706	3114.18	1765.92
	4.8%	4.4%	5.0%	5.2%	2.5%	1.1%	4.4%	5.5%	6.7%	4.7%	3.7%	9.5%	6.8%	9.3%	2.6%
		25.4%	74.6%	93.7%	6.2%	0.1%	51.4%	48.6%	9.9%	90.1%	57.4%	29.4%	13.2%	63.8%	36.2%
Do Not Know	6422.672	1867.62	4555.05	6199.43	220.926	2.313	3661.8	2760.87	306.502	6116.17	4819.67	1034.38	568.622	2567.01	3855.66
	6.4%	6.6%	6.3%	7.0%	1.8%	0.6%	6.4%	6.4%	4.2%	6.5%	6.3%	6.8%	6.0%	7.7%	5.7%
		29.1%	70.9%	96.5%	3.4%	0.0%	57.0%	43.0%	4.8%	95.2%	75.0%	16.1%	8.9%	40.0%	60.0%

FHCS Report by Demographics

(42) Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	13021.084	2888.78	4316.63	4864.63	951.042	783.076	10775	110.305	1352.74	122.513	412.596	2747.67	9738.31	1460.75	1684.91	9875.42
	12.9%	14.1%	12.2%	12.9%	13.3%	8.8%	13.2%	30.1%	14.0%	28.0%	17.8%	15.4%	12.2%	10.5%	13.5%	13.3%
		22.2%	33.2%	37.4%	7.3%	6.0%	82.8%	0.8%	10.4%	0.9%	3.2%	21.1%	74.8%	11.2%	12.9%	75.8%
Agree	43674.661	8861.89	14921.9	16781.6	3109.32	3493.34	35665.9	200.461	4314.91	159.498	933.966	7829.8	34751.4	5890.4	5483.97	32300.3
	43.4%	43.2%	42.1%	44.6%	43.6%	39.3%	43.7%	54.7%	44.5%	36.5%	40.3%	44.0%	43.4%	42.5%	44.1%	43.4%
		20.3%	34.2%	38.4%	7.1%	8.0%	81.7%	0.5%	9.9%	0.4%	2.1%	17.9%	79.6%	13.5%	12.6%	74.0%
Neither Agree nor Disagree	24532.326	4822.30	8922.71	8962.56	1824.76	2527.00	19895.5	36.767	2073.07	101.728	428.755	4050.99	19950.9	3739.46	3010.6	17782.3
	24.4%	23.5%	25.2%	23.8%	25.6%	28.4%	24.4%	10.0%	21.4%	23.3%	18.5%	22.7%	24.9%	27.0%	24.2%	23.9%
		19.7%	36.4%	36.5%	7.4%	10.3%	81.1%	0.1%	8.5%	0.4%	1.7%	16.5%	81.3%	15.2%	12.3%	72.5%
Disagree	8122.751	1471.42	3035.65	3090.92	524.762	1019.21	6414.09	12.06	677.396	12.908	95.444	1233.43	6780.97	1184.53	1061.63	5876.59
	8.1%	7.2%	8.6%	8.2%	7.4%	11.5%	7.9%	3.3%	7.0%	3.0%	4.1%	6.9%	8.5%	8.5%	8.5%	7.9%
		18.1%	37.4%	38.1%	6.5%	12.5%	79.0%	0.1%	8.3%	0.2%	1.2%	15.2%	83.5%	14.6%	13.1%	72.3%
Strongly Disagree	4880.097	899.582	1877.96	1865.57	236.991	609.975	3741.25	4.564	524.313	4.19	147.746	724.679	4003.48	815.859	512.298	3551.94
	4.8%	4.4%	5.3%	5.0%	3.3%	6.9%	4.6%	1.2%	5.4%	1.0%	6.4%	4.1%	5.0%	5.9%	4.1%	4.8%
		18.4%	38.5%	38.2%	4.9%	12.5%	76.7%	0.1%	10.7%	0.1%	3.0%	14.8%	82.0%	16.7%	10.5%	72.8%
Do Not Know	6422.672	1549.04	2345.21	2047.48	480.947	465.78	5203.88	2.589	750.427	36.549	299.32	1223.60	4863.20	767.581	694.67	4960.42
	6.4%	7.6%	6.6%	5.4%	6.7%	5.2%	6.4%	0.7%	7.7%	8.4%	12.9%	6.9%	6.1%	5.5%	5.6%	6.7%
		24.1%	36.5%	31.9%	7.5%	7.3%	81.0%	0.0%	11.7%	0.6%	4.7%	19.1%	75.7%	12.0%	10.8%	77.2%

FHCS Report by Demographics

(43) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	96962.931	27044.4	69918.5	84636.1	11958.2	368.649	55015.9	41947.0	7048.28	89914.7	73279.5	14500.7	9182.71	32104.9	64858.0
	100%	27.9%	72.1%	87.3%	12.3%	0.4%	56.7%	43.3%	7.3%	92.7%	75.6%	15.0%	9.5%	33.1%	66.9%
Strongly Agree	15540.736	4610.97	10929.8	12671.1	2740.18	129.467	8919.64	6621.09	1218.34	14322.4	12109.8	1905.58	1525.39	3617.21	11923.5
	16.0%	17.0%	15.6%	15.0%	22.9%	35.1%	16.2%	15.8%	17.3%	15.9%	16.5%	13.1%	16.6%	11.3%	18.4%
		29.7%	70.3%	81.5%	17.6%	0.8%	57.4%	42.6%	7.8%	92.2%	77.9%	12.3%	9.8%	23.3%	76.7%
Agree	46708.249	12803.4	33904.9	40211.4	6312.09	184.784	26678.0	20030.2	2944.77	43763.5	37140.1	5728.45	3839.69	13121.1	33587.1
	48.2%	47.3%	48.5%	47.5%	52.8%	50.1%	48.5%	47.8%	41.8%	48.7%	50.7%	39.5%	41.8%	40.9%	51.8%
		27.4%	72.6%	86.1%	13.5%	0.4%	57.1%	42.9%	6.3%	93.7%	79.5%	12.3%	8.2%	28.1%	71.9%
Neither Agree nor Disagree	21833.349	5942.17	15891.2	19843.2	1954.88	35.246	13055.9	8777.49	1378.19	20455.2	16539.5	3151.86	2142.03	8545.58	13287.8
	22.5%	22.0%	22.7%	23.4%	16.3%	9.6%	23.7%	20.9%	19.6%	22.7%	22.6%	21.7%	23.3%	26.6%	20.5%
		27.2%	72.8%	90.9%	9.0%	0.2%	59.8%	40.2%	6.3%	93.7%	75.8%	14.4%	9.8%	39.1%	60.9%
Disagree	7945.988	2267.93	5678.05	7302.37	629.129	14.488	4070.6	3875.39	993.646	6952.34	4995.58	1956.77	993.641	3876.85	4069.14
	8.2%	8.4%	8.1%	8.6%	5.3%	3.9%	7.4%	9.2%	14.1%	7.7%	6.8%	13.5%	10.8%	12.1%	6.3%
		28.5%	71.5%	91.9%	7.9%	0.2%	51.2%	48.8%	12.5%	87.5%	62.9%	24.6%	12.5%	48.8%	51.2%
Strongly Disagree	4934.609	1419.93	3514.68	4608.07	321.875	4.664	2291.74	2642.87	513.344	4421.27	2494.62	1758.04	681.957	2944.15	1990.46
	5.1%	5.3%	5.0%	5.4%	2.7%	1.3%	4.2%	6.3%	7.3%	4.9%	3.4%	12.1%	7.4%	9.2%	3.1%
		28.8%	71.2%	93.4%	6.5%	0.1%	46.4%	53.6%	10.4%	89.6%	50.6%	35.6%	13.8%	59.7%	40.3%

FHCS Report by Demographics

(43) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	96962.931	19466.1	34155.0	36494.7	6847.09	8595.94	78661.1	368.25	9337.66	408.956	2032.00	16887.8	77634.2	13505.6	12044.1	71413.2
	100%	20.1%	35.2%	37.6%	7.1%	8.9%	81.1%	0.4%	9.6%	0.4%	2.1%	17.4%	80.1%	13.9%	12.4%	73.7%
Strongly Agree	15540.736	3363.1	5037.14	5864.03	1276.48	991.74	12749.8	119.732	1679.49	119.938	432.621	3236.02	11752.2	1934.99	2065.72	11540.0
	16.0%	17.3%	14.7%	16.1%	18.6%	11.5%	16.2%	32.5%	18.0%	29.3%	21.3%	19.2%	15.1%	14.3%	17.2%	16.2%
		21.6%	32.4%	37.7%	8.2%	6.4%	82.0%	0.8%	10.8%	0.8%	2.8%	20.8%	75.6%	12.5%	13.3%	74.3%
Agree	46708.249	9424.03	16566.9	17415.2	3302.14	3728.88	38166.8	195.644	4616.9	179.978	1105.59	8038.78	37383.9	6341.25	5873.56	34493.4
	48.2%	48.4%	48.5%	47.7%	48.2%	43.4%	48.5%	53.1%	49.4%	44.0%	54.4%	47.6%	48.2%	47.0%	48.8%	48.3%
		20.2%	35.5%	37.3%	7.1%	8.0%	81.7%	0.4%	9.9%	0.4%	2.4%	17.2%	80.0%	13.6%	12.6%	73.8%
Neither Agree nor Disagree	21833.349	4126.71	7921.78	8344.55	1440.31	2489.14	17281.1	34.328	2028.76	77.62	338.299	3599.66	17817.8	3281.29	2576.85	15975.2
	22.5%	21.2%	23.2%	22.9%	21.0%	29.0%	22.0%	9.3%	21.7%	19.0%	16.6%	21.3%	23.0%	24.3%	21.4%	22.4%
		18.9%	36.3%	38.2%	6.6%	11.4%	79.2%	0.2%	9.3%	0.4%	1.5%	16.5%	81.6%	15.0%	11.8%	73.2%
Disagree	7945.988	1658.82	2773.17	2896.11	617.89	814.209	6570.81	13.394	547.571	13.284	106.35	1294.78	6531.58	1132.31	1055.06	5758.62
	8.2%	8.5%	8.1%	7.9%	9.0%	9.5%	8.4%	3.6%	5.9%	3.2%	5.2%	7.7%	8.4%	8.4%	8.8%	8.1%
		20.9%	34.9%	36.4%	7.8%	10.2%	82.7%	0.2%	6.9%	0.2%	1.3%	16.3%	82.2%	14.3%	13.3%	72.5%
Strongly Disagree	4934.609	893.451	1856.00	1974.89	210.268	571.969	3892.55	5.152	464.937	18.136	49.142	718.558	4148.77	815.797	472.9	3645.91
	5.1%	4.6%	5.4%	5.4%	3.1%	6.7%	4.9%	1.4%	5.0%	4.4%	2.4%	4.3%	5.3%	6.0%	3.9%	5.1%
		18.1%	37.6%	40.0%	4.3%	11.6%	78.9%	0.1%	9.4%	0.4%	1.0%	14.6%	84.1%	16.5%	9.6%	73.9%

FHCS Report by Demographics

(44) Managers/supervisors/team leaders work well with employees of different backgrounds.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	98175.666	27680.3	70495.4	85792.4	12016.0	367.265	55839.2	42336.4	7168.15	91007.5	74022.9	14772.3	9380.56	32297.5	65878.1
	100%	28.2%	71.8%	87.4%	12.2%	0.4%	56.9%	43.1%	7.3%	92.7%	75.4%	15.0%	9.6%	32.9%	67.1%
Strongly Agree	15709.825	4922.52	10787.3	12732.4	2855.63	121.77	8978.25	6731.57	1094.01	14615.8	12433.8	1833.56	1442.45	3176.41	12533.4
	16.0%	17.8%	15.3%	14.8%	23.8%	33.2%	16.1%	15.9%	15.3%	16.1%	16.8%	12.4%	15.4%	9.8%	19.0%
		31.3%	68.7%	81.0%	18.2%	0.8%	57.2%	42.8%	7.0%	93.0%	79.1%	11.7%	9.2%	20.2%	79.8%
Agree	48815.116	13380.5	35434.6	41832.7	6783.35	199.046	28372.1	20443	3198.09	45617.0	39096.5	5793.60	3925.04	13316	35499.1
	49.7%	48.3%	50.3%	48.8%	56.5%	54.2%	50.8%	48.3%	44.6%	50.1%	52.8%	39.2%	41.8%	41.2%	53.9%
		27.4%	72.6%	85.7%	13.9%	0.4%	58.1%	41.9%	6.6%	93.4%	80.1%	11.9%	8.0%	27.3%	72.7%
Neither Agree nor Disagree	20107.714	5520.08	14587.6	18527.3	1547.87	32.515	11676.1	8431.57	1349.62	18758.1	14472.2	3503.31	2132.21	8095.17	12012.5
	20.5%	19.9%	20.7%	21.6%	12.9%	8.9%	20.9%	19.9%	18.8%	20.6%	19.6%	23.7%	22.7%	25.1%	18.2%
		27.5%	72.5%	92.1%	7.7%	0.2%	58.1%	41.9%	6.7%	93.3%	72.0%	17.4%	10.6%	40.3%	59.7%
Disagree	7745.572	2103.17	5642.41	7159.86	575.843	9.87	4071.29	3674.29	679.844	7065.73	5046.33	1724.94	974.3	4114.63	3630.94
	7.9%	7.6%	8.0%	8.3%	4.8%	2.7%	7.3%	8.7%	9.5%	7.8%	6.8%	11.7%	10.4%	12.7%	5.5%
		27.2%	72.8%	92.4%	7.4%	0.1%	52.6%	47.4%	8.8%	91.2%	65.2%	22.3%	12.6%	53.1%	46.9%
Strongly Disagree	5797.439	1754.03	4043.41	5540.04	253.335	4.064	2741.42	3056.02	846.591	4950.85	2974.05	1916.83	906.558	3595.34	2202.10
	5.9%	6.3%	5.7%	6.5%	2.1%	1.1%	4.9%	7.2%	11.8%	5.4%	4.0%	13.0%	9.7%	11.1%	3.3%
		30.3%	69.7%	95.6%	4.4%	0.1%	47.3%	52.7%	14.6%	85.4%	51.3%	33.1%	15.6%	62.0%	38.0%

FHCS Report by Demographics

(44) Managers/supervisors/team leaders work well with employees of different backgrounds.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	98175.666	19941.7	34567.6	36671.9	6994.54	8771.42	79706.7	368.276	9329.25	430.261	2221.51	17306.7	78217.2	13492.5	12203.3	72479.8
	100%	20.3%	35.2%	37.4%	7.1%	8.9%	81.2%	0.4%	9.5%	0.4%	2.3%	17.6%	79.7%	13.7%	12.4%	73.8%
Strongly Agree	15709.825	3457.75	5037.77	5969.06	1245.24	948.119	12860.5	112.008	1789.21	114.723	484.342	3433.05	11677.7	1875.14	1974.58	11860.1
	16.0%	17.3%	14.6%	16.3%	17.8%	10.8%	16.1%	30.4%	19.2%	26.7%	21.8%	19.8%	14.9%	13.9%	16.2%	16.4%
		22.0%	32.1%	38.0%	7.9%	6.0%	81.9%	0.7%	11.4%	0.7%	3.1%	21.9%	74.3%	11.9%	12.6%	75.5%
Agree	48815.116	10050.6	17385.8	18043.7	3335.01	4160.2	39799.0	206.322	4649.56	218.545	1207.55	8686.99	38702.0	6547.78	5952.33	36315
	49.7%	50.4%	50.3%	49.2%	47.7%	47.4%	49.9%	56.0%	49.8%	50.8%	54.4%	50.2%	49.5%	48.5%	48.8%	50.1%
		20.6%	35.6%	37.0%	6.8%	8.5%	81.5%	0.4%	9.5%	0.4%	2.5%	17.8%	79.3%	13.4%	12.2%	74.4%
Neither Agree nor Disagree	20107.714	3841.11	6989.39	7651.34	1625.88	2121.25	16281.6	30.652	1674.24	61.632	250.936	3177.16	16618	3099.82	2645.32	14362.6
	20.5%	19.3%	20.2%	20.9%	23.2%	24.2%	20.4%	8.3%	17.9%	14.3%	11.3%	18.4%	21.2%	23.0%	21.7%	19.8%
		19.1%	34.8%	38.1%	8.1%	10.5%	81.0%	0.2%	8.3%	0.3%	1.2%	15.8%	82.6%	15.4%	13.2%	71.4%
Disagree	7745.572	1400.19	2956.17	2846.88	542.334	917.879	6203.22	14.752	609.72	19.13	128.015	1137.03	6461.39	1102.73	1019.90	5622.94
	7.9%	7.0%	8.6%	7.8%	7.8%	10.5%	7.8%	4.0%	6.5%	4.4%	5.8%	6.6%	8.3%	8.2%	8.4%	7.8%
		18.1%	38.2%	36.8%	7.0%	11.9%	80.1%	0.2%	7.9%	0.2%	1.7%	14.7%	83.4%	14.2%	13.2%	72.6%
Strongly Disagree	5797.439	1192.01	2198.48	2160.87	246.088	623.974	4562.4	4.542	606.525	16.231	150.67	872.446	4758.09	867.049	611.162	4319.23
	5.9%	6.0%	6.4%	5.9%	3.5%	7.1%	5.7%	1.2%	6.5%	3.8%	6.8%	5.0%	6.1%	6.4%	5.0%	6.0%
		20.6%	37.9%	37.3%	4.2%	10.8%	78.7%	0.1%	10.5%	0.3%	2.6%	15.0%	82.1%	15.0%	10.5%	74.5%

FHCS Report by Demographics

(45) Employees have electronic access to learning and training programs readily available at their desk.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	97710.873	27395.3	70315.6	85464.5	11885.4	360.994	55769.8	41941.0	7070.11	90640.8	73923.0	14697.6	9090.23	32413.0	65297.9
	100%	28.0%	72.0%	87.5%	12.2%	0.4%	57.1%	42.9%	7.2%	92.8%	75.7%	15.0%	9.3%	33.2%	66.8%
Strongly Agree	17502.462	5264.08	12238.4	14636.2	2756.4	109.915	8878.29	8624.17	1251.59	16250.9	12860.9	3017.77	1623.77	3901.07	13601.4
	17.9%	19.2%	17.4%	17.1%	23.2%	30.4%	15.9%	20.6%	17.7%	17.9%	17.4%	20.5%	17.9%	12.0%	20.8%
		30.1%	69.9%	83.6%	15.7%	0.6%	50.7%	49.3%	7.2%	92.8%	73.5%	17.2%	9.3%	22.3%	77.7%
Agree	47573.587	13399.1	34174.5	41952.2	5464.89	156.507	26923.5	20650.1	3097.10	44476.5	36502.4	6845.76	4225.4	15358.8	32214.8
	48.7%	48.9%	48.6%	49.1%	46.0%	43.4%	48.3%	49.2%	43.8%	49.1%	49.4%	46.6%	46.5%	47.4%	49.3%
		28.2%	71.8%	88.2%	11.5%	0.3%	56.6%	43.4%	6.5%	93.5%	76.7%	14.4%	8.9%	32.3%	67.7%
Neither Agree nor Disagree	12965.539	3613.55	9351.99	11495.3	1428.53	41.735	8151.39	4814.15	1086.58	11879	9742.99	1903.08	1319.47	4426.02	8539.52
	13.3%	13.2%	13.3%	13.5%	12.0%	11.6%	14.6%	11.5%	15.4%	13.1%	13.2%	12.9%	14.5%	13.7%	13.1%
		27.9%	72.1%	88.7%	11.0%	0.3%	62.9%	37.1%	8.4%	91.6%	75.1%	14.7%	10.2%	34.1%	65.9%
Disagree	14391.366	3810.6	10580.8	12580.3	1765.57	45.473	8397.77	5993.6	1130.04	13261.3	11021.1	1935.51	1434.72	5974.2	8417.17
	14.7%	13.9%	15.0%	14.7%	14.9%	12.6%	15.1%	14.3%	16.0%	14.6%	14.9%	13.2%	15.8%	18.4%	12.9%
		26.5%	73.5%	87.4%	12.3%	0.3%	58.4%	41.6%	7.9%	92.1%	76.6%	13.4%	10.0%	41.5%	58.5%
Strongly Disagree	5277.919	1307.94	3969.98	4800.55	470.004	7.364	3418.94	1858.98	504.803	4773.12	3795.56	995.481	486.877	2752.97	2524.95
	5.4%	4.8%	5.6%	5.6%	4.0%	2.0%	6.1%	4.4%	7.1%	5.3%	5.1%	6.8%	5.4%	8.5%	3.9%
		24.8%	75.2%	91.0%	8.9%	0.1%	64.8%	35.2%	9.6%	90.4%	71.9%	18.9%	9.2%	52.2%	47.8%

FHCS Report by Demographics

(45) Employees have electronic access to learning and training programs readily available at their desk.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	97710.873	19719.5	34380.5	36658.9	6951.99	8560.16	79320.9	362.76	9467.10	421.729	2194.84	17186.9	77907.4	13471.7	12162.5	72076.6
	100%	20.2%	35.2%	37.5%	7.1%	8.8%	81.2%	0.4%	9.7%	0.4%	2.2%	17.6%	79.7%	13.8%	12.4%	73.8%
Strongly Agree	17502.462	3423.81	5973.85	6642.90	1461.90	651.09	14715.5	101.352	2034.52	112.868	625.293	3377.43	13386.9	2231.55	2151.52	13119.4
	17.9%	17.4%	17.4%	18.1%	21.0%	7.6%	18.6%	27.9%	21.5%	26.8%	28.5%	19.7%	17.2%	16.6%	17.7%	18.2%
		19.6%	34.1%	38.0%	8.4%	3.7%	84.1%	0.6%	11.6%	0.6%	3.6%	19.3%	76.5%	12.7%	12.3%	75.0%
Agree	47573.587	9321.49	16718.7	18169.7	3363.68	2724.85	40071.2	158.002	4619.56	212.5	1095.21	8249.73	38016.1	6696.81	6078.62	34798.2
	48.7%	47.3%	48.6%	49.6%	48.4%	31.8%	50.5%	43.6%	48.8%	50.4%	49.9%	48.0%	48.8%	49.7%	50.0%	48.3%
		19.6%	35.1%	38.2%	7.1%	5.7%	84.2%	0.3%	9.7%	0.4%	2.3%	17.3%	79.9%	14.1%	12.8%	73.1%
Neither Agree nor Disagree	12965.539	2618.39	4538.68	4858.33	950.137	1626.03	10205.2	51.707	1082.62	39.115	173.247	2083.11	10670.1	1829.29	1651.44	9484.81
	13.3%	13.3%	13.2%	13.3%	13.7%	19.0%	12.9%	14.3%	11.4%	9.3%	7.9%	12.1%	13.7%	13.6%	13.6%	13.2%
		20.2%	35.0%	37.5%	7.3%	12.5%	78.7%	0.4%	8.3%	0.3%	1.3%	16.1%	82.3%	14.1%	12.7%	73.2%
Disagree	14391.366	3051.68	5121.43	5282.36	935.904	2191.3	10869.2	46.209	1284.69	33.387	204.782	2544.66	11608.5	2078.11	1735.13	10578.1
	14.7%	15.5%	14.9%	14.4%	13.5%	25.6%	13.7%	12.7%	13.6%	7.9%	9.3%	14.8%	14.9%	15.4%	14.3%	14.7%
		21.2%	35.6%	36.7%	6.5%	15.2%	75.5%	0.3%	8.9%	0.2%	1.4%	17.7%	80.7%	14.4%	12.1%	73.5%
Strongly Disagree	5277.919	1304.11	2027.84	1705.6	240.374	1366.89	3459.81	5.49	445.724	23.859	96.307	931.965	4225.79	635.982	545.811	4096.13
	5.4%	6.6%	5.9%	4.7%	3.5%	16.0%	4.4%	1.5%	4.7%	5.7%	4.4%	5.4%	5.4%	4.7%	4.5%	5.7%
		24.7%	38.4%	32.3%	4.6%	25.9%	65.6%	0.1%	8.4%	0.5%	1.8%	17.7%	80.1%	12.0%	10.3%	77.6%

FHCS Report by Demographics

(46) My training needs are assessed.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	8972.8820	2548.55	6424.33	7662.52	1267.45	42.911	4187.9	4784.98	743.882	8229.00	6728.12	1535.67	709.095	1688.70	7284.18
	8.9%	9.0%	8.9%	8.7%	10.6%	11.7%	7.3%	11.0%	10.3%	8.8%	8.8%	10.2%	7.5%	5.1%	10.8%
		28.4%	71.6%	85.4%	14.1%	0.5%	46.7%	53.3%	8.3%	91.7%	75.0%	17.1%	7.9%	18.8%	81.2%
Agree	41278.397	10910.6	30367.8	35936	5222.45	119.988	23673.4	17605	2558.41	38720	31035.3	6348.63	3894.50	10420.2	30858.2
	41.0%	38.6%	42.0%	40.7%	43.5%	32.8%	41.4%	40.5%	35.3%	41.4%	40.8%	42.0%	41.1%	31.2%	45.9%
		26.4%	73.6%	87.1%	12.7%	0.3%	57.4%	42.6%	6.2%	93.8%	75.2%	15.4%	9.4%	25.2%	74.8%
Neither Agree nor Disagree	20981.601	6028.08	14953.5	18439.3	2448.13	94.186	12555.9	8425.72	1515.31	19466.3	15863.9	3004.68	2113.04	7377.44	13604.2
	20.8%	21.3%	20.7%	20.9%	20.4%	25.7%	22.0%	19.4%	20.9%	20.8%	20.9%	19.9%	22.3%	22.1%	20.2%
		28.7%	71.3%	87.9%	11.7%	0.4%	59.8%	40.2%	7.2%	92.8%	75.6%	14.3%	10.1%	35.2%	64.8%
Disagree	20500.324	6242.80	14257.5	18010.6	2400.79	88.966	11550.5	8949.84	1757.66	18742.7	15823.6	2764.58	1912.17	8818.29	11682.0
	20.4%	22.1%	19.7%	20.4%	20.0%	24.3%	20.2%	20.6%	24.3%	20.1%	20.8%	18.3%	20.2%	26.4%	17.4%
		30.5%	69.5%	87.9%	11.7%	0.4%	56.3%	43.7%	8.6%	91.4%	77.2%	13.5%	9.3%	43.0%	57.0%
Strongly Disagree	7452.027	2090.08	5361.95	6820.85	612.708	18.468	4438.5	3013.53	587.216	6864.81	5494.18	1219.89	737.958	4469.5	2982.53
	7.4%	7.4%	7.4%	7.7%	5.1%	5.0%	7.8%	6.9%	8.1%	7.3%	7.2%	8.1%	7.8%	13.4%	4.4%
		28.0%	72.0%	91.5%	8.2%	0.2%	59.6%	40.4%	7.9%	92.1%	73.7%	16.4%	9.9%	60.0%	40.0%
Do Not Know	1468.36	478.44	989.92	1406.77	60.139	1.447	769.48	698.88	76.948	1391.41	1100.11	255.115	113.14	605.455	862.905
	1.5%	1.7%	1.4%	1.6%	0.5%	0.4%	1.3%	1.6%	1.1%	1.5%	1.4%	1.7%	1.2%	1.8%	1.3%
		32.6%	67.4%	95.8%	4.1%	0.1%	52.4%	47.6%	5.2%	94.8%	74.9%	17.4%	7.7%	41.2%	58.8%

FHCS Report by Demographics

(46) My training needs are assessed.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	8972.8820	2042.18	3033.23	3178.07	719.4	498.896	7302.69	39.156	1132.14	67.866	300.05	1828.94	6776.02	1019.74	1077.48	6875.66
	8.9%	10.0%	8.6%	8.4%	10.1%	5.6%	8.9%	10.7%	11.7%	15.5%	12.9%	10.3%	8.5%	7.4%	8.7%	9.2%
		22.8%	33.8%	35.4%	8.0%	5.6%	81.4%	0.4%	12.6%	0.8%	3.3%	20.4%	75.5%	11.4%	12.0%	76.6%
Agree	41278.397	8589.57	14145.5	15476.7	3066.63	3430.73	33508.9	120.664	4218.06	214.062	989.32	7510.18	32564.8	5668.89	5100.12	30509.4
	41.0%	41.9%	39.9%	41.1%	43.0%	38.6%	41.0%	32.9%	43.5%	48.9%	42.7%	42.2%	40.7%	40.9%	41.0%	41.0%
		20.8%	34.3%	37.5%	7.4%	8.3%	81.2%	0.3%	10.2%	0.5%	2.4%	18.2%	78.9%	13.7%	12.4%	73.9%
Neither Agree nor Disagree	20981.601	3920.65	7291.53	8181.99	1587.44	1838.65	17218.6	103.826	1820.55	57.554	486.565	3438.05	16999.4	3204.61	2762.52	15014.5
	20.8%	19.1%	20.6%	21.8%	22.3%	20.7%	21.1%	28.3%	18.8%	13.2%	21.0%	19.3%	21.2%	23.1%	22.2%	20.2%
		18.7%	34.8%	39.0%	7.6%	8.8%	82.1%	0.5%	8.7%	0.3%	2.3%	16.4%	81.0%	15.3%	13.2%	71.6%
Disagree	20500.324	4219.19	7623.86	7393.2	1264.08	2102.8	16599.4	84.442	1713.67	57.642	310.504	3574.72	16557.5	2714.40	2412.13	15373.8
	20.4%	20.6%	21.5%	19.7%	17.7%	23.6%	20.3%	23.0%	17.7%	13.2%	13.4%	20.1%	20.7%	19.6%	19.4%	20.7%
		20.6%	37.2%	36.1%	6.2%	10.3%	81.0%	0.4%	8.4%	0.3%	1.5%	17.4%	80.8%	13.2%	11.8%	75.0%
Strongly Disagree	7452.027	1367.7	2888.15	2829.61	366.572	900.224	5822.08	16.459	713.264	15.946	71.097	1177.05	6187.94	1048.65	921.155	5482.23
	7.4%	6.7%	8.2%	7.5%	5.1%	10.1%	7.1%	4.5%	7.4%	3.6%	3.1%	6.6%	7.7%	7.6%	7.4%	7.4%
		18.4%	38.8%	38.0%	4.9%	12.1%	78.1%	0.2%	9.6%	0.2%	1.0%	15.8%	83.0%	14.1%	12.4%	73.6%
Do Not Know	1468.36	353.723	437.811	553.137	123.689	127.087	1243.89	2.199	95.183	24.316	160.291	281.239	1002.51	202.288	174.683	1091.39
	1.5%	1.7%	1.2%	1.5%	1.7%	1.4%	1.5%	0.6%	1.0%	5.6%	6.9%	1.6%	1.3%	1.5%	1.4%	1.5%
		24.1%	29.8%	37.7%	8.4%	8.7%	84.7%	0.1%	6.5%	1.7%	10.9%	19.2%	68.3%	13.8%	11.9%	74.3%

FHCS Report by Demographics

(47) Employees are willing to be retrained and moved to other positions in the organization.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	91547.382	25188.5	66358.9	79586.5	11601.9	359.008	52290.2	39257.2	6763.78	84783.6	69130.6	13805.5	8611.24	30458.1	61089.2
	100%	27.5%	72.5%	86.9%	12.7%	0.4%	57.1%	42.9%	7.4%	92.6%	75.5%	15.1%	9.4%	33.3%	66.7%
Strongly Agree	8138.943	2110.25	6028.7	7288.05	829.526	21.366	3854.25	4284.69	907.76	7231.18	5122.47	2135.25	881.223	2337.97	5800.98
	8.9%	8.4%	9.1%	9.2%	7.1%	6.0%	7.4%	10.9%	13.4%	8.5%	7.4%	15.5%	10.2%	7.7%	9.5%
		25.9%	74.1%	89.5%	10.2%	0.3%	47.4%	52.6%	11.2%	88.8%	62.9%	26.2%	10.8%	28.7%	71.3%
Agree	36375.818	10007.6	26368.2	31991.2	4262.25	122.384	20283.1	16092.7	2485.36	33890.5	27403.9	5745.25	3226.65	11351.2	25024.6
	39.7%	39.7%	39.7%	40.2%	36.7%	34.1%	38.8%	41.0%	36.7%	40.0%	39.6%	41.6%	37.5%	37.3%	41.0%
		27.5%	72.5%	87.9%	11.7%	0.3%	55.8%	44.2%	6.8%	93.2%	75.3%	15.8%	8.9%	31.2%	68.8%
Neither Agree nor Disagree	27831.094	8069.02	19762.1	24169.1	3545.1	116.943	17075.1	10756.0	1811.20	26019.9	21612.2	3547.22	2671.62	8770.8	19060.3
	30.4%	32.0%	29.8%	30.4%	30.6%	32.6%	32.7%	27.4%	26.8%	30.7%	31.3%	25.7%	31.0%	28.8%	31.2%
		29.0%	71.0%	86.8%	12.7%	0.4%	61.4%	38.6%	6.5%	93.5%	77.7%	12.7%	9.6%	31.5%	68.5%
Disagree	14513.544	3735.12	10778.4	11984.2	2445.44	83.911	8492.02	6021.53	1084	13429.5	11710.6	1535.29	1267.61	5627.45	8886.09
	15.9%	14.8%	16.2%	15.1%	21.1%	23.4%	16.2%	15.3%	16.0%	15.8%	16.9%	11.1%	14.7%	18.5%	14.5%
		25.7%	74.3%	82.6%	16.8%	0.6%	58.5%	41.5%	7.5%	92.5%	80.7%	10.6%	8.7%	38.8%	61.2%
Strongly Disagree	4687.983	1266.47	3421.52	4154.03	519.55	14.404	2585.76	2102.23	475.455	4212.53	3281.35	842.498	564.137	2370.74	2317.24
	5.1%	5.0%	5.2%	5.2%	4.5%	4.0%	4.9%	5.4%	7.0%	5.0%	4.7%	6.1%	6.6%	7.8%	3.8%
		27.0%	73.0%	88.6%	11.1%	0.3%	55.2%	44.8%	10.1%	89.9%	70.0%	18.0%	12.0%	50.6%	49.4%

FHCS Report by Demographics

(47) Employees are willing to be retrained and moved to other positions in the organization.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	91547.382	18620.1	31905.6	34577.7	6444	8521.69	73849.9	357.315	8818.46	366.022	1874.87	15837.2	73469.3	12765.3	11463.6	67318.5
	100%	20.3%	34.9%	37.8%	7.0%	9.3%	80.7%	0.4%	9.6%	0.4%	2.0%	17.3%	80.3%	13.9%	12.5%	73.5%
Strongly Agree	8138.943	2201.51	2723.04	2583.04	631.36	874.969	6368.86	18.138	876.975	83.938	260.54	1754.74	6039.73	809.262	855.563	6474.12
	8.9%	11.8%	8.5%	7.5%	9.8%	10.3%	8.6%	5.1%	9.9%	22.9%	13.9%	11.1%	8.2%	6.3%	7.5%	9.6%
		27.0%	33.5%	31.7%	7.8%	10.8%	78.3%	0.2%	10.8%	1.0%	3.2%	21.6%	74.2%	9.9%	10.5%	79.5%
Agree	36375.818	7551.28	12583.9	13606.0	2634.56	3427.6	29368.9	133.432	3445.85	158.229	894.131	6635.72	28687.7	5178.6	4504.59	26692.6
	39.7%	40.6%	39.4%	39.3%	40.9%	40.2%	39.8%	37.3%	39.1%	43.2%	47.7%	41.9%	39.0%	40.6%	39.3%	39.7%
		20.8%	34.6%	37.4%	7.2%	9.4%	80.7%	0.4%	9.5%	0.4%	2.5%	18.2%	78.9%	14.2%	12.4%	73.4%
Neither Agree nor Disagree	27831.094	4901.29	9472.25	11347.6	2109.95	2455	22538.9	112.925	2724.27	90.457	496.18	4724.65	22519.8	4221.82	3750.39	19858.9
	30.4%	26.3%	29.7%	32.8%	32.7%	28.8%	30.5%	31.6%	30.9%	24.7%	26.5%	29.8%	30.7%	33.1%	32.7%	29.5%
		17.6%	34.0%	40.8%	7.6%	8.8%	81.0%	0.4%	9.8%	0.3%	1.8%	17.0%	80.9%	15.2%	13.5%	71.4%
Disagree	14513.544	2780.53	5522.63	5306.96	903.425	1277.97	11977.6	80.199	1177.73	26.827	172.095	2049.73	12264.9	1856.56	1899.55	10757.4
	15.9%	14.9%	17.3%	15.3%	14.0%	15.0%	16.2%	22.4%	13.4%	7.3%	9.2%	12.9%	16.7%	14.5%	16.6%	16.0%
		19.2%	38.1%	36.6%	6.2%	8.8%	82.5%	0.6%	8.1%	0.2%	1.2%	14.1%	84.5%	12.8%	13.1%	74.1%
Strongly Disagree	4687.983	1185.47	1603.79	1734.02	164.709	486.157	3595.57	12.621	593.634	6.571	51.921	672.325	3957.17	699.109	453.488	3535.39
	5.1%	6.4%	5.0%	5.0%	2.6%	5.7%	4.9%	3.5%	6.7%	1.8%	2.8%	4.2%	5.4%	5.5%	4.0%	5.3%
		25.3%	34.2%	37.0%	3.5%	10.4%	76.7%	0.3%	12.7%	0.1%	1.1%	14.3%	84.4%	14.9%	9.7%	75.4%

FHCS Report by Demographics

(48) I receive the training I need to perform my job.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	12591.262	3721.71	8869.55	10774.3	1742.18	74.785	6579.09	6012.17	916.575	11674.7	9158.25	2226.08	1206.93	2526.45	10064.8
	12.5%	13.2%	12.3%	12.2%	14.5%	20.4%	11.5%	13.8%	12.7%	12.5%	12.0%	14.7%	12.7%	7.6%	15.0%
		29.6%	70.4%	85.6%	13.8%	0.6%	52.3%	47.7%	7.3%	92.7%	72.7%	17.7%	9.6%	20.1%	79.9%
Agree	48014.057	13595.2	34418.9	41536.2	6290.15	187.724	27643.0	20371.0	2989.76	45024.3	37089	6883.91	4041.2	13087.7	34926.3
	47.7%	48.0%	47.6%	47.1%	52.4%	51.3%	48.3%	46.9%	41.3%	48.2%	48.8%	45.5%	42.6%	39.2%	51.9%
		28.3%	71.7%	86.5%	13.1%	0.4%	57.6%	42.4%	6.2%	93.8%	77.2%	14.3%	8.4%	27.3%	72.7%
Neither Agree nor Disagree	18910.004	5384.63	13525.4	16759.6	2081.31	69.12	11136.6	7773.37	1371.48	17538.5	13985.1	2823.89	2100.98	7282.84	11627.2
	18.8%	19.0%	18.7%	19.0%	17.3%	18.9%	19.5%	17.9%	18.9%	18.8%	18.4%	18.7%	22.2%	21.8%	17.3%
		28.5%	71.5%	88.6%	11.0%	0.4%	58.9%	41.1%	7.3%	92.7%	74.0%	14.9%	11.1%	38.5%	61.5%
Disagree	14952.95	3806.61	11146.3	13457.1	1468.19	27.636	8186.48	6766.47	1425.97	13527	11525.0	1968.33	1459.60	6911.03	8041.92
	14.9%	13.5%	15.4%	15.2%	12.2%	7.6%	14.3%	15.6%	19.7%	14.5%	15.2%	13.0%	15.4%	20.7%	12.0%
		25.5%	74.5%	90.0%	9.8%	0.2%	54.7%	45.3%	9.5%	90.5%	77.1%	13.2%	9.8%	46.2%	53.8%
Strongly Disagree	6039.275	1741.44	4297.83	5610.21	422.865	6.203	3545.78	2493.5	516.753	5522.52	4162.89	1215.66	660.725	3528.63	2510.65
	6.0%	6.2%	5.9%	6.4%	3.5%	1.7%	6.2%	5.7%	7.1%	5.9%	5.5%	8.0%	7.0%	10.6%	3.7%
		28.8%	71.2%	92.9%	7.0%	0.1%	58.7%	41.3%	8.6%	91.4%	68.9%	20.1%	10.9%	58.4%	41.6%
Do Not Know	146.043	48.979	97.064	138.585	6.96	0.498	84.639	61.404	18.89	127.153	124.895	10.677	10.471	42.907	103.136
	0.1%	0.2%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.3%	0.1%	0.2%	0.1%	0.1%	0.1%	0.2%
		33.5%	66.5%	94.9%	4.8%	0.3%	58.0%	42.0%	12.9%	87.1%	85.5%	7.3%	7.2%	29.4%	70.6%

FHCS Report by Demographics

(48) I receive the training I need to perform my job.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	12591.262	2823.52	4202.05	4552.13	1013.57	891.956	10242.2	69.749	1387.38	91.877	500.971	2634.54	9363.88	1550.47	1434.80	9605.99
	12.5%	13.8%	11.9%	12.1%	14.2%	10.0%	12.5%	19.0%	14.3%	21.0%	21.6%	14.8%	11.7%	11.2%	11.5%	12.9%
		22.4%	33.4%	36.2%	8.0%	7.1%	81.3%	0.6%	11.0%	0.7%	4.0%	20.9%	74.4%	12.3%	11.4%	76.3%
Agree	48014.057	9904.28	16418.4	18135.9	3555.49	4131.12	39125.9	194.49	4562.59	217.544	920.872	8344.29	38531.3	6722.95	6012.69	35278.4
	47.7%	48.3%	46.4%	48.2%	49.9%	46.4%	47.9%	53.0%	47.1%	49.7%	39.7%	46.9%	48.1%	48.5%	48.3%	47.5%
		20.6%	34.2%	37.8%	7.4%	8.6%	81.5%	0.4%	9.5%	0.5%	1.9%	17.4%	80.3%	14.0%	12.5%	73.5%
Neither Agree nor Disagree	18910.004	3475.90	6897.02	7151.14	1385.94	1651.99	15350.4	70.995	1836.62	86.721	453.476	3011.90	15357.9	2746.27	2420.07	13743.7
	18.8%	17.0%	19.5%	19.0%	19.4%	18.6%	18.8%	19.4%	18.9%	19.8%	19.6%	16.9%	19.2%	19.8%	19.4%	18.5%
		18.4%	36.5%	37.8%	7.3%	8.7%	81.2%	0.4%	9.7%	0.5%	2.4%	15.9%	81.2%	14.5%	12.8%	72.7%
Disagree	14952.95	2964.7	5677.65	5454.68	855.921	1500.98	12062.1	25.998	1363.85	26.821	248.563	2635.40	12042.2	1971.40	1856.06	11125.5
	14.9%	14.5%	16.0%	14.5%	12.0%	16.9%	14.8%	7.1%	14.1%	6.1%	10.7%	14.8%	15.0%	14.2%	14.9%	15.0%
		19.8%	38.0%	36.5%	5.7%	10.0%	80.7%	0.2%	9.1%	0.2%	1.7%	17.6%	80.5%	13.2%	12.4%	74.4%
Strongly Disagree	6039.275	1276.72	2181.30	2277.22	304.029	708.061	4804.25	5.085	521.88	9.604	177.277	1166.66	4685.73	852.063	693.021	4494.19
	6.0%	6.2%	6.2%	6.1%	4.3%	8.0%	5.9%	1.4%	5.4%	2.2%	7.6%	6.6%	5.9%	6.1%	5.6%	6.0%
		21.1%	36.1%	37.7%	5.0%	11.7%	79.6%	0.1%	8.6%	0.2%	2.9%	19.3%	77.6%	14.1%	11.5%	74.4%
Do Not Know	146.043	47.883	43.621	41.669	12.87	14.264	110.81	0.429	20.54	4.819	16.668	17.371	107.185	15.425	31.447	99.171
	0.1%	0.2%	0.1%	0.1%	0.2%	0.2%	0.1%	0.1%	0.2%	1.1%	0.7%	0.1%	0.1%	0.1%	0.3%	0.1%
		32.8%	29.9%	28.5%	8.8%	9.8%	75.9%	0.3%	14.1%	3.3%	11.4%	11.9%	73.4%	10.6%	21.5%	67.9%

FHCS Report by Demographics

(49) Employees in my work unit share their knowledge with each other.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100292.57	28156.0	72136.6	87938.9	11988.7	364.926	57000.9	43291.6	7202.1	93090.5	75799.9	15038.3	9454.35	33233	67059.6
	100%	28.1%	71.9%	87.7%	12.0%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.1%	66.9%
Strongly Agree	21524.702	5818.1	15706.6	18604.4	2817.05	103.298	11555.2	9969.48	1472.52	20052.2	16439.4	3195.59	1889.69	4962.99	16561.7
	21.5%	20.7%	21.8%	21.2%	23.5%	28.3%	20.3%	23.0%	20.4%	21.5%	21.7%	21.2%	20.0%	14.9%	24.7%
		27.0%	73.0%	86.4%	13.1%	0.5%	53.7%	46.3%	6.8%	93.2%	76.4%	14.8%	8.8%	23.1%	76.9%
Agree	52868.799	14217.6	38651.2	45526.9	7136.39	205.555	31281.1	21587.7	3665.41	49203.4	41018.7	7197.09	4653.05	16235.0	36633.8
	52.7%	50.5%	53.6%	51.8%	59.5%	56.3%	54.9%	49.9%	50.9%	52.9%	54.1%	47.9%	49.2%	48.9%	54.6%
		26.9%	73.1%	86.1%	13.5%	0.4%	59.2%	40.8%	6.9%	93.1%	77.6%	13.6%	8.8%	30.7%	69.3%
Neither Agree nor Disagree	12532.668	3799.49	8733.18	11319.7	1178.75	34.244	7424.08	5108.59	947.881	11584.8	8859.87	2035.42	1637.37	5223.94	7308.73
	12.5%	13.5%	12.1%	12.9%	9.8%	9.4%	13.0%	11.8%	13.2%	12.4%	11.7%	13.5%	17.3%	15.7%	10.9%
		30.3%	69.7%	90.3%	9.4%	0.3%	59.2%	40.8%	7.6%	92.4%	70.7%	16.2%	13.1%	41.7%	58.3%
Disagree	9068.946	2791.01	6277.93	8391.59	660.098	17.255	4714.36	4354.59	754.765	8314.18	6825.9	1485.36	757.686	4346.61	4722.34
	9.0%	9.9%	8.7%	9.5%	5.5%	4.7%	8.3%	10.1%	10.5%	8.9%	9.0%	9.9%	8.0%	13.1%	7.0%
		30.8%	69.2%	92.5%	7.3%	0.2%	52.0%	48.0%	8.3%	91.7%	75.3%	16.4%	8.4%	47.9%	52.1%
Strongly Disagree	4297.455	1529.84	2767.62	4096.45	196.431	4.574	2026.19	2271.27	361.516	3935.94	2656.09	1124.82	516.548	2464.4	1833.06
	4.3%	5.4%	3.8%	4.7%	1.6%	1.3%	3.6%	5.2%	5.0%	4.2%	3.5%	7.5%	5.5%	7.4%	2.7%
		35.6%	64.4%	95.3%	4.6%	0.1%	47.1%	52.9%	8.4%	91.6%	61.8%	26.2%	12.0%	57.3%	42.7%

FHCS Report by Demographics

(49) Employees in my work unit share their knowledge with each other.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100292.57	20451.8	35276.6	37473.1	7091.04	8885.78	81371.6	364.958	9670.25	433.97	2304.88	17736.9	79816.8	13794.6	12399.5	74098.4
	100%	20.4%	35.2%	37.4%	7.1%	8.9%	81.1%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	21524.702	4803.21	7184.63	7931.27	1605.59	1732.56	17312.1	103.409	2376.67	124.932	767.763	4214.35	16417.7	2685.18	2624.85	16214.7
	21.5%	23.5%	20.4%	21.2%	22.6%	19.5%	21.3%	28.3%	24.6%	28.8%	33.3%	23.8%	20.6%	19.5%	21.2%	21.9%
		22.3%	33.4%	36.8%	7.5%	8.0%	80.4%	0.5%	11.0%	0.6%	3.6%	19.6%	76.3%	12.5%	12.2%	75.3%
Agree	52868.799	10656.2	18908.6	19729.8	3574.15	4783.46	42618.7	209.074	5257.62	234.677	1066.09	9022.03	42546.0	7129.26	6554.62	39184.9
	52.7%	52.1%	53.6%	52.7%	50.4%	53.8%	52.4%	57.3%	54.4%	54.1%	46.3%	50.9%	53.3%	51.7%	52.9%	52.9%
		20.2%	35.8%	37.3%	6.8%	9.0%	80.6%	0.4%	9.9%	0.4%	2.0%	17.1%	80.5%	13.5%	12.4%	74.1%
Neither Agree nor Disagree	12532.668	2467.53	4294.72	4797.21	973.215	1174.68	10205.6	32.605	1119.80	43.038	209.248	2043.57	10236.8	1997.92	1575.18	8959.57
	12.5%	12.1%	12.2%	12.8%	13.7%	13.2%	12.5%	8.9%	11.6%	9.9%	9.1%	11.5%	12.8%	14.5%	12.7%	12.1%
		19.7%	34.3%	38.3%	7.8%	9.4%	81.4%	0.3%	8.9%	0.3%	1.7%	16.3%	81.7%	15.9%	12.6%	71.5%
Disagree	9068.946	1596.99	3330.28	3515.67	626.004	740.958	7706.43	16.14	605.421	22.654	106.908	1717.08	7222.31	1331.07	1207.95	6529.93
	9.0%	7.8%	9.4%	9.4%	8.8%	8.3%	9.5%	4.4%	6.3%	5.2%	4.6%	9.7%	9.0%	9.6%	9.7%	8.8%
		17.6%	36.7%	38.8%	6.9%	8.2%	85.0%	0.2%	6.7%	0.2%	1.2%	18.9%	79.6%	14.7%	13.3%	72.0%
Strongly Disagree	4297.455	927.788	1558.37	1499.21	312.083	454.12	3528.86	3.73	310.747	8.669	154.867	739.876	3394.04	651.181	436.942	3209.33
	4.3%	4.5%	4.4%	4.0%	4.4%	5.1%	4.3%	1.0%	3.2%	2.0%	6.7%	4.2%	4.3%	4.7%	3.5%	4.3%
		21.6%	36.3%	34.9%	7.3%	10.6%	82.1%	0.1%	7.2%	0.2%	3.6%	17.2%	79.0%	15.2%	10.2%	74.7%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	10659.151	3229.27	7429.88	8660.64	1909.34	89.176	5687.16	4971.99	809.66	9849.49	7759.73	1813.36	1086.06	1758.89	8900.26
	10.6%	11.4%	10.3%	9.8%	15.9%	24.4%	9.9%	11.4%	11.2%	10.5%	10.2%	12.0%	11.5%	5.3%	13.2%
		30.3%	69.7%	81.3%	17.9%	0.8%	53.4%	46.6%	7.6%	92.4%	72.8%	17.0%	10.2%	16.5%	83.5%
Agree	39754	10882.4	28871.6	33600.4	5969.40	184.15	22668.5	17085.5	2627.29	37126.7	30247.0	5995.43	3511.56	9965.84	29788.2
	39.5%	38.5%	39.9%	38.1%	49.7%	50.3%	39.6%	39.3%	36.3%	39.7%	39.8%	39.6%	37.0%	29.9%	44.3%
		27.4%	72.6%	84.5%	15.0%	0.5%	57.0%	43.0%	6.6%	93.4%	76.1%	15.1%	8.8%	25.1%	74.9%
Neither Agree nor Disagree	20368.828	5660.32	14708.5	18369.6	1952.2	47.046	12603.2	7765.65	1428.58	18940.3	15612.7	2903.42	1852.72	7222.73	13146.1
	20.2%	20.0%	20.3%	20.8%	16.3%	12.9%	22.0%	17.9%	19.7%	20.3%	20.5%	19.2%	19.5%	21.6%	19.5%
		27.8%	72.2%	90.2%	9.6%	0.2%	61.9%	38.1%	7.0%	93.0%	76.6%	14.3%	9.1%	35.5%	64.5%
Disagree	17987.257	5151.33	12835.9	16403.3	1549.61	34.363	9896.61	8090.64	1219.9	16767.4	14064.3	2255.13	1667.83	7863	10124.3
	17.9%	18.2%	17.7%	18.6%	12.9%	9.4%	17.3%	18.6%	16.9%	17.9%	18.5%	14.9%	17.6%	23.6%	15.0%
		28.6%	71.4%	91.2%	8.6%	0.2%	55.0%	45.0%	6.8%	93.2%	78.2%	12.5%	9.3%	43.7%	56.3%
Strongly Disagree	9656.511	2786.1	6870.41	9063.91	582.347	10.255	5221.62	4434.89	1009.05	8647.46	6950.59	1573.6	1132.32	5792.01	3864.50
	9.6%	9.8%	9.5%	10.3%	4.8%	2.8%	9.1%	10.2%	13.9%	9.3%	9.1%	10.4%	11.9%	17.4%	5.7%
		28.9%	71.1%	93.9%	6.0%	0.1%	54.1%	45.9%	10.4%	89.6%	72.0%	16.3%	11.7%	60.0%	40.0%
Do Not Know	2227.844	589.1	1638.74	2178.10	48.765	0.976	1098.54	1129.31	144.949	2082.9	1410.82	587.618	229.408	777.112	1450.73
	2.2%	2.1%	2.3%	2.5%	0.4%	0.3%	1.9%	2.6%	2.0%	2.2%	1.9%	3.9%	2.4%	2.3%	2.2%
		26.4%	73.6%	97.8%	2.2%	0.0%	49.3%	50.7%	6.5%	93.5%	63.3%	26.4%	10.3%	34.9%	65.1%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	10659.151	2312.20	3600.52	3896.3	850.126	666.146	8888.32	81.076	1023.61	95.542	416.868	2222.09	7924.65	1236.09	1339.18	8083.88
	10.6%	11.3%	10.2%	10.4%	11.9%	7.5%	10.9%	22.1%	10.6%	21.8%	18.0%	12.5%	9.9%	8.9%	10.8%	10.9%
		21.7%	33.8%	36.6%	8.0%	6.2%	83.4%	0.8%	9.6%	0.9%	3.9%	20.8%	74.3%	11.6%	12.6%	75.8%
Agree	39754	8266.63	13932.8	14675.8	2878.84	3184.52	32328.6	193.215	4047.68	226.313	875.311	7204.16	31448.2	5210.68	4797.92	29745.4
	39.5%	40.3%	39.3%	39.0%	40.4%	35.8%	39.6%	52.7%	41.8%	51.7%	37.8%	40.4%	39.3%	37.6%	38.5%	40.0%
		20.8%	35.0%	36.9%	7.2%	8.0%	81.3%	0.5%	10.2%	0.6%	2.2%	18.1%	79.1%	13.1%	12.1%	74.8%
Neither Agree nor Disagree	20368.828	4131.10	6943.05	7847.28	1447.40	1993.28	16426.2	45.684	1903.69	64.64	372.537	3406.65	16525.0	3072.63	2665.57	14630.6
	20.2%	20.2%	19.6%	20.9%	20.3%	22.4%	20.1%	12.5%	19.6%	14.8%	16.1%	19.1%	20.6%	22.2%	21.4%	19.7%
		20.3%	34.1%	38.5%	7.1%	9.8%	80.6%	0.2%	9.3%	0.3%	1.8%	16.7%	81.1%	15.1%	13.1%	71.8%
Disagree	17987.257	3486.19	6332.43	6961.89	1206.74	1731.73	14578.3	36.044	1641.23	23.823	254.816	3034.62	14674.0	2634.91	2284.93	13067.4
	17.9%	17.0%	17.9%	18.5%	16.9%	19.5%	17.8%	9.8%	16.9%	5.4%	11.0%	17.0%	18.3%	19.0%	18.4%	17.6%
		19.4%	35.2%	38.7%	6.7%	9.6%	81.0%	0.2%	9.1%	0.1%	1.4%	16.9%	81.6%	14.6%	12.7%	72.6%
Strongly Disagree	9656.511	1865.24	3783.82	3473.26	534.192	1124.33	7669.6	8.608	853.975	6.303	225.696	1457.47	7967.04	1435.6	1057.23	7163.68
	9.6%	9.1%	10.7%	9.2%	7.5%	12.6%	9.4%	2.3%	8.8%	1.4%	9.7%	8.2%	9.9%	10.4%	8.5%	9.6%
		19.3%	39.2%	36.0%	5.5%	11.6%	79.4%	0.1%	8.8%	0.1%	2.3%	15.1%	82.5%	14.9%	10.9%	74.2%
Do Not Know	2227.844	431.641	827.487	758.203	210.513	198.382	1804.67	2.119	222.67	20.765	172.599	485.193	1549.29	268.667	303.259	1655.92
	2.2%	2.1%	2.3%	2.0%	3.0%	2.2%	2.2%	0.6%	2.3%	4.7%	7.4%	2.7%	1.9%	1.9%	2.4%	2.2%
		19.4%	37.1%	34.0%	9.4%	8.9%	81.0%	0.1%	10.0%	0.9%	7.7%	21.8%	69.5%	12.1%	13.6%	74.3%

FHCS Report by Demographics

(51) The people I work with cooperate to get the job done.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	24424.463	6967.78	17456.7	20821.7	3460.84	141.963	13807	10617.5	1779.93	22644.5	18700.3	3658.91	2065.27	5448.08	18976.4
	24.3%	24.6%	24.1%	23.6%	28.8%	38.8%	24.1%	24.4%	24.6%	24.2%	24.6%	24.2%	21.8%	16.3%	28.2%
		28.5%	71.5%	85.2%	14.2%	0.6%	56.5%	43.5%	7.3%	92.7%	76.6%	15.0%	8.5%	22.3%	77.7%
Agree	55884.207	15573.9	40310.3	48883.4	6817.46	183.366	32459.3	23424.9	3609.66	52274.6	42620.4	8088.81	5174.98	17970.7	37913.5
	55.5%	55.0%	55.7%	55.4%	56.8%	50.1%	56.8%	53.9%	49.9%	56.0%	56.0%	53.5%	54.6%	53.8%	56.4%
		27.9%	72.1%	87.5%	12.2%	0.3%	58.1%	41.9%	6.5%	93.5%	76.3%	14.5%	9.3%	32.2%	67.8%
Neither Agree nor Disagree	10642.742	3009.21	7633.54	9624.04	994.701	24.001	6114.89	4527.85	915.615	9727.13	7724.33	1624	1294.41	4646.47	5996.28
	10.6%	10.6%	10.6%	10.9%	8.3%	6.6%	10.7%	10.4%	12.6%	10.4%	10.2%	10.7%	13.7%	13.9%	8.9%
		28.3%	71.7%	90.4%	9.3%	0.2%	57.5%	42.5%	8.6%	91.4%	72.6%	15.3%	12.2%	43.7%	56.3%
Disagree	7937.353	2220.61	5716.75	7294.43	630.833	12.089	3862.45	4074.90	779.803	7157.55	5769.49	1359.50	808.359	4176.54	3760.82
	7.9%	7.8%	7.9%	8.3%	5.3%	3.3%	6.8%	9.4%	10.8%	7.7%	7.6%	9.0%	8.5%	12.5%	5.6%
		28.0%	72.0%	91.9%	7.9%	0.2%	48.7%	51.3%	9.8%	90.2%	72.7%	17.1%	10.2%	52.6%	47.4%
Strongly Disagree	1764.826	527.04	1237.79	1652.46	107.819	4.547	931.997	832.829	154.417	1610.41	1230.61	397.336	136.884	1137.75	627.074
	1.8%	1.9%	1.7%	1.9%	0.9%	1.2%	1.6%	1.9%	2.1%	1.7%	1.6%	2.6%	1.4%	3.4%	0.9%
		29.9%	70.1%	93.6%	6.1%	0.3%	52.8%	47.2%	8.7%	91.3%	69.7%	22.5%	7.8%	64.5%	35.5%

FHCS Report by Demographics

(51) The people I work with cooperate to get the job done.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	24424.463	4732.28	7876.53	9693.25	2122.41	2162.13	19455.4	133.682	2673.23	172.46	544.559	4501.9	19205.5	3416.95	3211.50	17796.0
	24.3%	23.1%	22.2%	25.8%	29.8%	24.3%	23.8%	36.5%	27.6%	39.4%	23.5%	25.3%	24.0%	24.7%	25.8%	23.9%
		19.4%	32.2%	39.7%	8.7%	8.9%	79.7%	0.5%	10.9%	0.7%	2.2%	18.4%	78.6%	14.0%	13.1%	72.9%
Agree	55884.207	11328.2	20485.9	20373.8	3696.41	4801.97	45718.8	194.604	5168.84	217.626	1370.47	9814.58	44481.5	7502.85	6810.47	41570.9
	55.5%	55.3%	57.8%	54.2%	51.9%	54.0%	56.0%	53.1%	53.3%	49.8%	59.1%	55.1%	55.5%	54.1%	54.7%	55.9%
		20.3%	36.7%	36.5%	6.6%	8.6%	81.8%	0.3%	9.2%	0.4%	2.5%	17.6%	79.6%	13.4%	12.2%	74.4%
Neither Agree nor Disagree	10642.742	2261.67	3733.12	3910.69	737.261	942.385	8732.71	22.671	944.981	28.992	149.34	1971.31	8493.11	1537.37	1341.18	7764.19
	10.6%	11.0%	10.5%	10.4%	10.3%	10.6%	10.7%	6.2%	9.7%	6.6%	6.4%	11.1%	10.6%	11.1%	10.8%	10.4%
		21.3%	35.1%	36.7%	6.9%	8.9%	82.1%	0.2%	8.9%	0.3%	1.4%	18.5%	79.8%	14.4%	12.6%	73.0%
Disagree	7937.353	1742.66	2727.04	2975.67	491.99	774.939	6374.45	11.69	776.274	14.33	116.135	1204.61	6602.28	1206.25	840.005	5891.10
	7.9%	8.5%	7.7%	7.9%	6.9%	8.7%	7.8%	3.2%	8.0%	3.3%	5.0%	6.8%	8.2%	8.7%	6.7%	7.9%
		22.0%	34.4%	37.5%	6.2%	9.8%	80.3%	0.1%	9.8%	0.2%	1.5%	15.2%	83.2%	15.2%	10.6%	74.2%
Strongly Disagree	1764.826	428.22	597.516	659.343	79.747	216.96	1414.24	4.099	129.531	3.978	137.327	317.773	1305.75	195.166	244.927	1324.73
	1.8%	2.1%	1.7%	1.8%	1.1%	2.4%	1.7%	1.1%	1.3%	0.9%	5.9%	1.8%	1.6%	1.4%	2.0%	1.8%
		24.3%	33.9%	37.4%	4.5%	12.3%	80.1%	0.2%	7.3%	0.2%	7.8%	18.0%	74.0%	11.1%	13.9%	75.1%

FHCS Report by Demographics

(52) I am given a real opportunity to improve my skills in my organization.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	14857.186	4556.82	10300.4	12520.1	2229.98	107.083	7856.71	7000.47	1191.63	13665.6	11081.9	2313.51	1461.78	2303.36	12553.8
	14.8%	16.1%	14.2%	14.2%	18.6%	29.3%	13.7%	16.1%	16.5%	14.6%	14.6%	15.3%	15.4%	6.9%	18.7%
		30.7%	69.3%	84.3%	15.0%	0.7%	52.9%	47.1%	8.0%	92.0%	74.6%	15.6%	9.8%	15.5%	84.5%
Agree	42001.988	11724.2	30277.8	36227.5	5614.02	160.479	24405.4	17596.6	2731.88	39270.1	32099.4	6063.01	3839.56	10397.9	31604.1
	41.7%	41.4%	41.8%	41.0%	46.7%	43.9%	42.7%	40.5%	37.7%	42.0%	42.2%	40.1%	40.5%	31.2%	47.0%
		27.9%	72.1%	86.3%	13.4%	0.4%	58.1%	41.9%	6.5%	93.5%	76.4%	14.4%	9.1%	24.8%	75.2%
Neither Agree nor Disagree	21506.788	5921.9	15584.9	19014.1	2429.48	63.245	12743.7	8763.11	1530.03	19976.8	16574.3	2973.41	1959.04	8156.14	13350.6
	21.4%	20.9%	21.5%	21.5%	20.2%	17.3%	22.3%	20.2%	21.1%	21.4%	21.8%	19.7%	20.7%	24.4%	19.8%
		27.5%	72.5%	88.4%	11.3%	0.3%	59.3%	40.7%	7.1%	92.9%	77.1%	13.8%	9.1%	37.9%	62.1%
Disagree	17762.677	4970.05	12792.6	16256.0	1477.28	29.388	9748.24	8014.43	1308.79	16453.9	13092.8	2905.54	1764.35	9395.74	8366.94
	17.6%	17.6%	17.7%	18.4%	12.3%	8.0%	17.0%	18.4%	18.1%	17.6%	17.2%	19.2%	18.6%	28.1%	12.4%
		28.0%	72.0%	91.5%	8.3%	0.2%	54.9%	45.1%	7.4%	92.6%	73.7%	16.4%	9.9%	52.9%	47.1%
Strongly Disagree	4524.952	1125.55	3399.4	4258.27	260.912	5.771	2421.65	2103.30	477.087	4047.87	3196.68	873.097	455.178	3126.44	1398.51
	4.5%	4.0%	4.7%	4.8%	2.2%	1.6%	4.2%	4.8%	6.6%	4.3%	4.2%	5.8%	4.8%	9.4%	2.1%
		24.9%	75.1%	94.1%	5.8%	0.1%	53.5%	46.5%	10.5%	89.5%	70.6%	19.3%	10.1%	69.1%	30.9%

FHCS Report by Demographics

(52) I am given a real opportunity to improve my skills in my organization.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	14857.186	3516.93	4906.74	5348.49	1085.03	1015.36	12137.2	98.86	1605.81	131.665	588.832	3424.54	10712.1	1545.76	1672.02	11639.4
	14.8%	17.2%	13.9%	14.2%	15.2%	11.4%	14.9%	27.0%	16.6%	30.1%	25.4%	19.2%	13.4%	11.2%	13.4%	15.7%
		23.7%	33.0%	36.0%	7.3%	6.8%	81.7%	0.7%	10.8%	0.9%	4.0%	23.0%	72.1%	10.4%	11.3%	78.3%
Agree	42001.988	8942.06	14713.4	15426	2920.55	3554.48	34170.0	172.759	4104.71	189.972	938.248	7443.49	33430.3	5444.69	5064.46	31492.8
	41.7%	43.6%	41.5%	41.0%	41.0%	39.9%	41.8%	47.1%	42.3%	43.4%	40.5%	41.8%	41.7%	39.3%	40.7%	42.4%
		21.3%	35.0%	36.7%	7.0%	8.5%	81.4%	0.4%	9.8%	0.5%	2.2%	17.7%	79.6%	13.0%	12.1%	75.0%
Neither Agree nor Disagree	21506.788	3898.92	7485.23	8437.24	1685.41	1918.22	17550.5	55.753	1982.32	68.655	465.113	3315.06	17658	3465.90	2965.31	15075.6
	21.4%	19.0%	21.1%	22.4%	23.6%	21.6%	21.5%	15.2%	20.5%	15.7%	20.1%	18.6%	22.0%	25.0%	23.8%	20.3%
		18.1%	34.8%	39.2%	7.8%	8.9%	81.6%	0.3%	9.2%	0.3%	2.2%	15.4%	82.1%	16.1%	13.8%	70.1%
Disagree	17762.677	3270.34	6775.25	6506.08	1211.01	1956.85	14232.2	34.33	1539.26	33.027	273.321	2846.31	14610.0	2751.11	2164.49	12847.1
	17.6%	16.0%	19.1%	17.3%	17.0%	22.0%	17.4%	9.4%	15.9%	7.6%	11.8%	16.0%	18.2%	19.9%	17.4%	17.3%
		18.4%	38.1%	36.6%	6.8%	11.0%	80.1%	0.2%	8.7%	0.2%	1.5%	16.0%	82.3%	15.5%	12.2%	72.3%
Strongly Disagree	4524.952	864.765	1539.44	1894.92	225.824	453.473	3605.67	5.044	460.769	14.067	52.313	780.764	3677.81	651.112	581.809	3292.03
	4.5%	4.2%	4.3%	5.0%	3.2%	5.1%	4.4%	1.4%	4.8%	3.2%	2.3%	4.4%	4.6%	4.7%	4.7%	4.4%
		19.1%	34.0%	41.9%	5.0%	10.0%	79.7%	0.1%	10.2%	0.3%	1.2%	17.3%	81.3%	14.4%	12.9%	72.8%

FHCS Report by Demographics

(53) I have enough information to do my job well.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	15405.897	4759.3	10646.6	12998.7	2298.01	109.237	8399.42	7006.48	1066.38	14339.5	11352.8	2635.25	1417.86	2886.34	12519.6
	15.3%	16.8%	14.7%	14.7%	19.1%	29.8%	14.7%	16.1%	14.7%	15.4%	14.9%	17.4%	15.0%	8.6%	18.6%
		30.9%	69.1%	84.4%	14.9%	0.7%	54.5%	45.5%	6.9%	93.1%	73.7%	17.1%	9.2%	18.7%	81.3%
Agree	56175.474	15220.7	40954.8	48982.2	6998.01	195.311	32713.7	23461.8	3749.12	52426.4	42839.7	8270.44	5065.34	16461.3	39714.2
	55.8%	53.8%	56.6%	55.5%	58.3%	53.4%	57.2%	54.0%	51.8%	56.1%	56.3%	54.7%	53.4%	49.3%	59.0%
		27.1%	72.9%	87.2%	12.5%	0.3%	58.2%	41.8%	6.7%	93.3%	76.3%	14.7%	9.0%	29.3%	70.7%
Neither Agree nor Disagree	16134.099	4531.00	11603.1	14508.5	1593.77	31.858	9363.18	6770.92	1326.02	14808.1	12180.5	2125.05	1828.50	6964.2	9169.9
	16.0%	16.0%	16.0%	16.4%	13.3%	8.7%	16.4%	15.6%	18.3%	15.9%	16.0%	14.0%	19.3%	20.9%	13.6%
		28.1%	71.9%	89.9%	9.9%	0.2%	58.0%	42.0%	8.2%	91.8%	75.5%	13.2%	11.3%	43.2%	56.8%
Disagree	10943.68	3102.89	7840.79	9934.31	983.398	25.975	5546.38	5397.30	955.086	9988.59	8227.37	1729.53	986.789	5764.64	5179.04
	10.9%	11.0%	10.8%	11.3%	8.2%	7.1%	9.7%	12.4%	13.2%	10.7%	10.8%	11.4%	10.4%	17.3%	7.7%
		28.4%	71.6%	90.8%	9.0%	0.2%	50.7%	49.3%	8.7%	91.3%	75.2%	15.8%	9.0%	52.7%	47.3%
Strongly Disagree	1994.441	684.623	1309.82	1852.38	138.473	3.585	1152.98	841.465	142.814	1851.63	1444.73	368.29	181.417	1303.07	691.367
	2.0%	2.4%	1.8%	2.1%	1.2%	1.0%	2.0%	1.9%	2.0%	2.0%	1.9%	2.4%	1.9%	3.9%	1.0%
		34.3%	65.7%	92.9%	6.9%	0.2%	57.8%	42.2%	7.2%	92.8%	72.4%	18.5%	9.1%	65.3%	34.7%

FHCS Report by Demographics

(53) I have enough information to do my job well.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	15405.897	3286.38	4745.23	5820.33	1553.95	1310.78	12315.2	101.657	1678.24	108.573	439.274	3018.41	11839.6	2118.87	1914.87	11372.2
	15.3%	16.0%	13.4%	15.5%	21.8%	14.7%	15.1%	27.7%	17.3%	24.8%	19.0%	16.9%	14.8%	15.3%	15.4%	15.3%
		21.3%	30.8%	37.8%	10.1%	8.5%	79.9%	0.7%	10.9%	0.7%	2.9%	19.6%	76.9%	13.8%	12.4%	73.8%
Agree	56175.474	11447.4	19694.5	21093.6	3940.02	5020.91	45753.8	207.374	5193.44	221.61	1244.64	9391.05	45318.2	7644.19	7158.85	41372.4
	55.8%	55.9%	55.6%	56.1%	55.3%	56.4%	56.0%	56.5%	53.6%	50.7%	53.7%	52.7%	56.6%	55.2%	57.5%	55.6%
		20.4%	35.1%	37.5%	7.0%	8.9%	81.4%	0.4%	9.2%	0.4%	2.2%	16.7%	80.7%	13.6%	12.7%	73.6%
Neither Agree nor Disagree	16134.099	3278.94	6000.50	5901.53	953.125	1536.17	12837.2	31.287	1729.46	67.319	388.989	2767.12	12910.7	2268.55	1884.62	11980.9
	16.0%	16.0%	16.9%	15.7%	13.4%	17.3%	15.7%	8.5%	17.8%	15.4%	16.8%	15.5%	16.1%	16.4%	15.1%	16.1%
		20.3%	37.2%	36.6%	5.9%	9.5%	79.6%	0.2%	10.7%	0.4%	2.4%	17.2%	80.0%	14.1%	11.7%	74.3%
Disagree	10943.68	1993.92	4237.15	4113.72	598.888	857.188	9107.29	23.249	955.958	31.574	199.621	2312.99	8399.49	1529.76	1281.44	8132.47
	10.9%	9.7%	12.0%	10.9%	8.4%	9.6%	11.1%	6.3%	9.9%	7.2%	8.6%	13.0%	10.5%	11.0%	10.3%	10.9%
		18.2%	38.7%	37.6%	5.5%	7.8%	83.2%	0.2%	8.7%	0.3%	1.8%	21.1%	76.8%	14.0%	11.7%	74.3%
Strongly Disagree	1994.441	486.36	742.704	683.548	81.829	173.332	1682.16	3.179	135.772	8.31	45.307	320.604	1620.22	297.197	208.306	1488.94
	2.0%	2.4%	2.1%	1.8%	1.1%	1.9%	2.1%	0.9%	1.4%	1.9%	2.0%	1.8%	2.0%	2.1%	1.7%	2.0%
		24.4%	37.2%	34.3%	4.1%	8.7%	84.3%	0.2%	6.8%	0.4%	2.3%	16.1%	81.2%	14.9%	10.4%	74.7%

FHCS Report by Demographics

(54) I feel encouraged to come up with new and better ways of doing things.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	17770.196	5295.77	12474.4	14732.4	2889.97	147.846	9494.86	8275.34	1248.45	16521.7	13230.6	2736.48	1803.08	3177.04	14593.2
	17.7%	18.7%	17.2%	16.7%	24.1%	40.4%	16.6%	19.0%	17.2%	17.7%	17.4%	18.1%	19.0%	9.5%	21.7%
		29.8%	70.2%	82.9%	16.3%	0.8%	53.4%	46.6%	7.0%	93.0%	74.5%	15.4%	10.1%	17.9%	82.1%
Agree	39261.44	11350.3	27911.1	33849.1	5274.81	137.484	22355.0	16906.4	2610.71	36650.7	30101.8	5762.92	3396.68	9895.86	29365.6
	39.0%	40.1%	38.6%	38.3%	43.9%	37.6%	39.1%	38.9%	36.1%	39.2%	39.6%	38.1%	35.8%	29.6%	43.7%
		28.9%	71.1%	86.2%	13.4%	0.4%	56.9%	43.1%	6.6%	93.4%	76.7%	14.7%	8.7%	25.2%	74.8%
Neither Agree nor Disagree	20279.745	5261.63	15018.1	18295.6	1943.23	40.932	11947.5	8332.21	1554.12	18725.6	15122.7	2996.24	2160.85	7602.99	12676.8
	20.1%	18.6%	20.8%	20.7%	16.2%	11.2%	20.9%	19.2%	21.5%	20.0%	19.9%	19.8%	22.8%	22.8%	18.8%
		25.9%	74.1%	90.2%	9.6%	0.2%	58.9%	41.1%	7.7%	92.3%	74.6%	14.8%	10.7%	37.5%	62.5%
Disagree	17938.8	5033.37	12905.4	16391.2	1516.08	31.543	10037	7901.84	1395.07	16543.7	13447.4	2836.04	1655.40	9087.16	8851.64
	17.8%	17.8%	17.8%	18.6%	12.6%	8.6%	17.6%	18.2%	19.3%	17.7%	17.7%	18.7%	17.5%	27.2%	13.2%
		28.1%	71.9%	91.4%	8.5%	0.2%	56.0%	44.0%	7.8%	92.2%	75.0%	15.8%	9.2%	50.7%	49.3%
Strongly Disagree	5403.41	1357.43	4045.98	5007.68	387.566	8.161	3341.26	2062.15	431.076	4972.33	4142.65	796.872	463.891	3616.53	1786.88
	5.4%	4.8%	5.6%	5.7%	3.2%	2.2%	5.8%	4.7%	6.0%	5.3%	5.4%	5.3%	4.9%	10.8%	2.7%
		25.1%	74.9%	92.7%	7.2%	0.2%	61.8%	38.2%	8.0%	92.0%	76.7%	14.7%	8.6%	66.9%	33.1%

FHCS Report by Demographics

(54) I feel encouraged to come up with new and better ways of doing things.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	17770.196	3753.84	6086.35	6445.13	1484.87	1303.93	14417.5	135.34	1913.45	148.988	401.693	3440.99	13778.5	2153.78	2117.73	13498.7
	17.7%	18.3%	17.2%	17.1%	20.8%	14.7%	17.6%	36.9%	19.7%	34.1%	17.3%	19.3%	17.2%	15.5%	17.0%	18.2%
		21.1%	34.3%	36.3%	8.4%	7.3%	81.1%	0.8%	10.8%	0.8%	2.3%	19.4%	77.5%	12.1%	11.9%	76.0%
Agree	39261.44	8250.94	14042.9	14432.6	2535.05	3434.66	31846.9	149.782	3830.06	162.26	997.173	7023.33	31078.7	4886.31	4651.77	29723.4
	39.0%	40.3%	39.6%	38.4%	35.6%	38.6%	39.0%	40.8%	39.5%	37.1%	43.0%	39.4%	38.8%	35.3%	37.4%	40.0%
		21.0%	35.8%	36.8%	6.5%	8.7%	81.1%	0.4%	9.8%	0.4%	2.5%	17.9%	79.2%	12.4%	11.8%	75.7%
Neither Agree nor Disagree	20279.745	3825.82	7137.55	7718.00	1598.37	1952.12	16542.7	40.907	1744.03	81.541	392.072	3428.78	16377.4	3199.86	2696.75	14383.1
	20.1%	18.7%	20.2%	20.5%	22.4%	21.9%	20.2%	11.2%	18.0%	18.6%	16.9%	19.3%	20.4%	23.1%	21.7%	19.3%
		18.9%	35.2%	38.1%	7.9%	9.6%	81.6%	0.2%	8.6%	0.4%	1.9%	16.9%	80.8%	15.8%	13.3%	70.9%
Disagree	17938.8	3629.3	6280.3	6809.93	1219.28	1638.17	14643.8	32.55	1624.26	30.31	462.807	2980.07	14465.6	2766.01	2271.52	12901.3
	17.8%	17.7%	17.7%	18.1%	17.1%	18.4%	17.9%	8.9%	16.8%	6.9%	20.0%	16.7%	18.1%	20.0%	18.2%	17.4%
		20.2%	35.0%	38.0%	6.8%	9.1%	81.6%	0.2%	9.1%	0.2%	2.6%	16.6%	80.6%	15.4%	12.7%	71.9%
Strongly Disagree	5403.41	1033.11	1873	2207.05	290.251	569.497	4244.68	8.167	581.066	14.287	64.082	937.002	4388.04	852.628	710.32	3840.46
	5.4%	5.0%	5.3%	5.9%	4.1%	6.4%	5.2%	2.2%	6.0%	3.3%	2.8%	5.3%	5.5%	6.2%	5.7%	5.2%
		19.1%	34.7%	40.8%	5.4%	10.5%	78.6%	0.2%	10.8%	0.3%	1.2%	17.3%	81.2%	15.8%	13.1%	71.1%

FHCS Report by Demographics

(55) My job makes good use of my skills and abilities.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	18582.588	5315.21	13267.4	15607.1	2823.22	152.239	10123.8	8458.84	1396.25	17186.3	13957.9	2583.93	2040.72	2970.23	15612.4
	18.5%	18.8%	18.3%	17.7%	23.5%	41.6%	17.7%	19.5%	19.3%	18.4%	18.4%	17.1%	21.5%	8.9%	23.2%
		28.6%	71.4%	84.0%	15.2%	0.8%	54.5%	45.5%	7.5%	92.5%	75.1%	13.9%	11.0%	16.0%	84.0%
Agree	45984.194	12554.6	33429.6	39886.8	5952.38	145.021	26127.5	19856.7	3149.1	42835.1	35573.9	6314.52	4095.82	11556.8	34427.4
	45.7%	44.4%	46.2%	45.2%	49.6%	39.6%	45.7%	45.7%	43.5%	45.9%	46.8%	41.7%	43.2%	34.6%	51.2%
		27.3%	72.7%	86.7%	12.9%	0.3%	56.8%	43.2%	6.8%	93.2%	77.4%	13.7%	8.9%	25.1%	74.9%
Neither Agree nor Disagree	14564.995	3893.89	10671.1	13040	1498.62	26.416	8691.51	5873.48	1179.52	13385.5	10776.4	2327.28	1461.36	5883.00	8681.99
	14.5%	13.8%	14.7%	14.8%	12.5%	7.2%	15.2%	13.5%	16.3%	14.3%	14.2%	15.4%	15.4%	17.6%	12.9%
		26.7%	73.3%	89.5%	10.3%	0.2%	59.7%	40.3%	8.1%	91.9%	74.0%	16.0%	10.0%	40.4%	59.6%
Disagree	15412.498	4687.84	10724.7	14038.5	1343.31	30.652	8577.08	6835.42	1033.08	14379.4	11309.7	2738.09	1364.66	8609.56	6802.94
	15.3%	16.6%	14.8%	15.9%	11.2%	8.4%	15.0%	15.7%	14.3%	15.4%	14.9%	18.1%	14.4%	25.8%	10.1%
		30.4%	69.6%	91.1%	8.7%	0.2%	55.7%	44.3%	6.7%	93.3%	73.4%	17.8%	8.9%	55.9%	44.1%
Strongly Disagree	6109.316	1847.00	4262.31	5703.55	394.127	11.638	3655.77	2453.54	481.487	5627.83	4427.23	1164.73	517.349	4359.98	1749.33
	6.1%	6.5%	5.9%	6.5%	3.3%	3.2%	6.4%	5.6%	6.7%	6.0%	5.8%	7.7%	5.5%	13.1%	2.6%
		30.2%	69.8%	93.4%	6.5%	0.2%	59.8%	40.2%	7.9%	92.1%	72.5%	19.1%	8.5%	71.4%	28.6%

FHCS Report by Demographics

(55) My job makes good use of my skills and abilities.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	18582.588	3859.77	6267.82	6905.51	1549.5	1616.94	14721	141.413	2103.24	134.018	516.976	3637.02	14294.6	2191.73	2258.64	14132.2
	18.5%	18.8%	17.7%	18.4%	21.7%	18.2%	18.0%	38.6%	21.7%	30.6%	22.3%	20.4%	17.8%	15.8%	18.1%	19.0%
		20.8%	33.7%	37.2%	8.3%	8.7%	79.2%	0.8%	11.3%	0.7%	2.8%	19.6%	76.9%	11.8%	12.2%	76.1%
Agree	45984.194	9525.96	16085.8	17259.7	3112.69	4093.49	37428.9	155.875	4305.93	182.01	979.519	7827.94	36994.7	6193.48	5612.86	34177.9
	45.7%	46.5%	45.4%	45.9%	43.7%	46.0%	45.8%	42.5%	44.4%	41.6%	42.3%	44.0%	46.2%	44.7%	45.1%	46.0%
		20.7%	35.0%	37.5%	6.8%	8.9%	81.4%	0.3%	9.4%	0.4%	2.1%	17.0%	80.5%	13.5%	12.2%	74.3%
Neither Agree nor Disagree	14564.995	3083.87	5043.97	5382.07	1055.09	1427.29	11864.9	21.819	1251.02	61.518	284.927	2512.25	11706.3	2110.07	1916.15	10538.8
	14.5%	15.0%	14.2%	14.3%	14.8%	16.0%	14.5%	5.9%	12.9%	14.1%	12.3%	14.1%	14.6%	15.2%	15.4%	14.2%
		21.2%	34.6%	37.0%	7.2%	9.8%	81.5%	0.1%	8.6%	0.4%	2.0%	17.2%	80.4%	14.5%	13.2%	72.4%
Disagree	15412.498	2765.22	5890.84	5694.72	1061.71	1205.87	12738.7	37.332	1430.59	39.423	346.181	2728.94	12298	2397.88	1934.39	11080.2
	15.3%	13.5%	16.6%	15.1%	14.9%	13.6%	15.6%	10.2%	14.8%	9.0%	14.9%	15.3%	15.4%	17.3%	15.5%	14.9%
		17.9%	38.2%	36.9%	6.9%	7.8%	82.7%	0.2%	9.3%	0.3%	2.2%	17.7%	79.8%	15.6%	12.6%	71.9%
Strongly Disagree	6109.316	1258.19	2131.58	2370.72	348.827	554.797	4942.13	10.307	602.083	20.417	190.224	1104.03	4794.65	965.417	726.052	4417.85
	6.1%	6.1%	6.0%	6.3%	4.9%	6.2%	6.0%	2.8%	6.2%	4.7%	8.2%	6.2%	6.0%	7.0%	5.8%	5.9%
		20.6%	34.9%	38.8%	5.7%	9.1%	80.9%	0.2%	9.9%	0.3%	3.1%	18.1%	78.5%	15.8%	11.9%	72.3%

FHCS Report by Demographics

(56) My work gives me a feeling of personal accomplishment.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	25109.308	7097.65	18011.7	21220.5	3705.45	183.335	13984.9	11124.4	1871.50	23237.8	18803.7	3839.14	2466.48	4707.05	20402.3
	24.9%	25.1%	24.9%	24.0%	30.8%	50.1%	24.5%	25.6%	25.9%	24.9%	24.7%	25.4%	26.0%	14.1%	30.3%
		28.3%	71.7%	84.5%	14.8%	0.7%	55.7%	44.3%	7.5%	92.5%	74.9%	15.3%	9.8%	18.7%	81.3%
Agree	45235.934	12427.1	32808.8	39532.9	5572.14	130.88	25732.5	19503.5	3187.48	42048.5	34905.6	6247.51	4082.8	12259.7	32976.2
	44.9%	43.9%	45.3%	44.8%	46.4%	35.8%	45.0%	44.9%	44.0%	45.0%	45.9%	41.3%	43.1%	36.7%	49.0%
		27.5%	72.5%	87.4%	12.3%	0.3%	56.9%	43.1%	7.0%	93.0%	77.2%	13.8%	9.0%	27.1%	72.9%
Neither Agree nor Disagree	15065.961	4281.49	10784.5	13623.1	1418.22	24.672	8816.9	6249.07	1030.59	14035.4	10821.2	2696.16	1548.62	6544.76	8521.2
	15.0%	15.1%	14.9%	15.4%	11.8%	6.7%	15.4%	14.4%	14.2%	15.0%	14.2%	17.8%	16.3%	19.6%	12.7%
		28.4%	71.6%	90.4%	9.4%	0.2%	58.5%	41.5%	6.8%	93.2%	71.8%	17.9%	10.3%	43.4%	56.6%
Disagree	10011.304	3040.47	6970.84	9035.46	958.126	17.721	5579.36	4431.94	694.791	9316.51	7577.89	1489.3	944.118	6025.39	3985.91
	9.9%	10.7%	9.6%	10.2%	8.0%	4.8%	9.8%	10.2%	9.6%	10.0%	10.0%	9.8%	10.0%	18.1%	5.9%
		30.4%	69.6%	90.3%	9.6%	0.2%	55.7%	44.3%	6.9%	93.1%	75.7%	14.9%	9.4%	60.2%	39.8%
Strongly Disagree	5231.084	1451.78	3779.31	4864	357.729	9.358	3062.03	2169.05	455.066	4776.02	3936.77	856.434	437.884	3842.7	1388.39
	5.2%	5.1%	5.2%	5.5%	3.0%	2.6%	5.4%	5.0%	6.3%	5.1%	5.2%	5.7%	4.6%	11.5%	2.1%
		27.8%	72.2%	93.0%	6.8%	0.2%	58.5%	41.5%	8.7%	91.3%	75.3%	16.4%	8.4%	73.5%	26.5%

FHCS Report by Demographics

(56) My work gives me a feeling of personal accomplishment.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	25109.308	5110.36	8357.69	9541.62	2099.64	2274.25	19868.4	174.011	2792.62	160.246	697.537	4773.37	19478.2	3004.71	2973.40	19131.2
	24.9%	24.9%	23.6%	25.4%	29.5%	25.6%	24.3%	47.4%	28.8%	36.6%	30.1%	26.8%	24.3%	21.7%	23.9%	25.7%
		20.4%	33.3%	38.0%	8.4%	9.1%	79.1%	0.7%	11.1%	0.6%	2.8%	19.0%	77.6%	12.0%	11.8%	76.2%
Agree	45235.934	9159.14	16116.5	16655.4	3304.94	3973.95	37023.5	141.819	4096.67	164.277	932.377	7863.14	36276.1	5974.31	5579.99	33681.6
	44.9%	44.7%	45.5%	44.3%	46.4%	44.7%	45.3%	38.7%	42.3%	37.6%	40.2%	44.1%	45.3%	43.1%	44.8%	45.3%
		20.2%	35.6%	36.8%	7.3%	8.8%	81.8%	0.3%	9.1%	0.4%	2.1%	17.4%	80.2%	13.2%	12.3%	74.5%
Neither Agree nor Disagree	15065.961	3167.96	5449.75	5575.02	873.226	1424.88	12225.8	20.931	1394.40	54.372	462.594	2446.61	12102.4	2237.31	1943.8	10884.9
	15.0%	15.5%	15.4%	14.8%	12.3%	16.0%	15.0%	5.7%	14.4%	12.4%	20.0%	13.7%	15.1%	16.1%	15.6%	14.6%
		21.0%	36.2%	37.0%	5.8%	9.5%	81.1%	0.1%	9.3%	0.4%	3.1%	16.2%	80.3%	14.9%	12.9%	72.2%
Disagree	10011.304	2041.01	3555.37	3816.79	598.132	783.62	8322.06	21.963	883.66	34.796	141.633	1789.9	8044.98	1725.57	1243.03	7042.71
	9.9%	10.0%	10.0%	10.1%	8.4%	8.8%	10.2%	6.0%	9.1%	8.0%	6.1%	10.0%	10.0%	12.5%	10.0%	9.5%
		20.4%	35.5%	38.1%	6.0%	7.8%	83.1%	0.2%	8.8%	0.3%	1.4%	17.9%	80.4%	17.2%	12.4%	70.3%
Strongly Disagree	5231.084	1014.54	1940.74	2023.92	251.883	441.693	4255.85	8.022	525.515	23.695	83.686	937.146	4186.56	916.675	707.862	3606.55
	5.2%	5.0%	5.5%	5.4%	3.5%	5.0%	5.2%	2.2%	5.4%	5.4%	3.6%	5.3%	5.2%	6.6%	5.7%	4.9%
		19.4%	37.1%	38.7%	4.8%	8.4%	81.4%	0.2%	10.0%	0.5%	1.6%	17.9%	80.0%	17.5%	13.5%	68.9%

FHCS Report by Demographics

(57) I like the kind of work I do.

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Strongly Agree	36529.328	9926.78	26602.5	31301.9	5025.92	201.48	21011.3	15518	3170.17	33359.2	27436.5	5515.84	3577.01	8387.40	28141.9
	36.3%	35.1%	36.8%	35.5%	41.8%	55.1%	36.7%	35.7%	43.8%	35.7%	36.1%	36.5%	37.7%	25.1%	41.8%
		27.2%	72.8%	85.7%	13.8%	0.6%	57.5%	42.5%	8.7%	91.3%	75.1%	15.1%	9.8%	23.0%	77.0%
Agree	45565.770	12572.4	32993.3	40087	5352.83	125.986	25499.6	20066.1	2991.73	42574.0	35111.3	6289.37	4165.11	14569.5	30996.2
	45.3%	44.4%	45.6%	45.4%	44.6%	34.4%	44.6%	46.2%	41.3%	45.6%	46.2%	41.6%	43.9%	43.6%	46.1%
		27.6%	72.4%	88.0%	11.7%	0.3%	56.0%	44.0%	6.6%	93.4%	77.1%	13.8%	9.1%	32.0%	68.0%
Neither Agree nor Disagree	11865.117	3599.93	8265.19	10725.9	1113.52	25.664	6998.1	4867.02	744.664	11120.5	8622.17	2024.38	1218.58	5958.31	5906.81
	11.8%	12.7%	11.4%	12.2%	9.3%	7.0%	12.2%	11.2%	10.3%	11.9%	11.3%	13.4%	12.9%	17.9%	8.8%
		30.3%	69.7%	90.4%	9.4%	0.2%	59.0%	41.0%	6.3%	93.7%	72.7%	17.1%	10.3%	50.2%	49.8%
Disagree	4552.081	1512.24	3039.84	4140.32	404.696	7.068	2493.13	2058.95	232.725	4319.36	3285.71	850.545	415.828	2934.83	1617.25
	4.5%	5.3%	4.2%	4.7%	3.4%	1.9%	4.4%	4.7%	3.2%	4.6%	4.3%	5.6%	4.4%	8.8%	2.4%
		33.2%	66.8%	91.0%	8.9%	0.2%	54.8%	45.2%	5.1%	94.9%	72.2%	18.7%	9.1%	64.5%	35.5%
Strongly Disagree	2141.295	687.148	1454.15	2020.82	114.704	5.768	1173.44	967.851	100.136	2041.16	1589.49	448.425	103.38	1529.51	611.782
	2.1%	2.4%	2.0%	2.3%	1.0%	1.6%	2.1%	2.2%	1.4%	2.2%	2.1%	3.0%	1.1%	4.6%	0.9%
		32.1%	67.9%	94.4%	5.4%	0.3%	54.8%	45.2%	4.7%	95.3%	74.2%	20.9%	4.8%	71.4%	28.6%

FHCS Report by Demographics

(57) I like the kind of work I do.

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Strongly Agree	36529.328	7492.00	12687.2	13521.4	2828.71	3554.21	28612.5	191.816	4170.82	196.988	932.324	6599.23	28800.8	4299.23	4228.22	28001.9
	36.3%	36.6%	35.8%	35.9%	39.7%	39.9%	35.0%	52.3%	43.0%	45.0%	40.2%	37.1%	36.0%	31.0%	34.0%	37.7%
		20.5%	34.7%	37.0%	7.7%	9.7%	78.3%	0.5%	11.4%	0.5%	2.6%	18.1%	78.8%	11.8%	11.6%	76.7%
Agree	45565.770	8962.87	15982.0	17373.9	3246.94	3889.45	37579.5	141.538	3955.34	144.642	996.023	7776.36	36648.7	6388.06	5899.67	33278.0
	45.3%	43.7%	45.1%	46.2%	45.6%	43.7%	46.0%	38.6%	40.8%	33.1%	43.0%	43.7%	45.8%	46.1%	47.4%	44.8%
		19.7%	35.1%	38.1%	7.1%	8.5%	82.5%	0.3%	8.7%	0.3%	2.2%	17.1%	80.4%	14.0%	12.9%	73.0%
Neither Agree nor Disagree	11865.117	2630.60	4409.95	4226.36	598.202	917.26	9790.49	22.034	1135.34	63.581	261.016	2199.91	9340.61	1782.45	1404.28	8678.39
	11.8%	12.8%	12.5%	11.2%	8.4%	10.3%	12.0%	6.0%	11.7%	14.5%	11.3%	12.4%	11.7%	12.9%	11.3%	11.7%
		22.2%	37.2%	35.6%	5.0%	7.7%	82.5%	0.2%	9.6%	0.5%	2.2%	18.5%	78.7%	15.0%	11.8%	73.1%
Disagree	4552.081	965.265	1584.87	1662.45	339.498	347.949	3893.65	6.045	304.438	17.092	71.514	809.885	3653.59	948.255	556.671	3047.16
	4.5%	4.7%	4.5%	4.4%	4.8%	3.9%	4.8%	1.6%	3.1%	3.9%	3.1%	4.5%	4.6%	6.8%	4.5%	4.1%
		21.2%	34.8%	36.5%	7.5%	7.6%	85.5%	0.1%	6.7%	0.4%	1.6%	17.8%	80.3%	20.8%	12.2%	66.9%
Strongly Disagree	2141.295	442.266	756.014	828.548	114.467	189.522	1819.53	5.313	126.934	15.083	56.95	424.793	1644.47	440.587	359.241	1341.47
	2.1%	2.2%	2.1%	2.2%	1.6%	2.1%	2.2%	1.4%	1.3%	3.4%	2.5%	2.4%	2.1%	3.2%	2.9%	1.8%
		20.7%	35.3%	38.7%	5.3%	8.9%	85.0%	0.2%	5.9%	0.7%	2.7%	19.8%	76.8%	20.6%	16.8%	62.6%

FHCS Report by Demographics

(58) How do you rate the amount of pay you get on your job?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Good	17955.741	5196.52	12759.2	15274.2	2605.06	76.488	9017.04	8938.7	1077.43	16878.3	14177.1	2397.90	1380.76	4501.18	13454.6
	17.8%	18.4%	17.6%	17.3%	21.7%	20.9%	15.8%	20.6%	14.9%	18.1%	18.6%	15.9%	14.6%	13.5%	20.0%
		28.9%	71.1%	85.1%	14.5%	0.4%	50.2%	49.8%	6.0%	94.0%	79.0%	13.4%	7.7%	25.1%	74.9%
Good	38632.917	11174.8	27458.1	33888.1	4623.66	121.138	21688.7	16944.2	2604.17	36028.7	30409.8	5312.55	2910.55	10513.3	28119.6
	38.4%	39.5%	37.9%	38.4%	38.5%	33.1%	37.9%	39.0%	36.0%	38.6%	40.0%	35.1%	30.7%	31.5%	41.8%
		28.9%	71.1%	87.7%	12.0%	0.3%	56.1%	43.9%	6.7%	93.3%	78.7%	13.8%	7.5%	27.2%	72.8%
Fair	28792.792	7856.95	20935.8	25527.4	3170.41	94.945	17179.7	11613.1	2160.29	26632.5	20961.4	4562.41	3269.02	10493.2	18299.6
	28.6%	27.8%	28.9%	28.9%	26.4%	25.9%	30.0%	26.7%	29.8%	28.5%	27.6%	30.2%	34.5%	31.4%	27.2%
		27.3%	72.7%	88.7%	11.0%	0.3%	59.7%	40.3%	7.5%	92.5%	72.8%	15.8%	11.4%	36.4%	63.6%
Poor	11270.008	2967.27	8302.74	10002.2	1220.65	47.135	6894.8	4375.21	909.827	10360.2	7938.96	1864.12	1466.93	5523.46	5746.54
	11.2%	10.5%	11.5%	11.3%	10.2%	12.9%	12.1%	10.1%	12.6%	11.1%	10.4%	12.3%	15.5%	16.5%	8.5%
		26.3%	73.7%	88.8%	10.8%	0.4%	61.2%	38.8%	8.1%	91.9%	70.4%	16.5%	13.0%	49.0%	51.0%
Very Poor	4002.133	1103	2899.14	3584	391.878	26.26	2395.35	1606.79	487.705	3514.43	2557.92	991.575	452.637	2348.47	1653.67
	4.0%	3.9%	4.0%	4.1%	3.3%	7.2%	4.2%	3.7%	6.7%	3.8%	3.4%	6.6%	4.8%	7.0%	2.5%
		27.6%	72.4%	89.6%	9.8%	0.7%	59.9%	40.1%	12.2%	87.8%	63.9%	24.8%	11.3%	58.7%	41.3%

FHCS Report by Demographics

(58) How do you rate the amount of pay you get on your job?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Good	17955.741	3301.85	6153.32	7102.58	1398.00	1374.7	14697.7	72.642	1810.70	81.19	246.772	2556.17	15071.6	3068.93	2387.44	12499.4
	17.8%	16.1%	17.4%	18.9%	19.6%	15.4%	18.0%	19.8%	18.7%	18.6%	10.6%	14.4%	18.8%	22.1%	19.2%	16.8%
		18.4%	34.3%	39.6%	7.8%	7.7%	81.9%	0.4%	10.1%	0.5%	1.4%	14.2%	83.9%	17.1%	13.3%	69.6%
Good	38632.917	7412.71	13597.5	14631	2991.71	3112.32	31521.4	127.297	3871.95	169.881	802.263	6622.15	31038.6	5258.95	5075.04	28298.9
	38.4%	36.2%	38.4%	38.9%	42.0%	35.0%	38.6%	34.7%	39.9%	38.8%	34.6%	37.2%	38.8%	37.9%	40.8%	38.1%
		19.2%	35.2%	37.9%	7.7%	8.1%	81.6%	0.3%	10.0%	0.4%	2.1%	17.1%	80.3%	13.6%	13.1%	73.3%
Fair	28792.792	5976.62	10273.1	10546.9	1996.16	2809.36	23307.6	93.882	2581.98	131.444	695.387	5629.96	22336	3618.58	3391.14	21783.1
	28.6%	29.2%	29.0%	28.0%	28.0%	31.6%	28.5%	25.6%	26.6%	30.1%	30.0%	31.6%	27.9%	26.1%	27.2%	29.3%
		20.8%	35.7%	36.6%	6.9%	9.8%	80.9%	0.3%	9.0%	0.5%	2.4%	19.6%	77.6%	12.6%	11.8%	75.7%
Poor	11270.008	2681.81	4045.03	3984.59	558.583	1205.85	9022.97	49.17	992.023	48.361	399.589	2229.02	8593.03	1429.12	1244.82	8596.07
	11.2%	13.1%	11.4%	10.6%	7.8%	13.6%	11.0%	13.4%	10.2%	11.1%	17.2%	12.5%	10.7%	10.3%	10.0%	11.6%
		23.8%	35.9%	35.4%	5.0%	10.7%	80.1%	0.4%	8.8%	0.4%	3.5%	19.8%	76.2%	12.7%	11.0%	76.3%
Very Poor	4002.133	1120.02	1351.08	1347.66	183.37	396.159	3146.01	23.755	436.208	6.51	173.816	772.867	3048.94	483.002	349.637	3169.49
	4.0%	5.5%	3.8%	3.6%	2.6%	4.5%	3.9%	6.5%	4.5%	1.5%	7.5%	4.3%	3.8%	3.5%	2.8%	4.3%
		28.0%	33.8%	33.7%	4.6%	9.9%	78.6%	0.6%	10.9%	0.2%	4.3%	19.3%	76.2%	12.1%	8.7%	79.2%

FHCS Report by Demographics

(59) How do you rate your total benefits program?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Good	20962.967	6641.44	14321.5	17996.8	2873.57	92.573	10063.1	10899.9	1219.04	19743.9	16155.7	3400.78	1406.45	5441.61	15521.4
	20.8%	23.5%	19.8%	20.4%	23.9%	25.3%	17.6%	25.1%	16.8%	21.1%	21.2%	22.5%	14.8%	16.3%	23.1%
		31.7%	68.3%	85.9%	13.7%	0.4%	48.0%	52.0%	5.8%	94.2%	77.1%	16.2%	6.7%	26.0%	74.0%
Good	42584.711	12725.1	29859.6	37335.3	5092.28	157.141	23558.8	19025.9	2917.71	39667.0	32492.1	6304.63	3787.94	12567.9	30016.8
	42.3%	45.0%	41.3%	42.3%	42.4%	42.9%	41.2%	43.8%	40.3%	42.5%	42.7%	41.7%	40.0%	37.7%	44.6%
		29.9%	70.1%	87.7%	12.0%	0.4%	55.3%	44.7%	6.9%	93.1%	76.3%	14.8%	8.9%	29.5%	70.5%
Fair	27020.602	6853.75	20166.9	24013.5	2920.52	86.556	16677.4	10343.2	2262.39	24758.2	20066.5	3758.89	3195.18	10295.6	16725
	26.8%	24.2%	27.9%	27.2%	24.3%	23.7%	29.2%	23.8%	31.3%	26.5%	26.4%	24.8%	33.7%	30.8%	24.9%
		25.4%	74.6%	88.9%	10.8%	0.3%	61.7%	38.3%	8.4%	91.6%	74.3%	13.9%	11.8%	38.1%	61.9%
Poor	7723.004	1644.31	6078.69	6802.54	896.254	24.208	5266.27	2456.74	587.483	7135.52	5558.25	1250.72	914.029	3676.04	4046.96
	7.7%	5.8%	8.4%	7.7%	7.5%	6.6%	9.2%	5.7%	8.1%	7.6%	7.3%	8.3%	9.6%	11.0%	6.0%
		21.3%	78.7%	88.1%	11.6%	0.3%	68.2%	31.8%	7.6%	92.4%	72.0%	16.2%	11.8%	47.6%	52.4%
Very Poor	2362.307	433.934	1928.37	2127.79	229.032	5.488	1610.12	752.188	252.801	2109.51	1772.47	413.529	176.311	1398.35	963.953
	2.3%	1.5%	2.7%	2.4%	1.9%	1.5%	2.8%	1.7%	3.5%	2.3%	2.3%	2.7%	1.9%	4.2%	1.4%
		18.4%	81.6%	90.1%	9.7%	0.2%	68.2%	31.8%	10.7%	89.3%	75.0%	17.5%	7.5%	59.2%	40.8%

FHCS Report by Demographics

(59) How do you rate your total benefits program?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Good	20962.967	3876.03	6598.65	8578.69	1909.59	1328.79	17732.6	88.48	1813.08	82.393	323.472	3269.56	17287.5	3457.82	2775.1	14730.0
	20.8%	18.9%	18.6%	22.8%	26.8%	14.9%	21.7%	24.1%	18.7%	18.8%	14.0%	18.4%	21.6%	25.0%	22.3%	19.8%
		18.5%	31.5%	40.9%	9.1%	6.3%	84.6%	0.4%	8.6%	0.4%	1.5%	15.6%	82.5%	16.5%	13.2%	70.3%
Good	42584.711	8513.5	15157.9	15729.6	3183.79	3244.54	35120.5	158.293	4061.39	203.783	972.912	7479.56	33928.5	5814.61	5462.94	31307.2
	42.3%	41.5%	42.8%	41.8%	44.7%	36.5%	43.0%	43.2%	41.9%	46.6%	42.0%	42.0%	42.4%	42.0%	43.9%	42.1%
		20.0%	35.6%	36.9%	7.5%	7.6%	82.5%	0.4%	9.5%	0.5%	2.3%	17.6%	79.7%	13.7%	12.8%	73.5%
Fair	27020.602	5804.49	9957.08	9648.11	1610.92	2885.16	21258.2	92.888	2784.32	117.283	680.505	5107.05	21115.8	3418.46	3098.75	20503.4
	26.8%	28.3%	28.1%	25.7%	22.6%	32.4%	26.0%	25.3%	28.7%	26.8%	29.4%	28.7%	26.4%	24.7%	24.9%	27.6%
		21.5%	36.8%	35.7%	6.0%	10.7%	78.7%	0.3%	10.3%	0.4%	2.5%	18.9%	78.1%	12.7%	11.5%	75.9%
Poor	7723.004	1706.52	2925.24	2755.34	335.905	1021.00	5973.73	22.221	706.052	28.491	265.405	1583.57	5845.53	950.97	877.758	5894.28
	7.7%	8.3%	8.3%	7.3%	4.7%	11.5%	7.3%	6.1%	7.3%	6.5%	11.5%	8.9%	7.3%	6.9%	7.1%	7.9%
		22.1%	37.9%	35.7%	4.3%	13.2%	77.3%	0.3%	9.1%	0.4%	3.4%	20.5%	75.7%	12.3%	11.4%	76.3%
Very Poor	2362.307	592.472	781.23	901.003	87.602	418.894	1610.53	4.864	328.021	5.436	75.533	370.431	1910.91	216.714	233.543	1912.05
	2.3%	2.9%	2.2%	2.4%	1.2%	4.7%	2.0%	1.3%	3.4%	1.2%	3.3%	2.1%	2.4%	1.6%	1.9%	2.6%
		25.1%	33.1%	38.1%	3.7%	17.7%	68.2%	0.2%	13.9%	0.2%	3.2%	15.7%	80.9%	9.2%	9.9%	80.9%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Good	25647.424	7660.59	17986.8	22158	3346.22	143.226	13555.3	12092.1	1529.00	24118.4	19910.2	3594.64	2142.61	4949.07	20698.4
	25.5%	27.1%	24.9%	25.1%	27.9%	39.1%	23.7%	27.8%	21.1%	25.8%	26.2%	23.8%	22.6%	14.8%	30.8%
		29.9%	70.1%	86.4%	13.0%	0.6%	52.9%	47.1%	6.0%	94.0%	77.6%	14.0%	8.4%	19.3%	80.7%
Good	35731.816	10055	25676.9	30938.3	4662.59	130.947	20839	14892.8	2455.38	33276.4	27399.7	5181.27	3150.87	9849.72	25882.1
	35.5%	35.5%	35.5%	35.0%	38.8%	35.8%	36.4%	34.3%	33.9%	35.6%	36.0%	34.2%	33.2%	29.5%	38.5%
		28.1%	71.9%	86.6%	13.0%	0.4%	58.3%	41.7%	6.9%	93.1%	76.7%	14.5%	8.8%	27.6%	72.4%
Fair	23466.971	6285.27	17181.7	20836.6	2571.29	59.078	13682.3	9784.64	1901.50	21565.5	17214.4	3886.95	2365.64	9662.31	13804.7
	23.3%	22.2%	23.7%	23.6%	21.4%	16.1%	23.9%	22.5%	26.3%	23.1%	22.6%	25.7%	25.0%	28.9%	20.5%
		26.8%	73.2%	88.8%	11.0%	0.3%	58.3%	41.7%	8.1%	91.9%	73.4%	16.6%	10.1%	41.2%	58.8%
Poor	8696.709	2492.19	6204.52	7767.38	908.259	21.068	5182.1	3514.61	557.902	8138.81	6379.68	1364.7	952.331	4554.68	4142.03
	8.6%	8.8%	8.6%	8.8%	7.6%	5.8%	9.1%	8.1%	7.7%	8.7%	8.4%	9.0%	10.0%	13.6%	6.2%
		28.7%	71.3%	89.3%	10.4%	0.2%	59.6%	40.4%	6.4%	93.6%	73.4%	15.7%	11.0%	52.4%	47.6%
Very Poor	7110.671	1805.51	5305.16	6575.72	523.3	11.647	3916.95	3193.73	795.644	6315.03	5141.23	1101	868.451	4363.81	2746.87
	7.1%	6.4%	7.3%	7.4%	4.4%	3.2%	6.9%	7.3%	11.0%	6.8%	6.8%	7.3%	9.2%	13.1%	4.1%
		25.4%	74.6%	92.5%	7.4%	0.2%	55.1%	44.9%	11.2%	88.8%	72.3%	15.5%	12.2%	61.4%	38.6%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Good	25647.424	5760.35	8672.48	9474.13	1740.47	1684.82	21241	150.161	2571.48	173.131	748.766	5050.92	19674.6	2951.78	2988.95	19706.7
	25.5%	28.1%	24.5%	25.2%	24.4%	18.9%	26.0%	40.9%	26.5%	39.6%	32.3%	28.4%	24.6%	21.3%	24.0%	26.5%
		22.5%	33.8%	36.9%	6.8%	6.6%	82.8%	0.6%	10.0%	0.7%	2.9%	19.7%	76.7%	11.5%	11.7%	76.8%
Good	35731.816	7122.19	12386.5	13326.4	2896.76	2979.11	29068.9	123.215	3560.57	165.916	760.067	6268.57	28537.3	5005.18	4540.97	26185.7
	35.5%	34.8%	35.0%	35.4%	40.6%	33.5%	35.6%	33.6%	36.7%	37.9%	32.8%	35.2%	35.6%	36.1%	36.5%	35.2%
		19.9%	34.7%	37.3%	8.1%	8.3%	81.4%	0.3%	10.0%	0.5%	2.1%	17.5%	79.9%	14.0%	12.7%	73.3%
Fair	23466.971	4670.57	8685.05	8616.92	1494.43	2401.95	18882.5	56.576	2125.96	71.03	500.596	4149.45	18745.9	3281.89	2923.5	17261.6
	23.3%	22.8%	24.5%	22.9%	21.0%	27.0%	23.1%	15.4%	21.9%	16.2%	21.6%	23.3%	23.4%	23.7%	23.5%	23.2%
		19.9%	37.0%	36.7%	6.4%	10.2%	80.5%	0.2%	9.1%	0.3%	2.1%	17.7%	79.9%	14.0%	12.5%	73.6%
Poor	8696.709	1607.82	3049.61	3421.25	618.031	978.249	7035.29	23.999	659.171	19.101	229.04	1360.48	7088.09	1488.66	1220.2	5987.85
	8.6%	7.8%	8.6%	9.1%	8.7%	11.0%	8.6%	6.5%	6.8%	4.4%	9.9%	7.6%	8.9%	10.7%	9.8%	8.1%
		18.5%	35.1%	39.3%	7.1%	11.2%	80.9%	0.3%	7.6%	0.2%	2.6%	15.6%	81.5%	17.1%	14.0%	68.9%
Very Poor	7110.671	1332.08	2626.45	2774.03	378.115	854.258	5467.94	12.795	775.677	8.208	79.358	980.745	6042.36	1131.07	774.463	5205.14
	7.1%	6.5%	7.4%	7.4%	5.3%	9.6%	6.7%	3.5%	8.0%	1.9%	3.4%	5.5%	7.5%	8.2%	6.2%	7.0%
		18.7%	36.9%	39.0%	5.3%	12.0%	76.9%	0.2%	10.9%	0.1%	1.1%	13.8%	85.0%	15.9%	10.9%	73.2%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Good	33340.267	9645.84	23694.4	28293.3	4848.59	198.39	18262.9	15077.4	2100.28	31240	25970.4	4764.05	2605.82	7423.94	25916.3
	33.1%	34.1%	32.7%	32.1%	40.4%	54.2%	31.9%	34.7%	29.0%	33.4%	34.2%	31.5%	27.5%	22.2%	38.5%
		28.9%	71.1%	84.9%	14.5%	0.6%	54.8%	45.2%	6.3%	93.7%	77.9%	14.3%	7.8%	22.3%	77.7%
Good	48182.192	13221.1	34961.1	42346.5	5695.48	140.194	27501.1	20681.1	3463.18	44719.0	36519.1	7284.17	4378.95	16096.1	32086.1
	47.9%	46.7%	48.3%	48.0%	47.4%	38.3%	48.1%	47.6%	47.8%	47.9%	48.0%	48.1%	46.2%	48.2%	47.7%
		27.4%	72.6%	87.9%	11.8%	0.3%	57.1%	42.9%	7.2%	92.8%	75.8%	15.1%	9.1%	33.4%	66.6%
Fair	15868.237	4507.43	11360.8	14534.6	1310.44	23.156	9460.04	6408.2	1307.75	14560.5	11203	2692.87	1972.40	7721.29	8146.95
	15.8%	15.9%	15.7%	16.5%	10.9%	6.3%	16.5%	14.7%	18.1%	15.6%	14.7%	17.8%	20.8%	23.1%	12.1%
		28.4%	71.6%	91.6%	8.3%	0.1%	59.6%	40.4%	8.2%	91.8%	70.6%	17.0%	12.4%	48.7%	51.3%
Poor	2606.721	702.726	1904	2473.20	130.13	3.388	1604.08	1002.64	289.304	2317.42	1882.15	284.914	439.659	1725.8	880.926
	2.6%	2.5%	2.6%	2.8%	1.1%	0.9%	2.8%	2.3%	4.0%	2.5%	2.5%	1.9%	4.6%	5.2%	1.3%
		27.0%	73.0%	94.9%	5.0%	0.1%	61.5%	38.5%	11.1%	88.9%	72.2%	10.9%	16.9%	66.2%	33.8%
Very Poor	656.174	221.402	434.772	628.32	27.016	0.838	347.501	308.673	78.907	577.267	470.563	102.541	83.07	412.45	243.724
	0.7%	0.8%	0.6%	0.7%	0.2%	0.2%	0.6%	0.7%	1.1%	0.6%	0.6%	0.7%	0.9%	1.2%	0.4%
		33.7%	66.3%	95.8%	4.1%	0.1%	53.0%	47.0%	12.0%	88.0%	71.7%	15.6%	12.7%	62.9%	37.1%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Good	33340.267	6235.82	11275.7	13059.3	2769.41	2976.8	26539.1	203.335	3621.03	182.637	791.689	6051.29	26314.7	4590.73	4220.84	24528.7
	33.1%	30.4%	31.8%	34.7%	38.9%	33.5%	32.5%	55.4%	37.4%	41.8%	34.2%	34.0%	32.9%	33.1%	33.9%	33.0%
		18.7%	33.8%	39.2%	8.3%	8.9%	79.6%	0.6%	10.9%	0.5%	2.4%	18.2%	78.9%	13.8%	12.7%	73.6%
Good	48182.192	10370.2	17337.3	17291.1	3183.63	4032.46	39576	139.33	4434.41	202.806	1132.65	8419.32	38427.4	6415.62	5864.39	35902.2
	47.9%	50.6%	48.9%	46.0%	44.7%	45.3%	48.4%	38.0%	45.7%	46.4%	48.9%	47.3%	48.0%	46.3%	47.1%	48.3%
		21.5%	36.0%	35.9%	6.6%	8.4%	82.1%	0.3%	9.2%	0.4%	2.4%	17.5%	79.8%	13.3%	12.2%	74.5%
Fair	15868.237	3245.37	5659.69	5941.83	1021.35	1513.48	13018.2	20.506	1316.03	49.463	338.542	2791.62	12688.6	2290.99	1944.82	11632.4
	15.8%	15.8%	16.0%	15.8%	14.3%	17.0%	15.9%	5.6%	13.6%	11.3%	14.6%	15.7%	15.8%	16.5%	15.6%	15.6%
		20.5%	35.7%	37.4%	6.4%	9.5%	82.0%	0.1%	8.3%	0.3%	2.1%	17.6%	80.0%	14.4%	12.3%	73.3%
Poor	2606.721	517.954	939.447	1044.27	105.055	305.455	2009.42	3.197	288.654	1.642	40.29	470.939	2093.85	405.031	351.119	1850.57
	2.6%	2.5%	2.7%	2.8%	1.5%	3.4%	2.5%	0.9%	3.0%	0.4%	1.7%	2.6%	2.6%	2.9%	2.8%	2.5%
		19.9%	36.0%	40.1%	4.0%	11.7%	77.1%	0.1%	11.1%	0.1%	1.5%	18.1%	80.3%	15.5%	13.5%	71.0%
Very Poor	656.174	123.671	207.923	276.211	48.369	70.187	552.88	0.378	32.729	0.838	14.66	77.003	563.673	156.208	66.922	433.044
	0.7%	0.6%	0.6%	0.7%	0.7%	0.8%	0.7%	0.1%	0.3%	0.2%	0.6%	0.4%	0.7%	1.1%	0.5%	0.6%
		18.8%	31.7%	42.1%	7.4%	10.7%	84.3%	0.1%	5.0%	0.1%	2.2%	11.7%	85.9%	23.8%	10.2%	66.0%

FHCS Report by Demographics

(62) How would you rate your organization as an organization to work for compared to other organizations?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
One of the Best	19341.805	5490.09	13851.7	16117.8	3066.62	157.431	10755.5	8586.27	1523.63	17818.2	14876.9	2884.95	1579.91	2705.82	16636
	19.2%	19.4%	19.1%	18.3%	25.5%	43.0%	18.8%	19.7%	21.0%	19.1%	19.6%	19.1%	16.7%	8.1%	24.7%
		28.4%	71.6%	83.3%	15.9%	0.8%	55.6%	44.4%	7.9%	92.1%	76.9%	14.9%	8.2%	14.0%	86.0%
Above Average	32723.475	9220.49	23503	28315.5	4284.65	123.339	19103.6	13619.9	2244.01	30479.5	25374.1	4187.01	3162.35	7223.76	25499.7
	32.5%	32.6%	32.5%	32.1%	35.7%	33.7%	33.4%	31.3%	31.0%	32.6%	33.4%	27.7%	33.4%	21.6%	37.9%
		28.2%	71.8%	86.5%	13.1%	0.4%	58.4%	41.6%	6.9%	93.1%	77.5%	12.8%	9.7%	22.1%	77.9%
Average	32007.492	8991.84	23015.7	28858	3095.58	53.942	17528.4	14479.1	2107.82	29899.7	23578.2	5343.92	3085.35	12616.9	19390.6
	31.8%	31.8%	31.8%	32.7%	25.8%	14.7%	30.7%	33.3%	29.1%	32.0%	31.0%	35.3%	32.5%	37.8%	28.8%
		28.1%	71.9%	90.2%	9.7%	0.2%	54.8%	45.2%	6.6%	93.4%	73.7%	16.7%	9.6%	39.4%	60.6%
Below Average	11965.215	3332.79	8632.43	10720	1222.03	23.207	7111.57	4853.65	910.211	11055.0	9039.43	1902.34	1023.45	7221.79	4743.43
	11.9%	11.8%	11.9%	12.1%	10.2%	6.3%	12.4%	11.2%	12.6%	11.8%	11.9%	12.6%	10.8%	21.6%	7.1%
		27.9%	72.1%	89.6%	10.2%	0.2%	59.4%	40.6%	7.6%	92.4%	75.5%	15.9%	8.6%	60.4%	39.6%
One of the Worst	4615.604	1263.32	3352.28	4264.77	342.788	8.047	2676.59	1939.02	453.755	4161.85	3176.43	810.331	628.841	3611.29	1004.32
	4.6%	4.5%	4.6%	4.8%	2.9%	2.2%	4.7%	4.5%	6.3%	4.5%	4.2%	5.4%	6.6%	10.8%	1.5%
		27.4%	72.6%	92.4%	7.4%	0.2%	58.0%	42.0%	9.8%	90.2%	68.8%	17.6%	13.6%	78.2%	21.8%

FHCS Report by Demographics

(62) How would you rate your organization as an organization to work for compared to other organizations?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
One of the Best	19341.805	3875.18	6598.46	7212.06	1656.10	1685.56	15660.7	148.076	1847.50	150.745	418.906	3759.13	15013.0	2328.67	2287.35	14725.8
	19.2%	18.9%	18.6%	19.2%	23.2%	18.9%	19.2%	40.4%	19.1%	34.5%	18.1%	21.1%	18.7%	16.8%	18.4%	19.8%
		20.0%	34.1%	37.3%	8.6%	8.7%	81.0%	0.8%	9.6%	0.8%	2.2%	19.4%	77.6%	12.0%	11.8%	76.1%
Above Average	32723.475	6724.50	11494.3	12192.7	2311.99	2709.22	26518.4	136.092	3359.79	146.635	839.187	5839.06	25898.6	4268.44	4056.18	24398.9
	32.5%	32.8%	32.5%	32.4%	32.4%	30.4%	32.5%	37.1%	34.7%	33.5%	36.2%	32.8%	32.3%	30.8%	32.6%	32.8%
		20.5%	35.1%	37.3%	7.1%	8.3%	81.0%	0.4%	10.3%	0.4%	2.6%	17.8%	79.1%	13.0%	12.4%	74.6%
Average	32007.492	6728.66	11596.7	11546.4	2135.73	3021.99	26162.6	50.278	2772.67	104.685	764.92	5423.66	25714.2	4473.85	3849.68	23684
	31.8%	32.8%	32.7%	30.7%	30.0%	34.0%	32.0%	13.7%	28.6%	23.9%	33.0%	30.5%	32.1%	32.3%	30.9%	31.9%
		21.0%	36.2%	36.1%	6.7%	9.4%	81.7%	0.2%	8.7%	0.3%	2.4%	16.9%	80.3%	14.0%	12.0%	74.0%
Below Average	11965.215	2317.32	4045.16	4832.39	770.35	1053.38	9700.03	25.68	1186.13	28.927	241.243	1972.21	9722.83	1947.17	1617.08	8400.97
	11.9%	11.3%	11.4%	12.8%	10.8%	11.8%	11.9%	7.0%	12.2%	6.6%	10.4%	11.1%	12.1%	14.1%	13.0%	11.3%
		19.4%	33.8%	40.4%	6.4%	8.8%	81.1%	0.2%	9.9%	0.2%	2.0%	16.5%	81.3%	16.3%	13.5%	70.2%
One of the Worst	4615.604	847.344	1685.49	1829.13	253.64	428.242	3653.97	6.62	526.772	6.394	53.571	816.108	3739.53	840.456	637.792	3137.36
	4.6%	4.1%	4.8%	4.9%	3.6%	4.8%	4.5%	1.8%	5.4%	1.5%	2.3%	4.6%	4.7%	6.1%	5.1%	4.2%
		18.4%	36.5%	39.6%	5.5%	9.3%	79.2%	0.1%	11.4%	0.1%	1.2%	17.7%	81.0%	18.2%	13.8%	68.0%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	12388.003	3922.15	8465.85	9770.99	2483	134.014	7159.9	5228.11	735.022	11653	9766.51	1551.5	1070	1868.08	10519.9
	12.3%	13.9%	11.7%	11.1%	20.7%	36.6%	12.5%	12.0%	10.2%	12.5%	12.8%	10.3%	11.3%	5.6%	15.6%
		31.7%	68.3%	78.9%	20.0%	1.1%	57.8%	42.2%	5.9%	94.1%	78.8%	12.5%	8.6%	15.1%	84.9%
Satisfied	40090.165	10946.2	29143.9	34440.9	5513.21	136.064	22826.5	17263.7	2990.71	37099.5	30573.3	5595.42	3921.40	9645.82	30444.3
	39.8%	38.7%	40.3%	39.0%	45.9%	37.2%	39.9%	39.7%	41.3%	39.7%	40.2%	37.0%	41.4%	28.9%	45.3%
		27.3%	72.7%	85.9%	13.8%	0.3%	56.9%	43.1%	7.5%	92.5%	76.3%	14.0%	9.8%	24.1%	75.9%
Neither Dissatisfied nor Satisfied	23575.825	6660.60	16915.2	21700.7	1837.07	38.014	13658.1	9917.71	1637.44	21938.4	17313.1	4099.01	2163.73	8657.71	14918.1
	23.4%	23.5%	23.4%	24.6%	15.3%	10.4%	23.9%	22.8%	22.6%	23.5%	22.8%	27.1%	22.8%	25.9%	22.2%
		28.3%	71.7%	92.0%	7.8%	0.2%	57.9%	42.1%	6.9%	93.1%	73.4%	17.4%	9.2%	36.7%	63.3%
Dissatisfied	18381.346	5079.64	13301.7	16593.5	1740.16	47.681	10086.8	8294.56	1404.45	16976.9	14010.5	2633.38	1737.45	9109.60	9271.75
	18.3%	18.0%	18.4%	18.8%	14.5%	13.0%	17.6%	19.1%	19.4%	18.2%	18.4%	17.4%	18.3%	27.3%	13.8%
		27.6%	72.4%	90.3%	9.5%	0.3%	54.9%	45.1%	7.6%	92.4%	76.2%	14.3%	9.5%	49.6%	50.4%
Very Dissatisfied	6218.252	1689.89	4528.36	5769.85	438.214	10.193	3444.41	2773.84	471.804	5746.45	4381.67	1249.25	587.333	4098.37	2119.88
	6.2%	6.0%	6.3%	6.5%	3.6%	2.8%	6.0%	6.4%	6.5%	6.2%	5.8%	8.3%	6.2%	12.3%	3.2%
		27.2%	72.8%	92.8%	7.0%	0.2%	55.4%	44.6%	7.6%	92.4%	70.5%	20.1%	9.4%	65.9%	34.1%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	12388.003	2382.6	3920.04	4972.98	1112.38	888.918	10189.4	121.997	1187.73	76.726	344.832	2231.92	9734.53	1609.97	1609.81	9168.22
	12.3%	11.6%	11.1%	13.2%	15.6%	10.0%	12.5%	33.3%	12.3%	17.5%	14.9%	12.5%	12.2%	11.6%	12.9%	12.3%
		19.2%	31.6%	40.1%	9.0%	7.2%	82.3%	1.0%	9.6%	0.6%	2.8%	18.0%	78.6%	13.0%	13.0%	74.0%
Satisfied	40090.165	8534.36	14102	14519.4	2934.46	3673.09	32472.0	144.175	3800.85	188.613	874.181	7253.47	31773.9	5255.41	4856.28	29978.5
	39.8%	41.6%	39.8%	38.6%	41.2%	41.3%	39.7%	39.3%	39.2%	43.1%	37.7%	40.7%	39.7%	37.9%	39.0%	40.3%
		21.3%	35.2%	36.2%	7.3%	9.2%	81.0%	0.4%	9.5%	0.5%	2.2%	18.1%	79.3%	13.1%	12.1%	74.8%
Neither Dissatisfied nor Satisfied	23575.825	4849.75	8205.75	8832.76	1687.56	2234.55	19254.5	43.809	2042.94	114.008	666.338	4340.16	18455.3	3489.84	2973.05	17112.9
	23.4%	23.7%	23.2%	23.5%	23.7%	25.1%	23.6%	11.9%	21.1%	26.1%	28.7%	24.4%	23.0%	25.2%	23.9%	23.0%
		20.6%	34.8%	37.5%	7.2%	9.5%	81.7%	0.2%	8.7%	0.5%	2.8%	18.4%	78.3%	14.8%	12.6%	72.6%
Dissatisfied	18381.346	3587.18	6923.38	6843.23	1027.56	1587.84	14884.9	48.764	1859.83	51.297	369.223	3035.94	14924.9	2460.04	2211.1	13710.2
	18.3%	17.5%	19.5%	18.2%	14.4%	17.8%	18.2%	13.3%	19.2%	11.7%	15.9%	17.0%	18.6%	17.8%	17.8%	18.4%
		19.5%	37.7%	37.2%	5.6%	8.6%	81.0%	0.3%	10.1%	0.3%	2.0%	16.5%	81.2%	13.4%	12.0%	74.6%
Very Dissatisfied	6218.252	1139.12	2268.93	2444.35	365.851	513.986	4894.76	8.001	801.507	6.742	63.253	948.679	5199.58	1043.32	797.839	4377.1
	6.2%	5.6%	6.4%	6.5%	5.1%	5.8%	6.0%	2.2%	8.3%	1.5%	2.7%	5.3%	6.5%	7.5%	6.4%	5.9%
		18.3%	36.5%	39.3%	5.9%	8.3%	78.7%	0.1%	12.9%	0.1%	1.0%	15.3%	83.6%	16.8%	12.8%	70.4%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	9438.659	2912.14	6526.52	7433.74	1897.93	106.988	5148.06	4290.60	598.674	8839.99	7127.53	1497.59	813.541	1428.52	8010.14
	9.4%	10.3%	9.0%	8.4%	15.8%	29.2%	9.0%	9.9%	8.3%	9.5%	9.4%	9.9%	8.6%	4.3%	11.9%
		30.9%	69.1%	78.8%	20.1%	1.1%	54.5%	45.5%	6.3%	93.7%	75.5%	15.9%	8.6%	15.1%	84.9%
Satisfied	35373.026	9736.22	25636.8	30139.4	5088.01	145.601	19903.5	15469.5	2628.03	32745	26275.3	5765.49	3332.28	7822.32	27550.7
	35.1%	34.4%	35.4%	34.1%	42.4%	39.8%	34.8%	35.6%	36.3%	35.1%	34.6%	38.1%	35.2%	23.4%	41.0%
		27.5%	72.5%	85.2%	14.4%	0.4%	56.3%	43.7%	7.4%	92.6%	74.3%	16.3%	9.4%	22.1%	77.9%
Neither Dissatisfied nor Satisfied	23286.674	6351.31	16935.4	21024.1	2214.95	47.581	13826.6	9460.10	1773.19	21513.5	17404.0	3605.61	2277.02	8002.34	15284.3
	23.1%	22.4%	23.4%	23.8%	18.4%	13.0%	24.2%	21.8%	24.5%	23.0%	22.9%	23.8%	24.0%	24.0%	22.7%
		27.3%	72.7%	90.3%	9.5%	0.2%	59.4%	40.6%	7.6%	92.4%	74.7%	15.5%	9.8%	34.4%	65.6%
Dissatisfied	23107.283	6523.61	16583.7	20914.3	2143.67	49.327	12837.6	10269.7	1450.96	21656.3	18355.0	2797.58	1954.70	10323.4	12783.9
	23.0%	23.1%	22.9%	23.7%	17.8%	13.5%	22.5%	23.6%	20.0%	23.2%	24.1%	18.5%	20.6%	30.9%	19.0%
		28.2%	71.8%	90.5%	9.3%	0.2%	55.6%	44.4%	6.3%	93.7%	79.4%	12.1%	8.5%	44.7%	55.3%
Very Dissatisfied	9447.949	2775.25	6672.7	8764.38	667.103	16.469	5459.95	3988.00	788.574	8659.38	6883.29	1462.29	1102.37	5803.04	3644.91
	9.4%	9.8%	9.2%	9.9%	5.6%	4.5%	9.5%	9.2%	10.9%	9.3%	9.1%	9.7%	11.6%	17.4%	5.4%
		29.4%	70.6%	92.8%	7.1%	0.2%	57.8%	42.2%	8.3%	91.7%	72.9%	15.5%	11.7%	61.4%	38.6%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	9438.659	1984.7	2984.61	3562.94	906.413	685.916	7801.44	108.904	842.397	71.424	341.869	1910.91	7114.45	1358.18	1281.61	6798.87
	9.4%	9.7%	8.4%	9.5%	12.7%	7.7%	9.5%	29.7%	8.7%	16.3%	14.7%	10.7%	8.9%	9.8%	10.3%	9.1%
		21.0%	31.6%	37.7%	9.6%	7.3%	82.7%	1.2%	8.9%	0.8%	3.6%	20.2%	75.4%	14.4%	13.6%	72.0%
Satisfied	35373.026	7242.75	12568.5	12921	2640.78	2484.28	29274.4	141.468	3472.84	202.731	1019.92	6752.74	27397.6	4451.38	4346.54	26575.1
	35.1%	35.3%	35.5%	34.4%	37.0%	27.9%	35.8%	38.6%	35.8%	46.4%	44.0%	37.9%	34.2%	32.1%	34.9%	35.7%
		20.5%	35.5%	36.5%	7.5%	7.0%	82.8%	0.4%	9.8%	0.6%	2.9%	19.1%	77.5%	12.6%	12.3%	75.1%
Neither Dissatisfied nor Satisfied	23286.674	4962.77	8122.64	8560.53	1640.73	2237.14	18732.2	49.065	2268.26	89.977	452.508	4026.15	18718.0	3329.38	2868.94	17088.4
	23.1%	24.2%	22.9%	22.8%	23.0%	25.1%	22.9%	13.4%	23.4%	20.6%	19.5%	22.6%	23.4%	24.0%	23.0%	23.0%
		21.3%	34.9%	36.8%	7.0%	9.6%	80.4%	0.2%	9.7%	0.4%	1.9%	17.3%	80.4%	14.3%	12.3%	73.4%
Dissatisfied	23107.283	4317.23	8276.98	9149.31	1363.77	2396.71	18499.1	50.136	2161.37	62.949	316.939	3654.72	19072.7	3267.04	2883.73	16956.5
	23.0%	21.1%	23.4%	24.3%	19.1%	26.9%	22.6%	13.7%	22.3%	14.4%	13.7%	20.5%	23.8%	23.6%	23.2%	22.8%
		18.7%	35.8%	39.6%	5.9%	10.4%	80.1%	0.2%	9.4%	0.3%	1.4%	15.8%	82.5%	14.1%	12.5%	73.4%
Very Dissatisfied	9447.949	1985.56	3467.29	3418.98	576.127	1094.35	7388.45	17.173	947.984	10.305	186.594	1465.65	7785.40	1452.60	1067.27	6928.08
	9.4%	9.7%	9.8%	9.1%	8.1%	12.3%	9.0%	4.7%	9.8%	2.4%	8.1%	8.2%	9.7%	10.5%	8.6%	9.3%
		21.0%	36.7%	36.2%	6.1%	11.6%	78.2%	0.2%	10.0%	0.1%	2.0%	15.5%	82.4%	15.4%	11.3%	73.3%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	11666.15	3714.19	7951.96	9799.43	1771.9	94.822	5933.88	5732.27	828.399	10837.8	9028.8	1702.64	934.709	1686.40	9979.75
	11.6%	13.1%	11.0%	11.1%	14.8%	25.9%	10.4%	13.2%	11.4%	11.6%	11.9%	11.3%	9.9%	5.1%	14.8%
		31.8%	68.2%	84.0%	15.2%	0.8%	50.9%	49.1%	7.1%	92.9%	77.4%	14.6%	8.0%	14.5%	85.5%
Satisfied	34385.934	10059.2	24326.7	29572.1	4668.64	145.171	19744.3	14641.6	2517.28	31868.7	26533.4	4880.73	2971.80	7721.35	26664.6
	34.2%	35.5%	33.6%	33.5%	38.9%	39.7%	34.5%	33.7%	34.8%	34.1%	34.9%	32.3%	31.3%	23.1%	39.6%
		29.3%	70.7%	86.0%	13.6%	0.4%	57.4%	42.6%	7.3%	92.7%	77.2%	14.2%	8.6%	22.5%	77.5%
Neither Dissatisfied nor Satisfied	24307.516	6489.89	17817.6	21501.6	2741.36	64.573	14828.7	9478.86	1582.14	22725.4	18198.8	3432.37	2676.35	8487.21	15820.3
	24.1%	22.9%	24.6%	24.4%	22.8%	17.6%	25.9%	21.8%	21.9%	24.3%	23.9%	22.7%	28.2%	25.4%	23.5%
		26.7%	73.3%	88.5%	11.3%	0.3%	61.0%	39.0%	6.5%	93.5%	74.9%	14.1%	11.0%	34.9%	65.1%
Dissatisfied	20150.382	5385.72	14764.7	18042.0	2062.53	45.82	10970.7	9179.71	1422.08	18728.3	15307.6	3012.3	1830.48	9424.00	10726.4
	20.0%	19.0%	20.4%	20.4%	17.2%	12.5%	19.2%	21.1%	19.6%	20.0%	20.1%	19.9%	19.3%	28.2%	15.9%
		26.7%	73.3%	89.5%	10.2%	0.2%	54.4%	45.6%	7.1%	92.9%	76.0%	14.9%	9.1%	46.8%	53.2%
Very Dissatisfied	10143.609	2649.51	7494.1	9360.8	767.232	15.58	5698.14	4445.47	889.539	9254.07	6976.54	2100.50	1066.57	6060.62	4082.99
	10.1%	9.4%	10.4%	10.6%	6.4%	4.3%	10.0%	10.2%	12.3%	9.9%	9.2%	13.9%	11.3%	18.2%	6.1%
		26.1%	73.9%	92.3%	7.6%	0.2%	56.2%	43.8%	8.8%	91.2%	68.8%	20.7%	10.5%	59.7%	40.3%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	11666.15	2342.93	3912.44	4488.59	922.202	750.149	9856.99	88.255	970.752	76.547	208.788	2433.89	8946.93	1428.99	1399.66	8837.5
	11.6%	11.4%	11.0%	11.9%	12.9%	8.4%	12.1%	24.1%	10.0%	17.5%	9.0%	13.7%	11.2%	10.3%	11.2%	11.9%
		20.1%	33.5%	38.5%	7.9%	6.4%	84.5%	0.8%	8.3%	0.7%	1.8%	20.9%	76.7%	12.2%	12.0%	75.8%
Satisfied	34385.934	7244.84	11509.2	12958.9	2673.02	2758.73	28121.9	156.695	3348.65	170.499	1011.42	6277.96	26926.1	4721.09	4340.91	25323.9
	34.2%	35.4%	32.5%	34.5%	37.5%	31.0%	34.4%	42.7%	34.5%	39.0%	43.6%	35.2%	33.6%	34.1%	34.9%	34.1%
		21.1%	33.5%	37.7%	7.8%	8.0%	81.8%	0.5%	9.7%	0.5%	2.9%	18.3%	78.3%	13.7%	12.6%	73.6%
Neither Dissatisfied nor Satisfied	24307.516	4963.74	8487.55	9032.85	1823.38	2280.27	19619.6	58.002	2349.62	156.809	577.371	4422.12	19151.2	3324.26	3139.47	17843.8
	24.1%	24.2%	24.0%	24.0%	25.6%	25.6%	24.0%	15.8%	24.2%	35.9%	24.9%	24.8%	23.9%	24.0%	25.2%	24.0%
		20.4%	34.9%	37.2%	7.5%	9.4%	80.7%	0.2%	9.7%	0.6%	2.4%	18.2%	78.8%	13.7%	12.9%	73.4%
Dissatisfied	20150.382	3818.33	7640.58	7536.15	1155.33	1996.21	16021.0	47.766	2085.38	20.927	258.472	3279.84	16591.1	2899.24	2542.61	14708.5
	20.0%	18.6%	21.6%	20.0%	16.2%	22.4%	19.6%	13.0%	21.5%	4.8%	11.2%	18.4%	20.7%	20.9%	20.4%	19.8%
		18.9%	37.9%	37.4%	5.7%	9.9%	79.5%	0.2%	10.3%	0.1%	1.3%	16.3%	82.3%	14.4%	12.6%	73.0%
Very Dissatisfied	10143.609	2123.17	3870.3	3596.25	553.892	1113.02	8076.1	16.028	938.461	12.604	261.781	1396.36	8472.86	1485	1025.43	7633.19
	10.1%	10.4%	10.9%	9.6%	7.8%	12.5%	9.9%	4.4%	9.7%	2.9%	11.3%	7.8%	10.6%	10.7%	8.2%	10.3%
		20.9%	38.2%	35.5%	5.5%	11.0%	79.6%	0.2%	9.3%	0.1%	2.6%	13.8%	83.5%	14.6%	10.1%	75.3%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	6829.157	2012.84	4816.32	5464.04	1290.35	74.772	3554.67	3274.48	617.75	6211.41	5283.71	999.895	545.551	713.649	6115.51
	6.8%	7.1%	6.7%	6.2%	10.7%	20.4%	6.2%	7.5%	8.5%	6.6%	6.9%	6.6%	5.8%	2.1%	9.1%
		29.5%	70.5%	80.0%	18.9%	1.1%	52.1%	47.9%	9.0%	91.0%	77.4%	14.6%	8.0%	10.5%	89.5%
Satisfied	26458.452	7074.71	19383.7	22302.6	4028.84	126.977	15023.2	11435.3	1912.99	24545.5	20062.4	3882.06	2513.94	4378.42	22080.0
	26.3%	25.0%	26.8%	25.3%	33.5%	34.7%	26.3%	26.3%	26.4%	26.3%	26.4%	25.7%	26.5%	13.1%	32.8%
		26.7%	73.3%	84.3%	15.2%	0.5%	56.8%	43.2%	7.2%	92.8%	75.8%	14.7%	9.5%	16.5%	83.5%
Neither Dissatisfied nor Satisfied	29476.447	8635.05	20841.4	25890.8	3470.02	115.599	17626.9	11849.5	1957.65	27518.8	22742.7	3687.62	3046.13	8510.23	20966.2
	29.3%	30.5%	28.8%	29.3%	28.9%	31.6%	30.8%	27.3%	27.0%	29.5%	29.9%	24.4%	32.1%	25.5%	31.2%
		29.3%	70.7%	87.8%	11.8%	0.4%	59.8%	40.2%	6.6%	93.4%	77.2%	12.5%	10.3%	28.9%	71.1%
Dissatisfied	22310.81	6302.59	16008.2	20149.5	2126.18	35.104	12010.4	10300.4	1468.69	20842.1	16863.1	3515.92	1931.78	9802.15	12508.7
	22.2%	22.3%	22.1%	22.8%	17.7%	9.6%	21.0%	23.7%	20.3%	22.3%	22.2%	23.2%	20.4%	29.4%	18.6%
		28.2%	71.8%	90.3%	9.5%	0.2%	53.8%	46.2%	6.6%	93.4%	75.6%	15.8%	8.7%	43.9%	56.1%
Very Dissatisfied	15578.725	4273.33	11305.4	14468.9	1096.27	13.514	8960.47	6618.26	1282.34	14296.4	11093.2	3043.07	1442.5	9975.14	5603.58
	15.5%	15.1%	15.6%	16.4%	9.1%	3.7%	15.7%	15.2%	17.7%	15.3%	14.6%	20.1%	15.2%	29.9%	8.3%
		27.4%	72.6%	92.9%	7.0%	0.1%	57.5%	42.5%	8.2%	91.8%	71.2%	19.5%	9.3%	64.0%	36.0%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	6829.157	1603.04	2409.25	2303.72	513.142	467.34	5676.35	68.828	616.641	65.704	153.099	1533.40	5076.95	815.223	701.632	5312.30
	6.8%	7.8%	6.8%	6.1%	7.2%	5.3%	6.9%	18.8%	6.4%	15.0%	6.6%	8.6%	6.3%	5.9%	5.6%	7.1%
		23.5%	35.3%	33.7%	7.5%	6.8%	83.1%	1.0%	9.0%	1.0%	2.2%	22.5%	74.3%	11.9%	10.3%	77.8%
Satisfied	26458.452	5713.11	9122.14	9597.53	2025.68	2137.8	21490.0	120.308	2710.32	155.365	667.064	4860.62	20775.4	3427.28	3270.11	19761.1
	26.3%	27.9%	25.8%	25.5%	28.4%	24.0%	26.3%	32.8%	28.0%	35.5%	28.8%	27.3%	25.9%	24.7%	26.3%	26.6%
		21.6%	34.5%	36.3%	7.7%	8.1%	81.2%	0.5%	10.2%	0.6%	2.5%	18.4%	78.5%	13.0%	12.4%	74.7%
Neither Dissatisfied nor Satisfied	29476.447	5865.3	9771.14	11459.9	2380.08	2517.5	23535.9	127.358	3295.71	124.647	940.163	5438.56	22973.1	4498.83	3923.32	21054.3
	29.3%	28.6%	27.6%	30.5%	33.4%	28.3%	28.8%	34.7%	34.0%	28.5%	40.6%	30.5%	28.7%	32.5%	31.5%	28.3%
		19.9%	33.1%	38.9%	8.1%	8.5%	79.8%	0.4%	11.2%	0.4%	3.2%	18.5%	77.9%	15.3%	13.3%	71.4%
Dissatisfied	22310.81	4383.33	8113.43	8404.30	1409.75	1977.86	18497.6	32.604	1802.74	65.831	223.379	3743.10	18278.5	2880.85	2751.3	16678.7
	22.2%	21.4%	22.9%	22.3%	19.8%	22.2%	22.6%	8.9%	18.6%	15.1%	9.6%	21.0%	22.8%	20.8%	22.1%	22.4%
		19.6%	36.4%	37.7%	6.3%	8.9%	82.9%	0.1%	8.1%	0.3%	1.0%	16.8%	81.9%	12.9%	12.3%	74.8%
Very Dissatisfied	15578.725	2928.22	6004.09	5847.24	799.169	1797.89	12495.7	17.648	1267.45	25.839	334.122	2234.5	12984.3	2236.4	1801.73	11540.6
	15.5%	14.3%	17.0%	15.5%	11.2%	20.2%	15.3%	4.8%	13.1%	5.9%	14.4%	12.5%	16.2%	16.1%	14.5%	15.5%
		18.8%	38.5%	37.5%	5.1%	11.5%	80.2%	0.1%	8.1%	0.2%	2.1%	14.3%	83.3%	14.4%	11.6%	74.1%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	11214.62	3316.18	7898.44	9441.87	1699.7	73.052	5815.48	5399.14	782.519	10432.1	8444.38	1841.2	929.039	2008.36	9206.26
	11.1%	11.7%	10.9%	10.7%	14.2%	20.0%	10.2%	12.4%	10.8%	11.2%	11.1%	12.2%	9.8%	6.0%	13.7%
		29.6%	70.4%	84.2%	15.2%	0.7%	51.9%	48.1%	7.0%	93.0%	75.3%	16.4%	8.3%	17.9%	82.1%
Satisfied	42251.664	11773.7	30477.9	36514	5575.88	161.798	24313.5	17938.2	2700.53	39551.1	32198.7	6407.61	3645.33	10596.6	31655.0
	42.0%	41.6%	42.1%	41.4%	46.4%	44.2%	42.5%	41.3%	37.3%	42.3%	42.3%	42.4%	38.5%	31.7%	47.1%
		27.9%	72.1%	86.4%	13.2%	0.4%	57.5%	42.5%	6.4%	93.6%	76.2%	15.2%	8.6%	25.1%	74.9%
Neither Dissatisfied nor Satisfied	24384.02	6964.75	17419.3	21497.6	2788.80	97.603	14163.3	10220.7	1727.38	22656.6	18567.4	3236.96	2579.66	9153.87	15230.2
	24.2%	24.6%	24.1%	24.4%	23.2%	26.7%	24.8%	23.5%	23.9%	24.3%	24.4%	21.4%	27.2%	27.4%	22.6%
		28.6%	71.4%	88.2%	11.4%	0.4%	58.1%	41.9%	7.1%	92.9%	76.1%	13.3%	10.6%	37.5%	62.5%
Dissatisfied	16391.433	4345.03	12046.4	14862	1502.18	27.272	9094.31	7297.13	1463.39	14928.0	12540.3	2304.52	1546.59	7641.70	8749.73
	16.3%	15.4%	16.6%	16.8%	12.5%	7.5%	15.9%	16.8%	20.2%	16.0%	16.5%	15.2%	16.3%	22.9%	13.0%
		26.5%	73.5%	90.7%	9.2%	0.2%	55.5%	44.5%	8.9%	91.1%	76.5%	14.1%	9.4%	46.6%	53.4%
Very Dissatisfied	6411.854	1898.82	4513.03	5960.52	445.097	6.241	3789.03	2622.83	565.607	5846.25	4294.3	1338.27	779.287	3979.02	2432.84
	6.4%	6.7%	6.2%	6.8%	3.7%	1.7%	6.6%	6.0%	7.8%	6.3%	5.6%	8.8%	8.2%	11.9%	3.6%
		29.6%	70.4%	93.0%	6.9%	0.1%	59.1%	40.9%	8.8%	91.2%	67.0%	20.9%	12.2%	62.1%	37.9%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	11214.62	2486.22	3793.52	4084.06	850.821	889.656	9149.44	68.148	1107.38	90.747	279.818	2348.37	8495.68	1347.28	1366.64	8500.7
	11.1%	12.1%	10.7%	10.9%	11.9%	10.0%	11.2%	18.6%	11.4%	20.7%	12.1%	13.2%	10.6%	9.7%	11.0%	11.4%
		22.2%	33.8%	36.4%	7.6%	7.9%	81.6%	0.6%	9.9%	0.8%	2.5%	20.9%	75.8%	12.0%	12.2%	75.8%
Satisfied	42251.664	8736.88	14464.1	15976.1	3074.53	3513.84	34329	163.377	4245.48	179.621	1085.03	7440.61	33546.4	5809.53	5189.06	31253.1
	42.0%	42.6%	40.8%	42.5%	43.1%	39.5%	42.0%	44.5%	43.8%	41.1%	46.8%	41.8%	41.9%	41.9%	41.7%	42.0%
		20.7%	34.2%	37.8%	7.3%	8.3%	81.2%	0.4%	10.0%	0.4%	2.6%	17.6%	79.4%	13.7%	12.3%	74.0%
Neither Dissatisfied nor Satisfied	24384.02	4467.88	8612.56	9466.05	1837.53	2129.38	19930.3	100.759	2223.55	125.609	512.171	3882.01	19864.2	3714.40	3163.49	17506.1
	24.2%	21.8%	24.3%	25.2%	25.8%	23.9%	24.4%	27.5%	22.9%	28.7%	22.1%	21.8%	24.8%	26.8%	25.4%	23.5%
		18.3%	35.3%	38.8%	7.5%	8.7%	81.7%	0.4%	9.1%	0.5%	2.1%	15.9%	81.5%	15.2%	13.0%	71.8%
Dissatisfied	16391.433	3439.71	6210.82	5721.80	1019.1	1604.34	13206.4	29.254	1551.40	31.876	254.87	3002.93	13101.8	2065.40	2038.16	12287.9
	16.3%	16.8%	17.5%	15.2%	14.3%	18.0%	16.2%	8.0%	16.0%	7.3%	11.0%	16.9%	16.4%	14.9%	16.4%	16.5%
		21.0%	37.9%	34.9%	6.2%	9.8%	80.6%	0.2%	9.5%	0.2%	1.6%	18.3%	79.9%	12.6%	12.4%	75.0%
Very Dissatisfied	6411.854	1362.32	2339.02	2364.68	345.829	761.168	5080.44	5.208	565.043	9.533	185.938	1136.25	5080.13	921.958	690.734	4799.16
	6.4%	6.6%	6.6%	6.3%	4.9%	8.6%	6.2%	1.4%	5.8%	2.2%	8.0%	6.4%	6.3%	6.7%	5.5%	6.5%
		21.2%	36.5%	36.9%	5.4%	11.9%	79.2%	0.1%	8.8%	0.1%	2.9%	17.7%	79.2%	14.4%	10.8%	74.8%

FHCS Report by Demographics

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

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	20426.863	5530.32	14896.5	17085.8	3196.25	144.775	11526.9	8900.01	1473.4	18953.5	16025.0	2679.12	1722.72	2163.29	18263.6
	20.3%	19.5%	20.6%	19.4%	26.6%	39.6%	20.2%	20.5%	20.4%	20.3%	21.1%	17.7%	18.2%	6.5%	27.1%
		27.1%	72.9%	83.6%	15.6%	0.7%	56.4%	43.6%	7.2%	92.8%	78.5%	13.1%	8.4%	10.6%	89.4%
Satisfied	47829.892	13542.7	34287.1	41883.4	5793.32	153.166	26902.1	20927.8	3564.51	44265.4	36209.0	7039.63	4581.23	11546.6	36283.3
	47.5%	47.9%	47.4%	47.4%	48.2%	41.9%	47.1%	48.1%	49.2%	47.4%	47.6%	46.5%	48.3%	34.6%	53.9%
		28.3%	71.7%	87.6%	12.1%	0.3%	56.2%	43.8%	7.5%	92.5%	75.7%	14.7%	9.6%	24.1%	75.9%
Neither Dissatisfied nor Satisfied	17394.008	4868.98	12525.0	15710.6	1649.96	33.439	9961.58	7432.43	1164.53	16229.5	12568.9	3087.60	1737.54	8706.11	8687.9
	17.3%	17.2%	17.3%	17.8%	13.7%	9.1%	17.4%	17.1%	16.1%	17.4%	16.5%	20.4%	18.3%	26.1%	12.9%
		28.0%	72.0%	90.3%	9.5%	0.2%	57.3%	42.7%	6.7%	93.3%	72.3%	17.8%	10.0%	50.1%	49.9%
Dissatisfied	10913.349	3159.22	7754.13	9818.41	1067.22	27.728	6448.97	4464.38	681.409	10231.9	8399.51	1560.19	953.653	7792.26	3121.09
	10.8%	11.2%	10.7%	11.1%	8.9%	7.6%	11.3%	10.3%	9.4%	11.0%	11.0%	10.3%	10.1%	23.3%	4.6%
		28.9%	71.1%	90.0%	9.8%	0.3%	59.1%	40.9%	6.2%	93.8%	77.0%	14.3%	8.7%	71.4%	28.6%
Very Dissatisfied	4089.479	1197.27	2892.21	3777.71	304.911	6.858	2336.16	1753.32	355.584	3733.9	2842.69	762.017	484.77	3171.35	918.127
	4.1%	4.2%	4.0%	4.3%	2.5%	1.9%	4.1%	4.0%	4.9%	4.0%	3.7%	5.0%	5.1%	9.5%	1.4%
		29.3%	70.7%	92.4%	7.5%	0.2%	57.1%	42.9%	8.7%	91.3%	69.5%	18.6%	11.9%	77.5%	22.5%

FHCS Report by Demographics

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

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	20426.863	3985.17	6828.10	7754.83	1858.76	1791.11	16388.3	134.891	2112.53	158.498	468.595	3876.47	15923.3	2549.96	2459.21	15417.7
	20.3%	19.4%	19.3%	20.6%	26.1%	20.1%	20.1%	36.8%	21.8%	36.2%	20.2%	21.8%	19.9%	18.4%	19.8%	20.7%
		19.5%	33.4%	38.0%	9.1%	8.8%	80.2%	0.7%	10.3%	0.8%	2.3%	19.0%	78.0%	12.5%	12.0%	75.5%
Satisfied	47829.892	10258.6	16891.8	17467.0	3212.47	4110.62	38961.6	165.061	4592.63	174.297	1263.78	8444.51	37947.3	6209.9	5857.99	35762.0
	47.5%	50.1%	47.7%	46.4%	45.1%	46.2%	47.7%	45.0%	47.4%	39.8%	54.5%	47.4%	47.4%	44.8%	47.1%	48.1%
		21.4%	35.3%	36.5%	6.7%	8.6%	81.5%	0.3%	9.6%	0.4%	2.6%	17.7%	79.3%	13.0%	12.2%	74.8%
Neither Dissatisfied nor Satisfied	17394.008	3515.6	6172.57	6468.45	1237.39	1715.27	14011	29.363	1638.43	60.233	384.938	2849.60	14099.2	2532.85	2148.66	12712.5
	17.3%	17.2%	17.4%	17.2%	17.4%	19.3%	17.2%	8.0%	16.9%	13.8%	16.6%	16.0%	17.6%	18.3%	17.3%	17.1%
		20.2%	35.5%	37.2%	7.1%	9.9%	80.6%	0.2%	9.4%	0.3%	2.2%	16.4%	81.1%	14.6%	12.4%	73.1%
Dissatisfied	10913.349	1945.12	4119.14	4283.67	565.416	969.632	8995.32	30.626	917.767	34.791	142.285	2008.56	8727.72	1673.86	1427.47	7812.02
	10.8%	9.5%	11.6%	11.4%	7.9%	10.9%	11.0%	8.4%	9.5%	8.0%	6.1%	11.3%	10.9%	12.1%	11.5%	10.5%
		17.8%	37.7%	39.3%	5.2%	8.9%	82.4%	0.3%	8.4%	0.3%	1.3%	18.4%	80.0%	15.3%	13.1%	71.6%
Very Dissatisfied	4089.479	788.534	1408.41	1638.76	253.776	311.753	3339.42	6.805	431.502	9.567	58.23	631.034	3390.65	892.014	554.753	2642.71
	4.1%	3.8%	4.0%	4.4%	3.6%	3.5%	4.1%	1.9%	4.5%	2.2%	2.5%	3.5%	4.2%	6.4%	4.5%	3.6%
		19.3%	34.4%	40.1%	6.2%	7.6%	81.7%	0.2%	10.6%	0.2%	1.4%	15.4%	82.9%	21.8%	13.6%	64.6%

FHCS Report by Demographics

(69) Considering everything, how would you rate your overall satisfaction in your organization at the present time?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	13663.999	4001.13	9662.87	11371.3	2187.78	104.933	7644.00	6020	1005.16	12658.8	10543.3	1863.05	1257.66	1300.3	12363.7
	13.6%	14.1%	13.4%	12.9%	18.2%	28.7%	13.4%	13.8%	13.9%	13.6%	13.9%	12.3%	13.3%	3.9%	18.4%
		29.3%	70.7%	83.2%	16.0%	0.8%	55.9%	44.1%	7.4%	92.6%	77.2%	13.6%	9.2%	9.5%	90.5%
Satisfied	42124.314	11879.7	30244.6	36727.8	5242.76	153.772	23151.6	18972.7	3218.58	38905.7	31672.5	6560.79	3891.07	8585.14	33539.2
	41.9%	42.0%	41.8%	41.6%	43.6%	42.0%	40.5%	43.6%	44.5%	41.6%	41.6%	43.4%	41.0%	25.7%	49.9%
		28.2%	71.8%	87.2%	12.4%	0.4%	55.0%	45.0%	7.6%	92.4%	75.2%	15.6%	9.2%	20.4%	79.6%
Neither Dissatisfied nor Satisfied	20262.738	5682.1	14580.6	18082.8	2131.57	48.374	12059.2	8203.57	1414.36	18848.4	15183.4	2983.88	2095.41	8054.94	12207.8
	20.1%	20.1%	20.2%	20.5%	17.7%	13.2%	21.1%	18.9%	19.5%	20.2%	20.0%	19.7%	22.1%	24.1%	18.1%
		28.0%	72.0%	89.2%	10.5%	0.2%	59.5%	40.5%	7.0%	93.0%	74.9%	14.7%	10.3%	39.8%	60.2%
Dissatisfied	17236.729	4873.72	12363.0	15377.1	1814.81	44.828	10166.0	7070.7	943.779	16293	13258.9	2519.38	1458.43	10022.6	7214.13
	17.1%	17.2%	17.1%	17.4%	15.1%	12.2%	17.8%	16.3%	13.0%	17.4%	17.4%	16.7%	15.4%	30.0%	10.7%
		28.3%	71.7%	89.2%	10.5%	0.3%	59.0%	41.0%	5.5%	94.5%	76.9%	14.6%	8.5%	58.1%	41.9%
Very Dissatisfied	7365.811	1861.85	5503.96	6717.01	634.739	14.059	4154.88	3210.93	657.549	6708.26	5387.03	1201.45	777.328	5416.62	1949.2
	7.3%	6.6%	7.6%	7.6%	5.3%	3.8%	7.3%	7.4%	9.1%	7.2%	7.1%	7.9%	8.2%	16.2%	2.9%
		25.3%	74.7%	91.2%	8.6%	0.2%	56.4%	43.6%	8.9%	91.1%	73.1%	16.3%	10.6%	73.5%	26.5%

FHCS Report by Demographics

(69) Considering everything, how would you rate your overall satisfaction in your organization at the present time?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	13663.999	2715.03	4667.41	5074.70	1206.86	1173.98	11222.5	95.687	1171.86	159.581	349.457	2926.18	10228.8	1640.93	1563.88	10459.2
	13.6%	13.2%	13.2%	13.5%	16.9%	13.2%	13.7%	26.1%	12.1%	36.5%	15.1%	16.4%	12.8%	11.8%	12.6%	14.1%
		19.9%	34.2%	37.1%	8.8%	8.6%	82.1%	0.7%	8.6%	1.2%	2.6%	21.4%	74.9%	12.0%	11.4%	76.5%
Satisfied	42124.314	9168.01	14510.6	15404.0	3041.71	3461.70	34451.5	164.579	4046.5	159.946	1269.70	7797.82	32896.8	5231.43	5147.89	31745
	41.9%	44.7%	41.0%	41.0%	42.7%	38.9%	42.2%	44.9%	41.7%	36.6%	54.8%	43.8%	41.1%	37.7%	41.4%	42.7%
		21.8%	34.4%	36.6%	7.2%	8.2%	81.8%	0.4%	9.6%	0.4%	3.0%	18.5%	78.1%	12.4%	12.2%	75.4%
Neither Dissatisfied nor Satisfied	20262.738	4176.95	7298.27	7317.48	1470.04	2041.26	16196.8	48.043	1976.65	65.816	323.668	3484.92	16388.3	2750.82	2452.51	15059.4
	20.1%	20.4%	20.6%	19.5%	20.6%	22.9%	19.8%	13.1%	20.4%	15.0%	14.0%	19.6%	20.5%	19.8%	19.7%	20.3%
		20.6%	36.0%	36.1%	7.3%	10.1%	79.9%	0.2%	9.8%	0.3%	1.6%	17.2%	80.9%	13.6%	12.1%	74.3%
Dissatisfied	17236.729	3191.72	6271.64	6736.3	1037.07	1546.07	13922.9	44.857	1722.85	38.96	301.67	2535.65	14360.4	2801.86	2267.29	12167.6
	17.1%	15.6%	17.7%	17.9%	14.5%	17.4%	17.0%	12.2%	17.8%	8.9%	13.0%	14.2%	17.9%	20.2%	18.2%	16.4%
		18.5%	36.4%	39.1%	6.0%	9.0%	80.8%	0.3%	10.0%	0.2%	1.8%	14.7%	83.3%	16.3%	13.2%	70.6%
Very Dissatisfied	7365.811	1241.30	2672.17	3080.21	372.133	675.37	5901.86	13.58	774.999	13.083	73.33	1065.61	6213.79	1433.55	1016.51	4915.75
	7.3%	6.1%	7.5%	8.2%	5.2%	7.6%	7.2%	3.7%	8.0%	3.0%	3.2%	6.0%	7.8%	10.3%	8.2%	6.6%
		16.9%	36.3%	41.8%	5.1%	9.2%	80.1%	0.2%	10.5%	0.2%	1.0%	14.5%	84.4%	19.5%	13.8%	66.7%

FHCS Report by Demographics

(71) How satisfied are you with your pay:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	15701.418	4595.77	11105.6	13367.3	2269.55	64.593	7961.37	7740.04	959.53	14741.9	12466.8	2032.95	1201.71	3790.2	11911.2
	15.6%	16.2%	15.3%	15.1%	18.9%	17.7%	13.9%	17.8%	13.3%	15.8%	16.4%	13.4%	12.7%	11.4%	17.7%
		29.3%	70.7%	85.1%	14.5%	0.4%	50.7%	49.3%	6.1%	93.9%	79.4%	12.9%	7.7%	24.1%	75.9%
Satisfied	48489.813	13711.8	34778.0	42435.7	5902.5	151.63	27489.1	21000.8	3567.71	44922.1	37616.2	6670.87	4202.73	13229.8	35260
	48.2%	48.5%	48.1%	48.1%	49.1%	41.4%	48.1%	48.3%	49.3%	48.1%	49.5%	44.1%	44.3%	39.6%	52.4%
		28.3%	71.7%	87.5%	12.2%	0.3%	56.7%	43.3%	7.4%	92.6%	77.6%	13.8%	8.7%	27.3%	72.7%
Neither Satisfied nor Dissatisfied	15084.684	4364.62	10720.1	13451.3	1585.39	48.012	9517.92	5566.77	1010.57	14074.1	10791.6	2315.12	1977.98	5796.32	9288.36
	15.0%	15.4%	14.8%	15.2%	13.2%	13.1%	16.6%	12.8%	14.0%	15.1%	14.2%	15.3%	20.9%	17.4%	13.8%
		28.9%	71.1%	89.2%	10.5%	0.3%	63.1%	36.9%	6.7%	93.3%	71.5%	15.3%	13.1%	38.4%	61.6%
Dissatisfied	17046.328	4360.49	12685.8	15142.9	1830.76	72.693	9558.64	7487.69	1399.58	15646.7	12299.9	2922.80	1823.63	8084.85	8961.47
	16.9%	15.4%	17.5%	17.2%	15.2%	19.9%	16.7%	17.2%	19.3%	16.7%	16.2%	19.3%	19.2%	24.2%	13.3%
		25.6%	74.4%	88.8%	10.7%	0.4%	56.1%	43.9%	8.2%	91.8%	72.2%	17.1%	10.7%	47.4%	52.6%
Very Dissatisfied	4331.348	1265.87	3065.48	3878.84	423.471	29.038	2648.66	1682.68	302.042	4029.31	2870.68	1186.81	273.855	2478.38	1852.97
	4.3%	4.5%	4.2%	4.4%	3.5%	7.9%	4.6%	3.9%	4.2%	4.3%	3.8%	7.8%	2.9%	7.4%	2.8%
		29.2%	70.8%	89.6%	9.8%	0.7%	61.2%	38.8%	7.0%	93.0%	66.3%	27.4%	6.3%	57.2%	42.8%

FHCS Report by Demographics

(71) How satisfied are you with your pay:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	15701.418	2891.87	5462.6	6202.46	1144.5	1235.97	12860.7	60.532	1544.19	65.452	249.316	2439.38	12947.3	2690.11	1925.15	11086.2
	15.6%	14.1%	15.4%	16.5%	16.1%	13.9%	15.7%	16.5%	15.9%	15.0%	10.8%	13.7%	16.2%	19.4%	15.5%	14.9%
		18.4%	34.8%	39.5%	7.3%	7.9%	81.9%	0.4%	9.8%	0.4%	1.6%	15.5%	82.5%	17.1%	12.3%	70.6%
Satisfied	48489.813	9808.47	16763.8	18169.9	3747.65	4189.7	39451.3	159.739	4689.13	246.257	1051.05	8314.37	38878.1	6578.82	6474.42	35436.6
	48.2%	47.9%	47.3%	48.3%	52.6%	47.1%	48.3%	43.6%	48.4%	56.3%	45.3%	46.7%	48.5%	47.5%	52.0%	47.7%
		20.2%	34.6%	37.5%	7.7%	8.6%	81.4%	0.3%	9.7%	0.5%	2.2%	17.1%	80.2%	13.6%	13.4%	73.1%
Neither Satisfied nor Dissatisfied	15084.684	2968.44	5331.85	5628.15	1156.24	1475.52	12019.2	45.16	1544.78	61.427	421.945	2837.50	11763.8	1956.63	1805.28	11322.8
	15.0%	14.5%	15.1%	15.0%	16.2%	16.6%	14.7%	12.3%	15.9%	14.0%	18.2%	15.9%	14.7%	14.1%	14.5%	15.2%
		19.7%	35.3%	37.3%	7.7%	9.8%	79.7%	0.3%	10.2%	0.4%	2.8%	18.8%	78.0%	13.0%	12.0%	75.1%
Dissatisfied	17046.328	3616.84	6347.28	6195.87	886.348	1567.40	13971.5	69.441	1437.95	53.254	420.837	3315.76	13256.5	2111.21	1843.48	13091.6
	16.9%	17.6%	17.9%	16.5%	12.4%	17.6%	17.1%	18.9%	14.8%	12.2%	18.2%	18.6%	16.6%	15.2%	14.8%	17.6%
		21.2%	37.2%	36.3%	5.2%	9.2%	82.0%	0.4%	8.4%	0.3%	2.5%	19.5%	77.8%	12.4%	10.8%	76.8%
Very Dissatisfied	4331.348	1207.39	1514.53	1416.34	193.079	429.793	3392.86	31.874	476.818	10.996	174.679	903.169	3242.50	521.813	399.766	3409.77
	4.3%	5.9%	4.3%	3.8%	2.7%	4.8%	4.2%	8.7%	4.9%	2.5%	7.5%	5.1%	4.0%	3.8%	3.2%	4.6%
		27.9%	35.0%	32.7%	4.5%	9.9%	78.3%	0.7%	11.0%	0.3%	4.0%	20.9%	74.9%	12.0%	9.2%	78.7%

FHCS Report by Demographics

(72) How satisfied are you with retirement benefits:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	12988.538	4127.34	8861.2	10808.5	2075.87	104.164	6813.43	6175.11	704.005	12284.5	10490.4	1621.28	876.853	3335.89	9652.65
	12.9%	14.6%	12.2%	12.2%	17.3%	28.5%	11.9%	14.2%	9.7%	13.2%	13.8%	10.7%	9.2%	10.0%	14.3%
		31.8%	68.2%	83.2%	16.0%	0.8%	52.5%	47.5%	5.4%	94.6%	80.8%	12.5%	6.8%	25.7%	74.3%
Satisfied	53025.193	15318.9	37706.3	46518	6317.73	189.5	29327.4	23697.8	3919.84	49105.4	40399.3	7785.67	4840.18	15623.6	37401.6
	52.7%	54.1%	52.1%	52.7%	52.6%	51.8%	51.3%	54.5%	54.1%	52.6%	53.1%	51.5%	51.1%	46.8%	55.6%
		28.9%	71.1%	87.7%	11.9%	0.4%	55.3%	44.7%	7.4%	92.6%	76.2%	14.7%	9.1%	29.5%	70.5%
Neither Satisfied nor Dissatisfied	19883.809	5296.10	14587.7	17784.5	2057.74	41.577	12036.1	7847.72	1556.35	18327.5	14220.3	3502.06	2161.47	7596.7	12287.1
	19.8%	18.7%	20.2%	20.1%	17.1%	11.4%	21.1%	18.0%	21.5%	19.6%	18.7%	23.1%	22.8%	22.8%	18.3%
		26.6%	73.4%	89.4%	10.3%	0.2%	60.5%	39.5%	7.8%	92.2%	71.5%	17.6%	10.9%	38.2%	61.8%
Dissatisfied	12433.673	2988.27	9445.4	11090.2	1317.33	26.123	7513.25	4920.42	844.936	11588.7	9224.81	1779.12	1429.74	5513.17	6920.51
	12.4%	10.6%	13.1%	12.6%	11.0%	7.1%	13.1%	11.3%	11.7%	12.4%	12.1%	11.8%	15.1%	16.5%	10.3%
		24.0%	76.0%	89.2%	10.6%	0.2%	60.4%	39.6%	6.8%	93.2%	74.2%	14.3%	11.5%	44.3%	55.7%
Very Dissatisfied	2322.378	567.895	1754.48	2074.78	242.995	4.602	1485.45	836.929	214.302	2108.08	1710.3	440.421	171.661	1310.25	1012.13
	2.3%	2.0%	2.4%	2.4%	2.0%	1.3%	2.6%	1.9%	3.0%	2.3%	2.2%	2.9%	1.8%	3.9%	1.5%
		24.5%	75.5%	89.3%	10.5%	0.2%	64.0%	36.0%	9.2%	90.8%	73.6%	19.0%	7.4%	56.4%	43.6%

FHCS Report by Demographics

(72) How satisfied are you with retirement benefits:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	12988.538	2629.15	4172.69	5148.65	1038.05	820.787	10873.1	98.727	1195.95	59.254	227.237	2228.94	10473.1	2240.94	1753.69	8993.91
	12.9%	12.8%	11.8%	13.7%	14.6%	9.2%	13.3%	26.9%	12.3%	13.5%	9.8%	12.5%	13.1%	16.2%	14.1%	12.1%
		20.2%	32.1%	39.6%	8.0%	6.3%	83.7%	0.8%	9.2%	0.5%	1.7%	17.2%	80.6%	17.3%	13.5%	69.2%
Satisfied	53025.193	11473.1	18922.4	19241.6	3388.02	4053.34	43735.1	193.359	5043.4	241.567	1231.16	9562.69	41989.8	6910.08	6454.86	39660.3
	52.7%	56.0%	53.4%	51.2%	47.5%	45.6%	53.5%	52.7%	52.0%	55.2%	53.1%	53.7%	52.4%	49.9%	51.9%	53.3%
		21.6%	35.7%	36.3%	6.4%	7.6%	82.5%	0.4%	9.5%	0.5%	2.3%	18.0%	79.2%	13.0%	12.2%	74.8%
Neither Satisfied nor Dissatisfied	19883.809	4217.32	7352.86	6740.58	1573.05	2055.51	16081.5	40.463	1706.30	88.289	636.636	3773.4	15385.5	2359.65	2407.93	15116.2
	19.8%	20.6%	20.8%	17.9%	22.1%	23.1%	19.7%	11.0%	17.6%	20.2%	27.5%	21.2%	19.2%	17.0%	19.3%	20.3%
		21.2%	37.0%	33.9%	7.9%	10.3%	80.9%	0.2%	8.6%	0.4%	3.2%	19.0%	77.4%	11.9%	12.1%	76.0%
Dissatisfied	12433.673	1835.26	4263.12	5405.51	929.789	1659.05	9408.19	29.496	1336.94	40.346	184.33	1908.04	10301	1981.87	1557.28	8894.53
	12.4%	9.0%	12.0%	14.4%	13.0%	18.6%	11.5%	8.0%	13.8%	9.2%	8.0%	10.7%	12.9%	14.3%	12.5%	12.0%
		14.8%	34.3%	43.5%	7.5%	13.3%	75.7%	0.2%	10.8%	0.3%	1.5%	15.3%	82.8%	15.9%	12.5%	71.5%
Very Dissatisfied	2322.378	338.177	708.948	1076.35	198.904	309.699	1597.70	4.701	410.274	7.93	38.469	337.111	1938.87	366.048	274.332	1682
	2.3%	1.7%	2.0%	2.9%	2.8%	3.5%	2.0%	1.3%	4.2%	1.8%	1.7%	1.9%	2.4%	2.6%	2.2%	2.3%
		14.6%	30.5%	46.3%	8.6%	13.3%	68.8%	0.2%	17.7%	0.3%	1.7%	14.5%	83.5%	15.8%	11.8%	72.4%

FHCS Report by Demographics

(73) How satisfied are you with life insurance benefits:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	8290.581	2382.39	5908.19	7184.99	1072.81	32.783	3830.02	4460.56	499.759	7790.82	6163.53	1468.14	658.908	2259.05	6031.53
	8.2%	8.4%	8.2%	8.1%	8.9%	9.0%	6.7%	10.3%	6.9%	8.3%	8.1%	9.7%	7.0%	6.8%	9.0%
		28.7%	71.3%	86.7%	12.9%	0.4%	46.2%	53.8%	6.0%	94.0%	74.3%	17.7%	7.9%	27.2%	72.8%
Satisfied	48547.574	13460.7	35086.9	42576.8	5812.33	158.458	26314.1	22233.5	3508.72	45038.9	36461.4	7831.98	4254.19	14629.2	33918.4
	48.2%	47.6%	48.5%	48.2%	48.4%	43.3%	46.0%	51.1%	48.5%	48.2%	47.9%	51.8%	44.9%	43.8%	50.4%
		27.7%	72.3%	87.7%	12.0%	0.3%	54.2%	45.8%	7.2%	92.8%	75.1%	16.1%	8.8%	30.1%	69.9%
Neither Satisfied nor Dissatisfied	33531.123	9874.46	23656.7	29595.7	3797.34	138.104	20031.8	13499.3	2112.07	31419.1	25719.3	4216.05	3595.75	12060.6	21470.6
	33.3%	34.9%	32.7%	33.5%	31.6%	37.7%	35.0%	31.0%	29.2%	33.6%	33.8%	27.9%	37.9%	36.1%	31.9%
		29.4%	70.6%	88.3%	11.3%	0.4%	59.7%	40.3%	6.3%	93.7%	76.7%	12.6%	10.7%	36.0%	64.0%
Dissatisfied	8251.612	2097.04	6154.58	7155.74	1066.06	29.811	5485.91	2765.70	961.444	7290.17	6089.92	1326.35	835.347	3393.62	4857.99
	8.2%	7.4%	8.5%	8.1%	8.9%	8.1%	9.6%	6.4%	13.3%	7.8%	8.0%	8.8%	8.8%	10.2%	7.2%
		25.4%	74.6%	86.7%	12.9%	0.4%	66.5%	33.5%	11.7%	88.3%	73.8%	16.1%	10.1%	41.1%	58.9%
Very Dissatisfied	2032.701	483.952	1548.75	1762.77	263.118	6.81	1513.85	518.85	157.431	1875.27	1610.95	286.036	135.713	1037.13	995.569
	2.0%	1.7%	2.1%	2.0%	2.2%	1.9%	2.6%	1.2%	2.2%	2.0%	2.1%	1.9%	1.4%	3.1%	1.5%
		23.8%	76.2%	86.7%	12.9%	0.3%	74.5%	25.5%	7.7%	92.3%	79.3%	14.1%	6.7%	51.0%	49.0%

FHCS Report by Demographics

(73) How satisfied are you with life insurance benefits:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	8290.581	1800.74	2822.36	3008.44	659.04	648.553	6842.88	31.992	767.159	38.467	255.063	1656.98	6340.07	1110.34	960.325	6219.92
	8.2%	8.8%	8.0%	8.0%	9.2%	7.3%	8.4%	8.7%	7.9%	8.8%	11.0%	9.3%	7.9%	8.0%	7.7%	8.4%
		21.7%	34.0%	36.3%	7.9%	7.8%	82.5%	0.4%	9.3%	0.5%	3.1%	20.0%	76.5%	13.4%	11.6%	75.0%
Satisfied	48547.574	10069.4	17074.3	18006.5	3397.38	4255.85	39733.4	164.739	4393.56	229.278	1033.95	8723.31	38561.0	6606.21	5973.86	35967.5
	48.2%	49.1%	48.2%	47.9%	47.7%	47.8%	48.6%	44.9%	45.3%	52.4%	44.6%	49.0%	48.1%	47.7%	48.0%	48.4%
		20.7%	35.2%	37.1%	7.0%	8.8%	81.8%	0.3%	9.1%	0.5%	2.1%	18.0%	79.4%	13.6%	12.3%	74.1%
Neither Satisfied nor Dissatisfied	33531.123	6611.61	12006.3	12582.8	2330.43	2856.25	27090.8	130.989	3453.09	149.849	870.451	5912.05	26598.8	4487.52	4330.15	24713.5
	33.3%	32.3%	33.9%	33.5%	32.7%	32.1%	33.2%	35.7%	35.6%	34.3%	37.6%	33.2%	33.2%	32.4%	34.8%	33.2%
		19.7%	35.8%	37.5%	7.0%	8.5%	80.8%	0.4%	10.3%	0.4%	2.6%	17.6%	79.3%	13.4%	12.9%	73.7%
Dissatisfied	8251.612	1586.1	2857.03	3270.63	537.855	894.025	6477.8	31.839	847.948	11.659	112.669	1222.27	6905.01	1234.04	989.932	6027.64
	8.2%	7.7%	8.1%	8.7%	7.5%	10.0%	7.9%	8.7%	8.7%	2.7%	4.9%	6.9%	8.6%	8.9%	8.0%	8.1%
		19.2%	34.6%	39.6%	6.5%	10.8%	78.5%	0.4%	10.3%	0.1%	1.4%	14.8%	83.7%	15.0%	12.0%	73.0%
Very Dissatisfied	2032.701	425.191	660.131	744.276	203.103	243.706	1550.71	7.187	231.101	8.133	45.691	295.557	1683.32	420.475	193.816	1418.41
	2.0%	2.1%	1.9%	2.0%	2.8%	2.7%	1.9%	2.0%	2.4%	1.9%	2.0%	1.7%	2.1%	3.0%	1.6%	1.9%
		20.9%	32.5%	36.6%	10.0%	12.0%	76.3%	0.4%	11.4%	0.4%	2.2%	14.5%	82.8%	20.7%	9.5%	69.8%

FHCS Report by Demographics

(74) How satisfied are you with health insurance benefits:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	8277.35	2606.64	5670.71	7188.24	1044.47	44.65	4022.71	4254.64	488.726	7788.62	6485.27	1161.00	631.077	2364.14	5913.21
	8.2%	9.2%	7.8%	8.1%	8.7%	12.2%	7.0%	9.8%	6.8%	8.3%	8.5%	7.7%	6.7%	7.1%	8.8%
		31.5%	68.5%	86.8%	12.6%	0.5%	48.6%	51.4%	5.9%	94.1%	78.3%	14.0%	7.6%	28.6%	71.4%
Satisfied	42186.686	12836.0	29350.7	36874.8	5118.95	192.905	22496.7	19690	2959.21	39227.5	31652.6	6826.46	3707.61	12688.4	29498.3
	41.9%	45.4%	40.6%	41.8%	42.6%	52.7%	39.3%	45.3%	40.9%	42.0%	41.6%	45.1%	39.1%	38.0%	43.8%
		30.4%	69.6%	87.4%	12.1%	0.5%	53.3%	46.7%	7.0%	93.0%	75.0%	16.2%	8.8%	30.1%	69.9%
Neither Satisfied nor Dissatisfied	20860.697	5978.91	14881.8	18328.2	2472.10	60.377	12685	8175.75	1543.79	19316.9	15430.8	3142.05	2287.86	6955.71	13905
	20.7%	21.1%	20.6%	20.8%	20.6%	16.5%	22.2%	18.8%	21.3%	20.7%	20.3%	20.8%	24.1%	20.8%	20.7%
		28.7%	71.3%	87.9%	11.9%	0.3%	60.8%	39.2%	7.4%	92.6%	74.0%	15.1%	11.0%	33.3%	66.7%
Dissatisfied	21896.135	5386.97	16509.2	19168.1	2669.49	58.497	13074.4	8821.76	1481.14	20415	16892.4	2945.69	2058.08	8047.36	13848.8
	21.8%	19.0%	22.8%	21.7%	22.2%	16.0%	22.9%	20.3%	20.5%	21.9%	22.2%	19.5%	21.7%	24.1%	20.6%
		24.6%	75.4%	87.5%	12.2%	0.3%	59.7%	40.3%	6.8%	93.2%	77.1%	13.5%	9.4%	36.8%	63.2%
Very Dissatisfied	7432.723	1490	5942.73	6716.54	706.647	9.537	4896.90	2535.82	766.561	6666.16	5584.09	1053.35	795.281	3324.01	4108.71
	7.4%	5.3%	8.2%	7.6%	5.9%	2.6%	8.6%	5.8%	10.6%	7.1%	7.3%	7.0%	8.4%	10.0%	6.1%
		20.0%	80.0%	90.4%	9.5%	0.1%	65.9%	34.1%	10.3%	89.7%	75.1%	14.2%	10.7%	44.7%	55.3%

FHCS Report by Demographics

(74) How satisfied are you with health insurance benefits:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	8277.35	1681.33	2419.49	3375.92	800.614	568.979	6924.89	44.268	739.217	38.013	167.16	1372.55	6699.63	1521.05	1075.77	5680.53
	8.2%	8.2%	6.8%	9.0%	11.2%	6.4%	8.5%	12.1%	7.6%	8.7%	7.2%	7.7%	8.4%	11.0%	8.6%	7.6%
		20.3%	29.2%	40.8%	9.7%	6.9%	83.7%	0.5%	8.9%	0.5%	2.0%	16.6%	80.9%	18.4%	13.0%	68.6%
Satisfied	42186.686	8295.66	14432.4	16171.2	3287.5	3110.74	34816.2	186.912	4072.84	172.648	697.893	6929.42	34386.7	6119.3	5592.6	30474.8
	41.9%	40.5%	40.7%	43.0%	46.1%	35.0%	42.6%	51.0%	42.0%	39.5%	30.1%	38.9%	42.9%	44.2%	44.9%	41.0%
		19.7%	34.2%	38.3%	7.8%	7.4%	82.5%	0.4%	9.7%	0.4%	1.7%	16.4%	81.5%	14.5%	13.3%	72.2%
Neither Satisfied nor Dissatisfied	20860.697	4205.76	7344.56	7790.47	1519.90	1868.6	16978.1	73.09	1940.92	119.98	639.167	4289.13	15812.4	2758.41	2605.48	15496.8
	20.7%	20.5%	20.7%	20.7%	21.3%	21.0%	20.8%	19.9%	20.0%	27.4%	27.6%	24.1%	19.7%	19.9%	20.9%	20.8%
		20.2%	35.2%	37.3%	7.3%	9.0%	81.4%	0.4%	9.3%	0.6%	3.1%	20.6%	75.8%	13.2%	12.5%	74.3%
Dissatisfied	21896.135	4362.93	8526.50	7708.96	1297.74	2274.56	17333.3	54.005	2234.27	80.095	553.759	3698.72	17563.6	2701.36	2547.74	16647.0
	21.8%	21.3%	24.1%	20.5%	18.2%	25.6%	21.2%	14.7%	23.1%	18.3%	23.9%	20.8%	21.9%	19.5%	20.5%	22.4%
		19.9%	38.9%	35.2%	5.9%	10.4%	79.2%	0.2%	10.2%	0.4%	2.5%	16.9%	80.2%	12.3%	11.6%	76.0%
Very Dissatisfied	7432.723	1947.32	2697.14	2566.21	222.059	1075.50	5643.14	8.471	705.611	26.65	259.848	1520.35	5625.87	758.451	626.494	6047.78
	7.4%	9.5%	7.6%	6.8%	3.1%	12.1%	6.9%	2.3%	7.3%	6.1%	11.2%	8.5%	7.0%	5.5%	5.0%	8.1%
		26.2%	36.3%	34.5%	3.0%	14.5%	75.9%	0.1%	9.5%	0.4%	3.5%	20.5%	75.7%	10.2%	8.4%	81.4%

FHCS Report by Demographics

(75) How satisfied are you with Long Term Care benefits:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	2451.474	739.284	1712.19	2152.55	287.42	11.507	1231.77	1219.70	138.021	2313.45	1695.24	441.489	314.748	668.043	1783.43
	2.4%	2.6%	2.4%	2.4%	2.4%	3.1%	2.2%	2.8%	1.9%	2.5%	2.2%	2.9%	3.3%	2.0%	2.7%
		30.2%	69.8%	87.8%	11.7%	0.5%	50.2%	49.8%	5.6%	94.4%	69.2%	18.0%	12.8%	27.3%	72.7%
Satisfied	19100.77	5647.73	13453.0	16751.7	2278.72	70.351	10369.8	8730.99	1542.65	17558.1	13780.7	3424.67	1895.45	5110.09	13990.7
	19.0%	20.0%	18.6%	19.0%	19.0%	19.2%	18.1%	20.1%	21.3%	18.8%	18.1%	22.6%	20.0%	15.3%	20.8%
		29.6%	70.4%	87.7%	11.9%	0.4%	54.3%	45.7%	8.1%	91.9%	72.1%	17.9%	9.9%	26.8%	73.2%
Neither Satisfied nor Dissatisfied	64647.444	18371.5	46275.9	56663.5	7745.46	238.535	36156.2	28491.3	4326.72	60320.7	50077.2	9056.33	5513.95	21515.2	43132.2
	64.2%	64.9%	64.0%	64.2%	64.5%	65.2%	63.2%	65.5%	59.8%	64.6%	65.9%	59.9%	58.2%	64.5%	64.1%
		28.4%	71.6%	87.6%	12.0%	0.4%	55.9%	44.1%	6.7%	93.3%	77.5%	14.0%	8.5%	33.3%	66.7%
Dissatisfied	10380.893	2544.69	7836.20	9106.12	1241.64	33.134	6740.39	3640.5	846.987	9533.91	7467.70	1554.22	1358.98	4005.58	6375.31
	10.3%	9.0%	10.8%	10.3%	10.3%	9.1%	11.8%	8.4%	11.7%	10.2%	9.8%	10.3%	14.3%	12.0%	9.5%
		24.5%	75.5%	87.7%	12.0%	0.3%	64.9%	35.1%	8.2%	91.8%	71.9%	15.0%	13.1%	38.6%	61.4%
Very Dissatisfied	4073.01	995.281	3077.73	3602.14	458.428	12.439	2677.55	1395.47	385.053	3687.96	3024.39	651.845	396.778	2080.67	1992.34
	4.0%	3.5%	4.3%	4.1%	3.8%	3.4%	4.7%	3.2%	5.3%	3.9%	4.0%	4.3%	4.2%	6.2%	3.0%
		24.4%	75.6%	88.4%	11.3%	0.3%	65.7%	34.3%	9.5%	90.5%	74.3%	16.0%	9.7%	51.1%	48.9%

FHCS Report by Demographics

(75) How satisfied are you with Long Term Care benefits:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	2451.474	596.052	888.364	791.005	176.053	277.634	1935.65	11.202	226.99	23.328	68.635	565.105	1794.41	285.191	264.399	1901.88
	2.4%	2.9%	2.5%	2.1%	2.5%	3.1%	2.4%	3.1%	2.3%	5.3%	3.0%	3.2%	2.2%	2.1%	2.1%	2.6%
		24.3%	36.2%	32.3%	7.2%	11.3%	79.0%	0.5%	9.3%	1.0%	2.8%	23.1%	73.2%	11.6%	10.8%	77.6%
Satisfied	19100.77	4735.32	6555.17	6620.27	1190.01	1897.98	15467.5	65.106	1670.18	121.968	508.152	4332.31	14138.3	2163.66	2152.32	14784.8
	19.0%	23.1%	18.5%	17.6%	16.7%	21.3%	18.9%	17.8%	17.2%	27.9%	21.9%	24.3%	17.7%	15.6%	17.3%	19.9%
		24.8%	34.3%	34.7%	6.2%	9.9%	81.0%	0.3%	8.7%	0.6%	2.7%	22.7%	74.0%	11.3%	11.3%	77.4%
Neither Satisfied nor Dissatisfied	64647.444	13196.3	23116.2	23958.0	4376.97	4806.65	53406.3	240.046	6194.41	248.011	1402.68	10790.5	52206.2	9048.65	7883.33	47715.5
	64.2%	64.4%	65.3%	63.7%	61.4%	54.0%	65.4%	65.5%	63.9%	56.7%	60.5%	60.6%	65.2%	65.3%	63.3%	64.2%
		20.4%	35.8%	37.1%	6.8%	7.4%	82.6%	0.4%	9.6%	0.4%	2.2%	16.7%	80.8%	14.0%	12.2%	73.8%
Dissatisfied	10380.893	1379.68	3613.47	4407.16	980.587	1383.26	7683.93	38.123	1275.58	33.184	182.987	1610.75	8553.97	1524.43	1522.91	7333.55
	10.3%	6.7%	10.2%	11.7%	13.8%	15.5%	9.4%	10.4%	13.2%	7.6%	7.9%	9.0%	10.7%	11.0%	12.2%	9.9%
		13.3%	34.8%	42.5%	9.4%	13.3%	74.0%	0.4%	12.3%	0.3%	1.8%	15.5%	82.4%	14.7%	14.7%	70.6%
Very Dissatisfied	4073.01	585.676	1246.87	1836.27	404.193	532.854	3202.19	12.269	325.699	10.895	155.376	511.502	3395.24	836.646	625.124	2611.24
	4.0%	2.9%	3.5%	4.9%	5.7%	6.0%	3.9%	3.3%	3.4%	2.5%	6.7%	2.9%	4.2%	6.0%	5.0%	3.5%
		14.4%	30.6%	45.1%	9.9%	13.1%	78.6%	0.3%	8.0%	0.3%	3.8%	12.6%	83.4%	20.5%	15.3%	64.1%

FHCS Report by Demographics

(76) How satisfied are you with paid time Off (Leave):

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	26127.781	7501.56	18626.2	22575.5	3447.60	104.643	14137.3	11990.5	1439.83	24688	20846.6	3420.10	1861.09	6870.5	19257.3
	26.0%	26.5%	25.7%	25.6%	28.7%	28.6%	24.7%	27.6%	19.9%	26.4%	27.4%	22.6%	19.6%	20.6%	28.6%
		28.7%	71.3%	86.4%	13.2%	0.4%	54.1%	45.9%	5.5%	94.5%	79.8%	13.1%	7.1%	26.3%	73.7%
Satisfied	57053.977	15438.6	41615.4	50063.4	6803.86	186.731	32985.1	24068.9	4170.2	52883.8	43000.8	8447.8	5605.34	18501.8	38552.2
	56.7%	54.6%	57.5%	56.7%	56.6%	51.0%	57.7%	55.4%	57.6%	56.6%	56.5%	55.8%	59.1%	55.4%	57.3%
		27.1%	72.9%	87.7%	11.9%	0.3%	57.8%	42.2%	7.3%	92.7%	75.4%	14.8%	9.8%	32.4%	67.6%
Neither Satisfied nor Dissatisfied	10865.19	3494.98	7370.21	9637.83	1184.56	42.797	6578.76	4286.43	968.966	9896.22	7652.30	1945.95	1266.93	4591.71	6273.48
	10.8%	12.4%	10.2%	10.9%	9.9%	11.7%	11.5%	9.9%	13.4%	10.6%	10.1%	12.9%	13.4%	13.8%	9.3%
		32.2%	67.8%	88.7%	10.9%	0.4%	60.5%	39.5%	8.9%	91.1%	70.4%	17.9%	11.7%	42.3%	57.7%
Dissatisfied	5097.815	1475.52	3622.3	4617.33	456.204	24.286	2822.24	2275.58	465.606	4632.21	3595.13	870.639	632.044	2604.81	2493.01
	5.1%	5.2%	5.0%	5.2%	3.8%	6.6%	4.9%	5.2%	6.4%	5.0%	4.7%	5.8%	6.7%	7.8%	3.7%
		28.9%	71.1%	90.6%	8.9%	0.5%	55.4%	44.6%	9.1%	90.9%	70.5%	17.1%	12.4%	51.1%	48.9%
Very Dissatisfied	1508.828	387.893	1120.94	1381.89	119.425	7.509	652.264	856.564	194.829	1314	950.266	444.06	114.502	810.812	698.016
	1.5%	1.4%	1.5%	1.6%	1.0%	2.1%	1.1%	2.0%	2.7%	1.4%	1.2%	2.9%	1.2%	2.4%	1.0%
		25.7%	74.3%	91.6%	7.9%	0.5%	43.2%	56.8%	12.9%	87.1%	63.0%	29.4%	7.6%	53.7%	46.3%

FHCS Report by Demographics

(76) How satisfied are you with paid time Off (Leave):

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	26127.781	4963.43	9160.04	10072.3	1931.96	2038.06	21498.2	102.007	2489.52	119.869	617.649	4163.74	21226.5	3898.28	3324.73	18904.8
	26.0%	24.2%	25.9%	26.8%	27.1%	22.9%	26.3%	27.8%	25.7%	27.4%	26.6%	23.4%	26.5%	28.1%	26.7%	25.4%
		19.0%	35.1%	38.6%	7.4%	7.8%	82.3%	0.4%	9.5%	0.5%	2.4%	15.9%	81.2%	14.9%	12.7%	72.4%
Satisfied	57053.977	11507.8	20196.4	21317.5	4032.31	5447.49	45818.1	176.878	5611.54	255.938	1116.18	10040.5	45641.4	7568.32	7302.4	42183.3
	56.7%	56.2%	57.0%	56.7%	56.6%	61.2%	56.1%	48.2%	57.9%	58.5%	48.2%	56.4%	57.0%	54.6%	58.7%	56.7%
		20.2%	35.4%	37.4%	7.1%	9.5%	80.3%	0.3%	9.8%	0.4%	2.0%	17.6%	80.0%	13.3%	12.8%	73.9%
Neither Satisfied nor Dissatisfied	10865.19	2294.19	3718.67	3948.4	903.94	899.478	8986.71	53	926.006	36.779	354.766	1932.99	8540.65	1662.94	1215.84	7986.41
	10.8%	11.2%	10.5%	10.5%	12.7%	10.1%	11.0%	14.5%	9.6%	8.4%	15.3%	10.9%	10.7%	12.0%	9.8%	10.7%
		21.1%	34.2%	36.3%	8.3%	8.3%	82.7%	0.5%	8.5%	0.3%	3.3%	17.8%	78.6%	15.3%	11.2%	73.5%
Dissatisfied	5097.815	1374.26	1826.5	1700.22	196.831	358.262	4286.05	25.421	428.08	19.2	199.911	1332.76	3545.94	536.528	508.789	4052.5
	5.1%	6.7%	5.2%	4.5%	2.8%	4.0%	5.2%	6.9%	4.4%	4.4%	8.6%	7.5%	4.4%	3.9%	4.1%	5.5%
		27.0%	35.8%	33.4%	3.9%	7.0%	84.1%	0.5%	8.4%	0.4%	3.9%	26.1%	69.6%	10.5%	10.0%	79.5%
Very Dissatisfied	1508.828	353.344	518.416	574.3	62.768	155.1	1106.58	9.44	237.713	5.6	29.321	340.213	1133.69	192.513	96.323	1219.99
	1.5%	1.7%	1.5%	1.5%	0.9%	1.7%	1.4%	2.6%	2.5%	1.3%	1.3%	1.9%	1.4%	1.4%	0.8%	1.6%
		23.4%	34.4%	38.1%	4.2%	10.3%	73.3%	0.6%	15.8%	0.4%	1.9%	22.5%	75.1%	12.8%	6.4%	80.9%

FHCS Report by Demographics

(78) How satisfied are you with paid vacation time:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	34163.394	9684.94	24478.5	29166.9	4838.90	157.58	18612.2	15551.2	2137.58	32025.8	26873.2	4523.88	2766.31	9107.47	25055.9
	33.9%	34.2%	33.8%	33.0%	40.3%	43.1%	32.6%	35.8%	29.5%	34.3%	35.3%	29.9%	29.2%	27.3%	37.2%
		28.3%	71.7%	85.4%	14.2%	0.5%	54.5%	45.5%	6.3%	93.7%	78.7%	13.2%	8.1%	26.7%	73.3%
Satisfied	55642.881	15333.8	40309.1	49226.2	6251	165.725	32571.3	23071.6	4088.8	51554.1	41678.5	8514.06	5450.37	18671.9	36971.0
	55.3%	54.2%	55.7%	55.8%	52.0%	45.3%	57.0%	53.1%	56.5%	55.2%	54.8%	56.3%	57.5%	55.9%	55.0%
		27.6%	72.4%	88.5%	11.2%	0.3%	58.5%	41.5%	7.3%	92.7%	74.9%	15.3%	9.8%	33.6%	66.4%
Neither Satisfied nor Dissatisfied	6036.845	1952.89	4083.95	5496.49	523.998	16.356	3509.91	2526.94	454.433	5582.41	4051.15	1268.5	717.193	3009.5	3027.35
	6.0%	6.9%	5.6%	6.2%	4.4%	4.5%	6.1%	5.8%	6.3%	6.0%	5.3%	8.4%	7.6%	9.0%	4.5%
		32.3%	67.7%	91.0%	8.7%	0.3%	58.1%	41.9%	7.5%	92.5%	67.1%	21.0%	11.9%	49.9%	50.1%
Dissatisfied	3944.426	1070.18	2874.25	3593.74	330.707	19.983	2078.92	1865.51	422.518	3521.91	2854.99	590.881	498.555	2015.11	1929.32
	3.9%	3.8%	4.0%	4.1%	2.8%	5.5%	3.6%	4.3%	5.8%	3.8%	3.8%	3.9%	5.3%	6.0%	2.9%
		27.1%	72.9%	91.1%	8.4%	0.5%	52.7%	47.3%	10.7%	89.3%	72.4%	15.0%	12.6%	51.1%	48.9%
Very Dissatisfied	866.045	256.697	609.348	792.672	67.051	6.322	403.339	462.706	136.102	729.943	587.339	231.228	47.478	575.631	290.414
	0.9%	0.9%	0.8%	0.9%	0.6%	1.7%	0.7%	1.1%	1.9%	0.8%	0.8%	1.5%	0.5%	1.7%	0.4%
		29.6%	70.4%	91.5%	7.7%	0.7%	46.6%	53.4%	15.7%	84.3%	67.8%	26.7%	5.5%	66.5%	33.5%

FHCS Report by Demographics

(79) How satisfied are you with paid leave for personal illness:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	29491.131	8342.3	21148.8	25170.9	4177.87	142.37	15879.7	13611.4	1749.96	27741.2	23202.4	3903.17	2385.58	7650.54	21840.6
	29.3%	29.5%	29.2%	28.5%	34.8%	38.9%	27.8%	31.3%	24.2%	29.7%	30.5%	25.8%	25.2%	22.9%	32.5%
		28.3%	71.7%	85.4%	14.2%	0.5%	53.8%	46.2%	5.9%	94.1%	78.7%	13.2%	8.1%	25.9%	74.1%
Satisfied	57194.183	15863.9	41330.3	50366.5	6636.92	190.807	33817.5	23376.7	4359.67	52834.5	42928.9	8743.62	5521.71	19232.6	37961.5
	56.8%	56.1%	57.1%	57.1%	55.3%	52.1%	59.1%	53.8%	60.2%	56.6%	56.5%	57.8%	58.2%	57.6%	56.4%
		27.7%	72.3%	88.1%	11.6%	0.3%	59.1%	40.9%	7.6%	92.4%	75.1%	15.3%	9.7%	33.6%	66.4%
Neither Satisfied nor Dissatisfied	7989.699	2447.82	5541.88	7203.02	763.286	23.395	4892.92	3096.78	576.174	7413.53	5725.78	1411.62	852.297	3583.12	4406.58
	7.9%	8.6%	7.7%	8.2%	6.4%	6.4%	8.6%	7.1%	8.0%	7.9%	7.5%	9.3%	9.0%	10.7%	6.6%
		30.6%	69.4%	90.2%	9.6%	0.3%	61.2%	38.8%	7.2%	92.8%	71.7%	17.7%	10.7%	44.8%	55.2%
Dissatisfied	5041.154	1376.22	3664.93	4661.85	371.311	7.993	2179.05	2862.11	425.279	4615.88	3500.81	862.569	677.775	2266.32	2774.83
	5.0%	4.9%	5.1%	5.3%	3.1%	2.2%	3.8%	6.6%	5.9%	4.9%	4.6%	5.7%	7.1%	6.8%	4.1%
		27.3%	72.7%	92.5%	7.4%	0.2%	43.2%	56.8%	8.4%	91.6%	69.4%	17.1%	13.4%	45.0%	55.0%
Very Dissatisfied	937.424	268.329	669.095	873.75	62.273	1.401	406.487	530.937	128.343	809.081	687.297	207.577	42.55	646.954	290.47
	0.9%	0.9%	0.9%	1.0%	0.5%	0.4%	0.7%	1.2%	1.8%	0.9%	0.9%	1.4%	0.4%	1.9%	0.4%
		28.6%	71.4%	93.2%	6.6%	0.1%	43.4%	56.6%	13.7%	86.3%	73.3%	22.1%	4.5%	69.0%	31.0%

FHCS Report by Demographics

(79) How satisfied are you with paid leave for personal illness:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	29491.131	5276.01	10032.9	11729.7	2452.54	2191	24344.2	134.156	2821.83	142.373	565.039	4298.64	24485.1	4716.48	3973.04	20801.6
	29.3%	25.7%	28.3%	31.2%	34.4%	24.6%	29.8%	36.6%	29.1%	32.6%	24.4%	24.1%	30.6%	34.0%	31.9%	28.0%
		17.9%	34.0%	39.8%	8.3%	7.4%	82.5%	0.5%	9.6%	0.5%	1.9%	14.6%	83.0%	16.0%	13.5%	70.5%
Satisfied	57194.183	12182.7	20129.8	21045.2	3836.45	5440.55	46103.9	188.572	5461.11	241.099	1247.15	10688.8	45017.1	7594.76	7056.75	42542.7
	56.8%	59.4%	56.8%	56.0%	53.8%	61.1%	56.4%	51.4%	56.3%	55.1%	53.8%	60.0%	56.2%	54.8%	56.7%	57.2%
		21.3%	35.2%	36.8%	6.7%	9.5%	80.6%	0.3%	9.5%	0.4%	2.2%	18.7%	78.7%	13.3%	12.3%	74.4%
Neither Satisfied nor Dissatisfied	7989.699	1830.24	2778.45	2810.11	570.895	767.948	6328.34	22.198	871.213	43.596	340.557	1642.79	5962.76	901.328	889.093	6199.28
	7.9%	8.9%	7.8%	7.5%	8.0%	8.6%	7.7%	6.1%	9.0%	10.0%	14.7%	9.2%	7.4%	6.5%	7.1%	8.3%
		22.9%	34.8%	35.2%	7.1%	9.6%	79.2%	0.3%	10.9%	0.5%	4.3%	20.6%	74.6%	11.3%	11.1%	77.6%
Dissatisfied	5041.154	1021.32	2119.46	1660.29	240.084	416.773	4108.46	20.706	495.214	6.161	147.572	991.649	3895.77	542.07	439.868	4059.22
	5.0%	5.0%	6.0%	4.4%	3.4%	4.7%	5.0%	5.6%	5.1%	1.4%	6.4%	5.6%	4.9%	3.9%	3.5%	5.5%
		20.3%	42.0%	32.9%	4.8%	8.3%	81.5%	0.4%	9.8%	0.1%	2.9%	19.7%	77.3%	10.8%	8.7%	80.5%
Very Dissatisfied	937.424	182.708	359.473	367.392	27.851	82.113	810.707	1.114	43.49	4.157	17.514	188.279	727.474	103.943	89.34	744.141
	0.9%	0.9%	1.0%	1.0%	0.4%	0.9%	1.0%	0.3%	0.4%	1.0%	0.8%	1.1%	0.9%	0.8%	0.7%	1.0%
		19.5%	38.3%	39.2%	3.0%	8.8%	86.5%	0.1%	4.6%	0.4%	1.9%	20.1%	77.6%	11.1%	9.5%	79.4%

FHCS Report by Demographics

(80) How satisfied are you with paid leave for family illness:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	23824.949	6448.61	17376.3	20313.5	3411.49	99.991	12480.3	11344.7	1480.73	22344.2	18702.9	3138.95	1983.14	6067.66	17757.3
	23.7%	22.8%	24.0%	23.0%	28.4%	27.3%	21.8%	26.1%	20.5%	23.9%	24.6%	20.7%	20.9%	18.2%	26.4%
		27.1%	72.9%	85.3%	14.3%	0.4%	52.4%	47.6%	6.2%	93.8%	78.5%	13.2%	8.3%	25.5%	74.5%
Satisfied	52146.543	14192.8	37953.7	45569.6	6403.63	173.295	30458.7	21687.9	3800.02	48346.5	39374.9	8063.89	4707.79	16714.9	35431.7
	51.8%	50.2%	52.5%	51.6%	53.3%	47.4%	53.3%	49.9%	52.5%	51.8%	51.8%	53.3%	49.7%	50.1%	52.7%
		27.2%	72.8%	87.4%	12.3%	0.3%	58.4%	41.6%	7.3%	92.7%	75.5%	15.5%	9.0%	32.1%	67.9%
Neither Satisfied nor Dissatisfied	18700.838	6047.5	12653.3	16872.7	1747.13	81.042	11558.4	7142.46	1362.66	17338.2	13950.6	2726.09	2024.19	7725.94	10974.9
	18.6%	21.4%	17.5%	19.1%	14.5%	22.1%	20.2%	16.4%	18.8%	18.6%	18.3%	18.0%	21.4%	23.1%	16.3%
		32.3%	67.7%	90.2%	9.3%	0.4%	61.8%	38.2%	7.3%	92.7%	74.6%	14.6%	10.8%	41.3%	58.7%
Dissatisfied	5083.682	1393.34	3690.34	4681.14	393.145	9.4	2278.05	2805.63	479.654	4604.03	3435.48	953.228	694.979	2278.26	2805.43
	5.1%	4.9%	5.1%	5.3%	3.3%	2.6%	4.0%	6.5%	6.6%	4.9%	4.5%	6.3%	7.3%	6.8%	4.2%
		27.4%	72.6%	92.1%	7.7%	0.2%	44.8%	55.2%	9.4%	90.6%	67.6%	18.8%	13.7%	44.8%	55.2%
Very Dissatisfied	897.579	216.281	681.298	839.083	56.258	2.238	400.26	497.319	116.371	781.208	581.382	246.399	69.798	592.849	304.73
	0.9%	0.8%	0.9%	1.0%	0.5%	0.6%	0.7%	1.1%	1.6%	0.8%	0.8%	1.6%	0.7%	1.8%	0.5%
		24.1%	75.9%	93.5%	6.3%	0.2%	44.6%	55.4%	13.0%	87.0%	64.8%	27.5%	7.8%	66.0%	34.0%

FHCS Report by Demographics

(80) How satisfied are you with paid leave for family illness:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	23824.949	4401.03	8522.02	9144.15	1757.75	1880.26	19748.2	93.71	2102.8	117.476	342.172	3549.5	19815.8	3631.29	2989.08	17204.6
	23.7%	21.5%	24.1%	24.3%	24.7%	21.1%	24.2%	25.6%	21.7%	26.9%	14.8%	19.9%	24.7%	26.2%	24.0%	23.1%
		18.5%	35.8%	38.4%	7.4%	7.9%	82.9%	0.4%	8.8%	0.5%	1.4%	14.9%	83.2%	15.2%	12.5%	72.2%
Satisfied	52146.543	10521.2	18508.7	19420.9	3695.82	5168.12	41812.8	167.422	4998.19	231.822	1073.74	8996.93	41844.0	6927.4	6720.25	38498.9
	51.8%	51.3%	52.3%	51.6%	51.9%	58.1%	51.2%	45.7%	51.6%	53.0%	46.3%	50.5%	52.2%	50.0%	54.0%	51.8%
		20.2%	35.5%	37.2%	7.1%	9.9%	80.2%	0.3%	9.6%	0.4%	2.1%	17.3%	80.2%	13.3%	12.9%	73.8%
Neither Satisfied nor Dissatisfied	18700.838	4018.79	6063.36	7158.29	1460.41	1371.51	15355	81.918	1892.45	77.391	718.682	4097.38	13807.4	2764.88	2278.79	13657.2
	18.6%	19.6%	17.1%	19.0%	20.5%	15.4%	18.8%	22.3%	19.5%	17.7%	31.0%	23.0%	17.2%	20.0%	18.3%	18.4%
		21.5%	32.4%	38.3%	7.8%	7.3%	82.1%	0.4%	10.1%	0.4%	3.8%	21.9%	73.8%	14.8%	12.2%	73.0%
Dissatisfied	5083.682	1317.64	1981.55	1596.33	188.159	423.077	3999.15	21.837	639.617	8.761	146.944	932.357	3995.62	440.642	378.365	4264.68
	5.1%	6.4%	5.6%	4.2%	2.6%	4.8%	4.9%	6.0%	6.6%	2.0%	6.3%	5.2%	5.0%	3.2%	3.0%	5.7%
		25.9%	39.0%	31.4%	3.7%	8.3%	78.7%	0.4%	12.6%	0.2%	2.9%	18.3%	78.6%	8.7%	7.4%	83.9%
Very Dissatisfied	897.579	234.375	344.46	293.065	25.679	55.419	780.498	1.859	59.803	1.936	36.289	234.005	625.349	94.36	81.606	721.613
	0.9%	1.1%	1.0%	0.8%	0.4%	0.6%	1.0%	0.5%	0.6%	0.4%	1.6%	1.3%	0.8%	0.7%	0.7%	1.0%
		26.1%	38.4%	32.7%	2.9%	6.2%	87.0%	0.2%	6.7%	0.2%	4.0%	26.1%	69.7%	10.5%	9.1%	80.4%

FHCS Report by Demographics

(81) How satisfied are you with paid leave for childbirth/adoption:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	10895.557	2849.49	8046.06	9226.19	1623.6	45.768	5814.7	5080.86	656.428	10239.1	8245.85	1685.72	963.988	2762.61	8132.95
	10.8%	10.1%	11.1%	10.5%	13.5%	12.5%	10.2%	11.7%	9.1%	11.0%	10.8%	11.1%	10.2%	8.3%	12.1%
		26.2%	73.8%	84.7%	14.9%	0.4%	53.4%	46.6%	6.0%	94.0%	75.7%	15.5%	8.8%	25.4%	74.6%
Satisfied	29366.502	8000.69	21365.8	25570.1	3706.56	89.795	17828.6	11537.9	2357.10	27009.4	20934.4	5518.21	2913.92	8877.17	20489.3
	29.2%	28.3%	29.5%	29.0%	30.9%	24.5%	31.2%	26.5%	32.6%	28.9%	27.5%	36.5%	30.7%	26.6%	30.5%
		27.2%	72.8%	87.1%	12.6%	0.3%	60.7%	39.3%	8.0%	92.0%	71.3%	18.8%	9.9%	30.2%	69.8%
Neither Satisfied nor Dissatisfied	55494.218	15948.7	39545.5	48936.3	6338.72	219.208	31769.4	23724.8	3714.61	51779.6	43354.5	6968.97	5170.74	19447.3	36046.9
	55.1%	56.4%	54.7%	55.4%	52.8%	59.9%	55.6%	54.6%	51.3%	55.4%	57.0%	46.1%	54.5%	58.3%	53.6%
		28.7%	71.3%	88.2%	11.4%	0.4%	57.2%	42.8%	6.7%	93.3%	78.1%	12.6%	9.3%	35.0%	65.0%
Dissatisfied	3164.173	976.558	2187.62	2898.4	258.282	7.492	1198.82	1965.35	253.485	2910.69	2150.04	710.062	304.067	1384.76	1779.41
	3.1%	3.5%	3.0%	3.3%	2.2%	2.0%	2.1%	4.5%	3.5%	3.1%	2.8%	4.7%	3.2%	4.1%	2.6%
		30.9%	69.1%	91.6%	8.2%	0.2%	37.9%	62.1%	8.0%	92.0%	67.9%	22.4%	9.6%	43.8%	56.2%
Very Dissatisfied	1733.141	523.091	1210.05	1644.94	84.502	3.703	564.103	1169.04	257.803	1475.34	1360.37	245.59	127.182	907.703	825.438
	1.7%	1.8%	1.7%	1.9%	0.7%	1.0%	1.0%	2.7%	3.6%	1.6%	1.8%	1.6%	1.3%	2.7%	1.2%
		30.2%	69.8%	94.9%	4.9%	0.2%	32.5%	67.5%	14.9%	85.1%	78.5%	14.2%	7.3%	52.4%	47.6%

FHCS Report by Demographics

(81) How satisfied are you with paid leave for childbirth/adoption:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	10895.557	2645.89	3898.30	3724.00	627.36	916.448	8843.54	44.54	1091.03	51.884	191.81	1709.62	8942.24	1422.87	1081.36	8391.33
	10.8%	12.9%	11.0%	9.9%	8.8%	10.3%	10.8%	12.1%	11.3%	11.9%	8.3%	9.6%	11.2%	10.3%	8.7%	11.3%
		24.3%	35.8%	34.2%	5.8%	8.4%	81.2%	0.4%	10.0%	0.5%	1.8%	15.7%	82.1%	13.1%	9.9%	77.0%
Satisfied	29366.502	7279.31	10585.2	9814.47	1687.56	3252.68	23500.8	86.752	2526.25	104.602	702.917	5269.86	23289.1	3515.28	3444.43	22406.8
	29.2%	35.5%	29.9%	26.1%	23.7%	36.6%	28.8%	23.7%	26.1%	23.9%	30.3%	29.6%	29.1%	25.4%	27.7%	30.1%
		24.8%	36.0%	33.4%	5.7%	11.1%	80.0%	0.3%	8.6%	0.4%	2.4%	17.9%	79.3%	12.0%	11.7%	76.3%
Neither Satisfied nor Dissatisfied	55494.218	8197.97	19370.2	23215.7	4710.32	4452	45301.4	211.381	5529.48	268.94	1269.98	9523.84	44431.5	8620.57	7611.75	39261.9
	55.1%	40.0%	54.7%	61.7%	66.1%	50.0%	55.5%	57.6%	57.0%	61.5%	54.8%	53.5%	55.5%	62.2%	61.1%	52.8%
		14.8%	34.9%	41.8%	8.5%	8.0%	81.6%	0.4%	10.0%	0.5%	2.3%	17.2%	80.1%	15.5%	13.7%	70.7%
Dissatisfied	3164.173	1486.02	982.192	631.417	64.542	184.183	2742.64	20.975	216.377	5.633	89.319	745.488	2323.73	213.143	240.996	2710.03
	3.1%	7.3%	2.8%	1.7%	0.9%	2.1%	3.4%	5.7%	2.2%	1.3%	3.9%	4.2%	2.9%	1.5%	1.9%	3.6%
		47.0%	31.0%	20.0%	2.0%	5.8%	86.7%	0.7%	6.8%	0.2%	2.8%	23.6%	73.4%	6.7%	7.6%	85.6%
Very Dissatisfied	1733.141	883.82	584.168	227.117	38.036	93.078	1307.23	3.098	329.737	6.327	63.8	561.361	1101.65	86.716	69.548	1576.88
	1.7%	4.3%	1.6%	0.6%	0.5%	1.0%	1.6%	0.8%	3.4%	1.4%	2.8%	3.2%	1.4%	0.6%	0.6%	2.1%
		51.0%	33.7%	13.1%	2.2%	5.4%	75.4%	0.2%	19.0%	0.4%	3.7%	32.4%	63.6%	5.0%	4.0%	91.0%

FHCS Report by Demographics

(82) How satisfied are you with paid leave for elder care:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	12023.491	3091.69	8931.8	10206.2	1765.25	52.086	5917.25	6106.24	707.744	11315.7	9175.08	1788.11	1060.30	3173.52	8849.97
	11.9%	10.9%	12.3%	11.6%	14.7%	14.2%	10.3%	14.0%	9.8%	12.1%	12.1%	11.8%	11.2%	9.5%	13.2%
		25.7%	74.3%	84.9%	14.7%	0.4%	49.2%	50.8%	5.9%	94.1%	76.3%	14.9%	8.8%	26.4%	73.6%
Satisfied	33635.931	9368.18	24267.8	29261.5	4264.33	110.146	19318.7	14317.2	2539.65	31096.3	24652.5	5718.9	3264.56	10004.3	23631.6
	33.4%	33.1%	33.5%	33.1%	35.5%	30.1%	33.8%	32.9%	35.1%	33.3%	32.4%	37.8%	34.4%	30.0%	35.1%
		27.9%	72.1%	87.0%	12.7%	0.3%	57.4%	42.6%	7.6%	92.4%	73.3%	17.0%	9.7%	29.7%	70.3%
Neither Satisfied nor Dissatisfied	49641.077	14349.1	35292	43980.2	5472.43	188.411	29439.8	20201.2	3316.36	46324.7	38466.3	6671.68	4503.07	17593.8	32047.2
	49.3%	50.7%	48.8%	49.8%	45.6%	51.5%	51.5%	46.5%	45.8%	49.6%	50.6%	44.1%	47.5%	52.7%	47.6%
		28.9%	71.1%	88.6%	11.0%	0.4%	59.3%	40.7%	6.7%	93.3%	77.5%	13.4%	9.1%	35.4%	64.6%
Dissatisfied	4097.892	1135.28	2962.62	3654.76	430.586	12.546	1960.18	2137.71	443.188	3654.70	2776.32	751.46	570.112	1870.86	2227.03
	4.1%	4.0%	4.1%	4.1%	3.6%	3.4%	3.4%	4.9%	6.1%	3.9%	3.7%	5.0%	6.0%	5.6%	3.3%
		27.7%	72.3%	89.2%	10.5%	0.3%	47.8%	52.2%	10.8%	89.2%	67.7%	18.3%	13.9%	45.7%	54.3%
Very Dissatisfied	1255.2	354.303	900.897	1173.37	79.058	2.777	539.68	715.52	232.483	1022.72	974.931	198.41	81.859	737.034	518.166
	1.2%	1.3%	1.2%	1.3%	0.7%	0.8%	0.9%	1.6%	3.2%	1.1%	1.3%	1.3%	0.9%	2.2%	0.8%
		28.2%	71.8%	93.5%	6.3%	0.2%	43.0%	57.0%	18.5%	81.5%	77.7%	15.8%	6.5%	58.7%	41.3%

FHCS Report by Demographics

(82) How satisfied are you with paid leave for elder care:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	12023.491	2054.9	4174.44	4895.00	899.157	930.485	9869.5	47.47	1176.04	56.129	171.755	1708.64	10087	1896.56	1420.13	8706.81
	11.9%	10.0%	11.8%	13.0%	12.6%	10.5%	12.1%	12.9%	12.1%	12.8%	7.4%	9.6%	12.6%	13.7%	11.4%	11.7%
		17.1%	34.7%	40.7%	7.5%	7.7%	82.1%	0.4%	9.8%	0.5%	1.4%	14.2%	83.9%	15.8%	11.8%	72.4%
Satisfied	33635.931	7003.15	11975.8	12388.8	2268.19	3456.09	27169.2	106.885	2903.75	167.675	736.497	5608.25	27123.5	4419.67	4520.32	24695.9
	33.4%	34.2%	33.8%	32.9%	31.8%	38.8%	33.3%	29.1%	30.0%	38.3%	31.8%	31.5%	33.9%	31.9%	36.3%	33.2%
		20.8%	35.6%	36.8%	6.7%	10.3%	80.8%	0.3%	8.6%	0.5%	2.2%	16.7%	80.6%	13.1%	13.4%	73.4%
Neither Satisfied nor Dissatisfied	49641.077	10154.4	17305.3	18421.4	3759.97	4114.36	40363.0	184.082	4979.63	204.183	1263.74	9583.15	38590.0	6964.32	5940.38	36736.4
	49.3%	49.6%	48.9%	49.0%	52.8%	46.2%	49.4%	50.2%	51.4%	46.7%	54.5%	53.8%	48.2%	50.3%	47.7%	49.4%
		20.5%	34.9%	37.1%	7.6%	8.3%	81.3%	0.4%	10.0%	0.4%	2.5%	19.3%	77.7%	14.0%	12.0%	74.0%
Dissatisfied	4097.892	922.177	1557.05	1450.63	168.036	283.62	3319.74	25.785	468.751	3.294	108.641	687.405	3298.55	474.359	431.211	3192.32
	4.1%	4.5%	4.4%	3.9%	2.4%	3.2%	4.1%	7.0%	4.8%	0.8%	4.7%	3.9%	4.1%	3.4%	3.5%	4.3%
		22.5%	38.0%	35.4%	4.1%	6.9%	81.0%	0.6%	11.4%	0.1%	2.7%	16.8%	80.5%	11.6%	10.5%	77.9%
Very Dissatisfied	1255.2	358.347	407.521	456.872	32.46	113.83	974.15	2.524	164.696	6.105	37.193	222.734	989.168	103.681	136.041	1015.48
	1.2%	1.7%	1.2%	1.2%	0.5%	1.3%	1.2%	0.7%	1.7%	1.4%	1.6%	1.3%	1.2%	0.7%	1.1%	1.4%
		28.5%	32.5%	36.4%	2.6%	9.1%	77.6%	0.2%	13.1%	0.5%	3.0%	17.7%	78.8%	8.3%	10.8%	80.9%

FHCS Report by Demographics

(83a) How satisfied are you with telework/telecommuting:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	4504.966	1441.34	3063.63	3973.59	498.525	32.853	2163.11	2341.86	320.215	4184.75	3353.59	837.099	314.277	885.155	3619.81
	4.5%	5.1%	4.2%	4.5%	4.2%	9.0%	3.8%	5.4%	4.4%	4.5%	4.4%	5.5%	3.3%	2.7%	5.4%
		32.0%	68.0%	88.2%	11.1%	0.7%	48.0%	52.0%	7.1%	92.9%	74.4%	18.6%	7.0%	19.6%	80.4%
Satisfied	17135.752	4722.70	12413.1	14954.8	2099.87	81.091	9765.4	7370.35	1453.86	15681.9	11564.5	3405.25	2166.01	4237.08	12898.7
	17.0%	16.7%	17.2%	16.9%	17.5%	22.2%	17.1%	17.0%	20.1%	16.8%	15.2%	22.5%	22.8%	12.7%	19.2%
		27.6%	72.4%	87.3%	12.3%	0.5%	57.0%	43.0%	8.5%	91.5%	67.5%	19.9%	12.6%	24.7%	75.3%
Neither Satisfied nor Dissatisfied	58662.370	15084.5	43577.8	51478.9	7000.62	182.842	33800.0	24862.4	4175.42	54486.9	44839.9	8488.88	5333.58	18456.8	40205.6
	58.3%	53.3%	60.2%	58.3%	58.3%	50.0%	59.1%	57.2%	57.7%	58.3%	59.0%	56.1%	56.3%	55.3%	59.8%
		25.7%	74.3%	87.8%	11.9%	0.3%	57.6%	42.4%	7.1%	92.9%	76.4%	14.5%	9.1%	31.5%	68.5%
Dissatisfied	11358.466	3839.20	7519.26	9795.82	1515.29	47.352	6454.83	4903.64	608.644	10749.8	9201.28	1318.30	838.88	4697.5	6660.97
	11.3%	13.6%	10.4%	11.1%	12.6%	12.9%	11.3%	11.3%	8.4%	11.5%	12.1%	8.7%	8.8%	14.1%	9.9%
		33.8%	66.2%	86.2%	13.3%	0.4%	56.8%	43.2%	5.4%	94.6%	81.0%	11.6%	7.4%	41.4%	58.6%
Very Dissatisfied	8992.037	3210.75	5781.28	8072.85	897.356	21.828	4992.32	3999.72	681.288	8310.75	7085.85	1079.02	827.161	5103.04	3889.00
	8.9%	11.3%	8.0%	9.1%	7.5%	6.0%	8.7%	9.2%	9.4%	8.9%	9.3%	7.1%	8.7%	15.3%	5.8%
		35.7%	64.3%	89.8%	10.0%	0.2%	55.5%	44.5%	7.6%	92.4%	78.8%	12.0%	9.2%	56.8%	43.2%

FHCS Report by Demographics

(83a) How satisfied are you with telework/telecommuting:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	4504.966	922.083	1533.69	1741.56	307.63	200.638	3814.60	30.397	459.328	26.513	72.938	792.799	3612.72	562.11	491.751	3451.11
	4.5%	4.5%	4.3%	4.6%	4.3%	2.3%	4.7%	8.3%	4.7%	6.1%	3.1%	4.5%	4.5%	4.1%	4.0%	4.6%
		20.5%	34.0%	38.7%	6.8%	4.5%	84.7%	0.7%	10.2%	0.6%	1.6%	17.6%	80.2%	12.5%	10.9%	76.6%
Satisfied	17135.752	3342.09	5583.99	6551.95	1657.72	1509.41	14093.6	73.406	1459.29	82.262	337.641	2927.86	13788	2360.83	2290.19	12484.7
	17.0%	16.3%	15.8%	17.4%	23.3%	17.0%	17.3%	20.0%	15.1%	18.8%	14.6%	16.4%	17.2%	17.0%	18.4%	16.8%
		19.5%	32.6%	38.2%	9.7%	8.8%	82.2%	0.4%	8.5%	0.5%	2.0%	17.1%	80.5%	13.8%	13.4%	72.9%
Neither Satisfied nor Dissatisfied	58662.370	11892.2	20450.5	22094.1	4225.64	6326.79	46617.4	189.661	5528.55	231.138	1503.64	10799.7	46127.9	8262.90	7345.04	43054.4
	58.3%	58.0%	57.7%	58.7%	59.3%	71.1%	57.1%	51.7%	57.0%	52.8%	64.9%	60.6%	57.6%	59.6%	59.0%	57.9%
		20.3%	34.9%	37.7%	7.2%	10.8%	79.5%	0.3%	9.4%	0.4%	2.6%	18.4%	78.6%	14.1%	12.5%	73.4%
Dissatisfied	11358.466	2352.71	4323.65	4118.47	563.634	503.885	9458.01	49.064	1347.51	60.539	246.951	1730.83	9320.14	1506.22	1283.67	8568.58
	11.3%	11.5%	12.2%	10.9%	7.9%	5.7%	11.6%	13.4%	13.9%	13.8%	10.7%	9.7%	11.6%	10.9%	10.3%	11.5%
		20.7%	38.1%	36.3%	5.0%	4.4%	83.3%	0.4%	11.9%	0.5%	2.2%	15.2%	82.1%	13.3%	11.3%	75.4%
Very Dissatisfied	8992.037	1983.92	3528.27	3106.66	373.185	357.665	7711.97	24.218	898.183	36.934	156.657	1558.95	7239.49	1166.52	1037.43	6788.09
	8.9%	9.7%	10.0%	8.3%	5.2%	4.0%	9.4%	6.6%	9.3%	8.4%	6.8%	8.8%	9.0%	8.4%	8.3%	9.1%
		22.1%	39.2%	34.5%	4.2%	4.0%	85.8%	0.3%	10.0%	0.4%	1.7%	17.3%	80.5%	13.0%	11.5%	75.5%

FHCS Report by Demographics

(84a) How satisfied are you with alternative work schedules:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	19234.315	6419.53	12814.8	17130.1	2042.32	61.859	9678.34	9555.97	1210.76	18023.6	14628.5	3255.24	1350.6	4798.93	14435.4
	19.1%	22.7%	17.7%	19.4%	17.0%	16.9%	16.9%	22.0%	16.7%	19.3%	19.2%	21.5%	14.2%	14.4%	21.5%
		33.4%	66.6%	89.1%	10.6%	0.3%	50.3%	49.7%	6.3%	93.7%	76.1%	16.9%	7.0%	24.9%	75.1%
Satisfied	37136.035	10915.5	26220.5	32713.4	4301.8	120.791	21562.8	15573.3	2654.36	34481.7	28286.4	5559.42	3290.22	11682.2	25453.8
	36.9%	38.6%	36.2%	37.1%	35.8%	33.0%	37.7%	35.8%	36.7%	36.9%	37.2%	36.7%	34.7%	35.0%	37.8%
		29.4%	70.6%	88.1%	11.6%	0.3%	58.1%	41.9%	7.1%	92.9%	76.2%	15.0%	8.9%	31.5%	68.5%
Neither Satisfied nor Dissatisfied	27403.426	6684.39	20719.0	23820.8	3463.76	118.914	16707.9	10695.6	1986.14	25417.3	20026	4369.37	3008.08	8600.95	18802.5
	27.2%	23.6%	28.6%	27.0%	28.8%	32.5%	29.2%	24.6%	27.4%	27.2%	26.3%	28.9%	31.7%	25.8%	27.9%
		24.4%	75.6%	86.9%	12.6%	0.4%	61.0%	39.0%	7.2%	92.8%	73.1%	15.9%	11.0%	31.4%	68.6%
Dissatisfied	11054.025	2601.77	8452.25	9538.11	1472.62	43.299	6121.8	4932.23	801.519	10252.5	8630.72	1213.64	1209.67	4828.74	6225.29
	11.0%	9.2%	11.7%	10.8%	12.3%	11.8%	10.7%	11.3%	11.1%	11.0%	11.3%	8.0%	12.8%	14.5%	9.3%
		23.5%	76.5%	86.3%	13.3%	0.4%	55.4%	44.6%	7.3%	92.7%	78.1%	11.0%	10.9%	43.7%	56.3%
Very Dissatisfied	5825.79	1677.29	4148.50	5073.52	731.163	21.103	3104.88	2720.91	586.647	5239.14	4473.57	730.876	621.343	3468.77	2357.02
	5.8%	5.9%	5.7%	5.7%	6.1%	5.8%	5.4%	6.3%	8.1%	5.6%	5.9%	4.8%	6.6%	10.4%	3.5%
		28.8%	71.2%	87.1%	12.6%	0.4%	53.3%	46.7%	10.1%	89.9%	76.8%	12.5%	10.7%	59.5%	40.5%

FHCS Report by Demographics

(84a) How satisfied are you with alternative work schedules:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	19234.315	4025.74	6493.93	7376.91	1337.74	790.833	16794.9	54.729	1593.88	138.315	409.488	3093.13	15593.4	2610.64	2519.05	14104.6
	19.1%	19.6%	18.3%	19.6%	18.8%	8.9%	20.6%	14.9%	16.4%	31.6%	17.7%	17.4%	19.5%	18.8%	20.2%	19.0%
		20.9%	33.8%	38.4%	7.0%	4.1%	87.3%	0.3%	8.3%	0.7%	2.1%	16.1%	81.1%	13.6%	13.1%	73.3%
Satisfied	37136.035	7448.83	12799.6	14090.9	2796.67	2973.10	30675.9	113.798	3373.25	156.024	768.841	6738.52	29472.6	5338.71	4682.4	27114.9
	36.9%	36.3%	36.1%	37.5%	39.2%	33.4%	37.5%	31.0%	34.8%	35.7%	33.2%	37.8%	36.8%	38.5%	37.6%	36.5%
		20.1%	34.5%	37.9%	7.5%	8.0%	82.6%	0.3%	9.1%	0.4%	2.1%	18.1%	79.4%	14.4%	12.6%	73.0%
Neither Satisfied nor Dissatisfied	27403.426	5514.65	9486.79	10210.1	2191.9	3533.44	21091.5	129.952	2648.58	77.59	835.564	5150.60	21339.7	3822.68	3225.06	20355.7
	27.2%	26.9%	26.8%	27.1%	30.8%	39.7%	25.8%	35.4%	27.3%	17.7%	36.0%	28.9%	26.6%	27.6%	25.9%	27.4%
		20.1%	34.6%	37.3%	8.0%	12.9%	77.0%	0.5%	9.7%	0.3%	3.0%	18.8%	77.9%	13.9%	11.8%	74.3%
Dissatisfied	11054.025	2181.91	4440.46	3807.78	623.875	1040.97	8306.26	48.971	1657.82	34.34	186.561	1823.4	9009.73	1328.73	1385.86	8339.43
	11.0%	10.6%	12.5%	10.1%	8.8%	11.7%	10.2%	13.4%	17.1%	7.9%	8.0%	10.2%	11.2%	9.6%	11.1%	11.2%
		19.7%	40.2%	34.4%	5.6%	9.4%	75.1%	0.4%	15.0%	0.3%	1.7%	16.5%	81.5%	12.0%	12.5%	75.4%
Very Dissatisfied	5825.79	1321.88	2199.25	2127.02	177.638	560.033	4827.13	19.296	419.332	31.117	117.373	1004.52	4672.78	757.812	635.719	4432.26
	5.8%	6.5%	6.2%	5.7%	2.5%	6.3%	5.9%	5.3%	4.3%	7.1%	5.1%	5.6%	5.8%	5.5%	5.1%	6.0%
		22.7%	37.8%	36.5%	3.0%	9.6%	82.9%	0.3%	7.2%	0.5%	2.0%	17.2%	80.2%	13.0%	10.9%	76.1%

FHCS Report by Demographics

(85a) How satisfied are you with child care subsidies:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	1531.294	490.684	1040.61	1329.28	189.425	12.586	720.161	811.133	90.459	1440.84	928.708	353.272	249.314	410.623	1120.67
	1.5%	1.7%	1.4%	1.5%	1.6%	3.4%	1.3%	1.9%	1.2%	1.5%	1.2%	2.3%	2.6%	1.2%	1.7%
		32.0%	68.0%	86.8%	12.4%	0.8%	47.0%	53.0%	5.9%	94.1%	60.6%	23.1%	16.3%	26.8%	73.2%
Satisfied	7018.766	2160.49	4858.28	6175.59	813.884	29.292	4018.45	3000.32	721.892	6296.87	4277.24	1784.26	957.268	1806.92	5211.85
	7.0%	7.6%	6.7%	7.0%	6.8%	8.0%	7.0%	6.9%	10.0%	6.7%	5.6%	11.8%	10.1%	5.4%	7.7%
		30.8%	69.2%	88.0%	11.6%	0.4%	57.3%	42.7%	10.3%	89.7%	60.9%	25.4%	13.6%	25.7%	74.3%
Neither Satisfied nor Dissatisfied	80851.933	22842	58010	70893.9	9663.92	294.137	46082.6	34769.3	5169.35	75682.6	62490.5	11219	7142.46	25976.5	54875.5
	80.3%	80.7%	80.2%	80.3%	80.5%	80.4%	80.6%	80.0%	71.4%	81.0%	82.2%	74.2%	75.3%	77.8%	81.6%
		28.3%	71.7%	87.7%	12.0%	0.4%	57.0%	43.0%	6.4%	93.6%	77.3%	13.9%	8.8%	32.1%	67.9%
Dissatisfied	6128.289	1396.08	4732.21	5301.83	808.911	17.544	3418.4	2709.89	639.479	5488.81	4603.63	887.448	637.216	2538.39	3589.9
	6.1%	4.9%	6.5%	6.0%	6.7%	4.8%	6.0%	6.2%	8.8%	5.9%	6.1%	5.9%	6.7%	7.6%	5.3%
		22.8%	77.2%	86.5%	13.2%	0.3%	55.8%	44.2%	10.4%	89.6%	75.1%	14.5%	10.4%	41.4%	58.6%
Very Dissatisfied	5123.309	1409.31	3714	4575.39	535.516	12.407	2936.06	2187.25	618.243	4505.07	3745.06	884.597	493.648	2647.18	2476.13
	5.1%	5.0%	5.1%	5.2%	4.5%	3.4%	5.1%	5.0%	8.5%	4.8%	4.9%	5.8%	5.2%	7.9%	3.7%
		27.5%	72.5%	89.3%	10.5%	0.2%	57.3%	42.7%	12.1%	87.9%	73.1%	17.3%	9.6%	51.7%	48.3%

FHCS Report by Demographics

(85a) How satisfied are you with child care subsidies:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	1531.294	437.98	451.708	537.287	104.319	98.606	1283.52	11.523	137.65	14.862	32.236	401.707	1082.49	206.412	146.224	1178.66
	1.5%	2.1%	1.3%	1.4%	1.5%	1.1%	1.6%	3.1%	1.4%	3.4%	1.4%	2.3%	1.4%	1.5%	1.2%	1.6%
		28.6%	29.5%	35.1%	6.8%	6.4%	83.8%	0.8%	9.0%	1.0%	2.1%	26.2%	70.7%	13.5%	9.5%	77.0%
Satisfied	7018.766	1546.5	2228.88	2700.50	542.891	833.054	5577.99	28.72	579.002	54.617	234.374	1480.00	5249.77	870.159	980.021	5168.59
	7.0%	7.5%	6.3%	7.2%	7.6%	9.4%	6.8%	7.8%	6.0%	12.5%	10.1%	8.3%	6.6%	6.3%	7.9%	7.0%
		22.0%	31.8%	38.5%	7.7%	11.9%	79.5%	0.4%	8.2%	0.8%	3.3%	21.1%	74.8%	12.4%	14.0%	73.6%
Neither Satisfied nor Dissatisfied	80851.933	14007.1	28487.4	32095.6	6261.87	6981.65	65772.9	296.655	7800.76	316.952	1839.05	13778.9	64917.1	11892.4	10458.4	58501.2
	80.3%	68.4%	80.4%	85.3%	87.9%	78.5%	80.5%	80.9%	80.5%	72.5%	79.3%	77.4%	81.1%	85.8%	84.0%	78.7%
		17.3%	35.2%	39.7%	7.7%	8.6%	81.3%	0.4%	9.6%	0.4%	2.3%	17.0%	80.3%	14.7%	12.9%	72.4%
Dissatisfied	6128.289	2325.42	2406.93	1261.61	134.325	540.1	4888.22	19.682	680.283	19.833	134.234	1069.02	4905.2	528.406	486.258	5113.63
	6.1%	11.3%	6.8%	3.4%	1.9%	6.1%	6.0%	5.4%	7.0%	4.5%	5.8%	6.0%	6.1%	3.8%	3.9%	6.9%
		37.9%	39.3%	20.6%	2.2%	8.8%	79.8%	0.3%	11.1%	0.3%	2.2%	17.4%	80.0%	8.6%	7.9%	83.4%
Very Dissatisfied	5123.309	2176.04	1845.12	1017.75	84.412	444.97	4173.01	10.166	495.164	31.122	77.933	1080.56	3933.7	361.243	377.181	4384.89
	5.1%	10.6%	5.2%	2.7%	1.2%	5.0%	5.1%	2.8%	5.1%	7.1%	3.4%	6.1%	4.9%	2.6%	3.0%	5.9%
		42.5%	36.0%	19.9%	1.6%	8.7%	81.5%	0.2%	9.7%	0.6%	1.5%	21.1%	76.8%	7.1%	7.4%	85.6%

FHCS Report by Demographics

(86a) How satisfied are you with employee assistance programs:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	3800.649	1202.91	2597.74	3142.79	625.862	31.995	1647.52	2153.13	297.382	3503.27	2508.27	992.288	300.093	767.958	3032.69
	3.8%	4.3%	3.6%	3.6%	5.2%	8.7%	2.9%	5.0%	4.1%	3.8%	3.3%	6.6%	3.2%	2.3%	4.5%
		31.7%	68.3%	82.7%	16.5%	0.8%	43.3%	56.7%	7.8%	92.2%	66.0%	26.1%	7.9%	20.2%	79.8%
Satisfied	24642.348	6466.52	18175.8	20798.9	3726.43	117.064	13527.9	11114.5	1951.97	22690.4	17815.8	4665.00	2161.53	6441.4	18200.9
	24.5%	22.9%	25.1%	23.6%	31.0%	32.0%	23.7%	25.6%	27.0%	24.3%	23.4%	30.8%	22.8%	19.3%	27.1%
		26.2%	73.8%	84.4%	15.1%	0.5%	54.9%	45.1%	7.9%	92.1%	72.3%	18.9%	8.8%	26.1%	73.9%
Neither Satisfied nor Dissatisfied	62972.070	18146.1	44825.9	56086.1	6687.71	198.258	36734.4	26237.6	3975.09	58997	48993.0	8056.11	5922.96	21113.8	41858.2
	62.6%	64.1%	62.0%	63.5%	55.7%	54.2%	64.2%	60.3%	54.9%	63.2%	64.4%	53.3%	62.5%	63.3%	62.2%
		28.8%	71.2%	89.1%	10.6%	0.3%	58.3%	41.7%	6.3%	93.7%	77.8%	12.8%	9.4%	33.5%	66.5%
Dissatisfied	6312.48	1702.49	4609.99	5588.19	710.26	14.035	3676	2636.48	704.626	5607.85	4660.2	870.17	782.112	3118.36	3194.12
	6.3%	6.0%	6.4%	6.3%	5.9%	3.8%	6.4%	6.1%	9.7%	6.0%	6.1%	5.8%	8.3%	9.3%	4.7%
		27.0%	73.0%	88.5%	11.3%	0.2%	58.2%	41.8%	11.2%	88.8%	73.8%	13.8%	12.4%	49.4%	50.6%
Very Dissatisfied	2926.044	780.476	2145.57	2660.03	261.403	4.614	1589.84	1336.21	310.362	2615.68	2067.84	544.988	313.214	1938.02	988.02
	2.9%	2.8%	3.0%	3.0%	2.2%	1.3%	2.8%	3.1%	4.3%	2.8%	2.7%	3.6%	3.3%	5.8%	1.5%
		26.7%	73.3%	90.9%	8.9%	0.2%	54.3%	45.7%	10.6%	89.4%	70.7%	18.6%	10.7%	66.2%	33.8%

FHCS Report by Demographics

(86a) How satisfied are you with employee assistance programs:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	3800.649	799.774	1156.09	1444.96	399.826	245.228	3225.55	29.509	300.365	22.981	62.183	764.682	2950.80	469.24	455.125	2876.28
	3.8%	3.9%	3.3%	3.8%	5.6%	2.8%	3.9%	8.0%	3.1%	5.3%	2.7%	4.3%	3.7%	3.4%	3.7%	3.9%
		21.0%	30.4%	38.0%	10.5%	6.5%	84.9%	0.8%	7.9%	0.6%	1.6%	20.1%	77.6%	12.3%	12.0%	75.7%
Satisfied	24642.348	4749.69	8617.28	9564.83	1710.56	2069.21	20314.8	110.366	2147.98	118.03	634.005	4183.11	19707.2	3185.99	3295.72	18160.6
	24.5%	23.2%	24.3%	25.4%	24.0%	23.3%	24.9%	30.1%	22.2%	27.0%	27.4%	23.5%	24.6%	23.0%	26.5%	24.4%
		19.3%	35.0%	38.8%	6.9%	8.4%	82.4%	0.4%	8.7%	0.5%	2.6%	17.0%	80.0%	12.9%	13.4%	73.7%
Neither Satisfied nor Dissatisfied	62972.070	13002.1	21978.8	23367.9	4623.32	5509.17	51013.4	207.583	6241.87	266.959	1520.47	11330.3	49854.3	8978.00	7615.66	46378.4
	62.6%	63.4%	62.1%	62.1%	64.9%	61.9%	62.4%	56.6%	64.4%	61.0%	65.6%	63.6%	62.2%	64.8%	61.2%	62.4%
		20.6%	34.9%	37.1%	7.3%	8.7%	81.0%	0.3%	9.9%	0.4%	2.4%	18.0%	79.2%	14.3%	12.1%	73.6%
Dissatisfied	6312.48	1317.30	2412.46	2271.75	310.968	758.981	4857.32	15.534	680.65	10.978	48.366	1037.61	5215.53	816.707	773.063	4722.71
	6.3%	6.4%	6.8%	6.0%	4.4%	8.5%	5.9%	4.2%	7.0%	2.5%	2.1%	5.8%	6.5%	5.9%	6.2%	6.4%
		20.9%	38.2%	36.0%	4.9%	12.0%	76.9%	0.2%	10.8%	0.2%	0.8%	16.4%	82.6%	12.9%	12.2%	74.8%
Very Dissatisfied	2926.044	624.142	1255.44	963.314	83.149	315.799	2284.5	3.754	321.996	18.438	52.801	494.434	2360.37	408.635	308.511	2208.9
	2.9%	3.0%	3.5%	2.6%	1.2%	3.5%	2.8%	1.0%	3.3%	4.2%	2.3%	2.8%	2.9%	2.9%	2.5%	3.0%
		21.3%	42.9%	32.9%	2.8%	10.8%	78.1%	0.1%	11.0%	0.6%	1.8%	16.9%	80.7%	14.0%	10.5%	75.5%

FHCS Report by Demographics

(78) How satisfied are you with paid vacation time:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	34163.394	5813.05	11901.7	13720.6	2728.13	2719.43	27976.6	147.79	3319.61	143.432	629.987	4734.80	28655.2	5486.68	4660.53	24016.2
	33.9%	28.4%	33.6%	36.5%	38.3%	30.6%	34.2%	40.3%	34.2%	32.8%	27.2%	26.6%	35.8%	39.6%	37.4%	32.3%
		17.0%	34.8%	40.2%	8.0%	8.0%	81.9%	0.4%	9.7%	0.4%	1.8%	13.9%	83.9%	16.1%	13.6%	70.3%
Satisfied	55642.881	11916.2	19496.6	20384.2	3845.82	5350.09	44932.5	164.697	5195.58	245.198	1220.44	10420.6	43756.6	7246.32	6856.08	41540.5
	55.3%	58.1%	55.0%	54.2%	54.0%	60.1%	55.0%	44.9%	53.6%	56.1%	52.7%	58.5%	54.6%	52.3%	55.1%	55.9%
		21.4%	35.0%	36.6%	6.9%	9.6%	80.8%	0.3%	9.3%	0.4%	2.2%	18.7%	78.6%	13.0%	12.3%	74.7%
Neither Satisfied nor Dissatisfied	6036.845	1511.24	2232.47	1930.32	362.812	546.78	4860.82	15.9	613.342	35.622	277.172	1230.50	4493.55	724.735	562.502	4749.61
	6.0%	7.4%	6.3%	5.1%	5.1%	6.1%	5.9%	4.3%	6.3%	8.1%	12.0%	6.9%	5.6%	5.2%	4.5%	6.4%
		25.0%	37.0%	32.0%	6.0%	9.1%	80.5%	0.3%	10.2%	0.6%	4.6%	20.4%	74.4%	12.0%	9.3%	78.7%
Dissatisfied	3944.426	1093.21	1453.75	1227.66	169.812	229.451	3206.76	32.412	475.808	9.588	167.438	1177.52	2589.88	342.967	295.846	3305.61
	3.9%	5.3%	4.1%	3.3%	2.4%	2.6%	3.9%	8.8%	4.9%	2.2%	7.2%	6.6%	3.2%	2.5%	2.4%	4.4%
		27.7%	36.9%	31.1%	4.3%	5.8%	81.3%	0.8%	12.1%	0.2%	4.2%	29.9%	65.7%	8.7%	7.5%	83.8%
Very Dissatisfied	866.045	159.299	335.552	349.95	21.244	52.627	718.956	5.947	88.515	3.546	22.793	246.729	592.977	57.874	73.12	735.051
	0.9%	0.8%	0.9%	0.9%	0.3%	0.6%	0.9%	1.6%	0.9%	0.8%	1.0%	1.4%	0.7%	0.4%	0.6%	1.0%
		18.4%	38.7%	40.4%	2.5%	6.1%	83.0%	0.7%	10.2%	0.4%	2.6%	28.5%	68.5%	6.7%	8.4%	84.9%

FHCS Report by Demographics

(87a) How satisfied are you with health and wellness programs:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	4893.685	1577.72	3315.97	4210.13	650.608	32.949	2293.26	2600.42	357.017	4536.67	3453.38	1144.32	295.986	1141.65	3752.03
	4.9%	5.6%	4.6%	4.8%	5.4%	9.0%	4.0%	6.0%	4.9%	4.9%	4.5%	7.6%	3.1%	3.4%	5.6%
		32.2%	67.8%	86.0%	13.3%	0.7%	46.9%	53.1%	7.3%	92.7%	70.6%	23.4%	6.0%	23.3%	76.7%
Satisfied	28649.531	8789.19	19860.3	24816.8	3712.86	119.842	15459.7	13189.8	2090.02	26559.5	20739.2	5298.19	2612.12	7767.14	20882.4
	28.5%	31.1%	27.4%	28.1%	30.9%	32.7%	27.0%	30.3%	28.9%	28.4%	27.3%	35.0%	27.6%	23.3%	31.0%
		30.7%	69.3%	86.6%	13.0%	0.4%	54.0%	46.0%	7.3%	92.7%	72.4%	18.5%	9.1%	27.1%	72.9%
Neither Satisfied nor Dissatisfied	51704.303	14451.5	37252.8	45680	5856.03	168.29	30603.3	21101	3204.72	48499.6	40283.2	6704.34	4716.78	17032.5	34671.8
	51.4%	51.1%	51.5%	51.7%	48.8%	46.0%	53.5%	48.5%	44.3%	51.9%	53.0%	44.3%	49.8%	51.0%	51.5%
		28.0%	72.0%	88.3%	11.3%	0.3%	59.2%	40.8%	6.2%	93.8%	77.9%	13.0%	9.1%	32.9%	67.1%
Dissatisfied	11088.665	2574.61	8514.05	9707.38	1347.50	33.788	6437.13	4651.53	1044.69	10044	8368.55	1419.88	1300.23	4803.95	6284.72
	11.0%	9.1%	11.8%	11.0%	11.2%	9.2%	11.3%	10.7%	14.4%	10.8%	11.0%	9.4%	13.7%	14.4%	9.3%
		23.2%	76.8%	87.5%	12.2%	0.3%	58.1%	41.9%	9.4%	90.6%	75.5%	12.8%	11.7%	43.3%	56.7%
Very Dissatisfied	4317.407	905.497	3411.91	3861.65	444.662	11.097	2382.24	1935.17	542.976	3774.43	3200.80	561.817	554.786	2634.35	1683.05
	4.3%	3.2%	4.7%	4.4%	3.7%	3.0%	4.2%	4.5%	7.5%	4.0%	4.2%	3.7%	5.9%	7.9%	2.5%
		21.0%	79.0%	89.4%	10.3%	0.3%	55.2%	44.8%	12.6%	87.4%	74.1%	13.0%	12.8%	61.0%	39.0%

FHCS Report by Demographics

(87a) How satisfied are you with health and wellness programs:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	4893.685	1037.49	1553.73	1868.72	433.752	298.562	4181.15	32.938	381.037	42.801	196.968	977.382	3676.53	675.886	544.081	3673.72
	4.9%	5.1%	4.4%	5.0%	6.1%	3.4%	5.1%	9.0%	3.9%	9.8%	8.5%	5.5%	4.6%	4.9%	4.4%	4.9%
		21.2%	31.7%	38.2%	8.9%	6.1%	85.4%	0.7%	7.8%	0.9%	4.0%	20.0%	75.1%	13.8%	11.1%	75.1%
Satisfied	28649.531	5315.67	9622.64	11100.9	2610.36	2221.75	24143.1	110.087	2174.59	153.516	699.172	4959.82	22837.0	4165.60	4001.48	20482.4
	28.5%	25.9%	27.2%	29.5%	36.6%	25.0%	29.6%	30.0%	22.4%	35.1%	30.2%	27.8%	28.5%	30.1%	32.1%	27.5%
		18.6%	33.6%	38.7%	9.1%	7.8%	84.3%	0.4%	7.6%	0.5%	2.4%	17.3%	79.7%	14.5%	14.0%	71.5%
Neither Satisfied nor Dissatisfied	51704.303	10518.0	18407	19273.6	3505.67	5020.17	41279.2	178.463	5226.44	208.958	1179.35	9230.19	41085.8	7048.55	6397.66	38258.1
	51.4%	51.3%	52.0%	51.2%	49.2%	56.4%	50.5%	48.7%	53.9%	47.8%	50.9%	51.8%	51.3%	50.9%	51.4%	51.5%
		20.3%	35.6%	37.3%	6.8%	9.7%	79.8%	0.3%	10.1%	0.4%	2.3%	17.9%	79.5%	13.6%	12.4%	74.0%
Dissatisfied	11088.665	2608.93	4082.41	3918.08	479.241	981.406	8730.11	35.375	1341.78	18.103	157.048	1875.02	9038.49	1445.98	1100.32	8542.36
	11.0%	12.7%	11.5%	10.4%	6.7%	11.0%	10.7%	9.6%	13.8%	4.1%	6.8%	10.5%	11.3%	10.4%	8.8%	11.5%
		23.5%	36.8%	35.3%	4.3%	8.9%	78.7%	0.3%	12.1%	0.2%	1.4%	16.9%	81.5%	13.0%	9.9%	77.0%
Very Dissatisfied	4317.407	1012.89	1754.30	1451.42	98.788	376.502	3362	9.883	569.023	14.008	85.286	767.759	3450.35	522.558	404.541	3390.31
	4.3%	4.9%	5.0%	3.9%	1.4%	4.2%	4.1%	2.7%	5.9%	3.2%	3.7%	4.3%	4.3%	3.8%	3.2%	4.6%
		23.5%	40.6%	33.6%	2.3%	8.7%	77.9%	0.2%	13.2%	0.3%	2.0%	17.8%	79.9%	12.1%	9.4%	78.5%

FHCS Report by Demographics

(88a) How satisfied are you with support groups:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	2370.38	856.066	1514.31	2079.84	279.208	11.335	1013.2	1357.18	169.292	2201.09	1456.62	740.815	172.946	412.767	1957.61
	2.4%	3.0%	2.1%	2.4%	2.3%	3.1%	1.8%	3.1%	2.3%	2.4%	1.9%	4.9%	1.8%	1.2%	2.9%
		36.1%	63.9%	87.7%	11.8%	0.5%	42.7%	57.3%	7.1%	92.9%	61.5%	31.3%	7.3%	17.4%	82.6%
Satisfied	14162.393	4091.33	10071.1	12236.0	1872.97	53.417	7788.39	6374.01	1371.91	12790.5	9552.34	3074.91	1535.14	3457.95	10704.4
	14.1%	14.5%	13.9%	13.9%	15.6%	14.6%	13.6%	14.7%	19.0%	13.7%	12.6%	20.3%	16.2%	10.4%	15.9%
		28.9%	71.1%	86.4%	13.2%	0.4%	55.0%	45.0%	9.7%	90.3%	67.4%	21.7%	10.8%	24.4%	75.6%
Neither Satisfied nor Dissatisfied	74461.932	20894.5	53567.4	65427.6	8752	282.374	43265.2	31196.7	4686.46	69775.5	57994.9	9750.8	6716.23	24582.5	49879.5
	74.0%	73.8%	74.0%	74.1%	72.9%	77.2%	75.7%	71.8%	64.7%	74.7%	76.3%	64.5%	70.8%	73.6%	74.1%
		28.1%	71.9%	87.9%	11.8%	0.4%	58.1%	41.9%	6.3%	93.7%	77.9%	13.1%	9.0%	33.0%	67.0%
Dissatisfied	6390.407	1659.26	4731.15	5568.17	808.544	13.698	3319.65	3070.76	642.359	5748.05	4647.09	1055.00	688.312	2958.86	3431.54
	6.3%	5.9%	6.5%	6.3%	6.7%	3.7%	5.8%	7.1%	8.9%	6.2%	6.1%	7.0%	7.3%	8.9%	5.1%
		26.0%	74.0%	87.1%	12.7%	0.2%	51.9%	48.1%	10.1%	89.9%	72.7%	16.5%	10.8%	46.3%	53.7%
Very Dissatisfied	3268.479	797.331	2471.15	2964.4	298.938	5.142	1789.19	1479.29	369.404	2899.08	2394.17	507.03	367.275	1967.54	1300.94
	3.2%	2.8%	3.4%	3.4%	2.5%	1.4%	3.1%	3.4%	5.1%	3.1%	3.1%	3.4%	3.9%	5.9%	1.9%
		24.4%	75.6%	90.7%	9.1%	0.2%	54.7%	45.3%	11.3%	88.7%	73.3%	15.5%	11.2%	60.2%	39.8%

FHCS Report by Demographics

(88a) How satisfied are you with support groups:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	2370.38	453.226	714.896	892.003	310.255	190.246	1952.27	11.272	216.592	21.37	46.735	511.799	1790.48	319.603	281.5	1769.28
	2.4%	2.2%	2.0%	2.4%	4.4%	2.1%	2.4%	3.1%	2.2%	4.9%	2.0%	2.9%	2.2%	2.3%	2.3%	2.4%
		19.1%	30.2%	37.6%	13.1%	8.0%	82.4%	0.5%	9.1%	0.9%	2.0%	21.6%	75.5%	13.5%	11.9%	74.6%
Satisfied	14162.393	2843.71	4637.19	5464.55	1216.95	1517.46	11444.1	50.323	1150.54	86.875	404.999	2831.92	10838.6	1982.03	1834.19	10346.2
	14.1%	13.9%	13.1%	14.5%	17.1%	17.1%	14.0%	13.7%	11.9%	19.9%	17.5%	15.9%	13.5%	14.3%	14.7%	13.9%
		20.1%	32.7%	38.6%	8.6%	10.7%	80.8%	0.4%	8.1%	0.6%	2.9%	20.0%	76.5%	14.0%	13.0%	73.1%
Neither Satisfied nor Dissatisfied	74461.932	15257.3	26339	27677.1	5188.50	6178.24	60763.1	284.846	7235.70	287.336	1697.32	13060	59417.3	10238.6	9225.46	54997.8
	74.0%	74.5%	74.4%	73.6%	72.8%	69.4%	74.4%	77.7%	74.6%	65.7%	73.2%	73.3%	74.2%	73.9%	74.1%	74.0%
		20.5%	35.4%	37.2%	7.0%	8.3%	81.6%	0.4%	9.7%	0.4%	2.3%	17.5%	79.8%	13.8%	12.4%	73.9%
Dissatisfied	6390.407	1231.19	2373.81	2463.63	321.786	650.636	4990.72	15.718	733.333	16.334	105.722	963.536	5304.82	864.371	775.1	4750.94
	6.3%	6.0%	6.7%	6.5%	4.5%	7.3%	6.1%	4.3%	7.6%	3.7%	4.6%	5.4%	6.6%	6.2%	6.2%	6.4%
		19.3%	37.1%	38.6%	5.0%	10.2%	78.1%	0.2%	11.5%	0.3%	1.7%	15.1%	83.0%	13.5%	12.1%	74.3%
Very Dissatisfied	3268.479	707.546	1355.18	1115.43	90.32	361.804	2545.4	4.587	356.692	25.471	63.05	442.92	2737.04	453.94	331.842	2482.7
	3.2%	3.5%	3.8%	3.0%	1.3%	4.1%	3.1%	1.3%	3.7%	5.8%	2.7%	2.5%	3.4%	3.3%	2.7%	3.3%
		21.6%	41.5%	34.1%	2.8%	11.1%	77.9%	0.1%	10.9%	0.8%	1.9%	13.6%	83.7%	13.9%	10.2%	76.0%

FHCS Report by Demographics

(89a) How satisfied are you with elder care programs:

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Very Satisfied	1559.486	486.807	1072.68	1373.18	178.984	7.327	695.069	864.417	89.285	1470.20	1017.32	398.351	143.813	296.053	1263.43
	1.5%	1.7%	1.5%	1.6%	1.5%	2.0%	1.2%	2.0%	1.2%	1.6%	1.3%	2.6%	1.5%	0.9%	1.9%
		31.2%	68.8%	88.1%	11.5%	0.5%	44.6%	55.4%	5.7%	94.3%	65.2%	25.5%	9.2%	19.0%	81.0%
Satisfied	8772.835	2669.07	6103.76	7638.7	1100.88	33.262	4633.81	4139.03	753.306	8019.53	5741.73	2065.60	965.505	2136.68	6636.16
	8.7%	9.4%	8.4%	8.7%	9.2%	9.1%	8.1%	9.5%	10.4%	8.6%	7.6%	13.7%	10.2%	6.4%	9.9%
		30.4%	69.6%	87.1%	12.5%	0.4%	52.8%	47.2%	8.6%	91.4%	65.4%	23.5%	11.0%	24.4%	75.6%
Neither Satisfied nor Dissatisfied	81711.822	23002.6	58709.2	71729.7	9682.99	299.133	47244.6	34467.2	5419.78	76292.0	63069.6	11364.5	7277.7	26797.1	54914.8
	81.2%	81.3%	81.1%	81.3%	80.6%	81.7%	82.6%	79.3%	74.9%	81.7%	82.9%	75.1%	76.8%	80.3%	81.6%
		28.2%	71.8%	87.8%	11.9%	0.4%	57.8%	42.2%	6.6%	93.4%	77.2%	13.9%	8.9%	32.8%	67.2%
Dissatisfied	5679.408	1430.93	4248.47	4920.95	737.462	20.996	3044.72	2634.68	555.159	5124.25	4050.61	869.672	759.128	2505.44	3173.97
	5.6%	5.1%	5.9%	5.6%	6.1%	5.7%	5.3%	6.1%	7.7%	5.5%	5.3%	5.7%	8.0%	7.5%	4.7%
		25.2%	74.8%	86.6%	13.0%	0.4%	53.6%	46.4%	9.8%	90.2%	71.3%	15.3%	13.4%	44.1%	55.9%
Very Dissatisfied	2930.04	709.082	2220.96	2613.45	311.345	5.248	1557.41	1372.63	421.899	2508.14	2165.86	430.42	333.759	1644.35	1285.69
	2.9%	2.5%	3.1%	3.0%	2.6%	1.4%	2.7%	3.2%	5.8%	2.7%	2.8%	2.8%	3.5%	4.9%	1.9%
		24.2%	75.8%	89.2%	10.6%	0.2%	53.2%	46.8%	14.4%	85.6%	73.9%	14.7%	11.4%	56.1%	43.9%

FHCS Report by Demographics

(89a) How satisfied are you with elder care programs:

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Very Satisfied	1559.486	280.809	424.755	663.349	190.573	128.589	1262.58	7.775	160.547	24.14	26.5	338.954	1169.89	205.333	165.944	1188.21
	1.5%	1.4%	1.2%	1.8%	2.7%	1.4%	1.5%	2.1%	1.7%	5.5%	1.1%	1.9%	1.5%	1.5%	1.3%	1.6%
		18.0%	27.2%	42.5%	12.2%	8.2%	81.0%	0.5%	10.3%	1.5%	1.7%	21.7%	75.0%	13.2%	10.6%	76.2%
Satisfied	8772.835	1400.86	2748.57	3686	937.41	877.516	7130.47	31.579	733.271	48.895	131.755	1641.19	6951	1391.57	1183.68	6197.59
	8.7%	6.8%	7.8%	9.8%	13.2%	9.9%	8.7%	8.6%	7.6%	11.2%	5.7%	9.2%	8.7%	10.0%	9.5%	8.3%
		16.0%	31.3%	42.0%	10.7%	10.0%	81.3%	0.4%	8.4%	0.6%	1.5%	18.7%	79.2%	15.9%	13.5%	70.6%
Neither Satisfied nor Dissatisfied	81711.822	17166.8	28998.8	29960.1	5586.06	7010.95	66627.3	299.895	7773.7	325.278	2015.63	14736.6	64634.3	11080.6	10089.1	60542.1
	81.2%	83.8%	81.9%	79.7%	78.4%	78.8%	81.6%	81.8%	80.2%	74.4%	87.0%	82.7%	80.7%	80.0%	81.0%	81.4%
		21.0%	35.5%	36.7%	6.8%	8.6%	81.5%	0.4%	9.5%	0.4%	2.5%	18.0%	79.1%	13.6%	12.3%	74.1%
Dissatisfied	5679.408	1046.82	2119.77	2205.04	307.783	574.884	4423.66	22.274	658.593	17.112	82.406	733.398	4846.49	836.183	662.924	4180.30
	5.6%	5.1%	6.0%	5.9%	4.3%	6.5%	5.4%	6.1%	6.8%	3.9%	3.6%	4.1%	6.1%	6.0%	5.3%	5.6%
		18.4%	37.3%	38.8%	5.4%	10.1%	77.9%	0.4%	11.6%	0.3%	1.5%	12.9%	85.3%	14.7%	11.7%	73.6%
Very Dissatisfied	2930.04	597.748	1128.12	1098.19	105.984	306.44	2251.63	5.223	366.749	21.961	61.534	359.998	2486.55	344.916	346.423	2238.70
	2.9%	2.9%	3.2%	2.9%	1.5%	3.4%	2.8%	1.4%	3.8%	5.0%	2.7%	2.0%	3.1%	2.5%	2.8%	3.0%
		20.4%	38.5%	37.5%	3.6%	10.5%	76.8%	0.2%	12.5%	0.7%	2.1%	12.3%	84.9%	11.8%	11.8%	76.4%

FHCS Report by Demographics

(83b) How important is Telework/telecommuting to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Extremely Important	13701.343	4821.03	8880.32	12474.3	1197.65	29.377	5828.79	7872.55	1127.91	12573.4	9550.01	2712.50	1438.83	5607.64	8093.70
	13.6%	17.0%	12.3%	14.1%	10.0%	8.0%	10.2%	18.1%	15.6%	13.5%	12.6%	17.9%	15.2%	16.8%	12.0%
		35.2%	64.8%	91.0%	8.7%	0.2%	42.5%	57.5%	8.2%	91.8%	69.7%	19.8%	10.5%	40.9%	59.1%
Very Important	20624.681	6117.16	14507.5	18373.5	2200.13	51.089	10869.5	9755.17	1854.09	18770.6	14483.6	3745.73	2395.38	7026.24	13598.4
	20.5%	21.6%	20.1%	20.8%	18.3%	14.0%	19.0%	22.4%	25.6%	20.1%	19.0%	24.8%	25.3%	21.0%	20.2%
		29.7%	70.3%	89.1%	10.7%	0.2%	52.7%	47.3%	9.0%	91.0%	70.2%	18.2%	11.6%	34.1%	65.9%
Moderately Important	26519.491	7313.01	19206.5	23185.5	3249.89	84.155	15620.5	10899	1875.42	24644.1	20269.4	3976.11	2273.94	8432.38	18087.1
	26.3%	25.8%	26.5%	26.3%	27.1%	23.0%	27.3%	25.1%	25.9%	26.4%	26.7%	26.3%	24.0%	25.3%	26.9%
		27.6%	72.4%	87.4%	12.3%	0.3%	58.9%	41.1%	7.1%	92.9%	76.4%	15.0%	8.6%	31.8%	68.2%
Somewhat Important	13460.744	3466.23	9994.52	11804.3	1602.88	53.603	7833.38	5627.37	844.867	12615.9	10342.2	1725.84	1392.67	4505.86	8954.89
	13.4%	12.2%	13.8%	13.4%	13.3%	14.6%	13.7%	12.9%	11.7%	13.5%	13.6%	11.4%	14.7%	13.5%	13.3%
		25.8%	74.2%	87.7%	11.9%	0.4%	58.2%	41.8%	6.3%	93.7%	76.8%	12.8%	10.3%	33.5%	66.5%
Not Important	26347.332	6581.10	19766.2	22438.5	3761.11	147.742	17023.5	9323.85	1537.15	24810.2	21399.9	2968.38	1979.09	7807.47	18539.9
	26.2%	23.3%	27.3%	25.4%	31.3%	40.4%	29.8%	21.4%	21.2%	26.6%	28.1%	19.6%	20.9%	23.4%	27.6%
		25.0%	75.0%	85.2%	14.3%	0.6%	64.6%	35.4%	5.8%	94.2%	81.2%	11.3%	7.5%	29.6%	70.4%

FHCS Report by Demographics

(83b) How important is Telework/telecommuting to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Extremely Important	13701.343	3322.40	5310.81	4459.27	608.865	441.767	12057.7	26.643	1175.27	75.788	365.029	2572.36	10688.2	1434.03	1342.38	10924.9
	13.6%	16.2%	15.0%	11.9%	8.5%	5.0%	14.8%	7.3%	12.1%	17.3%	15.7%	14.4%	13.3%	10.3%	10.8%	14.7%
		24.2%	38.8%	32.5%	4.4%	3.2%	88.0%	0.2%	8.6%	0.6%	2.7%	18.8%	78.0%	10.5%	9.8%	79.7%
Very Important	20624.681	4485.41	7636.43	7375.51	1127.34	1110.49	17528.6	64.266	1921.34	88.358	455.603	3950.29	16130.4	2508.18	2407.69	15708.8
	20.5%	21.9%	21.6%	19.6%	15.8%	12.5%	21.5%	17.5%	19.8%	20.2%	19.7%	22.2%	20.1%	18.1%	19.3%	21.1%
		21.7%	37.0%	35.8%	5.5%	5.4%	85.0%	0.3%	9.3%	0.4%	2.2%	19.2%	78.2%	12.2%	11.7%	76.2%
Moderately Important	26519.491	5422.93	9400.44	9729.28	1966.85	2245.72	21606.4	80.735	2586.64	127.373	702.99	4699.30	20989.8	3675.36	3505.81	19338.3
	26.3%	26.5%	26.5%	25.9%	27.6%	25.2%	26.4%	22.0%	26.7%	29.1%	30.3%	26.4%	26.2%	26.5%	28.2%	26.0%
		20.4%	35.4%	36.7%	7.4%	8.5%	81.5%	0.3%	9.8%	0.5%	2.7%	17.7%	79.1%	13.9%	13.2%	72.9%
Somewhat Important	13460.744	2635.5	4537.98	5118.86	1168.41	1353.76	10565.8	55.667	1485.51	53.41	300.066	2216.51	10890.8	1882.44	1753.3	9825.01
	13.4%	12.9%	12.8%	13.6%	16.4%	15.2%	12.9%	15.2%	15.3%	12.2%	12.9%	12.4%	13.6%	13.6%	14.1%	13.2%
		19.6%	33.7%	38.0%	8.7%	10.1%	78.5%	0.4%	11.0%	0.4%	2.2%	16.5%	80.9%	14.0%	13.0%	73.0%
Not Important	26347.332	4626.78	8534.40	10929.8	2256.35	3746.64	19937.2	139.435	2524.1	92.457	494.139	4371.72	21389.0	4358.57	3438.91	18549.9
	26.2%	22.6%	24.1%	29.1%	31.7%	42.1%	24.4%	38.0%	26.0%	21.1%	21.3%	24.5%	26.7%	31.5%	27.6%	25.0%
		17.6%	32.4%	41.5%	8.6%	14.2%	75.7%	0.5%	9.6%	0.4%	1.9%	16.6%	81.2%	16.5%	13.1%	70.4%

FHCS Report by Demographics

(84b) How important is alternative work schedules to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Extremely Important	29664.985	9445.05	20219.9	26762.5	2836.34	66.153	13524.2	16140.8	2245.57	27419.4	21764.2	5348.31	2552.49	10605	19060
	29.5%	33.4%	27.9%	30.3%	23.6%	18.1%	23.7%	37.1%	31.0%	29.4%	28.6%	35.4%	26.9%	31.8%	28.3%
		31.8%	68.2%	90.2%	9.6%	0.2%	45.6%	54.4%	7.6%	92.4%	73.4%	18.0%	8.6%	35.7%	64.3%
Very Important	34212.216	9347.24	24865	30292.0	3830.63	89.558	19810.6	14401.6	2682.67	31529.5	25737	5096.48	3378.74	11464.6	22747.6
	34.0%	33.0%	34.4%	34.3%	31.9%	24.5%	34.6%	33.1%	37.1%	33.8%	33.8%	33.7%	35.6%	34.3%	33.8%
		27.3%	72.7%	88.5%	11.2%	0.3%	57.9%	42.1%	7.8%	92.2%	75.2%	14.9%	9.9%	33.5%	66.5%
Moderately Important	20244.397	5364.74	14879.7	17395.2	2768.23	80.988	13261.5	6982.91	1195.44	19049	15480.6	2639.95	2123.81	6556.85	13687.5
	20.1%	19.0%	20.6%	19.7%	23.0%	22.1%	23.2%	16.1%	16.5%	20.4%	20.4%	17.5%	22.4%	19.6%	20.3%
		26.5%	73.5%	85.9%	13.7%	0.4%	65.5%	34.5%	5.9%	94.1%	76.5%	13.0%	10.5%	32.4%	67.6%
Somewhat Important	8059.313	1962.37	6096.95	6874.81	1141.15	43.359	4867.59	3191.72	524.688	7534.63	6352.02	969.752	737.544	2280.21	5779.11
	8.0%	6.9%	8.4%	7.8%	9.5%	11.8%	8.5%	7.3%	7.2%	8.1%	8.4%	6.4%	7.8%	6.8%	8.6%
		24.3%	75.7%	85.3%	14.2%	0.5%	60.4%	39.6%	6.5%	93.5%	78.8%	12.0%	9.2%	28.3%	71.7%
Not Important	8472.68	2179.13	6293.55	6951.45	1435.32	85.908	5711.81	2760.87	591.06	7881.62	6711.3	1074.07	687.317	2472.94	5999.74
	8.4%	7.7%	8.7%	7.9%	11.9%	23.5%	10.0%	6.4%	8.2%	8.4%	8.8%	7.1%	7.3%	7.4%	8.9%
		25.7%	74.3%	82.0%	16.9%	1.0%	67.4%	32.6%	7.0%	93.0%	79.2%	12.7%	8.1%	29.2%	70.8%

FHCS Report by Demographics

(84b) How important is alternative work schedules to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Extremely Important	29664.985	7314.02	10970.5	10000.2	1380.29	1483.22	25507	59.383	2615.39	155.932	754.008	5504.58	23250.5	3368.01	3367.05	22929.9
	29.5%	35.7%	31.0%	26.6%	19.4%	16.7%	31.2%	16.2%	27.0%	35.7%	32.5%	30.9%	29.0%	24.3%	27.0%	30.8%
		24.7%	37.0%	33.7%	4.7%	5.0%	86.0%	0.2%	8.8%	0.5%	2.5%	18.6%	78.4%	11.4%	11.4%	77.3%
Very Important	34212.216	6894.62	12399.4	12629.6	2288.51	2745.47	28018.4	99.107	3349.21	139.673	679.98	6123.14	27269.4	4491.86	4335.58	25384.8
	34.0%	33.6%	35.0%	33.6%	32.1%	30.9%	34.3%	27.0%	34.6%	31.9%	29.3%	34.4%	34.0%	32.4%	34.8%	34.1%
		20.2%	36.2%	36.9%	6.7%	8.0%	81.9%	0.3%	9.8%	0.4%	2.0%	17.9%	79.7%	13.1%	12.7%	74.2%
Moderately Important	20244.397	3670.74	6693.77	8062.31	1817.58	2422.99	15636.8	83.729	2100.92	111.024	635.31	3456.14	16041.9	3303.86	2590.16	14350.4
	20.1%	17.9%	18.9%	21.4%	25.5%	27.2%	19.1%	22.8%	21.7%	25.4%	27.4%	19.4%	20.0%	23.8%	20.8%	19.3%
		18.1%	33.1%	39.8%	9.0%	12.0%	77.2%	0.4%	10.4%	0.5%	3.1%	17.1%	79.2%	16.3%	12.8%	70.9%
Somewhat Important	8059.313	1549.13	2682.38	3125.14	702.67	989.43	6303.21	41.635	725.039	21.718	119.672	1420.48	6497.45	1199	955.724	5904.59
	8.0%	7.6%	7.6%	8.3%	9.9%	11.1%	7.7%	11.4%	7.5%	5.0%	5.2%	8.0%	8.1%	8.7%	7.7%	7.9%
		19.2%	33.3%	38.8%	8.7%	12.3%	78.2%	0.5%	9.0%	0.3%	1.5%	17.6%	80.6%	14.9%	11.9%	73.3%
Not Important	8472.68	1064.51	2673.95	3795.47	938.758	1257.28	6230.21	82.892	902.301	9.039	128.857	1305.84	7028.95	1495.86	1199.57	5777.25
	8.4%	5.2%	7.5%	10.1%	13.2%	14.1%	7.6%	22.6%	9.3%	2.1%	5.6%	7.3%	8.8%	10.8%	9.6%	7.8%
		12.6%	31.6%	44.8%	11.1%	14.8%	73.5%	1.0%	10.6%	0.1%	1.5%	15.4%	83.0%	17.7%	14.2%	68.2%

FHCS Report by Demographics

(85b) How important are child care subsidies to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Extremely Important	7128.837	2024.07	5104.77	6592.5	527.942	8.399	3127.14	4001.70	943.713	6185.12	4087.04	2222.91	818.893	2927.39	4201.45
	7.1%	7.2%	7.1%	7.5%	4.4%	2.3%	5.5%	9.2%	13.0%	6.6%	5.4%	14.7%	8.6%	8.8%	6.2%
		28.4%	71.6%	92.5%	7.4%	0.1%	43.9%	56.1%	13.2%	86.8%	57.3%	31.2%	11.5%	41.1%	58.9%
Very Important	10909.345	2953.87	7955.47	9849.81	1037.81	21.731	6058.2	4851.15	1293.21	9616.13	6774.89	2539.58	1594.88	3510.89	7398.46
	10.8%	10.4%	11.0%	11.2%	8.6%	5.9%	10.6%	11.2%	17.9%	10.3%	8.9%	16.8%	16.8%	10.5%	11.0%
		27.1%	72.9%	90.3%	9.5%	0.2%	55.5%	44.5%	11.9%	88.1%	62.1%	23.3%	14.6%	32.2%	67.8%
Moderately Important	14555.185	3978.81	10576.4	12772.8	1745.25	37.177	8840.61	5714.57	1352.04	13203.2	10486.0	2446.97	1622.19	4606.91	9948.27
	14.5%	14.1%	14.6%	14.5%	14.5%	10.2%	15.5%	13.1%	18.7%	14.1%	13.8%	16.2%	17.1%	13.8%	14.8%
		27.3%	72.7%	87.8%	12.0%	0.3%	60.7%	39.3%	9.3%	90.7%	72.0%	16.8%	11.1%	31.7%	68.3%
Somewhat Important	9342.521	2479.46	6863.06	8194.88	1121.12	26.516	5786.81	3555.71	715.26	8627.26	6528.77	1579.92	1233.83	2827.21	6515.31
	9.3%	8.8%	9.5%	9.3%	9.3%	7.2%	10.1%	8.2%	9.9%	9.2%	8.6%	10.4%	13.0%	8.5%	9.7%
		26.5%	73.5%	87.7%	12.0%	0.3%	61.9%	38.1%	7.7%	92.3%	69.9%	16.9%	13.2%	30.3%	69.7%
Not Important	58717.703	16862.3	41855.4	50866.0	7579.53	272.143	33362.9	25354.8	2935.21	55782.5	48168.4	6339.18	4210.11	19507.2	39210.5
	58.3%	59.6%	57.8%	57.6%	63.1%	74.4%	58.4%	58.3%	40.5%	59.7%	63.3%	41.9%	44.4%	58.4%	58.3%
		28.7%	71.3%	86.6%	12.9%	0.5%	56.8%	43.2%	5.0%	95.0%	82.0%	10.8%	7.2%	33.2%	66.8%

FHCS Report by Demographics

(85b) How important are child care subsidies to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Extremely Important	7128.837	3834.28	2234.00	955.531	105.02	571.697	6003.30	6.997	546.841	39.465	318.132	2055.23	4716.01	363.542	282.662	6482.63
	7.1%	18.7%	6.3%	2.5%	1.5%	6.4%	7.3%	1.9%	5.6%	9.0%	13.7%	11.5%	5.9%	2.6%	2.3%	8.7%
		53.8%	31.3%	13.4%	1.5%	8.0%	84.2%	0.1%	7.7%	0.6%	4.5%	28.8%	66.2%	5.1%	4.0%	90.9%
Very Important	10909.345	4664.50	3782.27	2141.63	320.946	1196.68	8585.78	24.458	1102.43	54.643	350.916	2469.12	8034.67	679.494	703.284	9526.57
	10.8%	22.8%	10.7%	5.7%	4.5%	13.4%	10.5%	6.7%	11.4%	12.5%	15.1%	13.9%	10.0%	4.9%	5.6%	12.8%
		42.8%	34.7%	19.6%	2.9%	11.0%	78.7%	0.2%	10.1%	0.5%	3.2%	22.6%	73.6%	6.2%	6.4%	87.3%
Moderately Important	14555.185	3867.96	5319.47	4494.03	873.718	1578.68	11457.2	49.606	1469.70	82.774	351.257	2800.74	11320.4	1679.77	1533.29	11342.1
	14.5%	18.9%	15.0%	11.9%	12.3%	17.7%	14.0%	13.5%	15.2%	18.9%	15.2%	15.7%	14.1%	12.1%	12.3%	15.3%
		26.6%	36.5%	30.9%	6.0%	10.8%	78.7%	0.3%	10.1%	0.6%	2.4%	19.2%	77.8%	11.5%	10.5%	77.9%
Somewhat Important	9342.521	2133.71	3782.5	2717.72	708.604	952.483	7540.79	23.465	825.781	18.549	169.862	1646.90	7507.21	1026.49	1028.46	7287.58
	9.3%	10.4%	10.7%	7.2%	9.9%	10.7%	9.2%	6.4%	8.5%	4.2%	7.3%	9.2%	9.4%	7.4%	8.3%	9.8%
		22.8%	40.5%	29.1%	7.6%	10.2%	80.7%	0.3%	8.8%	0.2%	1.8%	17.6%	80.4%	11.0%	11.0%	78.0%
Not Important	58717.703	5992.56	20301.8	27303.8	5119.53	4598.85	48108.5	262.22	5748.11	241.955	1127.66	8838.19	48509.9	10109.3	8900.39	39708.0
	58.3%	29.2%	57.3%	72.6%	71.8%	51.7%	58.9%	71.5%	59.3%	55.3%	48.7%	49.6%	60.6%	72.9%	71.5%	53.4%
		10.2%	34.6%	46.5%	8.7%	7.8%	81.9%	0.4%	9.8%	0.4%	1.9%	15.1%	82.6%	17.2%	15.2%	67.6%

FHCS Report by Demographics

(86b) How important are employee assistance programs to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Extremely Important	7969.886	2297.48	5672.40	7078.24	872.214	19.436	3485.88	4484.01	989.16	6980.73	4163.60	2888.33	917.956	2955.45	5014.44
	7.9%	8.1%	7.8%	8.0%	7.3%	5.3%	6.1%	10.3%	13.7%	7.5%	5.5%	19.1%	9.7%	8.9%	7.5%
		28.8%	71.2%	88.8%	10.9%	0.2%	43.7%	56.3%	12.4%	87.6%	52.2%	36.2%	11.5%	37.1%	62.9%
Very Important	20944.119	5494.65	15449.5	18420.4	2473.42	50.322	10682.0	10262.1	2485.14	18459	13145.1	5053.23	2745.83	6364.55	14579.6
	20.8%	19.4%	21.4%	20.9%	20.6%	13.8%	18.7%	23.6%	34.3%	19.8%	17.3%	33.4%	29.0%	19.1%	21.7%
		26.2%	73.8%	88.0%	11.8%	0.2%	51.0%	49.0%	11.9%	88.1%	62.8%	24.1%	13.1%	30.4%	69.6%
Moderately Important	30692.82	8186.69	22506.1	26904.8	3694.40	93.571	17390.3	13302.5	2086.92	28605.9	23730.0	3997.61	2965.19	9895.65	20797.2
	30.5%	28.9%	31.1%	30.5%	30.8%	25.6%	30.4%	30.6%	28.8%	30.6%	31.2%	26.4%	31.3%	29.6%	30.9%
		26.7%	73.3%	87.7%	12.0%	0.3%	56.7%	43.3%	6.8%	93.2%	77.3%	13.0%	9.7%	32.2%	67.8%
Somewhat Important	20979.479	5900.97	15078.5	18351.9	2541.43	86.174	12738.4	8241.06	922.035	20057.4	17314.0	2038.61	1626.83	7192.57	13786.9
	20.8%	20.9%	20.8%	20.8%	21.2%	23.5%	22.3%	19.0%	12.7%	21.5%	22.8%	13.5%	17.2%	21.5%	20.5%
		28.1%	71.9%	87.5%	12.1%	0.4%	60.7%	39.3%	4.4%	95.6%	82.5%	9.7%	7.8%	34.3%	65.7%
Not Important	20067.287	6418.74	13648.5	17520.6	2430.2	116.463	12879.1	7188.21	756.179	19311.1	17692.4	1150.78	1224.10	6971.37	13095.9
	19.9%	22.7%	18.9%	19.8%	20.2%	31.8%	22.5%	16.5%	10.4%	20.7%	23.3%	7.6%	12.9%	20.9%	19.5%
		32.0%	68.0%	87.3%	12.1%	0.6%	64.2%	35.8%	3.8%	96.2%	88.2%	5.7%	6.1%	34.7%	65.3%

FHCS Report by Demographics

(86b) How important are employee assistance programs to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Extremely Important	7969.886	2190.73	2951.9	2428.8	398.466	714.901	6665.51	16.311	573.163	53.578	387.463	1644.85	5883.99	783.759	762.545	6423.58
	7.9%	10.7%	8.3%	6.5%	5.6%	8.0%	8.2%	4.4%	5.9%	12.2%	16.7%	9.2%	7.3%	5.7%	6.1%	8.6%
		27.5%	37.0%	30.5%	5.0%	9.0%	83.6%	0.2%	7.2%	0.7%	4.9%	20.6%	73.8%	9.8%	9.6%	80.6%
Very Important	20944.119	5141.37	7426.89	7113.05	1262.81	2361.77	16895.6	51.32	1635.45	77.079	421.647	4496.72	15948.7	2340.13	2427.42	16176.6
	20.8%	25.1%	21.0%	18.9%	17.7%	26.5%	20.7%	14.0%	16.9%	17.6%	18.2%	25.2%	19.9%	16.9%	19.5%	21.8%
		24.5%	35.5%	34.0%	6.0%	11.3%	80.7%	0.2%	7.8%	0.4%	2.0%	21.5%	76.1%	11.2%	11.6%	77.2%
Moderately Important	30692.82	6417.1	11160.6	10985.1	2130.1	2856.35	24725.8	104.796	3005.86	123.256	733.476	5186.83	24649.3	3983.8	3449.48	23259.6
	30.5%	31.3%	31.5%	29.2%	29.9%	32.1%	30.3%	28.6%	31.0%	28.2%	31.6%	29.1%	30.8%	28.7%	27.7%	31.3%
		20.9%	36.4%	35.8%	6.9%	9.3%	80.6%	0.3%	9.8%	0.4%	2.4%	16.9%	80.3%	13.0%	11.2%	75.8%
Somewhat Important	20979.479	3772.99	7351.06	8408.22	1447.22	1526.90	17199.6	81.698	2171.24	89.487	372.018	3372.82	17145.2	3141.4	2826.16	15011.9
	20.8%	18.4%	20.8%	22.4%	20.3%	17.2%	21.1%	22.3%	22.4%	20.5%	16.1%	18.9%	21.4%	22.7%	22.7%	20.2%
		18.0%	35.0%	40.1%	6.9%	7.3%	82.0%	0.4%	10.3%	0.4%	1.8%	16.1%	81.7%	15.0%	13.5%	71.6%
Not Important	20067.287	2970.83	6529.65	8677.6	1889.22	1438.45	16209.1	112.621	2307.14	93.986	403.223	3108.95	16461.1	3609.5	2982.49	13475.3
	19.9%	14.5%	18.4%	23.1%	26.5%	16.2%	19.8%	30.7%	23.8%	21.5%	17.4%	17.5%	20.6%	26.0%	24.0%	18.1%
		14.8%	32.5%	43.2%	9.4%	7.2%	80.8%	0.6%	11.5%	0.5%	2.0%	15.5%	82.0%	18.0%	14.9%	67.2%

FHCS Report by Demographics

(87b) How important are health and wellness programs to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Extremely Important	14300.54	3811.75	10488.8	12720.7	1541.16	38.653	6887.07	7413.47	1732.65	12567.9	8969.10	3834.05	1497.38	5115.44	9185.1
	14.2%	13.5%	14.5%	14.4%	12.8%	10.6%	12.0%	17.1%	23.9%	13.5%	11.8%	25.3%	15.8%	15.3%	13.7%
		26.7%	73.3%	89.0%	10.8%	0.3%	48.2%	51.8%	12.1%	87.9%	62.7%	26.8%	10.5%	35.8%	64.2%
Very Important	29998.376	8255.70	21742.7	26528.2	3382.14	88.04	16342.3	13656.1	2638.75	27359.6	20456.2	5849.88	3692.31	9524.41	20474
	29.8%	29.2%	30.0%	30.1%	28.2%	24.1%	28.6%	31.4%	36.4%	29.3%	26.9%	38.7%	38.9%	28.5%	30.4%
		27.5%	72.5%	88.4%	11.3%	0.3%	54.5%	45.5%	8.8%	91.2%	68.2%	19.5%	12.3%	31.7%	68.3%
Moderately Important	28243.078	7820.44	20422.6	24609.1	3533.24	100.776	16265.7	11977.4	1726.18	26516.9	22123.0	3570.9	2549.15	9200.76	19042.3
	28.1%	27.6%	28.2%	27.9%	29.4%	27.5%	28.4%	27.5%	23.8%	28.4%	29.1%	23.6%	26.9%	27.6%	28.3%
		27.7%	72.3%	87.1%	12.5%	0.4%	57.6%	42.4%	6.1%	93.9%	78.3%	12.6%	9.0%	32.6%	67.4%
Somewhat Important	15887.184	4731.06	11156.1	13826.8	1990.44	69.963	9430.73	6456.46	714.368	15172.8	13558.6	1267.63	1060.96	5285.83	10601.4
	15.8%	16.7%	15.4%	15.7%	16.6%	19.1%	16.5%	14.8%	9.9%	16.2%	17.8%	8.4%	11.2%	15.8%	15.8%
		29.8%	70.2%	87.0%	12.5%	0.4%	59.4%	40.6%	4.5%	95.5%	85.3%	8.0%	6.7%	33.3%	66.7%
Not Important	12224.413	3679.57	8544.84	10591.2	1564.68	68.534	8249.9	3974.52	427.476	11796.9	10938.2	606.093	680.099	4253.14	7971.27
	12.1%	13.0%	11.8%	12.0%	13.0%	18.7%	14.4%	9.1%	5.9%	12.6%	14.4%	4.0%	7.2%	12.7%	11.8%
		30.1%	69.9%	86.6%	12.8%	0.6%	67.5%	32.5%	3.5%	96.5%	89.5%	5.0%	5.6%	34.8%	65.2%

FHCS Report by Demographics

(87b) How important are health and wellness programs to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Extremely Important	14300.54	3302.25	4934.07	5057.32	1006.9	1165.54	11910.8	34.946	1189.24	85.929	386.23	2871.08	10957.3	1579.02	1699.72	11021.8
	14.2%	16.1%	13.9%	13.4%	14.1%	13.1%	14.6%	9.5%	12.3%	19.6%	16.7%	16.1%	13.7%	11.4%	13.7%	14.8%
		23.1%	34.5%	35.4%	7.0%	8.2%	83.3%	0.2%	8.3%	0.6%	2.7%	20.1%	76.6%	11.0%	11.9%	77.1%
Very Important	29998.376	6470.79	10471.0	10896	2160.59	2963.74	24274.2	85.468	2674.99	145.758	709.367	5694.3	23449	4018.74	3566.42	22413.2
	29.8%	31.6%	29.6%	29.0%	30.3%	33.3%	29.7%	23.3%	27.6%	33.3%	30.6%	32.0%	29.3%	29.0%	28.7%	30.1%
		21.6%	34.9%	36.3%	7.2%	9.9%	80.9%	0.3%	8.9%	0.5%	2.4%	19.0%	78.2%	13.4%	11.9%	74.7%
Moderately Important	28243.078	5963.47	10191.2	10248.7	1839.75	2525.76	23036.8	114.34	2566.13	116.006	636.697	4653.54	22836.8	3884.47	3311.66	21047
	28.1%	29.1%	28.8%	27.2%	25.8%	28.4%	28.2%	31.2%	26.5%	26.5%	27.5%	26.1%	28.5%	28.0%	26.6%	28.3%
		21.1%	36.1%	36.3%	6.5%	8.9%	81.6%	0.4%	9.1%	0.4%	2.3%	16.5%	80.9%	13.8%	11.7%	74.5%
Somewhat Important	15887.184	2894.29	5795.11	6133.83	1063.95	1210.74	12825.8	66.022	1784.62	59.363	312.564	2549.96	12965.3	2191.38	2153.02	11542.8
	15.8%	14.1%	16.4%	16.3%	14.9%	13.6%	15.7%	18.0%	18.4%	13.6%	13.5%	14.3%	16.2%	15.8%	17.3%	15.5%
		18.2%	36.5%	38.6%	6.7%	7.6%	80.7%	0.4%	11.2%	0.4%	2.0%	16.1%	81.6%	13.8%	13.6%	72.7%
Not Important	12224.413	1862.2	4028.70	5276.88	1056.63	1032.61	9647.95	65.97	1477.89	30.33	272.969	2041.29	9879.82	2184.97	1717.26	8322.18
	12.1%	9.1%	11.4%	14.0%	14.8%	11.6%	11.8%	18.0%	15.2%	6.9%	11.8%	11.5%	12.3%	15.8%	13.8%	11.2%
		15.2%	33.0%	43.2%	8.6%	8.4%	78.9%	0.5%	12.1%	0.2%	2.2%	16.7%	80.8%	17.9%	14.0%	68.1%

FHCS Report by Demographics

(88b) How important are support groups to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Extremely Important	5282.255	1562.82	3719.43	4815.17	460.931	6.152	2109.50	3172.75	676.744	4605.51	2624.74	1855.80	801.712	1719.81	3562.44
	5.2%	5.5%	5.1%	5.5%	3.8%	1.7%	3.7%	7.3%	9.3%	4.9%	3.5%	12.3%	8.5%	5.2%	5.3%
		29.6%	70.4%	91.2%	8.7%	0.1%	39.9%	60.1%	12.8%	87.2%	49.7%	35.1%	15.2%	32.6%	67.4%
Very Important	14614.113	4013.93	10600.2	13128.0	1463.22	22.873	7126.96	7487.15	1712.35	12901.8	8545.95	4150.03	1918.14	4277.34	10336.8
	14.5%	14.2%	14.7%	14.9%	12.2%	6.3%	12.5%	17.2%	23.7%	13.8%	11.2%	27.4%	20.2%	12.8%	15.4%
		27.5%	72.5%	89.8%	10.0%	0.2%	48.8%	51.2%	11.7%	88.3%	58.5%	28.4%	13.1%	29.3%	70.7%
Moderately Important	25812.832	7116.69	18696.1	22687.1	3063.89	61.831	14323.4	11489.4	1982.91	23829.9	18790	4171.21	2851.68	8230.41	17582.4
	25.6%	25.1%	25.8%	25.7%	25.5%	16.9%	25.1%	26.4%	27.4%	25.5%	24.7%	27.6%	30.1%	24.7%	26.1%
		27.6%	72.4%	87.9%	11.9%	0.2%	55.5%	44.5%	7.7%	92.3%	72.8%	16.2%	11.0%	31.9%	68.1%
Somewhat Important	21618.474	5837.20	15781.3	19013.3	2536.92	68.257	12460.4	9158.12	1323.62	20294.9	17209.8	2515.57	1893.14	7296.28	14322.2
	21.5%	20.6%	21.8%	21.5%	21.1%	18.7%	21.8%	21.1%	18.3%	21.7%	22.6%	16.6%	20.0%	21.9%	21.3%
		27.0%	73.0%	87.9%	11.7%	0.3%	57.6%	42.4%	6.1%	93.9%	79.6%	11.6%	8.8%	33.8%	66.2%
Not Important	33325.917	9767.88	23558.0	28632.4	4486.69	206.853	21155.4	12170.5	1543.80	31782.1	28874.7	2435.95	2015.24	11855.7	21470.2
	33.1%	34.5%	32.6%	32.4%	37.4%	56.5%	37.0%	28.0%	21.3%	34.0%	38.0%	16.1%	21.3%	35.5%	31.9%
		29.3%	70.7%	85.9%	13.5%	0.6%	63.5%	36.5%	4.6%	95.4%	86.6%	7.3%	6.0%	35.6%	64.4%

FHCS Report by Demographics

(88b) How important are support groups to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Extremely Important	5282.255	1409.38	1759.16	1775.31	338.407	551.741	4268.06	4.723	457.729	39.714	117.465	1067.2	4057.88	575.704	543.722	4162.83
	5.2%	6.9%	5.0%	4.7%	4.7%	6.2%	5.2%	1.3%	4.7%	9.1%	5.1%	6.0%	5.1%	4.2%	4.4%	5.6%
		26.7%	33.3%	33.6%	6.4%	10.4%	80.8%	0.1%	8.7%	0.8%	2.2%	20.2%	76.8%	10.9%	10.3%	78.8%
Very Important	14614.113	3373.99	5130.05	5140.19	969.889	1698.68	11901.1	26.423	987.927	54.358	313.478	3121.17	11125.1	1678.53	1721.79	11213.8
	14.5%	16.5%	14.5%	13.7%	13.6%	19.1%	14.6%	7.2%	10.2%	12.4%	13.5%	17.5%	13.9%	12.1%	13.8%	15.1%
		23.1%	35.1%	35.2%	6.6%	11.6%	81.4%	0.2%	6.8%	0.4%	2.1%	21.4%	76.1%	11.5%	11.8%	76.7%
Moderately Important	25812.832	5718.11	9055.26	9160.30	1879.16	2539.07	21068.9	70.486	2134.37	124.202	722.276	4550.35	20416	3458.83	3019.14	19334.9
	25.6%	27.9%	25.6%	24.4%	26.4%	28.5%	25.8%	19.2%	22.0%	28.4%	31.2%	25.5%	25.5%	25.0%	24.3%	26.0%
		22.2%	35.1%	35.5%	7.3%	9.8%	81.6%	0.3%	8.3%	0.5%	2.8%	17.6%	79.1%	13.4%	11.7%	74.9%
Somewhat Important	21618.474	4141.82	7772.23	8254.55	1449.88	1770.41	17641.4	66.712	2139.99	80.439	376.105	3623.33	17538.6	2917.39	2743.54	15957.5
	21.5%	20.2%	21.9%	21.9%	20.3%	19.9%	21.6%	18.2%	22.1%	18.4%	16.2%	20.3%	21.9%	21.1%	22.0%	21.5%
		19.2%	36.0%	38.2%	6.7%	8.2%	81.6%	0.3%	9.9%	0.4%	1.7%	16.8%	81.1%	13.5%	12.7%	73.8%
Not Important	33325.917	5849.71	11703.4	13282.4	2490.48	2338.49	26816.2	198.402	3972.85	138.673	788.503	5448.12	26950.6	5228.12	4419.9	23677.9
	33.1%	28.5%	33.0%	35.3%	34.9%	26.3%	32.8%	54.1%	41.0%	31.7%	34.0%	30.6%	33.7%	37.7%	35.5%	31.8%
		17.6%	35.1%	39.9%	7.5%	7.0%	80.5%	0.6%	11.9%	0.4%	2.4%	16.3%	80.9%	15.7%	13.3%	71.0%

FHCS Report by Demographics

(89b) How important are elder care programs to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100653.59	28298.5	72355.1	88276	12011.7	365.966	57175.7	43477.9	7239.43	93414.2	76045.1	15128.6	9479.90	33379.6	67274.0
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Extremely Important	6454.503	1886.39	4568.11	5758.64	682.275	13.586	2456	3998.51	736.334	5718.17	3817.84	1894.96	741.711	2345.29	4109.21
	6.4%	6.7%	6.3%	6.5%	5.7%	3.7%	4.3%	9.2%	10.2%	6.1%	5.0%	12.5%	7.8%	7.0%	6.1%
		29.2%	70.8%	89.2%	10.6%	0.2%	38.1%	61.9%	11.4%	88.6%	59.1%	29.4%	11.5%	36.3%	63.7%
Very Important	16532.584	4593.85	11938.7	14734.7	1755.32	42.605	7950.05	8582.54	1861.61	14671	10306.0	3668.06	2558.49	4946.12	11586.5
	16.4%	16.2%	16.5%	16.7%	14.6%	11.6%	13.9%	19.7%	25.7%	15.7%	13.6%	24.2%	27.0%	14.8%	17.2%
		27.8%	72.2%	89.1%	10.6%	0.3%	48.1%	51.9%	11.3%	88.7%	62.3%	22.2%	15.5%	29.9%	70.1%
Moderately Important	26989.463	7275.49	19714	23619.1	3284.85	85.504	15475.5	11514	2051.12	24938.3	20431.5	4037.78	2520.13	8717.22	18272.2
	26.8%	25.7%	27.2%	26.8%	27.3%	23.4%	27.1%	26.5%	28.3%	26.7%	26.9%	26.7%	26.6%	26.1%	27.2%
		27.0%	73.0%	87.5%	12.2%	0.3%	57.3%	42.7%	7.6%	92.4%	75.7%	15.0%	9.3%	32.3%	67.7%
Somewhat Important	19963.133	5505.84	14457.3	17444.1	2446.76	72.316	11607.0	8356.12	1150.48	18812.7	15701.2	2769.05	1492.85	6589.29	13373.8
	19.8%	19.5%	20.0%	19.8%	20.4%	19.8%	20.3%	19.2%	15.9%	20.1%	20.6%	18.3%	15.7%	19.7%	19.9%
		27.6%	72.4%	87.4%	12.3%	0.4%	58.1%	41.9%	5.8%	94.2%	78.7%	13.9%	7.5%	33.0%	67.0%
Not Important	30713.908	9036.96	21676.9	26719.5	3842.46	151.955	19687.1	11026.8	1439.88	29274.0	25788.5	2758.71	2166.72	10781.7	19932.2
	30.5%	31.9%	30.0%	30.3%	32.0%	41.5%	34.4%	25.4%	19.9%	31.3%	33.9%	18.2%	22.9%	32.3%	29.6%
		29.4%	70.6%	87.0%	12.5%	0.5%	64.1%	35.9%	4.7%	95.3%	84.0%	9.0%	7.1%	35.1%	64.9%

FHCS Report by Demographics

(89b) How important are elder care programs to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100653.59	20493.0	35420.1	37612.7	7127.81	8898.38	81695.6	366.746	9692.86	437.386	2317.83	17810.2	80088.2	13858.6	12448.1	74346.9
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Extremely Important	6454.503	1288.34	2308.3	2398.97	458.896	522.925	5381.66	10.546	539.377	24.389	107.375	1023.44	5299.30	882.093	747.182	4825.23
	6.4%	6.3%	6.5%	6.4%	6.4%	5.9%	6.6%	2.9%	5.6%	5.6%	4.6%	5.7%	6.6%	6.4%	6.0%	6.5%
		20.0%	35.8%	37.2%	7.1%	8.1%	83.4%	0.2%	8.4%	0.4%	1.7%	15.9%	82.1%	13.7%	11.6%	74.8%
Very Important	16532.584	3434.77	5965.38	6134.6	997.839	1528.26	13491	43.106	1470.27	66.524	373.69	3084.25	13008.1	1868.64	2021.35	12642.6
	16.4%	16.8%	16.8%	16.3%	14.0%	17.2%	16.5%	11.8%	15.2%	15.2%	16.1%	17.3%	16.2%	13.5%	16.2%	17.0%
		20.8%	36.1%	37.1%	6.0%	9.2%	81.6%	0.3%	8.9%	0.4%	2.3%	18.7%	78.7%	11.3%	12.2%	76.5%
Moderately Important	26989.463	6224.6	9686.67	9280.63	1797.57	2608.13	21811.7	93.469	2476.16	109.828	683.282	4653.91	21542.4	3499.14	3192.3	20298.0
	26.8%	30.4%	27.3%	24.7%	25.2%	29.3%	26.7%	25.5%	25.5%	25.1%	29.5%	26.1%	26.9%	25.2%	25.6%	27.3%
		23.1%	35.9%	34.4%	6.7%	9.7%	80.8%	0.3%	9.2%	0.4%	2.5%	17.2%	79.8%	13.0%	11.8%	75.2%
Somewhat Important	19963.133	3972.05	7513.52	7204.3	1273.26	1538.38	16491.0	70.215	1863.49	84.875	383.486	3288.01	16206.8	2528.34	2621.47	14813.3
	19.8%	19.4%	21.2%	19.2%	17.9%	17.3%	20.2%	19.1%	19.2%	19.4%	16.5%	18.5%	20.2%	18.2%	21.1%	19.9%
		19.9%	37.6%	36.1%	6.4%	7.7%	82.6%	0.4%	9.3%	0.4%	1.9%	16.5%	81.2%	12.7%	13.1%	74.2%
Not Important	30713.908	5573.24	9946.19	12594.2	2600.25	2700.69	24520.2	149.41	3343.56	151.77	769.994	5760.57	24031.6	5080.37	3865.78	21767.8
	30.5%	27.2%	28.1%	33.5%	36.5%	30.4%	30.0%	40.7%	34.5%	34.7%	33.2%	32.3%	30.0%	36.7%	31.1%	29.3%
		18.1%	32.4%	41.0%	8.5%	8.8%	79.8%	0.5%	10.9%	0.5%	2.5%	18.8%	78.2%	16.5%	12.6%	70.9%

FHCS Report by Demographics

(83c) Is Telework/telecommuting available to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100655.69	28299.1	72356.6	88277.9	12011.8	365.966	57177.1	43478.5	7239.58	93416.1	76046.7	15128.9	9480.10	33380.3	67275.4
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Yes	22823.087	7357.48	15465.6	19911.1	2784.76	127.251	13064.1	9758.96	1736.33	21086.8	16692.8	3805.58	2324.74	6431.50	16391.6
	22.7%	26.0%	21.4%	22.6%	23.2%	34.8%	22.8%	22.4%	24.0%	22.6%	22.0%	25.2%	24.5%	19.3%	24.4%
		32.2%	67.8%	87.2%	12.2%	0.6%	57.2%	42.8%	7.6%	92.4%	73.1%	16.7%	10.2%	28.2%	71.8%
No	59737.373	16444.8	43292.6	51514.4	7998.86	224.122	34439.9	25297.5	4004.55	55732.8	46905.9	7700.07	5131.38	22119.7	37617.7
	59.3%	58.1%	59.8%	58.4%	66.6%	61.2%	60.2%	58.2%	55.3%	59.7%	61.7%	50.9%	54.1%	66.3%	55.9%
		27.5%	72.5%	86.2%	13.4%	0.4%	57.7%	42.3%	6.7%	93.3%	78.5%	12.9%	8.6%	37.0%	63.0%
Do Not Know	18095.225	4496.75	13598.5	16852.4	1228.19	14.593	9673.1	8422.13	1498.71	16596.5	12448.0	3623.23	2023.99	4829.16	13266.1
	18.0%	15.9%	18.8%	19.1%	10.2%	4.0%	16.9%	19.4%	20.7%	17.8%	16.4%	23.9%	21.3%	14.5%	19.7%
		24.9%	75.1%	93.1%	6.8%	0.1%	53.5%	46.5%	8.3%	91.7%	68.8%	20.0%	11.2%	26.7%	73.3%

FHCS Report by Demographics

(83c) Is Telework/telecommuting available to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100655.69	20493.5	35420.8	37613.4	7127.94	8898.66	81697.2	366.746	9693.07	437.396	2317.87	17810.6	80089.8	13858.8	12448.3	74348.6
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Yes	22823.087	4100.26	7628.86	9229.93	1864.04	1504.13	19242.4	116.295	1960.24	88.898	325.547	3772.46	18636.2	3504.5	3173.1	16145.5
	22.7%	20.0%	21.5%	24.5%	26.2%	16.9%	23.6%	31.7%	20.2%	20.3%	14.0%	21.2%	23.3%	25.3%	25.5%	21.7%
		18.0%	33.4%	40.4%	8.2%	6.6%	84.3%	0.5%	8.6%	0.4%	1.4%	16.5%	81.7%	15.4%	13.9%	70.7%
No	59737.373	11881.8	21588.3	22396.0	3871.25	5018.46	48234.4	231.335	6253.22	264.201	1330.53	10150.4	47992.3	8274.56	7222.79	44240.0
	59.3%	58.0%	60.9%	59.5%	54.3%	56.4%	59.0%	63.1%	64.5%	60.4%	57.4%	57.0%	59.9%	59.7%	58.0%	59.5%
		19.9%	36.1%	37.5%	6.5%	8.4%	80.7%	0.4%	10.5%	0.4%	2.2%	17.0%	80.3%	13.9%	12.1%	74.1%
Do Not Know	18095.225	4511.46	6203.69	5987.43	1392.65	2376.08	14220.4	19.116	1479.61	84.297	661.797	3887.76	13461.4	2079.77	2052.40	13963.1
	18.0%	22.0%	17.5%	15.9%	19.5%	26.7%	17.4%	5.2%	15.3%	19.3%	28.6%	21.8%	16.8%	15.0%	16.5%	18.8%
		24.9%	34.3%	33.1%	7.7%	13.1%	78.6%	0.1%	8.2%	0.5%	3.7%	21.5%	74.4%	11.5%	11.3%	77.2%

FHCS Report by Demographics

(84c) Are alternative work schedules available to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100655.69	28299.1	72356.6	88277.9	12011.8	365.966	57177.1	43478.5	7239.58	93416.1	76046.7	15128.9	9480.10	33380.3	67275.4
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Yes	67037.402	20501.7	46535.7	59333.3	7508.44	195.645	37480.8	29556.6	4559.92	62477.5	51169.8	10580.2	5287.43	20770.2	46267.2
	66.6%	72.4%	64.3%	67.2%	62.5%	53.5%	65.6%	68.0%	63.0%	66.9%	67.3%	69.9%	55.8%	62.2%	68.8%
		30.6%	69.4%	88.5%	11.2%	0.3%	55.9%	44.1%	6.8%	93.2%	76.3%	15.8%	7.9%	31.0%	69.0%
No	28028.342	6505.54	21522.8	23688.2	4180.22	159.969	16351.9	11676.4	2172.24	25856.1	20888.0	3656.79	3483.51	10938.3	17090.1
	27.8%	23.0%	29.7%	26.8%	34.8%	43.7%	28.6%	26.9%	30.0%	27.7%	27.5%	24.2%	36.7%	32.8%	25.4%
		23.2%	76.8%	84.5%	14.9%	0.6%	58.3%	41.7%	7.8%	92.2%	74.5%	13.0%	12.4%	39.0%	61.0%
Do Not Know	5589.941	1291.82	4298.12	5256.45	323.144	10.352	3344.44	2245.51	507.428	5082.51	3988.87	891.903	709.165	1671.83	3918.11
	5.6%	4.6%	5.9%	6.0%	2.7%	2.8%	5.8%	5.2%	7.0%	5.4%	5.2%	5.9%	7.5%	5.0%	5.8%
		23.1%	76.9%	94.0%	5.8%	0.2%	59.8%	40.2%	9.1%	90.9%	71.4%	16.0%	12.7%	29.9%	70.1%

FHCS Report by Demographics

(84c) Are alternative work schedules available to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100655.69	20493.5	35420.8	37613.4	7127.94	8898.66	81697.2	366.746	9693.07	437.396	2317.87	17810.6	80089.8	13858.8	12448.3	74348.6
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Yes	67037.402	13330.5	22878.5	25884.1	4944.23	4317.39	56464	185.844	6070.22	284.677	1388.15	11222.8	54141.8	9598.23	8680.47	48758.7
	66.6%	65.0%	64.6%	68.8%	69.4%	48.5%	69.1%	50.7%	62.6%	65.1%	59.9%	63.0%	67.6%	69.3%	69.7%	65.6%
		19.9%	34.1%	38.6%	7.4%	6.4%	84.2%	0.3%	9.1%	0.4%	2.1%	16.7%	80.8%	14.3%	12.9%	72.7%
No	28028.342	5643.01	10648.9	9980.79	1755.64	3789.02	20866.7	169.401	3203.18	113.925	563.446	5173.94	22177.0	3753.86	3273.77	21000.7
	27.8%	27.5%	30.1%	26.5%	24.6%	42.6%	25.5%	46.2%	33.0%	26.0%	24.3%	29.0%	27.7%	27.1%	26.3%	28.2%
		20.1%	38.0%	35.6%	6.3%	13.5%	74.4%	0.6%	11.4%	0.4%	2.0%	18.5%	79.1%	13.4%	11.7%	74.9%
Do Not Know	5589.941	1520.04	1893.39	1748.44	428.071	792.256	4366.52	11.501	419.668	38.794	366.273	1413.86	3771.01	506.728	494.046	4589.17
	5.6%	7.4%	5.3%	4.6%	6.0%	8.9%	5.3%	3.1%	4.3%	8.9%	15.8%	7.9%	4.7%	3.7%	4.0%	6.2%
		27.2%	33.9%	31.3%	7.7%	14.2%	78.1%	0.2%	7.5%	0.7%	6.6%	25.3%	67.5%	9.1%	8.8%	82.1%

FHCS Report by Demographics

(85c) Are child care subsidies available to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100655.69	28299.1	72356.6	88277.9	12011.8	365.966	57177.1	43478.5	7239.58	93416.1	76046.7	15128.9	9480.10	33380.3	67275.4
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Yes	11442.28	3521.8	7920.48	10080.8	1313.57	47.929	5133.81	6308.47	1023.25	10419.0	7370.78	2785.36	1286.14	3475.95	7966.33
	11.4%	12.4%	10.9%	11.4%	10.9%	13.1%	9.0%	14.5%	14.1%	11.2%	9.7%	18.4%	13.6%	10.4%	11.8%
		30.8%	69.2%	88.1%	11.5%	0.4%	44.9%	55.1%	8.9%	91.1%	64.4%	24.3%	11.2%	30.4%	69.6%
No	41100.683	10059.5	31041.2	34911.2	6021.5	167.98	23061.9	18038.8	3192.82	37907.9	30828.4	6231.44	4040.85	14450.3	26650.4
	40.8%	35.5%	42.9%	39.5%	50.1%	45.9%	40.3%	41.5%	44.1%	40.6%	40.5%	41.2%	42.6%	43.3%	39.6%
		24.5%	75.5%	84.9%	14.7%	0.4%	56.1%	43.9%	7.8%	92.2%	75.0%	15.2%	9.8%	35.2%	64.8%
Do Not Know	48112.722	14717.7	33395	43285.9	4676.74	150.057	28981.4	19131.3	3023.51	45089.2	37847.5	6112.09	4153.12	15454.0	32658.7
	47.8%	52.0%	46.2%	49.0%	38.9%	41.0%	50.7%	44.0%	41.8%	48.3%	49.8%	40.4%	43.8%	46.3%	48.5%
		30.6%	69.4%	90.0%	9.7%	0.3%	60.2%	39.8%	6.3%	93.7%	78.7%	12.7%	8.6%	32.1%	67.9%

FHCS Report by Demographics

(85c) Are child care subsidies available to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	**Total**	**<40**	**40-49**	**50-59**	**60+**	**WG**	**GS/GM**	**SES**	**Other**	**<6mo**	**<1yr**	**<5yrs**	**>5yrs**	**<3yrs**	**<5yrs**	**>5yrs**
Total Responses	100655.69	20493.5	35420.8	37613.4	7127.94	8898.66	81697.2	366.746	9693.07	437.396	2317.87	17810.6	80089.8	13858.8	12448.3	74348.6
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Yes	11442.28	2237.53	3907.44	4420.76	876.547	1000.21	9400.81	47.281	993.981	48.259	178.816	2080.3	9134.91	1580.14	1346.91	8515.22
	11.4%	10.9%	11.0%	11.8%	12.3%	11.2%	11.5%	12.9%	10.3%	11.0%	7.7%	11.7%	11.4%	11.4%	10.8%	11.5%
		19.6%	34.1%	38.6%	7.7%	8.7%	82.2%	0.4%	8.7%	0.4%	1.6%	18.2%	79.8%	13.8%	11.8%	74.4%
No	41100.683	8737.20	14943.2	14694.4	2725.88	3996.05	32888.0	173.955	4042.64	139.923	597.459	5961.11	34402.2	5747.25	5039.19	30314.2
	40.8%	42.6%	42.2%	39.1%	38.2%	44.9%	40.3%	47.4%	41.7%	32.0%	25.8%	33.5%	43.0%	41.5%	40.5%	40.8%
		21.3%	36.4%	35.8%	6.6%	9.7%	80.0%	0.4%	9.8%	0.3%	1.5%	14.5%	83.7%	14.0%	12.3%	73.8%
Do Not Know	48112.722	9518.81	16570.2	18498.2	3525.51	3902.4	39408.4	145.51	4656.44	249.214	1541.6	9769.19	36552.7	6531.43	6062.19	35519.1
	47.8%	46.4%	46.8%	49.2%	49.5%	43.9%	48.2%	39.7%	48.0%	57.0%	66.5%	54.9%	45.6%	47.1%	48.7%	47.8%
		19.8%	34.4%	38.4%	7.3%	8.1%	81.9%	0.3%	9.7%	0.5%	3.2%	20.3%	76.0%	13.6%	12.6%	73.8%

FHCS Report by Demographics

(86c) Are employee assistance programs available to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100655.69	28299.1	72356.6	88277.9	12011.8	365.966	57177.1	43478.5	7239.58	93416.1	76046.7	15128.9	9480.10	33380.3	67275.4
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Yes	66352.179	17594.4	48757.8	56523.0	9530.33	298.84	36282.3	30069.9	4635.7	61716.5	49855.6	11034.2	5462.44	20459	45893.2
	65.9%	62.2%	67.4%	64.0%	79.3%	81.7%	63.5%	69.2%	64.0%	66.1%	65.6%	72.9%	57.6%	61.3%	68.2%
		26.5%	73.5%	85.2%	14.4%	0.5%	54.7%	45.3%	7.0%	93.0%	75.1%	16.6%	8.2%	30.8%	69.2%
No	7780.369	2168.45	5611.92	7024.24	739.719	16.413	4669.4	3110.97	764.728	7015.64	5560.12	1166.24	1054.01	3453.00	4327.37
	7.7%	7.7%	7.8%	8.0%	6.2%	4.5%	8.2%	7.2%	10.6%	7.5%	7.3%	7.7%	11.1%	10.3%	6.4%
		27.9%	72.1%	90.3%	9.5%	0.2%	60.0%	40.0%	9.8%	90.2%	71.5%	15.0%	13.5%	44.4%	55.6%
Do Not Know	26523.137	8536.25	17986.9	24730.7	1741.76	50.713	16225.4	10297.7	1839.16	24684	20631	2928.49	2963.65	9468.36	17054.8
	26.4%	30.2%	24.9%	28.0%	14.5%	13.9%	28.4%	23.7%	25.4%	26.4%	27.1%	19.4%	31.3%	28.4%	25.4%
		32.2%	67.8%	93.2%	6.6%	0.2%	61.2%	38.8%	6.9%	93.1%	77.8%	11.0%	11.2%	35.7%	64.3%

FHCS Report by Demographics

(86c) Are employee assistance programs available to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	**Total**	**<40**	**40-49**	**50-59**	**60+**	**WG**	**GS/GM**	**SES**	**Other**	**<6mo**	**<1yr**	**<5yrs**	**>5yrs**	**<3yrs**	**<5yrs**	**>5yrs**
Total Responses	100655.69	20493.5	35420.8	37613.4	7127.94	8898.66	81697.2	366.746	9693.07	437.396	2317.87	17810.6	80089.8	13858.8	12448.3	74348.6
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Yes	66352.179	12787.1	24130.3	25113.8	4320.92	4611.07	55097.6	291.925	6351.62	244.799	1185.16	10044.2	54878	8985.76	8365.7	49000.7
	65.9%	62.4%	68.1%	66.8%	60.6%	51.8%	67.4%	79.6%	65.5%	56.0%	51.1%	56.4%	68.5%	64.8%	67.2%	65.9%
		19.3%	36.4%	37.8%	6.5%	6.9%	83.0%	0.4%	9.6%	0.4%	1.8%	15.1%	82.7%	13.5%	12.6%	73.8%
No	7780.369	1354.10	2644.35	3039.49	742.424	1151.13	5793.15	25.872	810.219	45.845	139.847	1472.55	6122.13	1323.06	1038.12	5419.19
	7.7%	6.6%	7.5%	8.1%	10.4%	12.9%	7.1%	7.1%	8.4%	10.5%	6.0%	8.3%	7.6%	9.5%	8.3%	7.3%
		17.4%	34.0%	39.1%	9.5%	14.8%	74.5%	0.3%	10.4%	0.6%	1.8%	18.9%	78.7%	17.0%	13.3%	69.7%
Do Not Know	26523.137	6352.30	8646.14	9460.1	2064.6	3136.45	20806.5	48.949	2531.23	146.752	992.866	6293.82	19089.7	3550.01	3044.47	19928.7
	26.4%	31.0%	24.4%	25.2%	29.0%	35.2%	25.5%	13.3%	26.1%	33.6%	42.8%	35.3%	23.8%	25.6%	24.5%	26.8%
		24.0%	32.6%	35.7%	7.8%	11.8%	78.4%	0.2%	9.5%	0.6%	3.7%	23.7%	72.0%	13.4%	11.5%	75.1%

FHCS Report by Demographics

(87c) Are health and wellness programs available to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100655.69	28299.1	72356.6	88277.9	12011.8	365.966	57177.1	43478.5	7239.58	93416.1	76046.7	15128.9	9480.10	33380.3	67275.4
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Yes	55296.100	17126.9	38169.2	47777.1	7259.03	260.002	30903.3	24392.8	3768.38	51527.7	41555.1	9059.48	4681.49	16655.8	38640.3
	54.9%	60.5%	52.8%	54.1%	60.4%	71.0%	54.0%	56.1%	52.1%	55.2%	54.6%	59.9%	49.4%	49.9%	57.4%
		31.0%	69.0%	86.4%	13.1%	0.5%	55.9%	44.1%	6.8%	93.2%	75.2%	16.4%	8.5%	30.1%	69.9%
No	16987.005	3201.07	13785.9	14589.4	2347.77	49.803	9149.98	7837.02	1601.61	15385.4	12855.3	2258.7	1873.03	6958.54	10028.5
	16.9%	11.3%	19.1%	16.5%	19.5%	13.6%	16.0%	18.0%	22.1%	16.5%	16.9%	14.9%	19.8%	20.8%	14.9%
		18.8%	81.2%	85.9%	13.8%	0.3%	53.9%	46.1%	9.4%	90.6%	75.7%	13.3%	11.0%	41.0%	59.0%
Do Not Know	28372.58	7971.04	20401.5	25911.4	2405.01	56.161	17123.8	11248.8	1869.6	26503	21636.3	3810.70	2925.59	9766.01	18606.6
	28.2%	28.2%	28.2%	29.4%	20.0%	15.3%	29.9%	25.9%	25.8%	28.4%	28.5%	25.2%	30.9%	29.3%	27.7%
		28.1%	71.9%	91.3%	8.5%	0.2%	60.4%	39.6%	6.6%	93.4%	76.3%	13.4%	10.3%	34.4%	65.6%

FHCS Report by Demographics

(87c) Are health and wellness programs available to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100655.69	20493.5	35420.8	37613.4	7127.94	8898.66	81697.2	366.746	9693.07	437.396	2317.87	17810.6	80089.8	13858.8	12448.3	74348.6
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Yes	55296.100	10405.1	19236.0	21247.9	4407.14	4365.34	46129.7	248.155	4552.9	259.001	1182.21	9261.33	44593.6	7708.65	7426.54	40160.9
	54.9%	50.8%	54.3%	56.5%	61.8%	49.1%	56.5%	67.7%	47.0%	59.2%	51.0%	52.0%	55.7%	55.6%	59.7%	54.0%
		18.8%	34.8%	38.4%	8.0%	7.9%	83.4%	0.4%	8.2%	0.5%	2.1%	16.7%	80.6%	13.9%	13.4%	72.6%
No	16987.005	3463.94	6148.06	6494.12	880.892	1552.55	13289.0	60.02	2085.43	41.16	271.038	2662.1	14012.7	2480.24	1819.51	12687.2
	16.9%	16.9%	17.4%	17.3%	12.4%	17.4%	16.3%	16.4%	21.5%	9.4%	11.7%	14.9%	17.5%	17.9%	14.6%	17.1%
		20.4%	36.2%	38.2%	5.2%	9.1%	78.2%	0.4%	12.3%	0.2%	1.6%	15.7%	82.5%	14.6%	10.7%	74.7%
Do Not Know	28372.58	6624.53	10036.8	9871.39	1839.90	2980.77	22278.5	58.571	3054.74	137.235	864.625	5887.16	21483.6	3669.93	3202.24	21500.4
	28.2%	32.3%	28.3%	26.2%	25.8%	33.5%	27.3%	16.0%	31.5%	31.4%	37.3%	33.1%	26.8%	26.5%	25.7%	28.9%
		23.3%	35.4%	34.8%	6.5%	10.5%	78.5%	0.2%	10.8%	0.5%	3.0%	20.7%	75.7%	12.9%	11.3%	75.8%

FHCS Report by Demographics

(88c) Are support groups available to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100655.69	28299.1	72356.6	88277.9	12011.8	365.966	57177.1	43478.5	7239.58	93416.1	76046.7	15128.9	9480.10	33380.3	67275.4
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Yes	26912.147	8008.44	18903.7	23130.4	3663.22	118.539	15595.6	11316.6	2042.53	24869.6	19296.4	5265.16	2350.57	6937.15	19975
	26.7%	28.3%	26.1%	26.2%	30.5%	32.4%	27.3%	26.0%	28.2%	26.6%	25.4%	34.8%	24.8%	20.8%	29.7%
		29.8%	70.2%	85.9%	13.6%	0.4%	57.9%	42.1%	7.6%	92.4%	71.7%	19.6%	8.7%	25.8%	74.2%
No	19998.504	4276.08	15722.4	17028.1	2909.22	61.139	10319.4	9679.10	1731.80	18266.7	15086	2876.71	2035.82	7977.08	12021.4
	19.9%	15.1%	21.7%	19.3%	24.2%	16.7%	18.0%	22.3%	23.9%	19.6%	19.8%	19.0%	21.5%	23.9%	17.9%
		21.4%	78.6%	85.1%	14.5%	0.3%	51.6%	48.4%	8.7%	91.3%	75.4%	14.4%	10.2%	39.9%	60.1%
Do Not Know	53745.034	16014.5	37730.5	48119.4	5439.37	186.288	31262.2	22482.9	3465.26	50279.8	41664.3	6987.01	5093.72	18466.1	35278.9
	53.4%	56.6%	52.1%	54.5%	45.3%	50.9%	54.7%	51.7%	47.9%	53.8%	54.8%	46.2%	53.7%	55.3%	52.4%
		29.8%	70.2%	89.5%	10.1%	0.3%	58.2%	41.8%	6.4%	93.6%	77.5%	13.0%	9.5%	34.4%	65.6%

FHCS Report by Demographics

(88c) Are support groups available to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	**Total**	**<40**	**40-49**	**50-59**	**60+**	**WG**	**GS/GM**	**SES**	**Other**	**<6mo**	**<1yr**	**<5yrs**	**>5yrs**	**<3yrs**	**<5yrs**	**>5yrs**
Total Responses	100655.69	20493.5	35420.8	37613.4	7127.94	8898.66	81697.2	366.746	9693.07	437.396	2317.87	17810.6	80089.8	13858.8	12448.3	74348.6
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Yes	26912.147	5199.74	9176.01	10076.7	2459.65	2941.50	21576.6	113.158	2280.92	134.899	492.33	4502.93	21782	3775.27	3625.54	19511.3
	26.7%	25.4%	25.9%	26.8%	34.5%	33.1%	26.4%	30.9%	23.5%	30.8%	21.2%	25.3%	27.2%	27.2%	29.1%	26.2%
		19.3%	34.1%	37.4%	9.1%	10.9%	80.2%	0.4%	8.5%	0.5%	1.8%	16.7%	80.9%	14.0%	13.5%	72.5%
No	19998.504	3526.25	7208.52	8138.68	1125.06	1816.24	15961.7	68.215	2152.36	73.297	224.141	2861.26	16839.8	3071.25	2574.39	14352.9
	19.9%	17.2%	20.4%	21.6%	15.8%	20.4%	19.5%	18.6%	22.2%	16.8%	9.7%	16.1%	21.0%	22.2%	20.7%	19.3%
		17.6%	36.0%	40.7%	5.6%	9.1%	79.8%	0.3%	10.8%	0.4%	1.1%	14.3%	84.2%	15.4%	12.9%	71.8%
Do Not Know	53745.034	11767.6	19036.3	19398	3543.23	4140.92	44159	185.373	5259.79	229.2	1601.4	10446.4	41468.0	7012.30	6248.36	40484.4
	53.4%	57.4%	53.7%	51.6%	49.7%	46.5%	54.1%	50.5%	54.3%	52.4%	69.1%	58.7%	51.8%	50.6%	50.2%	54.5%
		21.9%	35.4%	36.1%	6.6%	7.7%	82.2%	0.3%	9.8%	0.4%	3.0%	19.4%	77.2%	13.0%	11.6%	75.3%

FHCS Report by Demographics

(89c) Are elder care programs available to you?

		Work Location		Supervisor Status			Sex		Hispanic		Race			Leaving	
Scale Description	Total	HQ	Field	NonSupv	Supv	Exec	Male	Female	Yes	No	White	Black	Other	Yes	No
Total Responses	100655.69	28299.1	72356.6	88277.9	12011.8	365.966	57177.1	43478.5	7239.58	93416.1	76046.7	15128.9	9480.10	33380.3	67275.4
	100%	28.1%	71.9%	87.7%	11.9%	0.4%	56.8%	43.2%	7.2%	92.8%	75.6%	15.0%	9.4%	33.2%	66.8%
Yes	9740.007	3493.83	6246.18	8392.28	1298.49	49.239	5149.15	4590.86	644.579	9095.43	6785.96	2139.98	814.063	2693.69	7046.32
	9.7%	12.3%	8.6%	9.5%	10.8%	13.5%	9.0%	10.6%	8.9%	9.7%	8.9%	14.1%	8.6%	8.1%	10.5%
		35.9%	64.1%	86.2%	13.3%	0.5%	52.9%	47.1%	6.6%	93.4%	69.7%	22.0%	8.4%	27.7%	72.3%
No	25214.915	5594.88	19620.0	21159.9	3952.23	102.745	13746.0	11468.9	2175.98	23038.9	18831.5	3515.22	2868.19	9606.56	15608.4
	25.1%	19.8%	27.1%	24.0%	32.9%	28.1%	24.0%	26.4%	30.1%	24.7%	24.8%	23.2%	30.3%	28.8%	23.2%
		22.2%	77.8%	83.9%	15.7%	0.4%	54.5%	45.5%	8.6%	91.4%	74.7%	13.9%	11.4%	38.1%	61.9%
Do Not Know	65700.763	19210.3	46490.4	58725.7	6761.09	213.982	38282	27418.8	4419.03	61281.7	50429.2	9473.68	5797.85	21080.1	44620.7
	65.3%	67.9%	64.3%	66.5%	56.3%	58.5%	67.0%	63.1%	61.0%	65.6%	66.3%	62.6%	61.2%	63.2%	66.3%
		29.2%	70.8%	89.4%	10.3%	0.3%	58.3%	41.7%	6.7%	93.3%	76.8%	14.4%	8.8%	32.1%	67.9%

FHCS Report by Demographics

(89c) Are elder care programs available to you?

		Age Group				Pay Category				Time w/ Current Agency				Retiring		
Scale Description	Total	<40	40-49	50-59	60+	WG	GS/GM	SES	Other	<6mo	<1yr	<5yrs	>5yrs	<3yrs	<5yrs	>5yrs
Total Responses	100655.69	20493.5	35420.8	37613.4	7127.94	8898.66	81697.2	366.746	9693.07	437.396	2317.87	17810.6	80089.8	13858.8	12448.3	74348.6
	100%	20.4%	35.2%	37.4%	7.1%	8.8%	81.2%	0.4%	9.6%	0.4%	2.3%	17.7%	79.6%	13.8%	12.4%	73.9%
Yes	9740.007	1568.55	3069.86	4256.18	845.423	718.293	8144.92	47.111	829.687	33.854	142.735	1545.3	8018.12	1545.46	1390.42	6804.13
	9.7%	7.7%	8.7%	11.3%	11.9%	8.1%	10.0%	12.8%	8.6%	7.7%	6.2%	8.7%	10.0%	11.2%	11.2%	9.2%
		16.1%	31.5%	43.7%	8.7%	7.4%	83.6%	0.5%	8.5%	0.3%	1.5%	15.9%	82.3%	15.9%	14.3%	69.9%
No	25214.915	4608.90	8866.15	9866.66	1873.20	2410.7	19965.3	107.906	2730.98	91.811	330.26	3239.73	21553.1	4049.33	3398.12	17767.5
	25.1%	22.5%	25.0%	26.2%	26.3%	27.1%	24.4%	29.4%	28.2%	21.0%	14.2%	18.2%	26.9%	29.2%	27.3%	23.9%
		18.3%	35.2%	39.1%	7.4%	9.6%	79.2%	0.4%	10.8%	0.4%	1.3%	12.8%	85.5%	16.1%	13.5%	70.5%
Do Not Know	65700.763	14316.1	23484.8	23490.5	4409.31	5769.67	53587	211.729	6132.4	311.731	1844.88	13025.6	50518.6	8264.04	7659.75	49777
	65.3%	69.9%	66.3%	62.5%	61.9%	64.8%	65.6%	57.7%	63.3%	71.3%	79.6%	73.1%	63.1%	59.6%	61.5%	67.0%
		21.8%	35.7%	35.8%	6.7%	8.8%	81.6%	0.3%	9.3%	0.5%	2.8%	19.8%	76.9%	12.6%	11.7%	75.8%

FHCS DATA

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